



## **POLICY DOCUMENT**

<b>Policy Title:</b>	Accelerated Accreditation*	<b>Version:</b>	1.0	<b>Policy No:</b>	001
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### **1. INTRODUCTION**

An accelerated accreditation process is frequently invoked when a professional recognition programme is initiated, with the purpose of recognising the knowledge and experience of long-term experts, and to build critical mass in the programme for sustainable roll-out and adoption.

The process of accelerated accreditation of subject matter experts is an acknowledged method of acquiring the base of knowledge that is necessary for the creation of a formal professional discipline. The process allows for accreditation through recognition of experience and qualifications, without the requirement to advance through an extensive process of evaluation.

Accreditation credentials issued through the accelerated accreditation process are valid as indicators of competence, and subject to the same peer accountability and renewal requirements as accreditation through the formal evaluation programme.

- \* *Accelerated Accreditation is commonly referred to as a “grandfathering” process, and defined by the National Commission for Certifying Agencies (NCCA) as “the process by which individuals are granted certification without being required to meet a formal examination requirement”.*

### **2. PROCESS**

The Accelerated Accreditation process is a straightforward, points-based system. Applicants may meet the requirements for Accelerated Accreditation by accumulating points based on their previous relevant experience, or other qualifications, certifications, training and accomplishments in the field of diversity, equity and inclusion (DEI).

Candidates are required to achieve a minimum of 50 points to qualify for accreditation at the DEI Practitioner level, and a minimum of 100 points to qualify for accreditation at the DEI Professional level.

Application submissions can be made by completing the online application form on the Diversity Works New Zealand website, including comprehensive details of qualifications, experience and achievements.

### **3. TIMEFRAME**

The Accelerated Accreditation process will be in place for a period of 12 months, from 1 March 2024 to 28 February 2025. During this period, candidates will have the opportunity to earn designation at the level of DEI Professional or DEI Practitioner.

As from 1 March 2025, candidates must not only meet the education and experience requirements, but also proceed through an extended assessment programme, consisting of portfolio submission, practical days and interviews.

#### 4. POINTS FRAMEWORK

The following points framework will be used internally to assess eligibility of candidates to qualify for the respective designations. Please ensure the CV and cover letter submitted as part of the application process include all relevant qualifications plus paid and volunteer experience.

	Points
<b>QUALIFICATIONS</b>	
<ul style="list-style-type: none"> <li>• Diploma level qualification in social/behavioural sciences, or</li> <li>• Bachelors qualification with at least one major in social/behavioural sciences, or</li> <li>• Post-graduate qualification in social/behavioural sciences, or</li> <li>• Masters or doctorate qualification in social/behavioural sciences</li> </ul>	<p>15 25 35 50</p>
<b>EXPERIENCE</b>	
<ul style="list-style-type: none"> <li>• 3+ years' experience as a member of a workplace DEI committee, and/or</li> <li>• 3-5 years' experience in an HR or People &amp; Culture department where you had operational responsibility for supporting and implementing DEI initiatives, and/or</li> <li>• 5+ years' experience in an HR or People &amp; Culture department where you had responsibility for formulating and implementing DEI policies and initiatives, and/or</li> <li>• 3-5 years' experience in a role where you had strategic responsibility for driving DEI progress in your organisation, and/or</li> <li>• 5+ years' experience as a DEI consultant, with a minimum of 10 clients, and/or</li> <li>• 5+ years' experience in a leadership role where you had strategic responsibility for driving DEI progress in your organisation.</li> </ul>	<p>25 25 50 75 75 100</p>
<b>VOLUNTEERING</b>	
<ul style="list-style-type: none"> <li>• 3+ years voluntary experience in a community organisation focused on supporting a specific non-dominant community.</li> </ul>	25

Note that:

In the event of experience across multiple categories, years claimed will be pro-rated against available points in the category to arrive at a consolidated assessment of experience. Experience claimed must be verified by respective employers and/or clients.

#### 5. ADDITIONAL REQUIREMENTS

In addition to satisfying the credentialing requirements under the points framework, applicants are also required to:

- Be currently employed, contracted or volunteering in a role with DEI responsibility
- Complete a self-assessment against the DEI Competency Framework
- Participate in one group hui to explore your approach to the DEI kaupapa
- Pay the application fee of \$425, which will include the first year of membership
- Provide a declaration related to any adverse ethical or legal history, which may impact reputation of membership.

#### 6. MAINTAINING ACCREDITATION

Accreditation obtained by means of this process exempts candidates from the requirement to complete the extended portfolio-based accreditation process and entitles candidates to one year of professional membership.

However, to maintain the designation, candidates will be required to pay the annual professional membership fee and provide a declaration of continuous professional development.

Should a candidate fail to retain their annual membership, renewal of membership will only be available through the extended portfolio-based assessment process. This provision is in place to encourage sustained commitment to building a professional community of DEI experts.