



For immediate release
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AMERICAN ASSOCIATION FOR ACCESS, EQUITY AND DIVERSITY ANNOUNCES ITS EXPANDED SENIOR AFFIRMATIVE ACTION AND EEO CREDENTIAL

*Organization of equal opportunity professionals enhances its credential for a larger group of experienced
Equal Opportunity and Diversity Practitioners*

Washington, DC, March 20, 2019 – The American Association for Access, Equity and Diversity (AAAED), an organization of equal opportunity, diversity and affirmative action professionals, has announced its expanded training and credentialing program for experienced affirmative action and equal opportunity practitioners. The AAAED's Professional Development and Training Institute (PDTI) will conduct the 16-hour training program, re-titled the Sr. Affirmative Action and EEO Professional or Sr. CAAEP, on June 10 - 11, 2019 during the AAAED 45th National Conference and Annual Meeting in Indianapolis, IN.

Founded in 1974 as the American Association for Affirmative Action (AAAA), AAAED is a national not-for-profit association of professionals working in the areas of equal opportunity, compliance and diversity. The longest-serving organization of individuals in the equal opportunity and diversity professions, AAAED has 45 years of leadership providing quality professional training to practitioners and promoting understanding and advocacy of affirmative action and other equal opportunity laws.

"While the Basic Certified Affirmative Action Professional (CAAP) program introduces participants to the fundamentals of Equal Opportunity and Affirmative Action practice, the AAAED Program for Sr. Affirmative Action and EEO Practitioners (Sr. CAAEP) is offered to seasoned professionals who have ten or more years of experience not only in developing and implementing affirmative action programs but being engaged in the broader scope of equal opportunity and related compliance activities," said Shirley J. Wilcher, AAAED Executive Director.

The Sr. CAAEP program should also appeal to seasoned professionals who work for federal, state and local governments as well as higher education and the private sector. "This is a highly interactive, sixteen-hour program that reviews and expands upon the knowledge gained over ten or more years. The emphasis of this program is to update one's knowledge, apply experience and collaborate with other professionals to create strategic plans

and best practices to promote vital initiatives and resolve workplace challenges. Moreover, hone the skills necessary to advance to the next professional level," added Wanda K. Malden, chair of the AAAED Professional Development and Training Institute Committee.

To qualify to take the training and receive the credential, applicants must submit an application and resume, and be approved by a Committee. The seven criteria for selection include:

1. Knowledge of Equal Opportunity Laws
2. Experience with and/or knowledge of Internal Investigations and Audits
3. Experience Managing and Interpreting affirmative action programs
4. Complaint Processing, Counseling and Resolution - experience in factfinding, analysis and negotiation of settlements
5. Diversity and Inclusion; Implicit Bias - demonstration of understanding the concepts and principles
6. Making the Business Case for Affirmative Action, Equal Opportunity, Diversity and Inclusion
7. Other "intangibles" including experience and knowledge of building alliances within an organization.

In addition to the 16-hour program, participants will have to take an examination at the conclusion of the training and obtain an 80% or higher pass rate to receive their certificate.

To apply for admission to the Sr. CAAEP program, click here: [Apply for the Sr. CAAEP](#)

To register for the AAAED 45th National Conference and Annual Meeting or for more information, click here: [AAAED 45th National Conference](#)

To join AAAED, click here: [Join Us!](#)

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About AAAED "Advocate. Educate. Activate"

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