

SEMESTER: Spring 2020

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: TBA

PREREQUISITE(S): None

CAREER FIELD: This course would be helpful for those interested in consulting, strategy, talent management, and/or general management, as well as those focused on developing your own leadership skills.

CLASS FORMAT: **A consulting project with a real business client (new this year), as well as a mixture of lectures, in-class activities, readings, and speakers.

REQUIRED READINGS: Readings will be posted on bCourses.

BASIS FOR FINAL GRADE: Mixture of papers, the consulting project 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. This year, there is a new component that is an EFL consulting project with a real business client, on which you will work in teams to solve high-visibility EFL challenges or recognize EFL opportunities.

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 inclusion and diversity; (2) the compensation gap (3) business strategies for diversity and inclusion . 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.