

# Diversity2006 Conference

THE YEAR'S  
PREMIER  
WORKFORCE  
DIVERSITY  
EVENT

## 37 ENGAGING SESSIONS

### KEYNOTE SPEAKERS:

**Cathy Bao Bean**  
Author

**Darryl K. Henderson, J.D.**  
President  
Human Capital Consulting

**Art Jackson, MSM**  
CEO, Eagles Nest Performance  
Management, Inc.

**Laraine Kaminsky**  
Executive Vice President  
Graybridge Malkam

**Steve Robbins, Ph.D.**  
Speaker, professor,  
writer, consultant

### PLUS:

HALF-DAY LEGAL  
SYMPOSIUM:

#### **DIVERSITY – THE NEW IMPERATIVE**

How In-house Counsel and Law  
Firms Can Meet the Challenge

#### **DIVERSITY 2006 MARKETPLACE**

Showcasing helpful services  
and products

# The Case for Diversity: It's Everybody's Business

MAY 22-24, 2006

ROCHESTER, NEW YORK

ROCHESTER RIVERSIDE CONVENTION CENTER

Principal Sponsor



**NIXON PEABODY LLP**  
ATTORNEYS AT LAW

Nixon Peabody has been named a "Best Place to Work" by FORTUNE magazine,  
earning the 49th spot on the FORTUNE 100 Best Companies To Work® list in 2006.

## REGISTER TODAY!

EARLY  
REGISTRATION  
DISCOUNTS

Find in-depth information  
and register online at  
[workforcediversitynetwork.com](http://workforcediversitynetwork.com)

# The Case for Diversity: It's Everybody's Business

## WHY DIVERSITY IS EVERYBODY'S BUSINESS

If you want your business to be successful, it's essential to understand how diversity is connected to every aspect of your organization.

Diversity is all about how effective your people are, how well they work together and how well you are able to tap their talents and potential. Successful organizations create inclusive cultures where people are engaged in their work, know their ideas count and are respected for what they do.

## Diversity 2006 Keynote Events

### MONDAY, MAY 22



**DARRYL K. HENDERSON, J.D.**  
President, Human Capital Consulting  
*Opening Keynote Address*  
Carpe Diem: diversity AND inclusion  
**Monday, May 22, 2006**  
**8:00 a.m. - 8:50 a.m.**

Darryl K. Henderson is an accomplished human resources executive with broad functional and industry experience.

He has led the design and implementation of a diversity initiative covering more than 160,000 employees. In "Good to Great," Jim Collins talks about the "Genius of AND." In his keynote speech, Darryl will extend that theory to the concepts of diversity and inclusion. Should businesses strive for diversity or inclusion? Can diversity be successful without inclusion? How does inclusiveness affect employee engagement? Get ready to carpe diem!



**ART JACKSON, MSM**  
CEO, Eagles Nest Performance Management, Inc.  
Lions and Tigers and Bears  
**Monday, May 22, 2006**  
**Noon - 1:30 p.m.**

Art Jackson is a successful speaker, author, consultant and entrepreneur whose purpose is to help others gain

clarity and focus to manifest their intended level of greatness. To manifest greatness in a diverse work environment, we must at least be able to talk about our diverse nature. This presentation will make use of a clever parable to open discussion on several issues including biases and their impact on our judgment, inclusion, stereotyping, unique performance positions and unearned privileges.

### TUESDAY, MAY 23



**STEVE ROBBINS, Ph.D.**  
Speaker, professor, writer, consultant  
Unintentional Intolerance:  
What NICE People Need to Know  
**Tuesday, May 23, 2006**  
**7:50 a.m. - 8:50 a.m.**

Dr. Robbins is a sought-after national resource on diversity, inclusion and cultural competence whose talks and

workshops are filled with intriguing stories, humor and a keen understanding of the human condition. A faculty member at Grand Valley State University in Allendale, he teaches U.S. Diversity, Civil Rights History and Creativity. He also consults with businesses, educational institutions and not-for-profit organizations, assisting them in developing the skills and environment that fully utilize the diverse human resources that abound in our world.



