



# 20<sup>th</sup>

*Celebrating the 20<sup>th</sup> Annual State of the State Conference*

## *“Understanding our Past, Embracing our Future: The Intersections of Identity and Change”*

*March 17, 2016*

*Kent State University*

*Kent Student Center- Ballroom*

*Kent, Ohio 44242*

*Register On-line Today!*

<https://www.kent.edu/hr/sos-registration-and-payment-information>

### *Our Mission*

*To provide Ohio’s 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



**7:30 a.m. -- Registration and Continental Breakfast** *Kent Student Center(KSC) - Ballroom*

**8:00 a.m. - 9:15 a.m. Segment I (Opening Plenary)**

Greetings: Loretta Shields, M.S., SHRM-SCP, SPHR, Kent State University Chairman, Kent, Ohio  
Emily Monago, Ph.D., MPA, Conference Chair, Bowling Green State University, Bowling Green, Ohio  
Beverly Warren, Ph.D., Ed.D., MS, President of Kent State University, Kent, Ohio  
*Mayor of Kent or City Manager- will welcome participants to Kent.*

Presentation: Alfreda Brown, Ph.D., M.S., VP Diversity, Equity & Inclusion, Kent State University, Kent, OH  
*Topic TBA*

Moderators: Lisa Dubose, SHRM-SCP, SPHR, M.Ed., Conference Co-Chair, Bowling Green State University, Bowling Green, Ohio  
Pamela Fitzgerald, A.A.S., A.A.B., Kent State University Conference Co-Chair, Kent, Ohio

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

Session A **Microaggressions: Are the Little Things Really That BIG?** **KSC 315**

Presenters: Lisa D. Givan, M.A.Ed., Associate Director of Pre-College Initiatives & Diversity Training, Kent State University  
Moderator: Shana Lee, Conference Planning Committee, Kent State University

Session B **Equity, Opportunity & Diversity: The State of the Law** **KSC 317**

Presenters: Susan Sharkey, J.D., Sr. Asst. Attorney General, State of Ohio  
Moderator: Darlene Newbern, Conference Planning Committee, Ohio Civil Rights Commission

Session C **Ally or Bystander, Which Would You Like to Be?** **KSC 310 A/B**

Presenters: Mary Tyler, Executive Director, National Conference for Community & Justice of Greater Dayton  
Adriane Miller, M.S.W., L.S.W., Director of Education Services, National Conference for Community & Justice of Greater Dayton  
Moderator: Sheba Marshall, Conference Planning Committee, Kent State University

Session D **If You Build Them; They Will Come! Viewing Black Men Through the Lens of Transubstantiation. Organizational, Societal, and Corporate Imperatives. KSC 313**

D. Christopher Scott, M.Ed., Former-Principal and Full-time Graduate Student, Bowling Green State University  
Moderator: Maria Terleckyj, Kent State University

**10:45 a.m. - 11:45 a.m. Segment III (Concurrent Sessions)**

**Session A Compliance Agency Updates KSC 317**

Presenters: Ohio Civil Rights Commission, Equal Employment Opportunity Commission and Department of Administrative Services – State of Ohio  
Moderator: Bobby Brown, Kent State University

**Session B A Need for Change in Racial Profiling KSC 310 A/B**

Presenters: Richard Brown III, M.S., Graduate Student; Research Assistant, Bowling Green State University  
Abhijeet Shirsat, M.S., Graduate Student, Bowling Green State University  
Moderator: Karen Watson, Kent State University

**Session C In a Queer World KSC 315**

Presenter: Krishna Han, Ph.D., Assistant Director, Diversity Education Programs, Bowling Green State University  
Moderator: Courtney Calhoun, Conference Planning Committee, Kent State University

**Session D An Examination of the Electoral College and the Impact of Minority Voting on Presidential Elections KSC 313**

Presenters: Dale Lanigan, Ed.D., M.A., Chairperson, Department of Sociology & Justice Studies, Lourdes University  
Dwayne Beggs, Ph.D, M.A., Assistant Professor of History, Lourdes University  
Moderator: Mike Fehlen, Controller, Toledo Fair Housing Center

**12:00 noon - 1:30 p.m. Segment IV (Luncheon & Keynote Address) KSC - Ballroom**

Welcome: Emily Monago, MPA, Ph.D., Conference Chairman, Bowling Green State University, Bowling Green, Ohio  
Lisa Dubose, SHRM-SCP, SPHR, M.Ed., Conference Co-Chair, Bowling Green State University, Bowling Green, Ohio  
Loretta Shields, SHRM-SCP, SPHR, M.S., Kent State University Chairman, Kent, Ohio  
Pamela Fitzgerald, A.A.S., A.A.B., Kent State University Conference Co-Chair, Kent, Ohio

