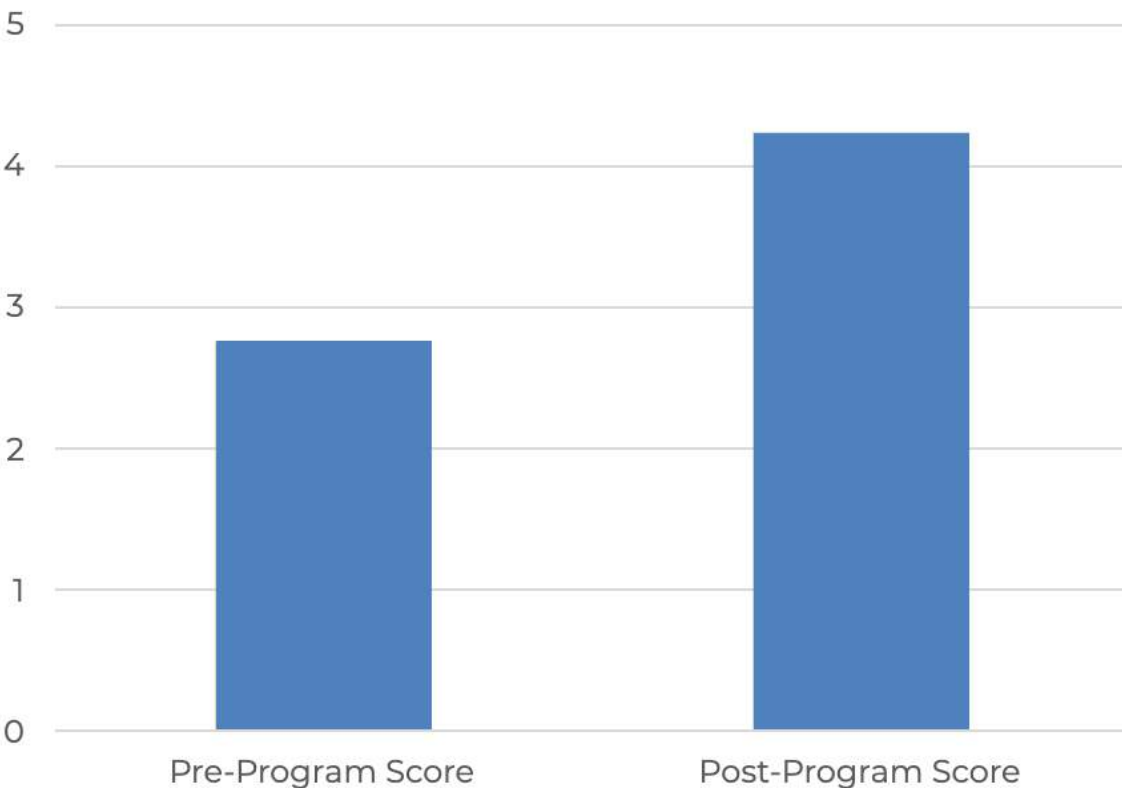


## Improved Competence \* (54%)



\* In the following areas:

- The fundamentals of DEI, how to mitigate bias in talent systems, and what it means to be an inclusive leader.
- Building and implementing a DEI strategic plan.
- Best practices to advance DEI in organizations.
- Cultural competence (a continuous learning process to develop knowledge, skills, acceptance and appreciation; ability to discern cultural patterns in your own, other cultures).
- Analyzing and assessing complex industry and organization DEI challenges.
- Co-creating innovative DEI solutions and