



*The Federal Executive Board's Diversity Council
Presents*

“Diversity in Challenging Times”

**Tuesday, June 5, 2012
Metropolitan State University**

Diversity Day Mission

The Minnesota Federal Executive Board's Diversity Council coordinates an annual Diversity Day event. The purpose of the event is to provide training in the areas of cultural awareness, career development and the recruitment and retention of a diverse work force. Additionally, Diversity Day provides the opportunity for managers and non-management participants to increase their awareness of and to discuss the evolving issues related to diversity in the workplace. The event is a full day of training and networking for Federal, state and local government employees, as well as non-profit and community organizations.

Program Descriptions and Agenda

7:30 – 8:00

Registration

8:00 – 8:30

Presentation of Colors – Harding High School Junior ROTC
Welcome - Federal Executive Board of Minnesota and
Metropolitan State University

8:30 – 9:45

Keynote Address - Ondra Berry, President of Guardian Quest

Mr. Berry is committed to challenging the status quo in diversity education and utilizes his two decades of experience and studies in the topic of inclusion to ignite a movement of diversity worldwide. He is founder and partner of Guardian Quest, a company committed to unleashing the untapped potential of individuals and organizations through world-class training solutions.

9:45 – 10:00

Break

10:00 – 11:15

Breakout Sessions I

M-1 EEO & Civil Rights* - Pamela Britton, Department of State

This session will include management level discussions on current case trends in the US government, statistics on government claims and the diversity make-up of the federal workforce. This training will discuss how agencies may avoid management pitfalls, comply with the No Fear Act and accommodate religious requests.

1-A West African Culture - Dr. Richard Oni, Neighborhood House

In this session you will learn about:

- The History and description of the countries of Western Africa;
- The journey of West African peoples to the United States and MN; and
- Challenges and attitudes towards education, health, and mental health.

1-B Gen-Flexers: Bridging Generational Cultures – Robert O'Connor, Metropolitan State University

Join a conversation about 'Gen-Flexers'-people who don't fit neatly into generational descriptions, often because they grew up in cross-cultural situations. Our conversation leader Robert O'Conner believes that their ability to cross generational lines and work well cross-generationally should be sought and valued by organizations. Bring your insights, experiences and questions about generational cultures, working effectively across generations, and identifying and valuing cross-cultural competencies.

1-C Introduction to American Indian Culture - Norman Benson and John Bobolink, Neighborhood House

In this session you will learn about:

- Learn the unique political, cultural, traditional, and spiritual values of American Indian nations
- History with an American Indian perspective
- Respectful interaction between American Indians and other ethnic groups
- Attitudes and barriers relating to education
- Specific challenges and tensions between tribal identity and tradition and mainstream American culture

1-D Stereotypes, Archetypes & Not My Type - Colette Campbell, Textures Consulting

We all have first impressions that help us navigate the world. But they are not always correct and sometimes can be damaging. This training provides participants with basic processes and procedures for checking first impressions. Case studies, group discussions and other resources are used to get people talking and thinking about the impact of stereotyping. This one gets a response.

1-E Latinos in Minnesota: Ya Betcha Señor - Tex Ostivig, Office Equity and Diversity, University of Minnesota

Latinos in Minnesota are not new, Latinos have been here since the 1860's. What is their history? What is their future? Come and learn the ways that Minnesota is changing and adapting to the fastest growing population in Minnesota and the United States. Attend and ask the questions you have always wondered. Hispanic or Latino, which one is it?

11:15 – 12:15

Lunch

12:15 – 1:30

Breakout Sessions II

M-2 Affirmative Action...So What...Now What?* - LTC Trancey B. Williams, BN Commander

This presentation will be interactive, lively and thought provoking. The presenter will use an edutainment style (Education/Entertainment) to encourage and facilitate participation, cooperation and education about the concepts, history, task and purpose of Affirmative Action. Specifically, the presenter will meet, greet and defeat issues that may cause cognitive dissonance about the effectiveness and use of an Affirmative Hire, Affirmative Employment and an Affirmative Action Plan. Participants who attend this session will move from misunderstanding to understanding the intent, impact, design and purpose of Affirmative Action while enjoying a laugh...ha ha to enlightenment... ah ha! They will take away from the workshop a simple visual application that will foster open dialogue, a concise definition and communication about the topic for many days beyond this session.