**LARAIN KAMINSKY**  
Executive Vice President,  
Graybridge Malkam  
Building Cross Cultural Competence  
in Global Organizations  
**Tuesday, May 23, 2006**  
**Noon - 1:30 p.m.**

Laraine Kaminsky is a recognized leader in the fields of Diversity and

Cross-Cultural Awareness. She has lived on three continents and worked in more than 20 countries. She focuses on global issues and how they affect organizational effectiveness and inclusion and she works with senior management teams to help them and their organizations adapt to the realities of diversity in the ever-changing world of work.

Graybridge Malkam is a Canadian consulting firm specializing in the design and delivery of a full range of diversity and other programs to municipal, provincial, national and international organizations.

### WEDNESDAY, MAY 24



**CATHY BAO BEAN**  
Author  
Gaining Cultural Perspectives  
on a Chopsticks-Fork Diet  
**Wednesday, May 24, 2006**  
**8:30 a.m. - 9:20 a.m.**

Cathy Bao Bean says a "diet" refers to a daily menu and a meeting to discuss matters of public interest.

However, cultures are embedded in the details of what, where, how, when and with whom we eat and discuss matters. When she was a waitress in a Chinese restaurant, she saw one customer eat Egg Foo Young like a hamburger and another talk to her in English as if she didn't speak English even though she was speaking English. The two ate, paid, and left. If they talked about how the one set of circumstances yielded diverse cultural situations, they could have had more fun.



**TASWELL PAPIER**  
Partner,  
Sonnenberg Hoffmann Galombik  
**Wednesday, May 24, 2006**  
**11:00 a.m. - 12:00 noon**

Taswell Papier, is recipient of the coveted global 2006 Lawyer of the Year award, which recognized his efforts in providing the poor with free

access to justice. Papier is a senior partner in SHG's corporate and commercial department. He has extensive experience in litigation, marine and fisheries legislation, environmental law, commercial and property transactions. He specializes in corporate and commercial law, including international foreign trade, international corporations doing business nationally and in Africa. The former president of the Cape Law Society has spent large parts of his career fighting a racist system, never bowing to apartheid or its legacy.

