

# SHRM Inclusive Workplace Culture Specialty Credential

Every workplace has a culture—whether it's intentionally shaped or left to chance. The difference? Success. Thriving organizations cultivate inclusive, dynamic, and engaging environments where people do their best work.

The Inclusive Workplace Culture Specialty Credential empowers HR professionals with the strategies and tools to drive meaningful cultural transformation. Through this program, you'll learn how to foster a workplace where inclusivity and belonging aren't just ideals, they're the foundation for innovation, collaboration, and business growth. Unlock the full potential of your workforce and create an environment where every employee feels valued, motivated, and ready to contribute.



## How to earn the SHRM Inclusive Workplace Culture Specialty Credential

Attend an Instructor Led Program	Complete Three eLearning Courses	Take and Pass an Assessment
<ul style="list-style-type: none"><li>• Inclusive Workplace Culture: Leading and Sustaining a Culture Transformation</li></ul>	<ul style="list-style-type: none"><li>• Cultivating Support for an Inclusive Workplace Culture</li><li>• Creating an Inclusive and Supportive Workplace</li><li>• Measuring Successes of an Inclusive Workplace Culture</li></ul>	<ul style="list-style-type: none"><li>• Inclusive Workplace Culture Knowledge Assessment</li></ul>

After successfully completing all learning components and passing the assessment, you'll earn the SHRM Inclusive Workplace Culture Specialty Credential, along with a certificate of achievement and a digital badge. SHRM-certified professionals will also receive 22 PDCs toward recertification. Showcase your accomplishment by adding your credential to your resume, email signature, and social media profiles to boost your credibility and highlight your commitment to the profession.

## Learning Curriculum

### Instructor Led Program (in-person or live online)

#### **Title: Inclusive Workplace Culture: Leading and Sustaining a Culture Transformation**

Research consistently shows that organizations with varied perspectives lead the way in innovation, productivity, and profitability. But achieving these benefits requires more than just assembling a talented team—it demands a culture where authenticity, psychological safety, and fairness thrive.

In this engaging, scenario-based course, you'll explore what it truly means to foster an inclusive workplace and why it's a game-changer for organizational success. Through thought-provoking

discussions and real-world applications, you'll gain actionable strategies to build a culture of belonging—one that attracts, supports, and empowers employees at every level.

**Program Objectives:**

- Learn proven techniques to create, maintain, and measure an inclusive environment through effective communication, mentorship, inclusive hiring, executive support, and impactful training.
- Apply strategies to recognize and mitigate implicit bias, make mindful decisions, and reinforce a culture of inclusion and belonging.
- Develop a personalized roadmap with concrete steps to strengthen and sustain an inclusive workplace culture within your organization.

**eLearning Components**

**Title: Cultivating Support for an Inclusive Workplace**

Transform your workplace culture with our *Cultivating Support for an Inclusive Workplace Culture* course. Learn the key components of a compelling business case for inclusion and how to communicate it effectively across your organization. Through storytelling and data-driven insights, you'll gain the tools to inspire change and foster a more inclusive environment at every level of your company.

**Learning Objectives:**

- Understand the key components that make a business case for inclusion truly impactful.
- Master the art of storytelling to share your business case effectively across your organization.
- Discover the most effective channels to amplify your inclusion message.
- Learn how to write a compelling narrative that champions the need for a more inclusive workplace culture.

**Title: Creating an Inclusive and Supportive Workplace**

This course equips HR professionals with practical strategies to create a truly inclusive workplace culture. Learn how to design and implement initiatives that promote belonging, boost employee engagement, and drive lasting organizational change.

**Learning Objectives:**

- Explore the benefits of workplace inclusivity and its positive impact on employee well-being and productivity.
- Identify the key traits of effective workplace advocates and leaders.
- Understand the essential elements of successful inclusion-focused initiatives.
- Create a strategic plan to launch and sustain impactful workplace programs.

**Title: Measuring Successes of an Inclusive Workplace Culture**

The *Measuring the Successes of an Inclusive Workplace Culture* course provides essential definitions and key data analysis concepts to assess the impact of your workplace culture. Learn how to identify and measure the key metrics related to an inclusive culture, such as attitudes, community involvement, grievances, human experience, and exit interviews. This course equips you with the tools to effectively communicate the successes of your inclusive workplace culture.

**Learning Objectives:**

- Understand how inclusion is built on a foundation of fairness and respect.
- Evaluate the key measures that reflect an inclusive workplace culture.
- Identify the specific areas an inclusive culture influences.
- Communicate the successes of an inclusive culture across your organization.
- Develop a plan to establish unique data points for tracking your organization's inclusion journey.