November 2013

Dear Deans:

The Chief Diversity Office and the Pomerantz Career Center have partnered to create an exciting new enrichment opportunity for students in your college.

“Culturally Intelligent Leadership” is a three-part series offered for credit that provides knowledge and skills for leadership in an increasingly diverse and global workplace. The course will be infused with local business leaders interested in these topics as well. Through this highly interactive and relational experience, participants will gain a greater understanding of themselves, their potential impact in relationships with others, and their potential leadership in future professional endeavors.

We are currently seeking students to build the cohort for our pilot spring 2014 class, and we invite you to distribute this message to your students who would be potential participants. All students with interest in diversity and inclusion are encouraged to register for this course. We are looking for participants who willingly explore new ideas and perspectives and display the humility to learn and work with people of different backgrounds.

To apply, students should email amy-ahearn@uiowa.edu one paragraph stating why they are interested in the course. The subject line of that email should be “Culturally Intelligent Leadership Nomination.”

The class will be offered in an accelerated format, spanning just 2 weeks for completion. Please see a general course description below.

**Course Description**

**Culturally Intelligent Leadership (LS:2011:0001)**

This 1 credit skills-based class is designed to combine National Coalition Building Institute (NCBI) and Cultural Intelligence Quotient (CQ) training for students interested in becoming more culturally intelligent leaders. Employers will be joining portions of the class, and students will be given ample time to network and learn from employers about how these principles take shape in the “real world” at their respective organizations. Student participants’ resumes will be provided in a resume book to the employers at the completion of the course.
Part 1: Cultural Intelligence for the Global Workplace
• Introduce Cultural Intelligence (CQ) and its four Capabilities
• Understand and learn how to apply CQ in your personal work environment
• Develop an action plan to enhance individual CQ Capabilities

Part 2: NCBI Training
• Celebrate the similarities and differences that exist in the room
• Recognize the misinformation that people have learned about various groups
• Identify and heal from internalized oppression
• Claim pride in group identity
• Understand the personal impact of discrimination through the telling of stories
• Learn hands-on tools for dealing effectively with bigoted comments and behavior

Part 3: Employer networking event
• Engage and interact with local business leaders interested in promoting a diverse work force
• Learn from local business leaders about how the topics addressed in the classroom are being implemented in today’s global workforce

Again, we appreciate you letting your students know about this opportunity. Thank you in advance for your support and do not hesitate to contact me if you have any questions.

Sincerely,

Georgina Dodge, Ph.D.
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