

# CLIMATE, EQUITY, AND OPPORTUNITY IN THE WORKPLACE (CERT)

This program was approved for students entering the university in the Summer 2024–Spring 2025 catalog year. For more information about catalog year, go to Catalog Year Information (<https://catalog.louisville.edu/undergraduate/university-wide-unit-specific-policies/catalog-year/>).

## Certificate in Climate, Equity, and Opportunity in the Workplace

Unit: College of Education and Human Development (<https://louisville.edu/education/>)

Department: Educational Leadership, Evaluation and Organizational Development (<http://louisville.edu/education/departments/eleod/>)  
Academic Plan Code(s): CEOWCUG, CEOWCUGO

## Program Information

*This program can be completed* entirely online (<https://louisville.edu/online/programs/certificate-programs/certificate-in-climate-equity-and-opportunity-in-the-workplace/>).

The Certificate in Climate, Equity, and Opportunity in the Workplace will prepare leaders working in a multitude of fields (e.g., military, corporate, non-profit, healthcare, government, private sector, etc.) to implement best practices and strategies around diverse hiring, inclusive workplace environments, effectively engaging with marginalized communities through meaningful organizational partnerships, and equitable treatment among all employees in the workplace.

With ever-growing workplace changes (e.g., policies, hiring), the workplace is challenged to address matters of injustice, fairness, equality & equity, prejudice, discrimination, and cultural acceptance. The proposed certificate will allow students to study and explore the existing problems associated with the aforementioned areas. Students will explore policy, complete organizational analysis, and engage with marginalized communities through assignments to form a solid knowledge base towards practical application.

## Admission Requirements

Undergraduate students who are currently enrolled at UofL must submit a request to declare the certificate (<https://louisville.edu/advising/students/change-major/>) to enter the program. First time freshmen, transfer, and post-baccalaureate applicants must meet the regular admission standards (<https://catalog.louisville.edu/undergraduate/admission/college-education-human-development/>) of the College of Education and Human Development. This undergraduate certificate program may be completed as a stand-alone credential; however, it will not be eligible for federal financial aid. Students enrolled in degree programs and pursuing this certificate may be eligible for federal financial aid.

## Certificate Requirements

Choose one class from each of the four areas (A, B, C, D) below.

Code	Title	Hours
Area A: Diversity (3 credit hours)		
LEAD 314	Diversity in the Workplace - D1 ( <a href="https://catalog.louisville.edu/undergraduate/general-education-requirements/">https://catalog.louisville.edu/undergraduate/general-education-requirements/</a> ), SB ( <a href="https://catalog.louisville.edu/undergraduate/general-education-requirements/">https://catalog.louisville.edu/undergraduate/general-education-requirements/</a> )	3
Area B: Inclusion (3 credit hours)		
LEAD 324	Antiracism: A Fundamental to a New System	
PAS 364	Racism and Sexism - SB ( <a href="https://catalog.louisville.edu/undergraduate/general-education-requirements/">https://catalog.louisville.edu/undergraduate/general-education-requirements/</a> ), D1 ( <a href="https://catalog.louisville.edu/undergraduate/general-education-requirements/">https://catalog.louisville.edu/undergraduate/general-education-requirements/</a> )	
PAS 205	Race, Color and Consciousness - D1 ( <a href="https://catalog.louisville.edu/undergraduate/general-education-requirements/">https://catalog.louisville.edu/undergraduate/general-education-requirements/</a> ), SB ( <a href="https://catalog.louisville.edu/undergraduate/general-education-requirements/">https://catalog.louisville.edu/undergraduate/general-education-requirements/</a> )	
Area C: Community Engagement (3 credit hours)		
LEAD 424	Organizational Partnership and Community Engagement	3
Area D: Equity (3 credit hours)		
LEAD 460	Adult Learning and Diversity	
PAS 227	Survey of American Diversity - D1 ( <a href="https://catalog.louisville.edu/undergraduate/general-education-requirements/">https://catalog.louisville.edu/undergraduate/general-education-requirements/</a> ), SB ( <a href="https://catalog.louisville.edu/undergraduate/general-education-requirements/">https://catalog.louisville.edu/undergraduate/general-education-requirements/</a> )	
SOC 323	Diversity and Inequality	
<b>Minimum Total Hours</b>		<b>12</b>

Graduation requirements will include the completion of 12 credits of coursework. Students are required to earn a C- or better in their program classes with a cumulative GPA of 2.25 or higher.

At least three (3) semester hours of the requirements for a certificate must be successfully completed while enrolled in the University of Louisville.