

Institute for Diversity Certification (IDC)[®] Redefines Diversity for a Multi-Dimensional Workforce

*Redefining Diversity for the Future:
Unlocking Workforce Potential Through
DEIA*

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/EINPresswire.com/ -- The Institute for Diversity Certification (IDC)[®] challenges organizational leaders to redefine “Diversity” and move beyond outdated views of Diversity, Equity, Inclusion, and Accessibility (DEIA) initiatives. For 15 years, IDC[®] has championed a more strategic understanding of DEIA, emphasizing its role in unlocking the potential of a diverse workforce. This intersectional approach fosters:



- Enhanced Learning and Skills Sharing
- Stronger Supplier Relationships
- Innovative Problem-Solving
- New Product Creation
- Advanced Talent Management

THE CHANGING WORKFORCE LANDSCAPE

The U.S. Census Bureau projects that by 2044, minorities will comprise [nearly half](#) of the U.S. population. A 2020 Pew Research Center study found that millennials and Gen Z are the most racially and ethnically diverse generations in U.S. history, with 43% of millennials and 56% of Gen Z [identifying as non-white](#). These demographic shifts necessitate a broader definition of Diversity that goes beyond race and ethnicity.

“While race and ethnicity are important, they’re just a few pieces of the puzzle,” says IDC[®] Founder and President Leah Smiley, CDE[®]. “At IDC[®], we see DEIA as a strategic approach to

leverage the strengths of a multidimensional, multigenerational workforce. This includes factors like sexual orientation, veteran status, neurodiversity, and socio-economic background, among others.”

THE POWER OF EFFECTIVE DEIA TRAINING

By embracing a broader definition of Diversity, organizations can foster inclusive workplaces where everyone feels valued and respected. This leads to a range of benefits, including increased innovation, improved employee satisfaction, and stronger financial performance.

However, simply having a DEIA policy in place is not enough. Effective DEIA training is essential for driving real change. Here’s where IDC® comes in. IDC® equips leaders with the knowledge and skills they need to develop and implement successful DEIA initiatives, with programs led by credentialed professionals with extensive experience in the field.

CREDENTIALLED LEADERS DRIVE DEIA SUCCESS

IDC® encourages organizations to define and implement DEIA strategies that work for them. “Letting others define DEIA for your organization is a missed opportunity,” adds Smiley. “IDC® equips leaders with the knowledge, collaboration tools, and ingenuity to unlock a future-proof DEIA approach specific to your organization’s unique workforce and business goals.”

UNLOCKING SUCCESS THROUGH DEIA

By redefining Diversity and investing in effective DEIA training led by credentialed leaders, organizations can unlock the full potential of their workforce and better serve the marketplace. IDC® stands ready to help your organization leverage DEIA to achieve its business goals. Visit the [IDC® website](#) to learn more about their comprehensive DEIA solutions.

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About the Institute for Diversity Certification (IDC), Inc.

Leading workplace Diversity, Equity, Inclusion, and Accessibility (DEIA) strategies since 2009, the Institute for Diversity Certification (IDC), Inc. is an Indiana-based EdTech company that equips professionals and leaders to transform the workplace and marketplace. Through its groundbreaking DEIA certifications, active Membership society, and educational programs, the Institute for Diversity Certification (IDC)® has empowered 2,500 Members and 4,000 Candidates and Designees all 50 states and over 30 countries to cultivate thriving workplaces where everyone can contribute and excel. Visit www.diversitycertification.org to learn more.

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