

## New Program Creation: Questions for Consideration

### Bio-Health Diversity & Inclusion Leadership Certificate

Are there any new resources needed for this program?

**No**

*Are there equipment/maintenance needs involved? **No***

*Does the resources needed built on existing programs? **No resources needed***

*Do faculty with specialized knowledge need to be hired? **No***

*Does the program need to access any specific labs or classrooms? **No***

What is the anticipated student interest?

**We estimate 15-20 annual completers for the certificate.**

*How was the decision to create program determined?*

**We serve a large number of students interested in medical school, nursing, and allied health careers. Admissions officers and employers in these fields frequently report that experience in health equity is a critical, but rarely seen, skill for them in evaluating candidates.**

**Furthermore, biological research organizations increasingly see diversity and inclusion as critical to their missions. For all these reasons, our students are seeking opportunities to gain formal experience in diversity, equity, and inclusion in their fields of study, so that they can be more competitive for their future schooling/careers and so they can effect meaningful change in their work. In introducing new courses in these areas, students have specifically asked whether a certificate would be available to formally recognize their work.**

Are there any resources needed to help students learn about this new program

**We request the assistance of the marketing department in spreading the word about the availability of this certificate (via social media, etc.)**

*Would these resources be needed at the program level? **Yes***

*Would resources be needed from other areas of campus? **No***

Does De Anza offer a similar program?

**No**

*Does it compete? Does it matter? **No similar programs at De Anza.***

For CTE programs only: What are the current wage outcomes for completers?

**Not a CTE program**

*What is the job demand? **Not a CTE program***

*What is the median wage? **Not a CTE program***

**Prepared by:**

Formatted by: Pauline Brown, Facilitator