



**12<sup>th</sup>**

***Twelfth  
Annual  
Conference***

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***March 15-16, 2007  
Ritz Carlton-Cleveland  
1515 West Third Street  
Cleveland, Ohio 44113***

*Register On-line Today!*  
<http://iis.stat.wright.edu/sos/>

***Our Mission***

*To provide Ohio's citizens and residents with an annual high quality, affordable conference in which they are able to share and learn how Ohioans from public, private, non-profit, educational and corporate sectors are seeking to make their organizations and communities more inclusive and representative. By examining how our state is preparing for the dramatic demographic changes predicted for the decades ahead, it is our hope and belief that our conference will contribute positively to preparing Ohio's institutions to effectively meet the challenges and opportunities presented by these changes.*



# Conference Schedule At - A- Glance

The Ritz Carlton-Cleveland  
1515 West Third Street  
Cleveland, Ohio 44113



**Thursday, March 15, 2007**

**7:30 a.m. - 11:45 a.m. Conference Registration and Packet Pick up**

**8:30 a.m. - 10:00 a.m. Segment I (Opening Plenary)**

Moderator: Donna Flynt, Cleveland Co-Chair, Parker Hannifin

Greetings: The Honorable Frank Jackson, Mayor, City of Cleveland

Marshall Rose, Conference Chair, Bowling Green State University

Speaker: **Shanta Driver, Esq., National Spokesperson, BAMN**

*(Coalition to Defend Affirmative Action, Integration & Immigrant Rights and Fight for Equality By Any Means Necessary)*

## ***"BROWN IN THE BALANCE: WHY INTEGRATION MATTERS"***

**10:15 a.m. - 11:30 a.m. Segment II (Concurrent Sessions)**

Session A **Ohio's Cross-Cultural Tobacco Control Alliance**

Presenters: Tracy Clopton, Ohio Department of Health

Icilda Dickerson, Ohio Tobacco Prevention Foundation

Session B **Eliminating Healthcare Disparities**

Presenter: Aylwin Bridges, President/CEO, Excursion Healthcare

Session C **Recognizing and Eliminating Micro-inequities**

Presenters: Dr. John Clochesy, Case Western Reserve University

Session D **Creating and Sustaining Respectful Workplaces**

Presenter: Roger Johnson,

Session E **"*BROWN* in the Balance: Part II"**

Presenter: Shanta Driver, Esq., BAMN

Session F ***The Promise of Social Equity in College Athletics***

Presenter: Dr. Cryshanna Jackson, University of Akron

**11:45 a.m. - 1:15 p.m. Segment III (Luncheon & Keynote Address)**

Moderator: Kathryn Hall, Cleveland Co-Chair, Case Western Reserve University

Speaker: **Tim Wise, Director, AWARE**

(Association for White Anti-Racist Education)

***“RATIONALIZING THE IRRATIONAL”***

**1:45 p.m. - 3:00 p.m.      Segment IV (Concurrent Sessions)**

Session A      **Best Practices in Enforcement and Compliance**

Panelists:      C. Larry Watson, Equal Employment Opportunity Commission  
Felicia Godbolt, Equal Opportunity Division, State of Ohio  
Office for Civil Rights, Department of Education  
G. Michael Payton, Ohio Civil Rights Commission

Session B      **“Rationalizing the Irrational: Part II”**

Presenter:      Tim Wise, Director, AWARE

Session C      **Best Practices for Conducting EEO Investigations**

Presenters:      Edward Waters, Esq., Ohio Inspector General Office  
Gregg Thornton, Esq., Ohio Inspector General Office

Session D      ***Developing Individual and Organizational Cultural Competence***

Presenter:      Dr. Samuel Hancock, The University of Toledo

Session E      **Retaliation: What It Is And How To Avoid It**

Presenter:      Jacqueline Hobbs, Esq., Duke Energy America

Session F      **Examining the Factors that Impact Health Literacy in Urban Communities**

Presenter:      Dr. Lucinda Deason, University of Akron

**3:15 p.m. - 4:30 p.m.      Segment V (Concurrent Sessions)**

Session A      **Managing Multigenerational Differences Through Emotional Intelligence**

Panelists:      Sandra Hodge, Hodge Entgerprises, Inc.  
Donna Rhodes, Hodge Entgerprises, Inc.

Session B      **The Media and Diversity**

Presenters:      Panel comprised or broadcast, print and electronic media.

