

IMA Diversity, Equity & Inclusion Practices Certificate™

Learn effective practices to foster a diverse, equitable, and inclusive environment. This self-study certificate features interactive exercises that demystify diversity, equity and inclusion (DE&I), reveal the overlap between DE&I and sustainability, and illustrate the professional accountants' ethical imperative to champion DE&I initiatives. The content is based on IMA's thought leadership and research publications, boasting many actionable practices to establish a sense of belonging, improve organizational innovation, and attract, retain, and promote diverse talent. Complete the 5 courses and a comprehensive final assessment to earn NASBA CPEs, a digital badge, and a Professional Certificate in Diversity, Equity and Inclusion Practices.

The five (5) courses included in this certificate will be:

- 1 Diversity, Equity & Inclusion (DE&I) 101
- 2 Recognizing and Mitigating Bias
- 3 The Human Aspect of Sustainability
- 4 Championing DE&I in the Workplace
- 5 Effective DE&I Practices

Delivery Method: QAS Self-Study

CPE Credit: 7.5 NASBA CPE credits

Field of Study: Personnel/Human Resources

Knowledge Level: Intermediate

Prerequisites: Work experience in a professional staff environment or educational studies in accounting, business, or a related field.

Advance Preparation: None

Release Date: September 29th, 2022

NASBA CPE information and Complaint Resolution and Refund Policy:

<https://www.imanet.org/career-resources/nasba-cpe-requirements>



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IMA Diversity, Equity & Inclusion Practices Certificate™: DE&I 101

This course will demystify DE&I and establish a foundation upon which knowledge of implementing successful DE&I initiatives and strategies can be built. This foundational course will set the stage for the remaining courses to be added to the package and build on the management accountant's knowledge and ability to contribute to the development of a diverse workforce.

Learning Objectives: Upon completion of this course, you should be able to:

- Define diversity, equity, and inclusion or DE&I
- Describe intersectionality
- Identify microaggressions
- Recognize inclusive and equitable behaviors
- Explain how DE&I is relevant to accounting and financial professionals in business

Delivery Method: QAS Self-Study

CPE Credit: 2 NASBA CPE credits

Field of Study: Personnel/Human Resources

Knowledge Level: Intermediate

Prerequisites: Work experience in a professional staff environment or educational studies in accounting, business, or a related field.

Advance Preparation: None

Release Date: September 29th, 2022

NASBA CPE information and Complaint Resolution and Refund Policy:

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IMA Diversity, Equity & Inclusion Practices Certificate™: Recognizing and Mitigating Bias

This is the second course in the certificate program. This course will go deeper into biases, assumptions, stereotypes. The course will explore how biases are formed, how to recognize them and the actions to mitigate the effects of bias.

Learning Objectives: Upon completion of this course, you should be able to:

- Define bias, assumptions, and stereotypes.
- Explain how a bias is formed.
- Recognize assumptions, stereotypes, and biases; and
- Identify positive actions to mitigate the effects of bias.

Delivery Method: QAS Self-Study

CPE Credit: 1.4 NASBA CPE credits

Field of Study: Personnel/Human Resources

Knowledge Level: Intermediate

Prerequisites: Work experience in a professional staff environment or educational studies in accounting, business, or a related field and prior courses in the progression of the certificate.

Advance Preparation: None

Release Date: September 29th, 2022

NASBA CPE information and Complaint Resolution and Refund Policy:

<https://www.imanet.org/career-resources/nasba-cpe-requirements>



IMA Diversity, Equity & Inclusion Practices Certificate™: The Human Aspect of Sustainability

This is the third course in the certificate program. This course explores the overlap between sustainability and DE&I in the light of United Nations Sustainable Development Goals (SDGs). The course also explains how management accountants and CFOs can play a role in sustainable business information and management.

Learning Objectives: Upon completion of this course, you should be able to:

- Describe the overlap between sustainability and DE&I
- Identify the United Nations Sustainable Development Goals (SDGs) that are related to DE&I
- Explain management accountants' role in sustainable business information and management
- Illustrate activities that CFO functions accountable for sustainability perform today

Delivery Method: QAS Self-Study

CPE Credit: 1.6 NASBA CPE credits

Field of Study: Personnel/Human Resources

Knowledge Level: Intermediate

Prerequisites: Work experience in a professional staff environment or educational studies in accounting, business, or a related field and prior courses in the progression of the certificate.

Advance Preparation: None

Release Date: December 28th, 2022

NASBA CPE information and Complaint Resolution and Refund Policy:

<https://www.imanet.org/career-resources/nasba-cpe-requirements>



IMA Diversity, Equity & Inclusion Practices Certificate™: Championing DE&I in the Workplace

This course takes a deep dive into the Code's five fundamental principles of ethics and how complying with them can help cultivate organizational cultures that are diverse, inclusive and equitable. This course also touches about biases that might adversely impact professional judgements and decision making.

Learning Objectives: Upon completion of this course, you should be able to:

- Relate DE&I to the five fundamental principles of ethics and the conceptual framework set out in the [International Code of Ethics for Professional Accountants \(including the International Independence Standards\)](#) (the Code).
- Explain how complying with the Code's requirements, especially the fundamental principles of ethics, help cultivate organizational cultures that are diverse, inclusive, and equitable.
- Identify conscious and unconscious bias that might affect professional judgments and decision making and how it can be mitigated.
- Describe how complying with the Code supports the reporting of reliable DE&I data.

Delivery Method: QAS Self-Study

CPE Credit: 1.0 NASBA CPE credits

Field of Study: Behavioral Ethics – Non-technical

Knowledge Level: Basic

Prerequisites: Work experience in a professional staff environment or educational studies in accounting, business, or a related field and prior courses in the progression of the certificate.

Advance Preparation: None

Release Date: February 3rd, 2023

NASBA CPE information and Complaint Resolution and Refund Policy:

<https://www.imanet.org/career-resources/nasba-cpe-requirements>



IMA Diversity, Equity & Inclusion Practices Certificate™: Effective DE&I Practices

This is the final course in the certificate program. This is a course focused on the practical aspect of DE&I initiatives. It elaborates on the DE&I actions organizations can take and how to measure the impact and progress of the same.

Learning Objectives: Upon completion of this course, you should be able to:

- List the catalysts for DE&I action in the accounting profession.
- Describe inhibitors of DE&I progress in the organization.
- Explain strategic objectives and outcomes necessary for DE&I progress in accountancy.
- Outline effective DE&I practices in the workplace and the profession.

Delivery Method: QAS Self-Study

CPE Credit: 1.5 NASBA CPE credits

Field of Study: Personnel/Human Resources

Knowledge Level: Intermediate

Prerequisites: Work experience in a professional staff environment or educational studies in accounting, business, or a related field and prior courses in the progression of the certificate.

Advance Preparation: None

Release Date: March 15th, 2023

NASBA CPE information and Complaint Resolution and Refund Policy:

<https://www.imanet.org/career-resources/nasba-cpe-requirements>