
Focus on Strategy and Peer Learning Sets Diversity & Inclusion Leaders Apart

Plainfield, IN – December 9, 2015: Diversity and Inclusion (D&I) strategy is the proactive process of steering an organization toward sustainable success through inclusion, cultural competence, market segmentation, and equitable service. It goes beyond political correctness towards leveraging the strengths of the workforce to serve unique customers/students better and outsmart the competition by demonstrating innovation as well as robust, long-term value. Over the last 5 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. Candidates may self-study for IDC's standardized exam using an exhaustive handbook, or they may participate in an online or classroom-based preparation course. They must also submit a professional work that is peer-reviewed (called a 'Candidate Project'), and pass the proctored exam with an 80% or better. IDC partners with Performance Assessment Network (PAN) to offer exams at more than 600 testing centers throughout the U.S.

IDC's credentialing program is unique and highly successful due to its focus on strategy and peer interaction. Once a candidate obtains credentials, the D&I leader is referred to as a designee. Both Certified Diversity Professional (CDP) and Certified Diversity Executive (CDE) designees are then invited to instruct online classes, review Candidate Projects, and update the program's curriculum every two years. This model ensures a balance between theory and practice.

Sheena Payne, CDP, Senior Associate Business Partner at Health Care Service Corporation, says, "I enjoyed the diversity certification process. The classes and instructors provided a good mix of theory and practical information to enhance my skills and knowledge as a diversity and inclusion (D&I) professional. The instructors emphasized the exam overview would be extremely helpful in passing the exam, but I found the webinars helped me the most. This certification credential adds credibility to D&I professionals in the workplace and gives you a lot of practical use to apply the knowledge across various HR functions. The D&I terminology and language used throughout the certification process elevated my competence and articulation as a D&I professional. Overall, I felt the program was well-paced and gave me the necessary tools to represent D&I in the workplace."

LaTricia Hill-Chandler, Director of Diversity Education and Training at IDC says, "Most organizations rely on their Diversity Officer as the sole subject matter expert on diversity and inclusion. But we created a platform for Diversity and Inclusion leaders to share information, learn from each other and contribute to the greater body of knowledge in the field. No other diversity certificate program allows subject matter experts to contribute to the knowledge and development of other professionals like IDC's carefully controlled, credentialing process."

IDC's program has candidates and designees in every capacity—from Diversity Executives to Finance Officers to Medical Doctors. In fact, Dr. Jayne Kendall, Vice President at Emergency Medicine Physicians, achieved her CDP credentials in 2014. Dr. Kendall recently became the second executive in IDC's history to successfully obtain both a CDP and CDE designation. Hill-Chandler added, "Regardless of title or function, Diversity Champions at these organizations are well-equipped to execute strategies flawlessly."



Institute for Diversity Certification
2680 E. Main Street • Suite 303
Plainfield, IN 46168 • USA
Phone: +1 800 983 6192
Fax: +1 877 268 4531

www.diversitycertification.org

Like most standardized tests, IDC's rigorous credentialing suite is offered four times a year. IDC recently conferred credentials to fourteen (14) Certified Diversity Professionals (CDP) and fourteen (14) Certified Diversity Executives (CDE) during its November/December 2015 testing window. These distinguished individuals represent a myriad of diverse organizations, including higher education, corporate, military, government, and nonprofits. The designees are:

CERTIFIED DIVERSITY PROFESSIONALS:

- **Beabe Akpojovwo, CDP**, *Bellevue College*
- **Damita Byrd, CDP**, *ConAgra Foods*
- **Sarah Clark, CDP**, *VMware*
- **Karen Doran, CDP**, *US Army Corps of Engineers*
- **Heather Gluszewski, CDP**, *Haworth*
- **Gala Goodwin, CDP**, *Greenpeace*
- **Mia Hairston, CDP**, *Nationwide Insurance*
- **Sisi Hannibal, CDP**, *Ogletree Deakins, Nash, Smoak and Stewart, P.C.*
- **Montez Jones, CDP**, *US Army Corps of Engineers*
- **Mi'Shon Landry, CDP**
- **Patricia Lowe, CDP**, *Boston College*
- **Sheena Payne, CDP**, *Health Care Service Corporation / Blue Cross Blue Shield*
- **Tynagia Polk, CDP**, *Health Care Service Corporation / Blue Cross Blue Shield*
- **Neldia Watson, CDP**, *US Army Corps of Engineers*

CERTIFIED DIVERSITY EXECUTIVES:

- **Clif Charles, CDE**, *Gordon Food Service*
- **Andrelita Hakeem, CDE**, *Catholic Charities*
- **Dr. Jayne Kendall, CDE**, *Emergency Medicine Physicians*
- **Gloria King, CDE**, *Eskenazi Health*
- **Elena McTaw, CDE**, *Nestle Retail Operations*
- **Dawn Siler Nixon, JD, CDE**, *Ford & Harrison LLP*
- **Eric Polite, CDE**, *Leadership for Educational Equity*
- **Janet Soto Rodriguez, CDE**, *State of Oregon, Governor's Office*
- **Samuel Santiago, CDE**, *American Heart Association*
- **Maia Davis Singleton, CDE**, *Discover Financial Services*
- **Donna Sirak, CDE**, *Erie Insurance*
- **Johanna Steans, CDE**, *Esurance Insurance Services, Inc.*
- **James Threalkill, CDE**, *Skanska USA*
- **Linda Wiley, PhD, CDE**, *Turning Point Leadership Group*

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

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Media Contact:

LaTricia Hill-Chandler, Director | Phone: 317-837-4992
E-mail: lhillchandler@diversitycertification.org