## Conference Agenda

MONDAY, MAY 22	TUESDAY, MAY 23	WED., MAY 24
<p><b>7:00 a.m. - 7:50 a.m.</b> Registration and Continental Breakfast, Exhibit Hall Open</p> <p><b>8:00 a.m. - 8:50 a.m.</b> Welcome and Keynote Address – Darryl K. Henderson, Human Capital Consulting</p> <ul style="list-style-type: none"> <li>Carpe Diem: diversity AND inclusion</li> </ul> <p><b>9:05 a.m. - 10:20 a.m.</b> Concurrent Sessions</p> <ul style="list-style-type: none"> <li>Measuring Diversity Council and Affinity Group Performance</li> <li>Diversity Competency through Experiential Learning</li> <li>Mosaic Partnerships – Transforming Our World Two Hearts at a Time</li> <li>Multi-Dimensional Mentoring – A Key Diversity Connection</li> <li>10 Diversity Communication Tactics to Increase Your Confidence, Competence and Credibility</li> <li>Alice through the Looking Glass: Promoting and Retaining Women Pioneers in Senior Leadership</li> </ul> <p><b>10:20 a.m. - 10:45 a.m.</b> Break/Exhibit Hall Open</p> <p><b>10:45 a.m. - 12:00 noon</b> Concurrent Sessions</p> <ul style="list-style-type: none"> <li>Getting Value from Diversity: The 100% Rule</li> <li>Organizational Strategies for Cultural Competence</li> <li>Operationalizing Inclusion – Reaching Beyond the Diversity Silo</li> <li>Executive Coaching: A Value Proposition for Strengthening Diversity Leadership</li> <li>12 Success Strategies for Your Diversity Initiative</li> <li>Unleash the Power of Diversity Councils</li> </ul>	<p><b>12:00 noon - 1:30 p.m.</b> Lunch</p> <p><b>12:00 noon - 1:30 p.m.</b> Keynote Address – Art Jackson, Eagles Nest Performance Management, Inc.</p> <ul style="list-style-type: none"> <li>Lions and Tigers and Bears</li> </ul> <p><b>1:45 p.m. - 3:00 p.m.</b> Concurrent Sessions</p> <ul style="list-style-type: none"> <li>The Paralysis of Political Correctness</li> <li>Experiential Approach to Creating Inclusivity and Understanding</li> <li>How Lawful is Your Diversity Initiative?</li> <li>Senior Diversity Officers – Best Practices and Challenges</li> <li>Unintentional Intolerance: Turning Mindless Exclusion into Mindful Inclusion</li> <li>Insights to Success</li> </ul> <p><b>3:00 p.m. - 3:15 p.m.</b> Break/Exhibit Hall Open</p> <p><b>3:15 p.m. - 4:30 p.m.</b> Concurrent Sessions</p> <ul style="list-style-type: none"> <li>Discover an Untapped Resource: Working with Deaf and Hard of Hearing People</li> <li>Conducting Effective Workplace Assessments</li> <li>Preparing for an Aging Workforce</li> <li>Difficult Diversity Dialogues</li> <li>Emotional Intelligence in Multicultural Environments</li> <li>On the Job Transgender and Gender Bending Employees in the Workplace</li> </ul> <p><b>5:30 p.m. - 7:30 p.m.</b> Reception/Exhibit Hall hors d'oeuvres and cash bar</p>	<p><b>7:00 a.m. - 7:50 a.m.</b> Registration and Continental Breakfast, Exhibit Hall Open</p> <p><b>7:50 a.m. - 8:50 a.m.</b> Keynote Address – Steve Robbins, speaker, professor, writer, consultant</p> <ul style="list-style-type: none"> <li>Unintentional Intolerance: What NICE People Need to Know</li> </ul> <p><b>9:05 a.m. - 10:20 a.m.</b> Concurrent Sessions</p> <ul style="list-style-type: none"> <li>Conducting Effective Workplace Assessments</li> <li>Maintaining the Momentum of Your Diversity Initiatives</li> <li>Getting Value from Diversity: The 100% Rule</li> <li>On the Job Transgender and Gender Bending Employees in the Workplace</li> <li>12 Success Strategies for Your Diversity Initiative</li> <li>Senior Diversity Officers – Best Practices and Challenges</li> </ul> <p><b>10:20 a.m. - 10:45 a.m.</b> Break/Exhibit Hall Open</p> <p><b>10:45 a.m. - 12:00 noon</b> Concurrent Sessions</p> <ul style="list-style-type: none"> <li>How Cultures Shape Our Personal and Global Expectations</li> <li>Operationalizing Inclusion – Reaching Beyond the Diversity Silo</li> <li>Insights to Success</li> <li>The Paralysis of Political Correctness</li> <li>Measuring Diversity Council and Affinity Group Performance</li> <li>Preparing for an Aging Workforce</li> </ul> <p><b>12:00 noon - 1:30 p.m.</b> Lunch</p> <p><b>12:00 noon - 1:30 p.m.</b> Keynote Address – Laraine Kaminsky, Graybridge Malkam</p> <ul style="list-style-type: none"> <li>Building Cross Cultural Competence in Global Organizations</li> </ul> <p><b>1:45 p.m. - 3:00 p.m.</b> Concurrent Sessions</p> <ul style="list-style-type: none"> <li>Finding, Developing and Leveraging Diverse Young Leaders</li> <li>Experiential Approach to Creating Inclusivity and Understanding</li> <li>The Power of Cultural Competence</li> <li>Unleash the Power of Diversity Councils</li> <li>Diversity Competency through Experiential Learning</li> <li>Building Bridges across Generational Diversity</li> </ul> <p><b>3:00 p.m. - 3:15 p.m.</b> Break/Exhibit Hall Open</p> <p><b>3:15 p.m. - 4:30 p.m.</b> Concurrent Sessions</p> <ul style="list-style-type: none"> <li>Executive Coaching: A Value Proposition for Strengthening Diversity Leadership</li> <li>Organizational Strategies for Cultural Competence</li> <li>Alice through the Looking Glass: Promoting and Retaining Women Pioneers in Senior Leadership</li> <li>Multi-Dimensional Mentoring – A Key Diversity Connection</li> <li>10 Diversity Communication Tactics to Increase Your Confidence, Competence and Credibility</li> <li>Emotional Intelligence in Multicultural Environments</li> </ul> <p><b>4:30 p.m. - 6:00 p.m.</b> Reception/Exhibit Hall hors d'oeuvres and cash bar</p>
		<p><b>7:15 a.m. - 8:30 a.m.</b> Registration and Continental Breakfast, Exhibit Hall Open</p> <p><b>8:30 a.m. - 9:20 a.m.</b> Keynote Address – Cathy Bao Bean, author</p> <ul style="list-style-type: none"> <li>Gaining Cultural Perspectives on a Chopsticks-Fork Diet</li> </ul> <p><b>9:30 a.m. - 10:45 a.m.</b> Concurrent Sessions</p> <ul style="list-style-type: none"> <li>Building Bridges across Generational Diversity</li> <li>Discover an Untapped Resource: Working with Deaf and Hard of Hearing People</li> <li>Maintaining the Momentum of Your Diversity Initiatives</li> <li>Mosaic Partnerships – Transforming Our World Two Hearts at a Time</li> <li>Building an Inclusive Global Organization</li> <li>Empowering LGBT Allies in the Workplace</li> </ul> <p><b>POST-CONFERENCE LEGAL SYMPOSIUM: DIVERSITY – THE NEW IMPERATIVE</b> <b>11:00 a.m. - 12:00 Noon</b> Keynote Address</p> <p><b>12:15 p.m. - 1:15 p.m.</b> Lunch and Speaker</p> <p><b>1:30 p.m. - 3:00 p.m.</b> Concurrent Sessions</p> <ul style="list-style-type: none"> <li>Diary of a Diversity Initiative</li> <li>Diversity – An International Perspective</li> <li>Clients–The Catalysts for Changing Law Firms</li> <li>Measuring the Success of Your Diversity Initiative</li> <li>White Male Leaders and Diversity</li> </ul> <p><b>3:15 p.m. - 4:45 p.m.</b> Concurrent Sessions</p> <ul style="list-style-type: none"> <li>Managing the Diversity Pipeline</li> <li>Diversity – An International Perspective</li> <li>Clients–The Catalysts for Changing Law Firms</li> <li>Measuring the Success of Your Diversity Initiative</li> <li>White Male Leaders and Diversity</li> </ul> <p><b>5:00 p.m. - 6:30 p.m.</b> Closing Session and Networking Reception with Presenters</p>

