SEMESTER: Spring 2019

COURSE NUMBER: UGBA 192T.4

COURSE TITLE: Equity Fluent Leaders: The Value of Inclusion & Diversity

UNITS OF CREDIT: 3 units

INSTRUCTOR: Kellie McElhaney

E-MAIL ADDRESS: kmack@haas.berkeley.edu

CLASS WEB PAGE LOCATION: bCourses

MEETING DAY/TIME: Tuesdays & Thursdays 11-12:30 pm

PREREQUISITE(S): None

CAREER FIELD: This course would be useful for those interested in leadership development, talent management, strategy, and/or general management.

CLASS FORMAT: Mixture of lectures, in-class activities, readings, speakers.

REQUIRED READINGS: Readings will be posted on bCourses.

BASIS FOR FINAL GRADE: Mixture of papers, projects and class participation.

ABSTRACT OF COURSE'S CONTENT AND OBJECTIVES:

This course prepares Equity Fluent Leaders to ignite and accelerate change. Equity Fluent Leaders understand the value of different lived experiences and courageously use their power to address barriers, increase access, and drive change for positive impact.

The course content focuses on business opportunities and solutions that create value for the firm and for society. We will address gender, race, ethnicity, socio-economic status and sexual orientation/identification. You will leave prepared to implement inclusive leadership and business strategy. The course uses a combination of data, cases, and experiential tools to increase
inclusion and diversity the workplace. There are three modules: Context & Culture; Strategy and Policy; Individual Leadership.

BIOGRAPHICAL SKETCH:
Dr. McElhaney is a distinguished teaching fellow and the Founder of the Center for Equity, Gender and Leadership (EGAL) at Berkeley/ Haas. Her research and teaching are in three areas: (1) The economic and business value of investing in women, inclusion and diversity; (2) Global macro trends and business solutions; (3) Strategic corporate sustainability. She has written a book entitled *Just Good Business: The Strategic Guide to Aligning Corporate Responsibility and Brand (2010)* on her work, as well as given a TED talk on these topics. Kellie consults with global 1000 companies and gives keynotes throughout the world on D&I strategy and value.