



NDC CERTIFICATION PROGRAM

Become our next National Diversity Council Certified Diversity Professional (NDCCDP)



NATIONAL DIVERSITY COUNCIL



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Mission

The NDC Certification Program prepares professionals to lead successful diversity, equity, and inclusion strategies for organizational excellence and innovation in today's global landscape. The program blends theory and practice during a 5-day intensive curriculum and ongoing professional development through the NDC Graduate Network.

Graduates of the program are recognized as a National Diversity Council Certified Diversity Professional (NDCCDP).

Objectives

Upon completion of the 5-day program, participants will:

Recognize diversity, equity, and inclusion as drivers of business success and employee engagement in the 21st century workplace.

Possess a broad range of knowledge and skills to perform at a high level as DEI professionals and bring value to their organizations.

Gain access to a reputable and reliable community of professionals through the NDC Graduate Network to encourage continued learning as the DEI field evolves.

Enhance credibility with the National Diversity Council Certified Diversity Professional (NDCCDP) designation to positively impact professional growth.



NDC Graduate Network

- Password-protected webpage for program graduates
- Networking opportunities with community of DEI professionals across the country
- Benchmarking across organizations & industries
- Continued learning as DEI field evolves

Be a part of the

1000 plus Graduate Network!

NDC Toolkit

Individual access to the NDC Toolkit, a password-protected website with:

- Twelve content areas including the webinars
- Unique resources to enhance employee awareness and advance diversity efforts in your organization
- Articles from around the globe written by recognized experts and prestigious firms
- Infographics with facts and figures on diversity segments
- Access to pre-recorded webinars by subject matter experts from the NDC Webinar Series

Diversity Domains

1

The Business Case for Diversity, Equity and Inclusion

2

Measurement and Accountability

3

Cultural Competence

4

Inclusive Leadership

5

Best Practices in Diversity, Equity and Inclusion

Fees

In Person

5-day on-site classroom participation (see Curriculum Outline)	\$5,550
Access to NDC Toolkit and NDC Graduate Network included	
CDP Examination Fee	\$450
	Total \$6,000

Note: National and State partners receive a \$1,000 discount

Virtual

5-day virtual classroom participation (see Curriculum Outline)	\$5,050
Access to NDC Toolkit and NDC Graduate Network included	
CDP Examination Fee	\$450
	Total \$5,500

Note: National and State partners receive a \$1,000 discount

At the National Diversity Council, we are committed to making a difference in the DEI journey of leaders through our NDC Certification Program. With more than 1,600 graduates to date, the program empowers professionals to be the change agents needed to drive organizational excellence in today's global landscape.

Anika Rahman
CEO
National Diversity Council



Testimonials

“

This program was everything I needed and more in preparing me for what was to come with leading workplace inclusion initiatives. The instruction was thorough, the exercises were insightful, and the relationships I made during the cohort have continued with me far beyond the classroom.

Sr. Director - Diversity & Inclusion
Tinuiti

“

This course was an excellent balance between the basics and drilling down to the nitty gritty of how change can be effected in an organization. It equipped me with real, meaningful tools that will enable me to do effective DE&I work in my organization and in the community.

Attorney - OSBA Certified Specialist in Labor & Employment Law
Kastner Westman & Wilkins, LLC

“

This program is vital for leaders who are serious about making real progress toward creating more diverse, equitable, and inclusive workplaces. The program provides a good balance of personal learnings around becoming a more inclusive leader with business concepts and tools to assess, create and grow DEI strategies within organizations.

Managing Director
Lambert

Sponsors



Recertification



The NDC Certification Program provides the finest, timeliest, and most relevant knowledge available in the evolving Diversity, Equity, and Inclusion (DEI) field.

As industries evolve within the DEI space, NDC Certified Diversity Professionals must demonstrate a commitment to advocacy and lifelong learning.

NDC Certified Diversity Professionals having graduated more than one year ago require opportunities for upskilling to advance the work of DEI and to maintain the integrity of the NDC credential.

Through the recertification, graduates will continue to expand their knowledge base, implement innovative strategies to drive positive change, and advance the collective work of DEI practitioners and leaders through leadership, collaboration, innovation, and service.



The NDC Graduate Network Pillars

As a life-long learner and member of the NDC Graduate Network, the National Diversity Council is here to support dialogue, practices of excellence, and community.

As graduates seek to demonstrate and achieve the required 40 hours of recertification, we have provided pillars to inform your work. Whether you are facilitating, attending, creating, or researching, the pillars shown above are the core attributes to drive actual organizational change.

