

September 10, 2023

Provost Program Proposal Review Committee
University of Louisville
Re: LOI – Undergraduate Certificate in Diversity, Inclusion, Community Engagement, and Equity
(DICEE) in the Workplace

Dear PPPRC Committee:

This letter is to signify my strong support for a new Undergraduate Certificate in Diversity, Inclusion, Community Engagement, and Equity (DICEE) in the Workplace. The program design was led by Dr. Randy Whetstone, Clinical Assistant Professor with a focus on diversity in the workplace, and approved by the Department of Educational Leadership, Evaluation and Organizational Development (LEAD) and the CEHD Curriculum Committee. This program was viewed across the University through the pre-LOI process and was approved due to its unique focus on diversity within the workplace.

As noted in the LOI, the purpose of the DICEE in the Workplace certificate program is to 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. The audience for this certificate are individuals working in leadership roles, especially those with some college but have not earned a college degree, who seek specialization in DICEE.

Thus, this certificate provides a much-needed program for professionals who wish to establish work environment in which all employees can thrive. This program is timely, as society has increased tensions around diversity and inclusion, and these challenges permeate the workplace in ways that can support or inhibit a productive, supportive work environment.

The curriculum is designed to collaborate with other departments and to focus on four main constructs of diversity (forming the title of the program): Diversity, Inclusion, Community Engagement, and Equity. Thank you for your consideration of this undergraduate certificate.

If you have questions, please do not hesitate to contact me.

Sincerely,



Amy S. Lingo, Ed.D.
Interim Dean and Professor, Special Education
College of Education and Human Development

CC: Megan Shreffler, Chair, HSS
Kathryn Harmon