



# **Society for Human Resource Management of Tompkins County**

## **CERTIFICATE OF ATTENDANCE**

for participation in the  
**Navigating the Backlash to Equity, Inclusion and Belonging Conference**  
**(Diversity Consortium of Tompkins County)**  
on October 17, 2024 in Ithaca, New York

**HRCI Credit ID: #682772      HRCI PDC(s): 3.25**  
**SHRM Activity ID: # 24-4NARX      SHRM PDC(s): 3.25**  
**Liz Flint, Certification Chair**

*SHRMTC recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP® or SHRM-SCP® recertification activities.*