

DEI Directory Information:

Name: Wayne Herriford, MBA, MS-LPCC

Description of Work: [Certified Diversity Executive](#) as well as a certified trainer for Cultural Intelligence and Cultural Values assessments through [Cultural Intelligence Center](#). Specialize in design and delivery of workshops and training experiences for individuals and teams with an emphasis on diversity, equity and inclusion. Licensed mental health professional with over 35 years of leadership experience in human resources and talent management. Interested in coaching high-potential minority employees in large organizations. Have experience with design and implementation of organizational culture surveys. Recently provided design expertise for [Room at the Table](#) program in Cincinnati.

Sample Programs:

- Creating a Discrimination and Harassment Free Environment (Management Training)
- Global Beads Activity
- Crossing the Line/Stand and Declare Activity
- Cultural Values Assessment
- Cultural Intelligence Workshop
- Creating an Inclusive Workplace for LGBTQ Employees and Clients
- Understanding Implicit Assumptions, Unconscious Bias and Microaggressions
- Effective Communications across Culture
- Center for Creative Leadership's Benchmarks for Leaders 360° Feedback Program

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