

For Immediate Release

Bridging the Divide with Effective & Proactive Leadership

10 Elite Professionals and Executives Obtain Diversity & Inclusion Credentials

Indianapolis – October 29, 2016: Headlines are rife with stories about how the U.S. is politically, racially and socially divided. For some, ignoring the news reports is a better alternative than facing the apparent gulf of difference that exists in the workplace, in schools, and in the community. For others, a safer route is to retreat from diversity altogether and wait until a problem occurs before any conversation or action takes place.

A few organizations, however, have assumed a different stance. By taking the initiative to advance their commitment to equity, as well as lead the people with whom they interact toward a vision for inclusion, they are working to bridge the divide. From an organizational vantage point, diversity is not the language of exclusion, discrimination or political correctness. It is a strategy by which they improve client service, invent new products, deliver better healthcare, compete in unconventional markets, educate more students, or fulfil mission-critical goals. From an employee perspective, diversity and inclusion provides an avenue by which teams can work together, communicate, resolve conflicts and channel agility.

The Institute for Diversity Certification (IDC)[™] is helping these organizations to increase their effectiveness and prevent future problems by empowering leadership to be proactive and accountable. Since 2009, the Institute for Diversity Certification is an internationally recognized credentialing program that has fine-tuned a process for executing better strategies and securing anticipated results. Its process is packaged in a diversity and inclusion certification program that was developed by industry professionals and is updated in entirety every two (2) years to account for rapid developments in best practices and terminology.

IDC recently concluded its third 2016 exam window and conferred credentials to 10 professionals and executives:

CERTIFIED DIVERSITY PROFESSIONALS (CDP)[™]

- **Rena Borkhataria, Ph.D., CDP** *University of Florida*
- **Sylvia Henri-Wonasue, CDP** *University of Maryland University College*
- **Felicia Johnson, CDP** *Goodyear Tire & Rubber Company*
- **Lakesha McDay, CDP** *Mission Health System*
- **Dhana Moore, CDP** *General Services Administration (GSA)*
- **Elsa Reed, CDP (recertified)** *Midland Memorial Hospital*
- **Kacey Thompson, CDP** *Belk Inc.*

CERTIFIED DIVERSITY EXECUTIVES (CDE)[™]

- **Philip Bowling-Dyer, CDE** *InterVarsity Christian Fellowship*
- **Nicole Cozier, CDE** *Human Rights Campaign*
- **Melissa Rodriguez, CDE** *Piedmont Athens Regional*



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All of these elite leaders join over 300 Certified Diversity Professional (CDP)[™] and Certified Diversity Executive (CDE)[™] designees around the world who have successfully completed the credentialing process within the last 5 years. Successful program completion includes passing a standardized exam with an 80% or better, and submitting an approved professional work. The professional work, or Candidate Project, is reviewed by industry peers who already possess a CDP or CDE designation.

Some of the organizations with CDP and/or CDE designees include: Walmart, Cisco, Eli Lilly & Co., Cummins, Humana, Comcast, Sodexo, Discover Financial Services, Colgate-Palmolive, Hanes Brands, Teach for America, Goodwill Industries, American Heart Association, U.S. Postal Service, U.S. Air Force, U.S. Navy, Federal Reserve Bank, NASA, University of California, Ohio State University, Northwestern University, Emory University, and more.

Leah Smiley, President, says, “Employees have a lot on their minds-- the last thing they want to worry about is a career-changing problem with a co-worker, customer, patient or student. This fear hinders productivity and innovation, but it can also lead to costly mistakes. The idea behind the diversity certification program is to empower people within the organization to be effective leaders who can collaborate with others to get expected outcomes, as well as contribute to a great organizational culture. These individuals are equipped to build bridges between different groups—not burn them.”

For more information about the Institute for Diversity Certification, log onto www.diversitycertification.org.

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