### 2018 DIVERSITY CERTIFICATION PROGRAM COMPARISON & FEE SCHEDULE

<table>
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<tr>
<th>Item</th>
<th>Certified Diversity Professional (CDP)™</th>
<th>Certified Diversity Executive (CDE)™</th>
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<td><strong>Overview</strong></td>
<td>The CDP program prepares candidates for success when executing day-to-day diversity and inclusion tasks in the workplace. The CDP is designed to advance inclusion for organizations in the formative stages of equity and diversity work.</td>
<td>The CDE program enables candidates to innovatively and strategically lead large-scale or complex equity, diversity and inclusion efforts in the workplace. Beyond representation, the CDE advances the concept of diversity of thought.</td>
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| **Requirements**            | • At least two years of experience in diversity, human resources OR management  
  • A passing score of at least 80% on the CDP exam  
  • Completion of a Professional work or candidate project | • At least five years of progressive experience in diversity, human resources OR management  
  • A current leadership role  
  • A passing score of at least 80% on the CDE exam  
  • Completion of a professional work or Candidate Project |
| **Competencies**            | 1. The Role of a Diversity Practitioner  
  2. The Business Case for Diversity & Inclusion  
  3. EEO Laws in the U.S. and Abroad  
  4. Harassment Around the World  
  5. Diversity Recruiting & Retention  
  6. Reinventing Diversity Training  
  7. Handling Difficult Conversations  
  8. Resource Groups & Diversity Councils  
  9. Empowering Women in the Workplace  
  10. Disability & Special Needs Accommodations  
  11. Generational Intelligence  
  12. Designing Programs for Veterans  
  13. Immigrant Groups in the Workplace  
  14. Navigating Through Religion & Belief Systems  
  15. LGBTQ+ Inclusion  
  2. Improving Your Approach to the Bottom Line  
  3. Global Best Practices  
  4. The Elements of Leading a Large-Scale D&I Effort  
  5. Race, Power & Privilege  
  6. Boardroom Diversity  
  7. Supplier Diversity  
  8. Innovation Through D&I  
  9. Impediments to Inclusion & Cultural Competence  
  10. Unconscious Bias  
  11. Executive Commitment & Sponsorship  
  12. Strategic Purpose & Partnerships  
  13. Connecting Demographic Shifts to Organizational Strategy  
  14. Integrating Cultures Amidst Merger & Acquisition Activity  
  15. The Next Generation of Equity, Diversity & Inclusion Work  
  16. Advanced Data Insight and Analysis |
| **How to Study for the Exam**| • 300+ page CDP Study Guide (self-study)  
  • Live 3-Day Prep Course in a Classroom  
  • 8-week Online Prep Course | • 300+ page CDE Study Guide (self-study)  
  • Live 3-Day Prep Course in a Classroom  
  • 8-week Online Prep Course |
| **When to Take the Test**    | Year-round exam scheduling; testing may commence as soon as 90 days after application submission |  |
| **Candidate Project** (Due by exam day) | Diversity Climate Analysis or Diversity Plan | Diversity Evaluation or Diversity-Related Research |
| **Cost**                    | NON-MEMBER: CDP | MEMBER: CDP | GROUP: CDP | NON-MEMBER: CDE | MEMBER: CDE | GROUP: CDE |
| Classroom: Book, Prep Course, Exam | $3,999 | $3,199 | $2,799 | $4,899 | $3,919 | $3,429 |
| Online: Book, Prep Course, Exam | $3,299 | $2,639 | $2,309 | $3,924 | $3,139 | $2,747 |
| Self-Study: Book & Exam Only | $1,724 | $1,379 | $1,206 | $2,074 | $1,659 | $1,452 |
| Book Only | $1,249 | $999 | $874 | $1,449 | $1,159 | $1,014 |
| Control Group Exam | $599 | $599 | $599 | $599 | $599 | $599 |

### How to Register

Apply Online at [www.diversitycertification.org](http://www.diversitycertification.org)

*Experience can be defined as work in the field of diversity, human resources, or in management, legal, multi-cultural marketing and communications, sales, organizational development, recruiting, training, strategic planning, consulting, supplier diversity, overseeing Affirmative Action/Equal Opportunity programs, or coordinating other diversity initiatives. Serving on a Diversity Council or Employee Resource Group also counts as experience. (V111317)
The Advantages of CDP or CDE Credentials from The Institute for Diversity Certification (IDC)™

In today's knowledge economy, *everyone wins with certification*!

More than 90% of the Institute for Diversity Certification's CDP and CDE candidates get their employers to pay for the credentials. There are 3 important reasons why companies invest in the future of Diversity and Inclusion (D&I) work with Certified Diversity Professional (CDP)™ and Certified Diversity Executive (CDE)™ credentials. Both programs are:

1. **Time- and Money-Saving Solutions**: Diversity and Inclusion can become a costly workplace initiative that delivers few organizational benefits. Don't waste invaluable resources building initiatives around terminology, strategies and laws from two decades ago! And stop trying to "figure things out" or experiment with strategies that may or may not produce intended outcomes.

   Instead, save time and money by cultivating your employees' abilities to think strategically, work across teams, and grow leadership and communication skills with diversity and inclusion certification. Get the outcomes that you want quicker and better. And, get real D&I credentials for an affordable price.

2. **Best-In-Class**: The Institute for Diversity Certification's credentialing program is in the process of obtaining accreditation from the National Commission for Certifying Agencies (NCCA) Institute for Credentialing Excellence. Accreditation is retroactive and we will be the *only* accredited, professional Diversity and Inclusion certification program in the world. Our credentials are internationally recognized and we have hundreds of designees representing every industry. From a benchmarking perspective, you can compare your D&I efforts and results to others in your industry, as well as learn best-in-practice techniques.

3. **Designed to Provide an Immediate Benefit**: CDP and CDE candidates learn how to immediately solve real-world, complex issues and apply the latest inclusion strategies on the job. All candidates are required to develop a Candidate Project, or a professional work, that is usable on-the-job. The Candidate Project is peer reviewed by professionals who already have credentials and work in the field on a daily basis. Additionally, our 350-page study guide is designed to serve as a resource book after candidates obtain credentials. We also offer plenty of opportunities to acquire continuing education credits to keep skills up-to-date!

Finally, IDC candidates may join the Society for Diversity for a 20% discount on the cost of certification. The Society for Diversity is the #1 professional association that specializes the next generation of equity, diversity and inclusion at work. Since 2009, we have helped corporations, nonprofits, educational institutions and government agencies transform their diversity and inclusion efforts to make money, save money and achieve organizational goals.

Candidates may apply for credentials and secure a one-year membership with an instant discount upon certification registration—or simply choose the non-member rate. This is just one of many ways that IDC's program is incredibly flexible! For more information about the Society for Diversity's member benefits, call 1-800-764-3336 or visit:

[www.societyfordiversity.org](http://www.societyfordiversity.org)