

Certificate in Diversity Management in Health Care Program

DIVERSITY | INCLUSION | CULTURAL COMPETENCE

Diversity, inclusion and cultural competence are imperative for health care organizations. These are particularly important goals as the U.S. demographic landscape changes and regulatory agencies continue to implement requirements to improve safety and quality, reduce health care disparities and create more affordable care for patients. A health care organization with a robust diversity strategy can affect the overall health of their local community, improve the patient experience and reduce the cost of care. The Certificate in Diversity Management in Health Care (CDM) Fellowship builds effective leaders who can help drive those results.

What is the CDM Fellowship?

The CDM fellowship provides a blended learning curriculum that seeks to strengthen diversity leaders. Practitioners, currently in the field of health care, will develop competencies that allow them to make changes in their organizations and in their communities.

What is unique about the CDM Fellowship?

This is the only comprehensive diversity certificate fellowship focused solely on health care and endorsed by the American Hospital Association. The CDM fellowship, designed and taught by experienced diversity practitioners in the field, will meet the individual practitioners' needs by providing leadership development, peer mentoring and technical support for today's complex health care arena.

Who should participate?

Professionals charged with the leadership or management of diversity programs for their health care organizations are encouraged to apply. Previous CDM Alumni have held titles including:

- Manager of Interpreter Services
- Director of Diversity and Health Equity
- Human Resources Director
- Vice President of Government Relations
- Senior Strategist of Organizational Effectiveness
- Director of Community Partnerships

What are the program requirements?

Fellows will also participate in an interactive on-site learning forum in addition to an online learning curriculum. The capstone project is an individual's specific Diversity/Disparities Action Plan. CDM fellows should plan to allocate 120-150 hours over the program duration.

During the course of the fellowship, fellows will complete nine content areas:

- 21st Century Health Care
- Strategic Development and Implementation
- Community Assessment and Data Analysis
- Diversity, Inclusion and Talent Management
- Cultural Competency and Health Care Disparities: Safety, Quality and Equity
- Language Services
- Supplier Diversity
- Marketing and Communications.



“*The fellowship offers both the novice and the experienced... a wealth of information and expertise. The classes are designed to promote an environment of collaboration.*”

2017 CDM Fellow

What is the Institute for Diversity and Health Equity?

The Institute for Diversity and Health Equity exists to empower health organizations to provide equitable care for all individuals. We offer tools, resources, and data insights as well as a professional network of experts to help health care leaders accelerate and improve their organization's equity, diversity and inclusion objectives.

American Leadership Council for Diversity in Healthcare is an advisory group that provides insight and perspective to the Institute and the field of health care diversity and inclusion management through enhancing national efforts aimed at fostering inclusion, advancing health equity, changing mindsets and increasing cultural competence.



Institute for Diversity and Health Equity

An affiliate of the American Hospital Association



Knowledge
Wisdom
Innovation

American Leadership Council for Diversity in Healthcare

A subsidiary of the Institute for Diversity and Health Equity • An AHA Affiliate

Contact IFD-CDM@aha.org to learn more about the Certificate in Diversity Management in Health Care Program.

For more information on the Institute and its programs, please visit www.diversityconnection.org.