



CERTIFICATE

OF COMPLETION

This certificate is presented to

Resilient Hearts

Has completed the Employer Inclusion Accelerator Program. Driving change within your organization and success through inclusive leadership.

May 20th, 2025

A handwritten signature in black ink, appearing to read "H Hicks", written over a horizontal line.

Heather Hicks, MBA, CPHR
Vice President, Mission Impact
Goodwill Industries of Alberta