



RECERTIFICATION CREDIT ADVISOR

Activity	Credit	Sample Descriptions
Continuing Education	<ul style="list-style-type: none"> • 3 recertification credits for each college/university course • 6 recertification credits per full-day conference • 1 recertification credit per hour of instruction for webinars, seminars, or workshops 	Diversity courses at an accredited college or university; conferences; workshops, seminars or webinars offered by professional associations; United Nations, Equal Employment Opportunity Commission, state Human Rights Commission, professional association, law firm or other seminars
Speaking & Instructing	<ul style="list-style-type: none"> • 1 recertification credit for every one (1) hour of facilitation or instruction • 2 recertification credits for reviewing a Candidate Project or facilitating a CDE®/CDP® prep course 	Keynote/workshop presentations; instructing a course in diversity; speaking engagements to students or professionals on the topic of culture, bias, accessibility, diversity, inclusion, etc.; peer reviewing a Candidate Project; or facilitating a CDE®/CDP® prep course
On-the-Job Experience	1 recertification credit for every hour spent developing a new culture, belonging, bias, 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; launch a new multicultural marketing campaign; design a new accessibility process; or create a new workflow for AI bias prevention
Research & Publishing	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
Professional Memberships	<ul style="list-style-type: none"> • 4 credits for the Institute for Diversity Certification (IDC) • 3 credits for SHRM, HRCI, NAAAHR or other national / international organizations • 2 credits for statewide or local organizations • 20 credits for a new certification (SHRM, HRCI, PMP, etc.) with CEU's calculated per 1 hour of activity 	Annual membership with IDC, SHRM, HRCI, NAAAHR, or other national or international organizations 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 IDC for 2 years, then the recertification credit is 8 hours.)
Leadership & Recognition (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, accessibility, or AI bias; testifying before Congress or state legislators on the subject of diversity, accessibility, or AI bias; mentoring; or winning an award for culture, diversity, and inclusion



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Coaching	<ul style="list-style-type: none"> • <i>1 credit for every hour spent coaching</i> • <i>3 credits for membership in a coaching membership association</i> • <i>20 credits for a new certification with CEU's calculated per 1 hour of activity</i> 	<p>Professional coaching in general or specialized areas such as executive leadership, career transition, business development, or work-life integration; membership in professional coaching associations; and/or certification as a professional coach</p>
Book Clubs & Reading	<ul style="list-style-type: none"> • <i>5 credits for every book that you read with a book club</i> • <i>2 credits for creating a book review summary post on the CN Learning Management System when engaged in independent reading</i> 	<p>Reading is a great way to learn and stay professionally relevant. For an organized experience, you can join a local book club or participate in IDC's virtual book club by registering here: https://bookclubs.com/clubs/6056885/join/f2b153</p> <p>You can also read books on your own and share a book review summary on the CN system. Note: You must write a review on the CN for each book that you read independently in order to receive credit</p>
AI Ethics & Digital Transformation	<ul style="list-style-type: none"> • <i>1 recertification credit for every hour spent developing a new AI or accessibility intervention at work. (You may show time in 15-minute increments, e.g., 1.00, 1.15, 1.30, 1.45)</i> • <i>3 recertification credits for each college/university course</i> • <i>6 recertification credits per full-day conference</i> • <i>1 recertification credit per hour of instruction for webinars, seminars, or workshops</i> • <i>20 credits for a new certification with CEU's calculated per 1 hour of activity</i> 	<p>Contribute to the future workplace and marketplace by facilitating AI bias and/or accessibility training; developing policies on AI ethics; designing human-centered digital transformation/integration strategies; launching an AI ethics board; conducting an AI bias/accessibility audit; creating a new workflow to mitigate bias; retraining a model; completing an AI or accessibility course/certification; or attending an AI Bias/accessibility/digital ethics conference</p>