Title: **TBA**

Speaker: John Quiñones, Anchor and National Speaker

Moderator: T. David Garcia, M.A., Senior Associate VP for Enrollment Management, Kent State University, Kent Ohio

**1:45 p.m. - 2:45 p.m. Segment V (Concurrent Sessions)**

**Session A Building a Legacy with Your Name KSC 313**

Presenter: Timothy A. Brown, Area Director, Fellowship of Christian Athletes & Author  
Moderator: Fashaad Crawford, Ph.D., Associate Vice President, Kent State University, Kent, Ohio

**Session B Place Patters: The Intersection of Health and Housing KSC 310 A/B**

Presenter: Michael Marsh, M.A., CFRE, President and CEO, Toledo Fair Housing Center  
Moderator: Vanessa Vessely, Kent State University, Kent, Ohio

Session C      **Beyond Whistles and Wallet Cards: Reframing the Problem of Sexual Violence on Campus**      **KSC 315**

Presenter: Susan Iverson, Ed.D., Associate Professor of Higher Education Administration and Student Personnel, Kent State University  
Moderator: Shana Lee, Conference Planning Committee, Kent State University, Kent, Ohio

Session D      **Investigations and Title IX**      **KSC 317**

Presenter: Yulanda McCarty-Harris, J.D., Senior Certified Affirmative Action Professional, Director, Office for Institutional Equity & Title IX Coordinator, Cleveland State University, Cleveland, Ohio  
Moderator: Bonita Prewitt, M.B.A., Kent State University, Kent, Ohio

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

**Segment VI (Closing Plenary)**

**KSC Ballroom**

*Title:*      **TBA**

Presenter:      **Sonia Manzano**

Moderator:      Alfreda Brown, Ph.D., M.S., VP Diversity, Equity & Inclusion, Kent State University, Kent, OH



## SESSION DESCRIPTIONS



**Thursday, March 17, 2016**

### **Segment I (Opening Plenary)**

***Title - TBA***

### **Segment II (Concurrent Sessions: 9:30 – 10:30)**

#### SESSION A

##### **Microaggressions: Are the Little Things Really That BIG?**

This session explores the subtle ways that racial, ethnic, gender and other stereotypes can surface in a diverse culture. Participants will learn about different types of microaggressions, explore some of the complexities of intent vs. impact, and learn some strategies for both avoiding making unintentional microaggressions as well as addressing those that do arise.

#### SESSION B

##### **The State of the Law: Equity, Opportunity and Diversity**

Susan K. Sharkey, Senior Assistant Attorney General in Ohio, is highly regarded for her expertise and knowledge in civil rights law. In this engaging and often surprising session, Ms. Sharkey will provide an update on cases and laws involving discrimination in employment, housing and public accommodation as well as the organization and management responsibilities under discrimination laws.

#### SESSION C

##### **Ally or Bystander, Which Would You Like to Be?**

This session will help participants explore the difference between being an ally versus being a bystander and how our individual values impact both roles. Through the use of video clips, real-life scenarios and group discussion, participants will recognize why being an ally is an important role in creating equality for all.

#### **Objectives**

- Understand the difference between being an ally and being a bystander
- Describe why allies are important in the quest for equality
- Identify ways to be an ally in your organization and community

#### SESSION D

##### **If You Build Them; They Will Come! Viewing Black Men Through the Lens of Transubstantiation, Organizational, Societal, and Corporate Imperatives.**

The purpose of this presentation is to highlight best practices for the recruitment, retention, and development of black males in academia as students, teachers, and professors, instructional and executive leaders. This session will highlight best practices that will yield a greater understanding as to the importance of visual representation of men of color in all levels of academia. Furthermore, the session will explain the potential implications of the disappearance of black males in academia if strategic and deliberate interventions are not realized.

## **Segment III (Concurrent Sessions: 10:45 – 11:45)**

### SESSION A

#### **Compliance Agency Updates**

This important panel of Ohio and federal compliance and anti-discrimination agencies, will provide examples of successful and innovative programs that in their view represent “best practices” in enforcement and compliance. Representatives from the EEOC, OFCCP, OCRC, and the EOD will be on hand to answer questions about topics pertaining to their missions.