# Diversity2006 Conference

HEAR IT! FEEL IT! LIVE IT!

- Shape the future of your organization.
- Move your company's diversity initiatives forward and renew and reaffirm their value and importance.

## Register Today!

### EARLY REGISTRATION DISCOUNTS

www.workforcediversitynetwork.com for In-depth Information

## Conference Sessions

Listed by presenter in alphabetical order. Please visit www.workforcediversitynetwork.com for more details.



### EXECUTIVE COACHING – STRENGTHENING DIVERSITY LEADERSHIP

Lateyfa Ali, President, E. K. Ward & Associates

Executive coaching helps business leaders strengthen skills to maintain a profitable organization. This session will focus on how executive coaching can help leaders gain self-awareness, skills and capabilities to lead themselves and their business in a diversity-competent way



### HOW CULTURES SHAPE OUR PERSONAL AND GLOBAL EXPECTATIONS

Cathy Bao Bean, Author

What cultural shape are you in? Seeing the shapes helps you understand stereotypes, such as where we started, so you can seek experiences that give these generalities the "ifs," "ands," and "buts" of diverse realities, and acquire flexibility and confidence by walking more easily out of one cultural universe into another.



### UNLEASH THE POWER OF DIVERSITY COUNCILS

Janice Bowman, President, The Association of Diversity Councils

Success requires diversity councils to be empowered to make a greater impact on results. Empowered councils deliver powerful results. Better understand the value of diversity councils, and get ideas for increasing their impact and your personal power as a diversity council member.

### EMPOWERING LGBT ALLIES IN THE WORKPLACE

Members of the Lambda Network at Kodak

An integral ingredient for success toward achieving equality and inclusion for Lesbian, Gay, Bisexual, and Transgender people is the LGBT Ally. In this interactive workshop, we will share how we have encouraged and leveraged Allies to create an environment where everyone counts.



