

Transformative and Sustainable Business Practices

Learning Outcomes: Participants will be able to:

- Analyze the historical and structural roots of economic inequities.
- Design and implement inclusive economic development strategies.
- Engage communities and stakeholders to foster collaborative solutions.
- Develop and evaluate practical action plans that promote economic equity.
- Communicate and advocate effectively for inclusive practices and policies.

Mode of Delivery:

This program is delivered fully online through a combination of synchronous Zoom sessions, asynchronous discussion forums, interactive workshops, and practical assignments.

Week	Focus/Topic	Assignments/Tasks
1- Understanding Economic Inequities	Learners will analyze historical, structural, and systemic factors contributing to economic disparities and their impact on communities.	Complete a reflection on historical roots of inequality
		Compare global economic justice frameworks
		Participate in discussion on intersectionality and inequity
2- Historical Disinvestment & Community Impact	Learners will evaluate the impact of disinvestment on communities and explore policies that have historically excluded marginalized groups.	Analyze a redlining or disinvestment case study
		Map impacts of policy decisions on a specific community
		Submit a policy critique on past or current interventions
3- Strategies for Inclusive Economic Development	Learners will develop inclusive economic development approaches by integrating equity-based planning, entrepreneurship, and innovation.	Design a community-based economic initiative
		Conduct a DEI audit of a business or organization
		Research inclusive finance models and submit reflections

4- Community Engagement & Collaboration	Learners will apply engagement strategies to build partnerships and foster collaborative approaches to economic inclusion.	Stakeholder engagement plan for a real or hypothetical community	
		Role-play collaborative decision-making exercises	
		Create a community partnership outreach toolkit	
5- Community Investment Fundamentals	Learners will construct a strategic plan for community investment based on assessed needs and responsible, ethical practices.	Develop a mock community investment initiative	
		Conduct a needs assessment and resource mapping	
		Evaluate ethical considerations in investment practices	
6- Action Planning for Economic Inclusion	Learners will design an implementation plan that integrates inclusive strategies, partnership development, and measurable outcomes.	Draft a comprehensive Inclusion Action Plan	
		Identify key stakeholders and communication strategies	
		Submit a risk assessment and mitigation strategy	
7- Stakeholder Communication & Messaging	Learners will formulate effective communication strategies to advocate for economic inclusion across diverse audiences.	Record a short pitch or video explaining an economic inclusion goal	
		Create communication materials (infographic, one-pager)	
		Peer feedback on clarity and impact	
8- Overcoming Implementation Barriers	Learners will propose adaptive strategies to address barriers and sustain momentum in economic inclusion efforts.	Case analysis: Barriers to inclusive policies in practice	
		Workshop adaptive problem-solving models	
		Revise Action Plan to include contingency measures	
9- Monitoring, Evaluation &	Learners will assess	Design a logic model or	

Improvement	economic inclusion initiatives through impact measurement and continuous feedback loops.	evaluation framework	
		Create performance indicators and data collection plan	
		Prepare a dashboard mock-up for reporting outcomes	
10- Capstone Presentations	Learners will present a final Capstone Project that demonstrates a	Capstone Presentation (live or recorded)	
	comprehensive economic inclusion strategy ready for	Peer and instructor feedback	
	real-world application.	Final submission of Inclusion Action Plan with metrics and reflection	