2-A West African Culture - Dr. Richard Oni, Neighborhood House

In this session you will learn about:

- The History and description of the countries of Western Africa;
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- Challenges and attitudes towards education, health, and mental health.

2-B Stereotypes, Archetypes & Not My Type - Colette Campbell, Textures Consulting

We all have first impressions that help us navigate the world. But they are not always correct and sometimes can be damaging. This training provides participants with basic processes and procedures for checking first impressions. Case studies, group discussions and other resources are used to get people talking and thinking about the impact of stereotyping. This one gets a response.

2-C WWII Women Airforce Service Pilots (W.A.S.P.) - Betty Strophus

Betty Strophus takes you on a journey describing what it was like as a young girl yearning to reach the sky, learning how to fly, her time as a W.A.S.P. (Women Airforce Service Pilots) and paving the future for young women. Betty is an inductee into the Minnesota Aviation Hall of Fame and continues to tell her story at schools, air bases, and veteran organizations. Betty Strophus was born in Faribault, MN on November 15, 1919 and is still going strong!

2-D The New Normal Through New Eyes - Andi Egbert, Minnesota State Demographic Center

Minnesota is changing rapidly, with a diversifying and aging population. How are these trends shaping our state today and what will the future hold? With a focus on the experience of immigrants and Minnesotans of color, Andi Egbert of the Minnesota State Demographic Center will discuss implications of demographic change (what many have termed "The New Normal") and impacts upon our workforce, state budget and communities across the state.

2-E Latinos in Minnesota: Ya Betcha Señor - Tex Ostivig, Office Equity and Diversity, University of Minnesota

Latinos in Minnesota are not new, Latinos have been here since the 1860's. What is their history? What is their future? Come and learn the ways that Minnesota is changing and adapting to the fastest growing population in Minnesota and the United States. Attend and ask the questions you have always wondered. Hispanic or Latino, which one is it?

1:30 – 1:45

Break

1:45 – 3:00

Breakout Sessions III

M-3 Shared Neutrals* - Lendelle Adams and Duane Voy, Federal Executive Board

What managers need to know about mediation and the ADR process. Learn what mediation is used for and what actually takes place during mediation. Know what to expect if you are part of a mediation and what resources the Federal Executive Board's Shared Neutrals Program can provide.

3-A POSH; Prevention of Sexual Harassment Training in 15 minutes! - LTC Trancey B. Williams, BN Commander

Many Organizations are required to have Sexual Harassment Prevention training for all employees, however, Sexual Harassment is still one of the most expensive and prevalent claims that destroys morale, unity and mission readiness. The presenter will use his 5,4,3,2,1, approach to mission accomplishment. Participants will be able to name it, explain it and demonstrate /define what sexual harassment is and how it differs from Sexual Assault within 15 minutes. Participants will receive a desktop interactive power point presentation to augment learning and teaching of this subject.

3-B Introduction to American Indian Culture - Norman Benson and John Bobolink, Neighborhood House

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3-C Disability Resources for Federal Agencies to Know – Joani Werner, Social Security Administration

Come and learn about the disability resources in the state of Minnesota that your federal agency can use. Many of these are at no cost. There will be multiple agencies presenting about their services including: Social Security, State Services for the Blind, IRS, Merrick Inc, DEED, Courage Center, Merrick, Legal Aid and Employment First.

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3-E Honoring Asian Pacific Americans - Japanese Americans Participating in WWII - Edwin Nakasone, COL (Ret) US Army

Edwin Nakasone, COL (Ret) US Army, shares with you the recounting of the Japanese American citizen's participation in WWII such as the 442nd Battalion "Go for Broke," the 100th Regiment and the Military Intelligence Service (MIS) not only as brave soldiers they turned out to be, but as loyal citizens who were often distrusted, discriminated against and actually incarcerated and otherwise deprived of their civil rights.

3:00 – 3:15

Break

3:15 – 4:00

Closing Ceremony Native Pride Dancers – An internationally known high-energy show featuring an innovative blend of modern and traditional Native American dance style featuring Larry Yazzie.

*** The Management Track includes a series of breakout sessions tailored to government managers, with an emphasis on policy and leadership in the diversity arena. Management Track breakouts are denoted with an asterisk(*).**