We are deeply grateful to all individuals and organizations that have helped us get here, from our corporate partners to sponsors, faculty, speakers, staff, and - most importantly - our program graduates. Thank you for your trust and commitment to DEI education.



Cecilia Orellana-Rojas, Ph.D.
SVP - Strategy & Research
National Diversity Council

Recertification of the NDCCDP credential is a continuous process, and it occurs every three years. This process begins on the date the NDCCDP credential was awarded.

Step One

Submit the annual maintenance fee of \$40 within one year from graduation date. You can also pay \$120 for the three-year maintenance fee. For example, if your graduation date is 10.11.22, your recertification fee of \$40 is due by 10.11.23.

Step Two

Register and engage in the free pre-recorded Trends and Predictions Webinar offered annually.

Step Three

Register and participate in the required Recertification Workshop every three years.

Step Four

Complete a total of 40 hours of continuing education focused on the four pillars of recertification, which include leadership, collaboration, innovation, and service.

Step Five

Add an entry per activity for the 40 hours of continuing education into your Journal Entries.

Structure

40 CE hours will be awarded for the following activities. Proof of documentation must be submitted in PDF or JPEG format.

Modality	Requirements for CE Hours	Documentation Required
Facilitation Max. CE Hrs: 20	<ul style="list-style-type: none"> • Topic must correlate to one of the four pillars. • Collaboration with NDC peers is permissible and encouraged. • NDC events • Industry events • Organizational events 	PPT deck, participant manual, event flier, website screenshot.
Attendance Max. CE Hrs: 20	<ul style="list-style-type: none"> • Topic must correlate to one of the four pillars. • Recertification Trends & Predictions Webinar: 1 hour awarded • Recertification Workshop: 4 hours awarded • NDC events • Industry events • Organizational events 	Certificate of Attendance, Certificate of Completion, registration confirmation or receipt.
Content Writing Max. CE Hrs: 20	<ul style="list-style-type: none"> • Topic must correlate to one of the four pillars. • All work must be original and solely owned by the credential holder(s). • Collaboration with NDC peers is permissible and encouraged. • Initiating a business case for organizational completion of the NDC Index • Authoring journals, blogs, and/or white papers and encouraged. 	White paper, research paper, case study, blog, journalistic article, review paper. (1,000 words = 1 hour).
Resource Development Max. CE Hrs: 20	<ul style="list-style-type: none"> • Topic must correlate to one of the four pillars. • All work must be original and solely owned by the credential holder(s). • Collaboration with NDC peers is permissible and encouraged. • Developing infographics, surveys, checklists, job aids, or assessments. 	Infographic file, survey questionnaire, job aid, assessment.
Self Study Max. CE Hrs: 20	<ul style="list-style-type: none"> • Topic must correlate to one of the four pillars. • Credential holders may combine up to three texts or publications to meet requirements. • Independent reading (Total word count must exceed 200,000 words or equivalent of 15 hours of reading). 	600-2,000 word summary per reading. *All submitted documentation in PDF format.



Professional Development

Trends & Predictions Webinar

The Trends & Predictions webinar is a 1-hour session designed to provide research and statistical updates having the greatest impact to the DEI space. Additionally, participants will gain insight to advancements made across industries gaining practical strategies to advance the work of DEI.

Objectives

- Examine advancements made within DEI
- Explore industry changes and impact
- Analyze strategies to drive impact

Fee: No cost for NDC Certification Program Graduates

Annual webinar released via the Graduate Network

Format: Virtual

Recertification Workshop

The Recertification Workshop leverages the experience and insight of the Graduate Network. Participants will assess the impact of intersectionality within DEI strategies and explore practical and tactical strategies related to measurement and accountability in the DEI space. Culminating with the development of an action plan, participants will leverage the power of their NDC community using a peer-to-peer approach.

Objectives

- Assess the impact of intersectionality within DEI
- Explore best practices in measurement and accountability
- Develop an action plan for continued learning

Fee: \$450 partners / non-profit / government agencies / higher ed; \$550 non-partners

Schedule: Announced via the Graduate Network

Format: Virtual

NDC Initiatives



NDC VIRTUAL SUITE



NDC TOOLKIT



NDC STRATEGIC SOLUTIONS



NATIONAL DIVERSITY COUNCIL

For more information, contact us at
CertificationProgram@NationalDiversityCouncil.org

NDCCertificationProgram.org | NDCGraduateNetwork.org