



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 (6-8 hour event) 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; 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 credits 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 diversity and inclusion; 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 <u>new</u> 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.
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 Society for Diversity 3 credits for SHRM, NAAHR or other national / international organizations 2 credits for statewide or local organizations 	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).



Leadership & Recognition (Outside of the Workplace)	<i>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</i>	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.
Book Reviews	<i>3 credits for a DEI book review completed; 2 credits for reading the book indicated and 1 credit for a 2-3 paragraph summary of the book.</i>	Read an assigned book within a book club that is DEI focused/driven; read a DEI book individually and write a 2-3 paragraph summary.