



SESSION DESCRIPTIONS I

Thursday, March 19, 2009



SEGMENT I (OPENING PLENARY)

Equity, Opportunity and Diversity: The State of the Law

Matt Miko, Esq., is well known and highly regarded for his many years of expertise in civil rights litigation and enforcement. In this important plenary, Mr. Miko will provide updates on the latest legal issues in human resources, compliance, harassment and discrimination.

SEGMENT II (PLENARY)

Chapmyn Spoken Word

This plenary presentation features the acclaimed theatrical group, Chapmyn Spoken Word, of Columbus, Ohio. The troupe is led by its founder and Artistic Director, James H. Chapmyn, who has been acknowledged nationally for his insightful ability to “develop a technique for using theater as an entry point to self-discovery, dialogue and understanding that is simply amazing.” The troupe will perform one of Mr. Chapmyn’s well known Choreopoems in guiding conferees in self-examination of the kinds of bigoted attitudes and stereotypes that often attach to our differences.

SEGMENT III (LUNCHEON)

The Weakest Link—Diversity Style

"The Weakest Link – Diversity Style" is a special presentation adapted from the well known television game show. With keen wit and sensitive sarcasm, Dr. Linda Dobb will bring her humor and theatrical training to her role as host in challenging participants knowledge of the broad mosaic of U.S. diversity.

Segment IV (Concurrent Sessions)

SESSION A

The Media and Diversity

This session will offer examples and analysis of how the media conditions our perceptions and attitudes toward diversity. The panel will offer strategies and recommendations for improving diversity in personnel, media offerings, and outlets, as well as ways to avoid media stereotyping.

SESSION B

Best Practices in Enforcement & Compliance

This important panel of Ohio and federal compliance and anti-discrimination agencies, will provide conferees with examples of successful and innovative programs that in their view represent “best practices” in enforcement and compliance.

SESSION C

You’ve Got the Look: Intra-racial Division, Discrimination and Colorism

Are lighter-skinned blacks generally more intelligent? Better looking? More sophisticated? Do light-skinned blacks have more access to privilege and power than their dark-skinned associates? The idea that these are all true characterizations goes back as far as slavery. This is a phenomenon that is no secret to blacks and whites in our communities. The taboo conversation among professionals, however, is how often Blacks themselves engage in colorism to oppress other Blacks in the workplace and in the communities. This workshop will examine some of the ways colorism is manifested in society and discuss potential solutions.

SESSION D

Pick A Disability: Removing Workplace Barriers

This interactive session will touch upon the fears and stereotypes that all people have about people with disabilities. Because people’s attitudes are shaped by their exposure or lack of exposure to people with disabilities, oftentimes there is discrimination under the surface that no one really wants to admit is there. Employment barriers faced by people with disabilities have everything to do with employers’ fears about disability and nothing to do with an inability to get the job done. This session will help bring that fear to the surface and offer ways and resources to help break down the barriers.

SESSION E

Surviving the Game: Success Strategies and African American Male Athletes

This session analyzes and critiques the emphasis the Academy places upon black male athletes and the supersession of academic pursuits over athletic success on the collegiate level. Statistically and ideologically young black males are often led astray by a system that purports to be a savior for young men. In this session we will identify the problems, its symptoms, and its origins. This session will also lay out a systematic approach that will address the issues at their core. We will show how athletes should and can benefit from a system that greatly benefits from the athletics, regardless of this accession to professional athletics.

Segment V (Concurrent Sessions)

SESSION A

Until I Know Me, How Can I Know You?

This session allows us to revisit our “cultural programming” through several engaging and interactive activities and reflect on how who we are and how we may be perceived by individuals that we work with. We will examine what advantages exist with dominant privilege and if we are not advantaged how are we disadvantaged? In addition, we explore a “minority experience” project that will give us further insight into how we can explain our current “cultural

programming.” Cultural competence encompasses many types of diversity, including age, gender, ethnicity, religion, race, disability, and sexual orientation. Individuals must know how culture and its types of diversity influence stereotypes, perceptions, degree of ethnocentrism and actions. There is no walking on eggshells in this session. Relax. We are going to have some fun learning about ourselves!

SESSION B

Best Practices in Recruiting & Retaining a Diverse Workforce

Assuring a workplace that is equitable and representative of Ohio’s diversity continues to be a challenge for employers in all segments of our state, no matter their industry or zip code. This workshop will present concrete strategies for making employment diversity efforts more effective.

SESSION C

Pin Leadership: Law, Ethics and Diversity for Leadership in Higher Education

The effective implementation of affirmative action programs is challenging for many leaders. The purpose of this presentation is to explore the theoretical and practical background of Pin Leadership, an original model based in law, ethics, and diversity. Since many Pin Leaders are also professionals in their fields who adhere to serving the greater good and the individual simultaneously, there is sometimes a conflict on how to proceed in providing equal treatment to everyone.

SESSION D

The Safe Places Program: From Student Initiative to Institutional Entity—A Case Study

This case study describes how a series of related initiatives at the University of Toledo began with the dedication of a small group of students and then progressed into University-recognized and supported initiatives serving the lesbian, gay, bisexual, and transgender [LGBT] community. In a year and a half, these students re-launched a Safe Places Program that invited faculty, staff, and residence advisors to open their offices as "safe places" for LGBT and questioning students and colleagues to obtain information, speak confidentially and get connected to helpful resources. During this time, its membership increased from 25 to 250 participants and made itself accessible on all six campuses and locations of the University. Additionally, the Program began a movement that successfully established an Office of LGBT Initiatives, to serve as a visible and effective center of this and many other programs and services. This study also offers suggestions and insights to successful advocacy applicable in a wide variety of institutional settings.