### EXPERIENTIAL APPROACH TO CREATING INCLUSIVITY AND UNDERSTANDING

Cornell Interactive Theatre Ensemble: Martha L. Dewey, MA, Artistic Director, Dane Cruz and Vivian Reita, Administrative Director

Using live theater and audience participation we will depict, analyze and strategize solutions to problematic workplace interactions. Work through your perspectives, emotions, and assumptions to gain a greater appreciation of motivations and subtleties that can escalate into conflict.



### DIVERSITY COMPETENCY THROUGH EXPERIENTIAL LEARNING

Patricia Digh, MA and David Robinson, Co-Founders, The Circle Project



Diversity competency begins with cultivating an honest awareness of your own self and how you engage with others. Learn about the centrality of Self and Other to your diversity work, a unique model for diversity competency.



### THE PARALYSIS OF POLITICAL CORRECTNESS

Valda Boyd Ford, MPH, MS, RN, CEO, Center for Human Diversity, Inc.

Address fear that keeps you from doing your best in culturally and linguistically awkward situations. Discuss the paralysis of political correctness, how to eliminate or lessen fear of the unknown and provide safe, effective services in a diverse environment.



### EMOTIONAL INTELLIGENCE IN MULTICULTURAL ENVIRONMENTS

Dennis Ghyst, Consultant, Atlanta Consulting and Training Alliance

How is emotional intelligence a better predictor of success than cognitive intelligence? Enhance your awareness of strengths, expand empathy, and enhance communication skills that bridge individual and cross-cultural differences and improve interpersonal effectiveness.



### FINDING, DEVELOPING AND LEVERAGING DIVERSE YOUNG LEADERS

Keba M. Gordon, Managing Partner and Thomas A. Gordon, Ph.D., Founder and Principal, TAGA Consulting



Explore leadership strategies and tactics for getting, keeping, and leveraging the best and not the rest. Learn the business case for cultivating diverse, young leaders. Re-examine barriers and share strategies for expanding thinking, pipelines, investments, and retention.

### DIFFICULT DIVERSITY DIALOGUES

Thomas A. Gordon, Ph.D., Founder and Principal and Keba M. Gordon, Managing Partner, TAGA Consulting

Tense, tired, turned off, shut down, apathetic, acting out, edgy, stuck? Caught in a downward spiral of difficult diversity exchange? We'll dissect seven difficult diversity dilemmas. Learn triggers and leadership choice points, responses, recovery, and negotiation tactics.



### BUILDING BRIDGES ACROSS GENERATIONAL DIVERSITY

Pamela Henderson, MS, PHR, Sr. Extension Faculty, Cornell University ILR

How can you use generational diversity to attract and retain the best? Bridge the age gap to build respectful working relationships and an environment that clicks. Participate in training, recognize patterns that influence attitudes and expectations, and gain insight to match expectations with practices.



### ALICE THROUGH THE LOOKING GLASS: PROMOTING AND RETAINING WOMEN PIONEERS IN SENIOR LEADERSHIP

Liz Hobba, MLHR, Corp. VP of Organizational Development, Lifetime Healthcare Companies

As women advance through the ranks, skills learned and rewarded early in their careers can negate influence and power perceptions in boardroom culture. We'll look at that culture, key competencies for success and how men and women can work together on teams.



Please check the sessions you wish to attend. Complete all registration information and fax or mail. Please complete a separate form for each person attending. You may also register online at www.workforcediversitynetwork.com.