### SESSION B

#### **A Need for Change in Racial Profiling**

Racial profiling has emerged as one of the most contentious and persistent issues confronting law enforcement throughout the nation in the last twenty years. This study will explain the controversial relationship that exists between the police and the minorities that have assisted in exacerbating positive relationships. This is a growing concern from both a national perspective as well as within the state of Ohio. Lastly, this study reviews the instances of racial profiling in Cincinnati, Ohio, and the reform successes gained due to the intervention of the U.S. Department of Justice.

### SESSION C

#### **In a Queer World**

This workshop is designed to provide participants with a springboard for discussing current issues in your organization that affect Queer People, recruitment, and retention. We will revisit some main theoretical models of retention and reflect on current practices specific to your institution’s character and culture for identifying challenges and opportunities for improvement. It is hoped that the discussion will also create and lead to a more understanding and supportive environment within your organization for employees and students who identify as lesbian, gay, bisexual, trans\*, and queer (LGBTQ). We will discuss the importance of supporting those who have yet to reconcile their sexual identities with intersectionality of other identities and who continue to struggle with -isms and homophobia that make the combination of identities challenging to navigate and negotiate. In addition, this workshop is also an opportunity to hear stories and share best practices.

### SESSION D

#### **An Examination of the Electoral College and the Impact of Minority Voting on Presidential Elections**

This presentation will examine the pros and cons of the Electoral College system and will consider whether minorities would gain or lose by its modification or elimination. The presentation will look at the arguments that surrounded its adoption as well as how the system operates; a historical perspective will be offered, and recent presidential elections will be examined to determine the influence that various ethnic/minority groups have had on the outcome. Demographic trends will be noted and projections of the impact that minority voting will have on the 2016 general elections will be considered. Finally, there will be a discussion on whether "one person, one vote" would add to a person's political voice or would actually decrease the significance of an individual's vote.

## Segment IV (Luncheon & Keynote)

**John Quiñones** is an Emmy award-winning co-anchor and ABC newsmagazine Primetime and has been with the network nearly 30 years. He is currently the sole anchor of the Primetime series “*What Would You Do?*” During his 25 year tenure at ABC News, he has reported for all programs and platforms. Quiñones has extensively covered a religious sect in Northern Arizona that forces its young female members to take part in polygamous marriages. Other reports include going undercover with a hidden camera to reveal how clinics performed unnecessary surgical procedures as part of a major nationwide insurance scam; he followed along with a group of would-be Mexican immigrants as they attempted to cross into the U.S. via the treacherous route known as “The Devil’s Highway;” and he traveled to Israel for a CINE Award-winning report about suicide bombers. *Details TBA.*

## Segment V (Concurrent Sessions: 1:45 – 2:45)

### SESSION A

#### **Building a Legacy with Your Name**

Uncommon Identity Seminar will inspire and challenge young men, and those who encourage and serve young men to aspire to a life of excellence and integrity. This seminar will discuss that an Uncommon Identity begins with your Name. Your name is your legacy. Through the principles taught by author and educator Tim Brown, participants will learn the value of their name and the responsibility to protect their name. Your name has lasting worth because you pass it on to the next generation. The session will discuss the concept of “Nation Building,” as each young man has the unique opportunity to build a nation on his name. Accepting the challenge to lead his generation of the nation, and adding value to his name, and then passing it on to the young men who will carry the name after him.

### SESSION B

#### **Place Matters: The Intersection of Health and Housing**

Diverse and inclusive communities with access to good jobs, schools, health care, transportation, and housing are crucial to our nation’s prosperity in the 21st century. A hard-learned lesson from the recent economic crisis is that when some of our communities are targeted for discriminatory practices, all of our communities are harmed. Our global competitiveness is challenged when all of our communities do not have the opportunity to succeed together. This roundtable will explore the connection between zip code and the forecast for life outcomes. People who live in high opportunity areas tend to have access to better education, jobs and health care while those who live in underserved areas make less money, have shorter life spans, and are more likely to suffer from substance abuse, disease and higher incarceration rates during their lifetimes. Let’s get together to discuss how the new affirmatively furthering fair housing rule from the US Department of Housing and Urban Development can be used as a tool to transform America while identifying and expanding current initiatives to improve neighborhood location outcomes.

### SESSION C

#### **Beyond Whistles and Wallet Cards: Reframing the Problem of Sexual Violence on Campus**

Practitioners may undermine their sexual violence prevention goals by drawing on discourses that limit the ways we think about the problem to be solved. This session will be grounded in findings from analyses of sexual violence policy that will challenge participants to consider how sexual violence policy and educational efforts may unwittingly undermine their own goals. The presenter will facilitate discussion how to move policy and prevention efforts beyond compliance.

