

The Institute for Diversity Certification Confers Credentials to 12 New Designees

*These professionals and executives have demonstrated advanced
knowledge, skill and competency in diversity and inclusion*

Plainfield, IN – December 10, 2014: Out of 40 candidates, the Institute for Diversity Certification conferred Certified Diversity Professional (CDP) and Certified Diversity Executive (CDE) credentials to twelve (12) new designees during its November/December 2014 exam window. These distinguished individuals are:

Certified Diversity Professionals:

- **Charesse Ford, CDP, The Agnes Irwin School**
- **Roxanne Pinkney, CDP, United States Postal Service**
- **Merridith Simpson, CDP, UT Southwestern Medical Center**
- **Ethan Strigas, CDP, Indiana State University**
- **Vernetta Willer, CDP, Carolinas Healthcare System**
- **Dawn McGlothan, CDP, Regions Bank**

Certified Diversity Executives:

- **Roxia Boykin, CDE, Summa Health System**
- **Ardella Coleman, CDE, Comcast**
- **Kimberly Ford, CDE, National Collegiate Athletic Association (NCAA)**
- **Delmar Lee, Ph.D., CDE, Educational Convergence, Inc.**
- **Vanessa Nazario, CDE, PNC Bank**
- **Jeryl Wilson, CDE, United States Postal Service**

The Institute for Diversity Certification (IDC) was formed for the sole purpose of providing diversity and inclusion (D&I) management preparation courses and materials; administering diversity certification exams; and conferring diversity and inclusion credentials to Certified Diversity Professionals and Certified Diversity Executives. IDC is a subsidiary of the Society for Diversity, the #1 professional association for diversity and inclusion, with members in 42 states and 3 countries.

Leah Smiley, Founder of the Institute for Diversity Certification says, “Today a lot of proactive organizations are seeking certified diversity professionals and executives because it is not only strategic, but it prevents a lot of problems in the long run. Truly sustainable organizations have market insight, a strategy for innovation, and a competitive advantage through diversity and inclusion.”

Ed Burns, Registrar for the Institute for Diversity Certification adds, “When people complete this program, they have confirmation from their achievements, and affirmation from their peers, that they are the most competent and capable diversity professionals in the field.”



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The IDC diversity and inclusion certification exam is a uniform test that assesses a candidate's knowledge of 16 broad competencies. IDC also assesses a practitioner's skills through the Candidate Project evaluation. The entire program consists of a 300+ page study guide; a classroom-based or online preparation course; and a 170-question multiple choice exam. The proctored exams are offered in partnership with *pan*, an Experian company, where candidates have access to 600 testing centers around the world.

Over 200 designees currently possess credentials from the Institute for Diversity Certification. All IDC designees must pass the exam with an 80% or better. Currently, the exam competencies include The Business Case for Diversity and Inclusion, Generational Intelligence, Empowering Women in the Workplace, LGBTQA Employment Issues, and Measuring the Impact of Diversity and Inclusion, to name a few. Much of the content addresses management expectations, linking diversity and inclusion goals to organizational objectives, and getting quantitative results. For more information about IDC, log onto www.diversitycertification.org.

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