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EQUITY DIVERSITY OPPORTUNITY

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The State of the State

Bowling Green State University
705 Administration Building
Bowling Green, OH 43403
002/9622

9TH ANNUAL CONFERENCE



The State of the State

THURSDAY, MARCH 18, 2004
8:30 A.M. - 4:00 P.M.

SINCLAIR COMMUNITY COLLEGE
PONITZ SINCLAIR CENTER, BUILDING 12
DAYTON, OHIO

REGISTER ON-LINE TODAY!
[HTTP://IIS.STAT.WRIGHT.EDU/SOS/](http://iis.stat.wright.edu/sos/)

ABOUT THE KEYNOTE & PLENARY SPEAKERS

Keynote Speaker: **Joann Bland** ★ ★ ★

Co-founder & director of the National Voting Rights Museum & Institute in Selma, Alabama.

Joann Bland works to promote civil and human rights, and in particular seeks to increase voter awareness. During her lifetime she has been a witness and participant in some of our nation's most consequential civil rights battles. She began her civil rights activism in 1961 as an eight-year-old attending a freedom and voters' rights meeting presided over by the Rev. Dr. Martin Luther King Jr. In the front lines of the struggle, the young Bland marched on "Bloody Sunday" and "Turn Around Tuesday," witnessing brutal beatings, shootings and hosing of fellow marchers by police. Only 11 years old, she has the distinction of being the youngest person to have been jailed in these demonstrations. She continues to be active in local and regional organizations devoted to expanding and securing civil and human rights. These include: SCLC, NAACP, and Alabama New South Coalition. A much sought after speaker with a compelling personal story of civil rights activism, Ms. Bland has presented at conferences and workshops from the Smithsonian in Washington, DC to the states of Maine, Wisconsin, Vermont, Minnesota, Georgia, Pennsylvania, Texas, South Carolina, and, of course, throughout Alabama. She is an Army veteran and a graduate of the University of Staten Island, where she received her B.A. degree.



Plenary I Speaker: **"Equity, Opportunity and Diversity: The State of the Law"**

KIMBERLY SHUMATE, Associate General Counsel, The Ohio State University

Kimberly Shumate is responsible for handling all labor and employment matters for The Ohio State University. In this position, she manages the University's employment litigation, including handling EEO and administrative charges, and advises the administration regarding employment issues. She is a member of the Columbus Bar Association Board of Governors, the Ohio Bar Association Council of Delegates, and is past president of the Women Lawyers of Franklin County. Ms. Shumate is a graduate of Northwestern University and The Ohio State University College of Law.



Plenary II Speaker: **"Acting for Change"**

SST Communications is a theatre based training company that combines factual information with comedic and dramatic vignettes to motivate audiences towards solutions. SST provides training programs for corporations and campuses, for employees and students. During this session, SST's vignettes with address relevant equity and diversity issues.



Rev. Fred L. Shuttlesworth Humanitarian Award

Reverend Shuttlesworth is one of our nation's most consequential leaders. Because of his significant role in the struggle for civil and human rights, especially in destroying Jim Crow segregation in the South, today's generation is closer to fulfilling the American dream for all. This award was inaugurated in 2003 to honor Rev. Shuttlesworth as a distinguished Ohioan and to recognize an individual or organization for actions that continue to advance the legacy of this legendary figure of the civil rights movement.

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, nonprofit, 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.

SUPPORT DIVERSITY IN OHIO

Become A Conference Sponsor!

See our website for information or call (419) 372-8472

<http://iis.stat.wright.edu/sos/>

On-line Registration Available

CONFERENCE SCHEDULE

Registration

8:00 a.m. - 12:00 noon

Opening Convocation

8:30 a.m. - 8:45 a.m.

Welcome:

MARSHALL ROSE

Conference Chair, Bowling Green State University

Greetings:

The Honorable RHINE McLIN

Mayor, City of Dayton (invited)

Plenary I

8:45 a.m. - 10:05 a.m.