Session C      **Best Practices for Preparing Investigation Reports**

Presenters:      Edward Waters, Esq., Ohio Inspector General Office  
Gregg Thornton, Esq., Ohio Inspector General Office

Session D      **Bridging Religious Differences**

Presenters:      Rev. Tracey Linds, Dean Trinity Cathedral, Episcopal Diocese of Ohio

Session E      **Workplace Harassment**

Presenter:      Jacqueline Hobbs, Esq., Duke Energy America

Session F **Equity, Opportunity, Diversity: The State of the Law**  
Presenter: Diane Milett, Esq.

**4:45 p.m. - 6:00 p.m. Reception and networking**

\* Join us for a networking reception immediately following the final concurrent session on Thursday in the Pre-function Lobby.

\* Visit with our exhibitors and shop at the bookstore. Visit the Barnes and Noble table in the Pre-function Lobby. They will be selling the latest topics in Human Resources, Diversity, Social Issues, etc.

\* Book Signing: Tim Wise, renowned speaker and consultant, and our Luncheon Keynote speaker, will be autographing copies of his highly acclaimed books, "White Like Me: Reflections on Race from a Privileged Son", and "Affirmative Action: Racial Preference in Black and White" on Thursday. Conferees may purchase these books for reduced rates at the registration desk.

\* Breaks: Refreshment breaks, in between the concurrent sessions, are an opportune time to meet and network with your fellow conferees. Remember to bring your business cards!

**Friday, March 16, 2007**

**7:30 a.m. - 9:30 a.m. Conference Registration and Packet Pick up**

**8:00 a.m. - 9:15 a.m. Segment VI (Breakfast and Opening Plenary)**

Moderator: Robert Wehrle-Einhorn, JD, Retired, SOS Committee

Greetings: Cuyahoga County Commissioners

Speaker: ***Steve L. Robbins, Ph.D, S.L. Robbins & Associates***

***"UNINTENTIONAL INTOLERANCE:  
UNDERSTANDING CULTURAL COMPETENCY"***

**9:30 a.m. - 10:45 a.m. Segment II (Concurrent Sessions)**

Session A **Sexual Orientation: North Is Not Always Magnetic**

Presenter: Mika Major, LGBT Community Center of Cleveland

Session B **"Mindful Matters: NICE People and Unintentional Intolerance"**

Presenters: ***Steve L. Robbins, Ph.D, S.L. Robbins & Associates***

Session C **Supplier Diversity**

Presenter: Steve Standley, Sr. Vice President for System Services, University Hospitals

Session D **Dis-Spelling The Disability Myth: A Paradigm Shift**

Presenter: Leah Kyaio, Shape Shifters

Session E **Accounting for Culture in Capacity Building: The Practical Application**

Presenters: Monika K. Moss, MKM Management Consulting

Session F     **Cultural Issues in Mediation**  
Presenter:     Dr. Morris Jenkins, The University of Toledo  
                  Jerome M. Jackson, J. Jackson Consulting & Training

### **11:00 a.m. – 12:15 p.m.   Segment VII (Concurrent Sessions)**

Session A     **Diversity Fatigue in the Workplace: I Have To Do What Now?**  
Presenter:     Mika Major, LGBT Community Center of Cleveland

Session B     A Model for Minority Faculty Development  
Presenter:     Dr. Edgar B. Jackson, Jr., University Hospitals and Case Medical Center

Session C     **Law Enforcement and Communities of Color**  
Presenters:    Cassandra Bledsoe, Cleveland Police Department  
                  Lt. Charles Brown, Akron Police Department

Session D     **Effective and Legal Recordkeeping for Compliance Officers**  
Presenter:     Douglas Brown, Esq.

Session E     **Best Practices for Recruiting and Retaining a Diverse Workforce**  
Presenter:     Edward Curtain, III, Diversity Search Group

Session F     **Transgender Issues in the Workplace**  
Presenters:    Michelle Bindle, Cleveland State University

### **12:30 p.m. - 1:45 p.m.    Segment VIII (Luncheon & Keynote Address)**

Moderator:    Steve Francis, HONDA of America  
Speaker:       **Luke Visconti, Editor & Publisher, Diversity Inc.**

***“WHAT DIFFERENCE DOES DIFFERENCE MAKE?”***

### **2:00 a.m. – 3:15 p.m.       Segment IX (Special Seminar)**

Session A     **Diversity Matters for CEOs**  
Presenter:     Luke Visconti, Editor & Publisher, Diversity Inc.

