



Staff complete DEI certification

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DEI workplace certificate

With the Diversity, Equity, and Inclusion Initiative as the top priority for all three Societies, members and staff are increasing our knowledge of the subject. Five staff members recently completed a Diversity, Equity and Inclusion in the Workplace Certificate program through the [University of South Florida's MUMA School of Business](#).

The certification requires seven, two-hour modules on the topics of: (1) Emotional Intelligence, (2) Stereotypes & Biases, (3) Understand Your Organization, (4) Future of Your Org through D&I, (5) Recruitment & Retention, (6) Community Outreach, and (7) Sustainable Business Model.

Below are the perspectives from the five staff who completed the program:

Nate Ehresman, Technical Program Manager (Meetings)

"The certificate program was invaluable in helping instruct our [meetings] program planning decision making processes going forward. Aside from just the right thing to

do, DEI organizations average a much better bottom line than non-diverse organizations. The more diverse and inclusive any organization is, the more profitable and innovative it is. We are also finding that members are more conscious than ever before. The character of an association is becoming just as important as its benefits/services.”

Susan Chapman, Director of Membership

“I found that the certificate program provided strong foundational information for our diversity, equity, and inclusion journey. From the first module with a focus on emotional intelligence to the six “C’s” of inclusive leadership and understanding how to develop successful DEI strategies, the breadth and depth of information will help us in developing and sustaining our programs. In addition, I found the discussions on the journey of diversity, equity, and inclusion, focused on conversations, perspectives, and communications as important as the ‘how-to’ strategies and tactics.”

Susan Fisk, Director of Public and Science Communications

“The information about the demographics of various generations was so valuable and will help with all our communications. I also was impressed with the hard data showing that organizations that fully embrace DEI are more sustainable over the long term. This includes making DEI pervasive throughout our organizations, including the vendors and suppliers we choose to work with, all the way down to building upkeep and maintenance.”

Chris Flores, Social Media Specialist

“It was great to hear and learn from many professionals about the importance and intricacies behind DEI initiatives. As a social media content creator, the program made me more aware of what I am posting, who is represented in my posts, and how I can be more inclusive.”

Caitlin Heitman, Science Communications and Marketing Project Manager

“I found the program to be informative, insightful, and thought-provoking! Throughout the modules, guest speakers were invited to talk about their own experiences and challenges in the realm of DEI, and I felt I learned so much simply by listening to other perspectives.”

Your DEI Feedback Welcome

The Societies’ Diversity Committee has created feedback pages to collect information from members: www.agronomy.org/diversity/feedback, www.crops.org/diversity/feedback, and www.soils.org/diversity/feedback.

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