SESSION E

The Black Family and the Absent Father

This was a study to understand and describe the circumstances that contributed to the successful lives of black males reared in absent father families. It was also to develop a deeper understanding of those experiences that have helped to offset the negative effects of

fatherlessness on adolescents. Recommendations are given for programs focusing on the reduction of poverty, increased involvement of the father in the child's life, and increased communication between mother and father. Implications for community and social work programs are outlined.

SESSION DESCRIPTIONS II

Friday, March 20, 2009

SEGMENT VI (OPENING PLENARY)

Defending Integration Practices in an Era of Retreat

In this special plenary, Shanta Driver, Esq., National Spokesperson for BAMN, will challenge conferees to appreciate the continuing struggle that must be waged to realize Dr. King's dream of true social justice for all. As an activist and lawyer, Ms. Driver is acclaimed as a powerful and insightful speaker in articulating and explaining what actions we must take as individuals, groups and as a society to press forward with meaningful civil rights change in an era of seeming retreat.

Segment VII (Concurrent Sessions)

SESSION A

Defending Integration Practices in an Era of Retreat—The Workshop

In this session, Shanta Driver continues a "dialogue" with participants on practical strategies that individuals and organizations can take to defend and advance the goal of true integration in American society.

SESSION B

Best Practices in Conducting Internal Investigations

This workshop will provide information on how to conduct an effective internal investigation involving allegations of discrimination and harassment. The session will include when to investigate; characteristics of a good investigator; and strategies for approaching investigations. Participants will acquire skills in developing an investigative plan, effectively interviewing witnesses, writing the final report, relaying the results and managing the workplace during and after an investigation. This workshop will be beneficial to equal opportunity/affirmative action professionals, human resource personnel and others who have responsibility for investigating complaints of harassment and discrimination.

SESSION C

Law Enforcement and Communities of Color

"To Protect and To Serve" is the legendary motto of law enforcement. And yet, citizens of color throughout Ohio and throughout our nation often report strained relationships with the police in their community. This workshop will provide a discussion of what can be done to improve this relationship.

SESSION D

A Practical Approach to the Prevention and Treatment of Peer Harassment

This comprehensive and interactive program will help educators, social workers, lawyers and children's advocates better understand the dynamics of peer harassment. The program will provide information that accurately describes the severity and prevalence of peer harassment, as well as practical ways to protect children from its often devastating consequences. The program also provides an overview of some of the legal remedies for victims and highlights some of the deficiencies in the law. Special attention is given to the most glaring deficiencies in the law as it relates to certain groups: children targeted because of their appearance; gay, lesbian, bisexual and transgendered children (or those perceived to be LGBT); and children who, for whatever reason, are repeatedly targeted by multiple bullies.

SESSION E

Diversity and Emotional Intelligence Works

Opportunities for person to person connections decrease with the increased usage of modern technologies. Emotionally intelligent people know how to be smart in their interactions with people. They adapt their words and actions to the needs of particular people in changing situations. They adapt to the communications needs of diverse people from different generations, countries of origin, ethnicity, religions, genders, and abilities. The three keys to creating smart and beneficial relationships are: using well-developed social skills to communicate effectively with others, being flexible to adapt when change happens, controlling one's emotions to deal with anger and cope with stress, and showing kindness towards others. Diversity competence has become a well-recognized need in today's working environment. Typically, diversity skills training focuses on different population groups as well as overcoming prejudice and stereotyping. The presenters will integrate examples, case studies and application throughout their program.

Segment VIII (Concurrent Sessions)

SESSION A

First Impressions: Dispelling the Myths

Myths and misperceptions around characteristics of diversity are with us even as we meet people for the first time. This session will help conferees assess how "first impressions" are often shaped and colored by stereotypes and social conditioning, and what individuals can do to constructively counter these biases.

SESSION B

Best Practices in Preparing Investigative Reports

In this workshop, participants will learn about best practices for preparing investigative reports. The presentation will provide a review of the various sections that comprise an investigative report, discuss the "do's and don'ts" when preparing findings of facts and the best methods for documenting the evidence dealt with in workplace discrimination and harassment cases.

SESSION C

Disability Issues in the Workplace

Ohio's workforce and customer base is changing. Seventeen percent of Ohio's population has self identified as having a disability that impacts their ability to work, live independently, and to participate in the community. This represents an untapped pool of labor talent and also a potential economic loss to businesses that are not accessible and accommodating. This program will discuss common employment and public accommodation issues along with simple and achievable solutions. In addition, how the American with Disabilities Restoration Amendments and potential changes at the Department of Justice will influence businesses in the future will be discussed.

SESSION D

Employment: Inclusion Advocates

This session will help participants learn about the inclusion advocate concept, which was designed to enhance recruitment and screening activities of search committees. Discover why the inclusion advocate program at Grand Valley State University (GVSU) was created, how it was implemented, how the initiative has been received by the campus community, along with anticipated future sustainability strategies.

SESSION E

Multiple Generations at Work: Challenges and Opportunities

Generational diversity makes good business sense because it expands knowledge, creativity and energy, prepares the future workforce, and is the real world. In this session, you will enhance your understanding about where each generation "is coming from," develop strategies to work together effectively, draw upon each other's skills to maximum advantage, communicate better with your multi-generational "customers" and associates, and develop a doable action plan for yourself.

SEGMENT IX (LUNCHEON & Closing Keynote)

Beyond Diversity: Challenging Racism in the Age of Backlash

In this provocative keynote presentation, Tim Wise, renowned anti-racism author, trainer and speaker, will explore with participants the wide range of arguments and rationalizations that are often used to support racist attitudes and behavior. Participants will be challenged to critically analyze their own racial perspectives and think constructively of ways they can influence their environments with anti-racist actions.