Equity, Opportunity and Diversity: The State of the Law

Always a conference highlight, KIM SHUMATE, *OSU Associate General Counsel*, will provide a comprehensive review of federal and Ohio laws and regulations pertaining to equal employment and equal educational opportunity. This session will explain organizational and managerial legal responsibilities under discrimination and harassment law.

Plenary II

10:15 a.m. - 11:30 a.m.

Acting for A Change

This plenary workshop features the renown theatrical group, SST Communications from Chicago, Illinois. SST has achieved national recognition for its educational and insightful vignettes on equity and diversity issues in the workplace. Conferees are assured of leaving this plenary session both entertained and informed.

Luncheon & Keynote Address

11:35 a.m. - 1:00 p.m.

JOANN BLAND, co-founder and director of the National Voting Rights Museum and Institute in Selma, Alabama.

Segment I (Concurrent Sessions)

1:10 p.m. - 2:25 p.m.

Session: The Media & Diversity

This session will offer examples and analysis of how the media conditions our perceptions and attitudes about diversity. Composed of distinguished and seasoned journalists from the print and broadcast media, 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: Best Practices in Enforcement and 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. Representatives from the EEOC, OFCCP, OCR, OCRC, and the EOD will be on hand to answer questions about topics pertaining to their agency mission.

Session: Doing The Right Thing: From Successful Interviewing To Respectful Workplaces

This how-to workshop will provide conferees with practical advice on proven strategies that will help avoid costly lawsuits and assure the most wholesome work environments for all employees.

Session: Counseling Diverse Populations

This workshop, led by Quinn Carter, Ohio Rehabilitation Services Commission, will explore the importance of cultural information in counseling interactions.

Session Focus on Dayton: Building the Just Community

This important panel will feature some of Dayton's key constituent representatives in a dialogue about positive strategies required to enrich the status of all residents. Panelists and audience participants will offer both diagnosis and prescriptions on how to address equity and diversity challenges confronting the community.

Session: Equal Housing Opportunity: A Right NOT A Privilege (part 1)

This workshop reviews the fundamental concepts of fair housing and provides practitioners and laypersons with information on actions that can be taken to assure that this important right is enforced. Presenters will discuss a range of issues relevant to fair housing, including predatory lending. Attendance at part 1 and 2 of workshop satisfies realtor continuing education requirements.

Session: Did You Say What I Heard? Exploring Cross-Cultural And Cross-Gender Communication Issues

Polls and studies consistently tell us that missteps in understanding across gender and race continue to bedevil our interpersonal relationships. This important workshop will help conferees explore how communication styles and patterns may differ across gender and racial lines.

Segment II (Concurrent Sessions)

2:30 p.m. - 3:45 p.m.

Session: After Michigan: Closing The Access Gap In College Admissions

In June 2003, the U.S. Supreme Court issued its long awaited ruling on race and diversity in the affirmative action admissions cases involving higher education. This session, featuring experienced practitioners from colleges and universities, will assess the status and future of college access programs.

Session: Cultural Competence And Managing Diversity: The Elements of Effective Supervision In The 21st Century

As the reality of our diversity becomes more and more apparent, it is crucial for both personal and professional success for individuals to be conscious of this dynamic. This challenging workshop will acquaint participants with the information necessary to become culturally competent managers, supervisors and employees.

Session: Getting Down To Basics: How To Conduct Harassment And Discrimination Investigations

This workshop is designed for new or less experienced investigators. Led by Ann Penn, Director of Affirmative Action for Kent State University, participants will be given general and basic information for conducting EEO investigations and will become familiar with the appropriate steps in resolving a complaint.

Session: Diversity In Corporate America: Best Practices, Rolemodels, Success Stories

This seminar will provide participants with specific examples of corporate models of diversity programs, Supplier Diversity and recruitment and retention of employees.

Session: Delivering Health Care In A Diverse Society

This timely seminar will review the status of healthcare and the delivery of health services to historically underserved populations. Conferees will explore whether certain populations are being adequately served and whether this service is impacted by such factors as age, race, ethnicity, gender or national origin.

