

# Xavier Lightfoot Earns Diversity and Inclusion Certificate from Cornell University

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June 3, 2021



**Labor and employment attorney Xavier Lightfoot recently received Cornell University's Diversity and Inclusion Certificate.**

He earned the certification after the completion of a months-long, four-course program that focused on improving engagement, counteracting unconscious bias, diversity, and inclusion at work, and fostering an inclusive climate.

"In today's climate, there is an urgent need for companies to understand the multifaceted layers of diversity, equity, and inclusion," remarked Labor and Employment Practice Leader Ken Gray. "Xavier's completion of the certificate program is another tool to help our clients navigate this ever-changing field and avoid potentially costly legal actions."

Xavier cited his roles as the Diversity, Equity, and Inclusion Chair for the NC Society of Human Resource Management and a member of Ward and Smith's DEI Committee, as a reason for pursuing this education.

"The field of diversity, equity, and inclusion is not a new concept; however, it is ever-changing. Now more than ever, businesses are focusing on creating workplaces that promote inclusion and are reflective of the communities that the organizations serve. I want to remain active in learning how to better support our clients, organizations, and businesses in their DEI efforts," stated Xavier. "Cornell's program showed me how to engage those workplaces beyond checking traditional boxes. So, I'm excited to adapt what I've learned to help and share it with others."

Cornell's Diversity and Inclusion Program is designed and offered through the University's Industrial and Labor Relation School as online courses.

# Cornell University



This is to acknowledge that

**Xavier Lightfoot**

has completed the certificate program entitled

**Diversity and Inclusion**

This Fifteenth Day of May, 2021

through



*Alexander Z...*

Dean  
School of Industrial and Labor Relations  
Cornell University