## 12<sup>th</sup> Annual State of the State - Registration Form

**REGISTRATION FEES INCLUDE:** Continental Breakfast, Thursday and Friday luncheon, Certificate of Attendance for those attending the two-day of workshops. Space is limited in most workshops. **Register early!**

<b>REGISTRANT INFORMATION</b> (Please print)				
NAME (one name per Registration Form)			TITLE	
ORGANIZATION				
ADDRESS		CITY	STATE	ZIP
PHONE	FAX	EMAIL		
<b>WORKSHOP FEES</b> (1-Day Workshop OR 2-Day Workshops)		<b>CONTINUING EDUCATION</b> (9.0 Total Hours)		<b>TOTAL FEES</b>
<b>EARLY BIRD</b> postmarked by 3/05/07	<b>STANDARD</b> through 3/12/07	<b>March 15, 2007</b> ____ Hours	<b>March 16, 2007</b> ____ Hours	
<b>\$125.00</b>	<b>\$150.00</b>	\$ _____		
<b>SPONSORSHIP LEVELS – PAYMENT MUST BE MADE IN FULL BY _____</b>				
<b>Millennium Level - \$5,000</b>				
A donor who contributes at the \$5000 level will be recognized as a “Lead Sponsor.” Lead Sponsors will receive 10 two-day conference registrations, prominent designation at the SOS website with logo link until January, 2008, a reserved table for 10 at both the conference luncheon and breakfast, a complimentary display table on both days of the conference and recognition in the conference program booklet. Additionally, Lead donors will be acknowledged from the podium on both days of the conference at all major activities. A full-page ad in the conference program booklet also comes with this sponsorship level. You will also receive prominent display of your company logo on all conference signage throughout the conference on both days. You will have prominent banner placement at both the Keynote Luncheons and Breakfasts on both days.				
<b>Platinum Level - \$3,000</b>				
A donor who contributes at least \$3000 will be recognized as an “Event Sponsor.” Event Sponsors receive 8 conference registrations, prominent designation at the SOS website with logo link until November 2007, a reserved table for 10 at the Keynote luncheon, a complimentary display table at the Sponsor’s Fair and a half page ad in the conference program booklet. Additionally, Platinum donors will have their company logos displayed prominently on all conference signage on both days of the conference. You will receive prominent banner placement at the Keynote Luncheons and Breakfasts on both days of the conference.				
<b>Gold Level - \$1,200</b>				
A donor who contributes at least \$1200 will be recognized as a “Sustaining Sponsor.” Sustaining Sponsors receive five conference registrations, prominent designation at the SOS website with logo link until August 2007, a complimentary display table at the Sponsor’s Fair and recognition in the conference program booklet.				
<b>Silver Level - \$600</b>				
A donor who contributes at least \$600 will be recognized as a “Contributing Sponsor.” Contributing Sponsors receive three conference registrations, prominent designation at the SOS website with logo link until May 2007, and recognition in the conference program.				
<b>Bronze Level - \$250</b>				
A donor who contributes at least \$250 will be recognized as a Donor Sponsor.” Donor Sponsors receive one conference registration, prominent designation at the SOS website with log link until April 2007, and recognition in the conference program booklet.				
<b>PAYMENT METHODS</b>				<b>TOTAL DUE</b>
<input type="checkbox"/> Check enclosed	<b>CASE WESTERN RESERVE UNIVERSITY/SOS</b> Office of Equal Opportunity and Diversity 10900 Euclid Avenue, Adelbert Hall 310 Cleveland, Ohio 44106-7048		<input type="checkbox"/> Fax registration to 216-368-8878	
Make checks payable to:			<input type="checkbox"/> PO Number _____ (Specify Participant’s Name on PO)	
<input type="checkbox"/> CREDIT CARD (6% Charge)	<input type="checkbox"/> Visa	<input type="checkbox"/> MasterCard	<input type="checkbox"/> American Express	<input type="checkbox"/> Discover
<b>If paying by credit card this is an <u>unsecured</u> site. Complete Registration Form, print and fax this form to 216-368-8878.</b>				
CARD NUMBER		SECURITY CODE		EXP. DATE
BILLING ADDRESS		CITY	STATE	ZIP

NAME ON CREDIT CARD (Please print)

SIGNATURE

**WE CANNOT COMPLETE YOUR REGISTRATION UNTIL YOU HAVE:**

1. Sent purchase order authorization or your payment in full. Invoices will not be sent as Registration Form serves as an invoice. Registration will be confirmed upon receipt of completed registration form.
2. Informed us of any Special Diet or Special Needs (please specify) \_\_\_\_\_



E-mail completed Registration Form to [shirley.mosley@case.edu](mailto:shirley.mosley@case.edu) OR fax to 216-368-8878 by March 12, 2007.