

# Emergency Management Institute



## FEMIA

This Certificate of Achievement is to acknowledge that

**RUSSELL WELSH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

**IS-00020.17**

**Diversity Awareness Course 2017**

*Issued this 16th Day of December, 2017*



Tony Russell  
Superintendent  
Emergency Management Institute