CERTIFICATE

OF COMPLETION

THIS CERTIFICATE IS PROUDLY PRESENTED TO

Joy Young

FOR SUCCESSFUL COMPLETION OF :

DEI Champions Certification

DATE: Dec 15, 2023

With hard work and dedication, you have successfully completed and demonstrated proficiency in the curriculum set forth by the Calling All Allies Project to be awarded the title of Certified DEI Champion.

Emilio Osoria

VP, Learning & Development



Brandi M. Baldwin

Senior Partner