

FOR IMMEDIATE RELEASE

The Time is Now for Leadership in Diversity & Inclusion

Indianapolis, IN May 26, 2016: The current political climate surrounding this year's coming election has once again brought divisions within American society to the forefront of dialogues on diversity and inclusion. Rather than highlighting our commonalities, some leaders are emphasizing our differences, be it gender, race, sexual orientation, or something else. This is why the time is now for real leaders to step up and show us how a different path can lead to shared successes.

Diversity and Inclusion (D&I) leadership is the proactive process of encouraging diverse perspectives in order to drive sustainable collaboration and innovation through inclusion, connection to broader constituencies, cultural competence, and equitable service in today's organizations, be they for-profit, non-profit, or governmental in nature. It goes beyond political correctness towards leveraging the strengths of the workforce to serve unique customers/students better and drive organizational results by demonstrating innovation as well as robust, long-term value. Over the last 6 years, hundreds of diversity and inclusion professionals have learned about these and other practical interventions that work at the Institute for Diversity Certification (IDC).

IDC has engineered a dynamic credentialing process to help professionals and executives indicate credibility, competence, and confidence. Their credentialing program creates leaders who know how to effectively bring diverse constituents together to achieve common goals thereby bolstering local and national economies.

Having recently completed the program, Keishia Gu, Executive Director of Independent School Alliance for Minority Affairs says, "A strong D&I professional is able to infuse diversity into the most important business issues at the organization. This individual should be able to collaborate with senior level leadership of any organization and develop new incentives and programs to insure that D&I is a top priority across multiple departments, divisions, and assets of the business. A D&I professional/leader defines, nurtures, and cultivates diversity as an organizational business asset. Advanced knowledge of organizational psychology, strategic planning, and change management is also an important aspect of this role."

Our world becomes more interdependent and interconnected every day. Learning how not just to value diversity, but turn it into an organizational asset is of paramount importance in today's business world. Leah Smiley, President says, "Diversity, Inclusion and Cultural Competence are all 21st Century business terms. The key is to master these concepts as an organization in order to drive better business outcomes through innovation, revenue growth, and competitive positioning while modeling authentic leadership. This is how forward-thinking organizations achieve sustainability, and this is what Diversity Certification allows companies to do."



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The most recent recipients of IDC's credential from the Spring 2016 Exam Window are listed below:

Name	Organization	Role	Qualification
Keishia Gu	The Independent School Alliance for Minority Affairs	Executive Director	Certified Diversity Executive (CDE)
Remel Moore	Coming Together Stark County	Executive Director	Certified Diversity Executive (CDE)
Iddah Otieno	Bluegrass Community and Technical College	Professor of English & African Studies	Certified Diversity Executive (CDE)
Schvalla Rivera	Cornell College	Assistant Dean of Students	Certified Diversity Executive (CDE)
Roberto Requejo	Federal Reserve Bank of Chicago	Assistant VP of D&I and CSR	Certified Diversity Executive (CDE)
Nokihomis Willis	Federal Reserve Bank of Chicago	VP of HR and Internal Communications	Certified Diversity Executive (CDE)
Sarika Bhakta			Certified Diversity Professional (CDP)
Kimberly McClish			Certified Diversity Professional (CDP)
Dorota Piotrowska	Grupa Job	Development Manager	Certified Diversity Professional (CDP)
Latisha Schmitt	Humana	IT Inclusion & Diversity Leader	Certified Diversity Professional (CDP)

For more information about IDC, log onto www.diversitycertification.org.

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