## SESSION D

### Investigations and Title IX

This workshop will provide information on what makes a good investigator. This is an opportunity to make sure your skills are up-to-date and ensure neutrality is maintained. It also integrates information about Title IX requirements and obligations. This workshop will be beneficial to equal opportunity/affirmative action professionals, human resource personnel and others who have responsibility investigating complaints of harassment and discrimination on the basis of sex in any federally funded education program or activity as well as other types of discrimination found outside of educational institutions.

## Segment VI (Closing Plenary)

### *Title TBA*

**Sonia Manzano** is an actress and author that has inspired, educated, and delighted children and families as the character "Maria" on Sesame Street for more than 40 years. Additionally, Latina Magazine names her among the "*25 Greatest Latina Role Models Ever.*" She has earned 15 Emmys for writing television scripts, written critically praised books for children and young adults, and received awards that include the Congressional Hispanic Caucus Award, the Bronx Hall of Fame and the Hispanic Heritage Award for Education. *Details of presentation TBA*

#### Potential Certification Credits:

**Legal Credits: 3.0**  
**HRCI Credits: 4.0**

**SHRM Credits: 7.0**  
**General Credits: 8.0**



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

**REGISTRATION FEES INCLUDE:** Continental Breakfast, Luncheon, 2 Plenaries, 18 Workshops and Certificate of Attendance. **Register online at** <https://www.kent.edu/hr/sos-registration-and-payment-information>.

Questions call: 419-372-2642.

<b>REGISTRANT INFORMATION</b> (Please print)							
NAME (one name per Registration Form)				TITLE			
ORGANIZATION							
ADDRESS			CITY			STATE	
ZIP							
PHONE		FAX		EMAIL			
<b>CONFERENCE FEES</b>		<b>GROUP*</b>	<b>STUDENTS</b>	<b>RETIREEES</b>	<b>LUNCHEON</b>	<b>CONTINUING EDUCATION</b>	<b>TOTAL FEES</b>
Individual Advance postmarked by 2/29/16	Individual 3/1/16 through 3/12/16	through 3/12/16	through 3/12/16	through 3/12/16	through 3/12/16	See Below and Visit Website for details.	
<b>\$125.00</b>	<b>\$150.00</b>	<b>\$125.00</b>	<b>\$30.00</b>	<b>\$75.00</b>	<b>\$50.00</b>		
<b>SPONSORSHIP LEVELS – PAYMENT MUST BE MADE IN FULL</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 15 conference registrations, prominent designation at the SOS website with logo link until January 2017, a reserved table at the luncheon, a complimentary display table on both days of the conference and recognition in the conference program booklet. Additionally, Lead Sponsors will be publicly recognized from the podium throughout the conference, receive a full-page ad in the conference program booklet, receive prominent display of their company logo, and may have their banner strategically displayed at all Plenary sessions.							
<b>Platinum Level - \$3,000</b>							
A donor who contributes at least \$3000 will be recognized as an "Event Sponsor." Event Sponsors receive 10 conference registrations, prominent designation at the SOS website with logo link until November 2016, a reserved table at the luncheon, a complimentary display table and a half page ad in the conference program booklet. Additionally, Event Sponsors will receive prominent display of their company logo.							
<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 2016, a complimentary display table 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 2016, and recognition in the conference program booklet.							
<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 2016, and recognition in the conference program booklet.							
<b>Display Table - \$250</b>							
For \$250, a party may purchase a display table for the conference. In addition to providing a table and 2 chairs, the display fee also includes 1 seat at the conference luncheon.							
							<b>TOTAL DUE</b>

**\*Three or more from the same organization.**

**TO COMPLETE YOUR REGISTRATION:**

Return this registration form with check payable to: BGSU/OMA/SOS  
 c/o Dr. Emily Monago  
 Office of Multicultural Affairs  
 318B Math Sciences Building  
 Bowling Green State University  
 Bowling Green, Ohio 43403

Register and pay online – <https://www.kent.edu/hr/sos-registration-and-payment-information>.

Any Special Accommodations, Diet or Special Needs (please specify) \_\_\_\_\_

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**\*Registration will be confirmed upon receipt of payment.**

**\*Cancellation required by 3/15/2016 for full refund. No refunds issued after this date.**

**Potential Certification Credits:**

**Legal Credits: 3.0**

**SHRM Credits: 7.0**

**HRCI Credits: 4.0**

**General Credits: 8.0**

**\*Generic Credits: Available to all registered attendees**