

# Emergency Management Institute



## FEMA

This Certificate of Achievement is to acknowledge that

**AVERY CHIPKA**

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

**IS-00021.14**

**Civil Rights and FEMA Disaster Assistance**

*Issued this 24th Day of November, 2014*



A handwritten signature in black ink, appearing to read "Tony Russell".

Tony Russell  
Superintendent  
Emergency Management Institute