Session: Equal Housing Opportunity: A Right NOT A Privilege (part 2)

This workshop reviews the fundamental concepts of fair housing and provides practitioners and laypersons with information on actions that can be taken to assure that this important right is enforced. Presenters will discuss a range of issues relevant to fair housing, including predatory lending. Attendance at part 1 and 2 of workshop satisfies realtor continuing education requirements.

Session: 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. Moderated by Attorney Norma Holt, this important panel will feature Samuel Gresham, Columbus Urban League, and Major Peyton Watts of the Highway Patrol in a discussion with the audience on what can be done to improve this relationship.

Closing Convocation

3:45 p.m. - 4:00 p.m.

CEU's Available - Generic CEUs, Counseling Rehabilitation Certification Credits, and Continuing Legal Education Credits may be earned by qualifying conferees. Conferees must attend all required sessions and confirm that their attendance is properly recorded. Please consult website at http://iis.stat.wright.edu/sos/11ceu_awards.htm for more details...

DIRECTIONS AND LODGING

SOUTHBOUND 75: (from Toledo, Columbus, Cleveland, I-70)

Take Third Street Exit (53A); turn right from exit. follow signs to Third Street (left-hand side of road); turn right onto Perry Street (fourth light); go one block to Fourth Street and turn right; continue down Fourth Street where there is metered parking; turn left on turnoff to Fifth Street for the Parking Garage

NORTHBOUND 75: (from Cincinnati)

Take Third Street Exit (53A); turn right from exit onto Third Street; turn right onto Perry Street (second light); go one block to Fourth Street and turn right; continue down Fourth Street where there is metered parking; turn left on turnoff to Fifth Street for the Parking Garage

WESTBOUND 35: (from Xenia, Fairborn, I-675)

Take the Main Street/Jefferson Street Exit; follow the ramp to the right onto Jefferson Street. Go to Fourth Street and turn left (west); continue down Fourth Street where there is metered parking; turn left on turnoff to Fifth Street for the Parking Garage

EASTBOUND 35: (from Eaton)

Take I-75 North to the Third Street Exit (53A); turn right from exit onto Third Street; turn right onto Perry Street (second light); go one block to Fourth Street and turn right; continue down Fourth Street where there is metered parking; turn left on turnoff to Fifth Street for the Parking Garage

The Conference has no special rate arrangements with any hotels in the Dayton area. The following hotels are listed in order of their proximity to the conference location, Sinclair Community College. Conferees requiring lodging should make their own arrangements.

Doubletree® Hotel Dayton-Downtown • 937/224-0800

Crowne Plaza Hotel Dayton, Oh • 937/223-1000

Marriott Dayton • 937/461-4700

Econo Lodge South • 800/553-2666

REGISTRATION FORM

THE STATE OF THE STATE

Ninth Annual Conference

Thursday, March 18, 2004

First Name

Last Name

Title

Company/Organization

Mailing Address

Telephone

Fax Number

E-mail

I have special dietary and/or accommodation needs as follows:

I plan to register for CEU's

Yes

No

REGISTRATION OPTIONS

Advanced Individual Registration: \$99

Advanced Registration With CEUs: \$125

Deadline is March 10, 2004

Group Registration: \$99 Each

Group Registration with CEUs: \$125 Each

3 or more registering at any time from the same organization

Regular Registration: \$125 Each

Regular Registration With CEUs: \$150 Each

For individuals registering after March 10, 2004

SORRY, NO REFUNDS AFTER MARCH 12, 2004

REGISTRATION PROCESS

1. Fax registration form to 419-372-9533.
2. If using a purchase order, include a copy of your registration form.
3. Make checks payable to: BGSU/SOS/OEDIS
4. Mail to: OEDIS, 705 Administration Bldg., BGSU, Bowling Green, Ohio 43403-0013
5. Registration confirmed upon receipt of payment.

Note: Registration Form serves as an invoice; no separate bill is sent.