



## RECERTIFICATION CREDIT ADVISOR

Activity	Credit	Sample Descriptions
<b>Continuing Education</b>	<ul style="list-style-type: none"> <li>• 3 recertification credits for each college/university course</li> <li>• 6 recertification credits per full-day conference (6-8 hour event)</li> <li>• 1 recertification credit per hour of instruction for webinars, seminars, or workshops</li> </ul>	Diversity courses at an accredited college or university; conferences; workshops, seminars or webinars offered by professional associations; Equal Employment Opportunity Commission, state Human Rights Commission, professional association, law firm or other seminars
<b>Speaking &amp; Instructing</b>	1 recertification credits for every one (1) hour of facilitation or instruction	Keynote/workshop presentations; instructing a course in diversity; speaking engagements to students or professionals on the topic of diversity and inclusion; peer reviewing a Candidate Project; or facilitating a CDE/CDP prep course
<b>On the Job Experience</b>	1 recertification credit for every hour spent developing a <b>new</b> diversity and inclusion intervention at work. (You may show time in 15-minute increments, e.g., 1.00, 1.15, 1.30, 1.45).	Design a new strategic diversity plan; establish a new supplier diversity program; develop new diversity training curriculum; create a new succession plan for the Office of Diversity and Inclusion; or launch a new multicultural marketing campaign
<b>Research &amp; Publishing</b>	1 recertification credit for every hour spent researching, writing and editing. (You may show time in 15-minute increments, e.g., 1.00, 1.15, 1.30, 1.45).	Write, co-author or edit a book on the subject of diversity; publish an article in a journal or periodical; write a blog on a timely diversity and inclusion issue; conduct significant research in the field of diversity outside of the workplace; or contribute to CDE/CDP curriculum updates
<b>Professional Memberships</b>	<ul style="list-style-type: none"> <li>• 4 credits for the Society for Diversity</li> <li>• 3 credits for SHRM, NAAHR or other national / international organizations</li> <li>• 2 credits for statewide or local organizations</li> </ul>	Annual membership with the Society for Diversity, SHRM, NAAHR, or other national or international organization with a focus on diversity; or membership in a state/local diversity organization (Note: Credit is calculated annually. For example, if a designee maintains a membership with the Society for Diversity for 2 years, then the recertification credit is 8 hours.)
<b>Leadership &amp; Recognition</b> (Outside of the Workplace)	1 credit per hour up to a maximum of 10 credits per activity per year; Subtract all non-educational time from the full length of the activity; you may show time in 15-minute increments, e.g., 1.00, 1.15, 1.30, 1.45	Board positions; chairing a committee, conference or task force on diversity; testifying before Congress or state legislators on the subject of diversity; mentoring; or winning an award for diversity and inclusion