



ICE Diversity, Equity & Inclusion Task Force – Annual Plan

Description/Purpose: To engage the membership in designing DE&I resources for I.C.E. members that resonate, are appropriate for the credentialing community, and focused internally as well as externally.

Timeline for 2022:

- March – Launch Coffee Chat Series
- March – Submit session proposal for I.C.E. Exchange
- April – Implement Online Resource Center
- June – Launch first phase of research project
- November – Session at I.C.E. Exchange

Draft Plan:

Focus: Internal to Organization		
Data Analysis	Review data on current Membership Diversity. Edits to member profile needed. Campaign to push for data.	March
Nominating Committee	Provide resources to Nominating Committee and Board Characteristics Matrix that focus on DE&I	November-March each year
DE&I Statement	Focus on continued highlight of the document and incorporating into practice	All year
Leadership Development	Develop tactics to assist the Board and Management to build a more diverse leadership pipeline (i.e. committee recruitment, mentoring program, etc.) and membership recruitment	All year
Coffee Chat Series	Monthly/Quarterly safe-place discussions on the topic of DE&I	All year
Online Resource Development	Compilation of helpful resources for members' use	Build out by April, maintain all year

Focus: Member Resources (external focus)		
Education	Influence the Educ Committee with the needs of membership related to educational products (i.e. webinars, courses, conference sessions, etc.) on the topic of DE&I	Continued focus. Work with Management to determine any hard costs (other than staff time) to develop courses outside of the Educ Comm if needed.
Publications	Determine needs of membership related to publication (i.e. white papers, toolkits, guidance docs, etc.) on the topic of DE&I	
Articles	Determine authors/topics for publication in ICE's <i>Credentialing Insights</i>	
Toolkit	Determine the relevance, need for a toolkit	
Research	Determine the need for and scope of relevant research on the topic of DE&I (externally or internally developed; benchmarking, etc.)	Budgeted for 2022; begin plans in February
Partnership Opportunities	SHRM certificate program Others? Dr. Shirley Davis (film for Film Festival)	
Outside Consultant	Determine the need/usage of an outside consultant.	Anytime

ICE DE&I Task Force Members

Committee Role	Name	Organizational Role	Organization	Email
Committee Chair	Tracy Lofty	CEO	International Board of Heart Rhythm Examiners	tlofty@hrsonline.org
Committee Co-Chair	Mark Franco, Esq	Associate	Whiteford Taylor & Preston, LLP	mfranco@wtplaw.com
Member at large	Linda Akel Althouse, PhD	Vice President, Assessment	American Board of Pediatrics	lalthouse@abpeds.org
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Member at large	Kellie M Anderson	Credentialing & Volunteer Coordinator	Competency & Credentialing Institute	kanderson@cc-institute.org
Member at large	Adrienne Bryant, CAE	Program Director, Certified Customer Experience Professional	Customer Experience Professionals Association	adrienne@cxpa.org
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Member at large	Samantha Evans, CAE, MBA	Account and Certification Manager	International Association of Accessibility Professionals (IAAP)	sam.evans@accessibilityassociation.org
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		Development Manager		
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