**CONTINUING EDUCATION CREDITS**  
HRCI recertification credits pending. For up-to-date information check www.workforcediversitynetwork.com

**PRESENTED BY THE WORKFORCE DIVERSITY NETWORK**  
MAY 22-24, 2006

ROCHESTER RIVERSIDE CONVENTION CENTER

**REGISTER TODAY! ONLINE**

www.workforcediversitynetwork.com

**MAIL**  
Mail one completed form per attendee to:  
Workforce Diversity Network  
150 State Street  
Rochester, NY 14614  
(Additional forms available at www.workforcediversitynetwork.com)

**FAX**  
Fax your completed form to  
Barbara Cutrona 585-224-2728

**FOR MORE INFORMATION**  
Barbara Cutrona, 585-224-2727  
bcutrona@workforcediversitynetwork.com

**REGISTRATION INFORMATION**  
(Registrations cannot be processed without payment)

Name	Title	
Company Name		
Address		
City	State	Zip Code
Telephone	Fax	
Email		
Special Requests (please indicate)		

#### METHOD OF PAYMENT

\$ \_\_\_\_\_  My check is enclosed payable to:  
The Workforce Diversity Network

Charge to:  MasterCard  Visa  American Express

Account Number \_\_\_\_\_ Exp. Date \_\_\_\_\_

Amount \$ \_\_\_\_\_

Name as it appears on card \_\_\_\_\_

Signature \_\_\_\_\_

MONDAY, MAY 22		TUESDAY, MAY 23		WED., MAY 24	
<b>9:05 a.m. - 10:20 a.m.</b> Concurrent Sessions <input type="checkbox"/> Measuring Diversity Council and Affinity Group Performance <input type="checkbox"/> Diversity Competency through Experiential Learning <input type="checkbox"/> Mosaic Partnerships – Transforming Our World Two Hearts at a Time <input type="checkbox"/> Multi-Dimensional Mentoring – A Key Diversity Connection <input type="checkbox"/> 10 Diversity Communication Tactics to Increase Your Confidence, Competence and Credibility <input type="checkbox"/> Alice through the Looking Glass: Promoting and Retaining Women Pioneers in Senior Leadership <b>10:45 a.m. - 12:00 noon</b> Concurrent Sessions <input type="checkbox"/> Getting Value from Diversity: The 100% Rule <input type="checkbox"/> Organizational Strategies for Cultural Competence <input type="checkbox"/> Operationalizing Inclusion – Reaching Beyond the Diversity Silo <input type="checkbox"/> Executive Coaching: A Value Proposition for Strengthening Diversity Leadership <input type="checkbox"/> 12 Success Strategies for Your Diversity Initiative <input type="checkbox"/> Unleash the Power of Diversity Councils	<b>1:45 p.m. - 3:00 p.m.</b> Concurrent Sessions <input type="checkbox"/> The Paralysis of Political Correctness <input type="checkbox"/> Experiential Approach to Creating Inclusivity and Understanding <input type="checkbox"/> How Lawful is Your Diversity Initiative? <input type="checkbox"/> Senior Diversity Officers – Best Practices and Challenges <input type="checkbox"/> Unintentional Intolerance: Turning Mindless Exclusion into Mindful Inclusion <input type="checkbox"/> Insights to Success <b>3:15 p.m. - 4:30 p.m.</b> Concurrent Sessions <input type="checkbox"/> Discover an Untapped Resource: Working with Deaf and Hard of Hearing People <input type="checkbox"/> Conducting Effective Workplace Assessments <input type="checkbox"/> Preparing for an Aging Workforce <input type="checkbox"/> Difficult Diversity Dialogues <input type="checkbox"/> Emotional Intelligence in Multicultural Environments <input type="checkbox"/> On the Job Transgender and Gender Bending Employees in the Workplace	<b>9:05 a.m. - 10:20 a.m.</b> Concurrent Sessions <input type="checkbox"/> Conducting Effective Workplace Assessments <input type="checkbox"/> Maintaining the Momentum of Your Diversity Initiatives <input type="checkbox"/> Getting Value from Diversity: The 100% Rule <input type="checkbox"/> On the Job Transgender and Gender Bending Employees in the Workplace <input type="checkbox"/> 12 Success Strategies for Your Diversity Initiative <input type="checkbox"/> Senior Diversity Officers – Best Practices and Challenges <b>10:45 a.m. - 12:00 noon</b> Concurrent Sessions <input type="checkbox"/> How Cultures Shape Our Personal and Cultural Expectations <input type="checkbox"/> Operationalizing Inclusion – Reaching Beyond the Diversity Silo <input type="checkbox"/> Insights to Success <input type="checkbox"/> The Paralysis of Political Correctness <input type="checkbox"/> Measuring Diversity Council and Affinity Group Performance <input type="checkbox"/> Preparing for an Aging Workforce	<b>1:45 p.m. - 3:00 p.m.</b> Concurrent Sessions <input type="checkbox"/> Finding, Developing and Leveraging Diverse Young Leaders <input type="checkbox"/> Experiential Approach to Creating Inclusivity and Understanding <input type="checkbox"/> The Power of Cultural Competence <input type="checkbox"/> Unleash the Power of Diversity Councils <input type="checkbox"/> Diversity Competency through Experiential Learning <input type="checkbox"/> Building Bridges across Generational Diversity <b>3:15 p.m. - 4:30 p.m.</b> Concurrent Sessions <input type="checkbox"/> Executive Coaching: A Value Proposition for Strengthening Diversity Leadership <input type="checkbox"/> Organizational Strategies for Cultural Competence <input type="checkbox"/> Alice through the Looking Glass: Promoting and Retaining Women Pioneers in Senior Leadership <input type="checkbox"/> Multi-Dimensional Mentoring – A Key Diversity Connection <input type="checkbox"/> 10 Diversity Communication Tactics to Increase Your Confidence, Competence and Credibility <input type="checkbox"/> Emotional Intelligence in Multicultural Environments	<b>9:30 a.m. - 10:45 a.m.</b> Concurrent Sessions <input type="checkbox"/> Building Bridges across Generational Diversity <input type="checkbox"/> Discover an Untapped Resource: Working with Deaf and Hard of Hearing People <input type="checkbox"/> Maintaining the Momentum of Your Diversity Initiatives <input type="checkbox"/> Mosaic Partnerships – Transforming Our World Two Hearts at a Time <input type="checkbox"/> Building an Inclusive Global Organization <input type="checkbox"/> Empowering LGBT Allies in the Workplace <b>POST-CONFERENCE LEGAL SYMPOSIUM: DIVERSITY – THE NEW IMPERATIVE</b> <b>1:30 p.m. - 3:00 p.m.</b> Concurrent Sessions <input type="checkbox"/> Diary of a Diversity Initiative <input type="checkbox"/> Diversity – An International Perspective <input type="checkbox"/> Clients–The Catalysts for Changing Law Firms <input type="checkbox"/> Measuring the Success of Your Diversity Initiative <input type="checkbox"/> White Male Leaders and Diversity <b>3:15 p.m. - 4:45 p.m.</b> Concurrent Sessions <input type="checkbox"/> Managing the Diversity Pipeline <input type="checkbox"/> Diversity – An International Perspective <input type="checkbox"/> Clients–The Catalysts for Changing Law Firms <input type="checkbox"/> Measuring the Success of Your Diversity Initiative <input type="checkbox"/> White Male Leaders and Diversity	

