

# Frequently Asked Questions



## Certificate in Diversity Management in Health Care

CDM 2016-2017 Cohort

**INSTITUTE FOR DIVERSITY**

### How long does it take to complete the fellowship?

The fellowship takes one year to complete. During the course of the 12-month fellowship, fellows will complete nine content modules, participate in two interactive on-site-learning forums and distance learning curriculum. Additional focus will be concentrated on the development of the individual's Diversity/Disparities Action Plan. The CDM Fellowship total annual time allocated to all of the CDM fellowship course studies should be 120-150 hours to satisfy all course and faculty requirements.

### What is the cost of tuition?

- Fellows from an active Institute member organization or two or more fellows from the same health care system: \$9,500
- All other fellows who have completed their bachelor's degree: \$10,500
- Discounted tuition rates are available for fellows referred by members of the American Leadership Council for Diversity in Healthcare.

The full tuition is required in order to receive your CDM certificate. However 50% of the tuition is due at the start of the program.

### What is required of me to participate in this fellowship?

The fellowship structure consists of multiple components. The pre-work is to be done in preparation for the on-site residency. Pre-work assignments will be released at least two weeks prior to the on-site residency. The on-site learning occurs twice for three-day residencies during the 12-month fellowship. The online learning allows students flexibility to complete course work on their own schedule. The fourth component consists of the development of the Diversity and Disparities Action Plan, a key element of the program, which allows the participant to develop a roadmap for the substantial change needed to address disparities and diversity issues in the participant's organization and community. Modules have been designed to promote effective learning through fellows' involvement in demonstration, discussion groups, teaching others, peer and self-reflection. Overall, the objective is to create and sustain a learning community whose members will continue learning and developing throughout their careers.

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