#### DIVERSITY 2006 CONFERENCE

Registration Options	WDN Member	Non Member
Full Conference (if registered by 4/21/06)	<input type="checkbox"/> \$600*	<input type="checkbox"/> \$740*
Does not include Post-Conference Legal Symposium: Diversity – The New Imperative		
Full Conference (if registered after 4/21/06)	<input type="checkbox"/> \$700	<input type="checkbox"/> \$840
Monday Only	<input type="checkbox"/> \$300	<input type="checkbox"/> \$360
Tuesday Only	<input type="checkbox"/> \$300	<input type="checkbox"/> \$360
Wednesday Morning (7:30 a.m. - Noon)	<input type="checkbox"/> \$200	<input type="checkbox"/> \$250

\*Save \$100! Register by April 21, 2006

#### POST-CONFERENCE LEGAL SYMPOSIUM: DIVERSITY – THE NEW IMPERATIVE

Registration Options	WDN Member	Non Member
Post-Conference Legal Symposium: Diversity – The New Imperative Only (if registered by 4/21/06)	<input type="checkbox"/> \$175	<input type="checkbox"/> \$225
Post-Conference Legal Symposium: Diversity – The New Imperative Only (if registered after 4/21/06)	<input type="checkbox"/> \$200	<input type="checkbox"/> \$250

Sessions subject to change. Register early to get the sessions of your choice!

# Diversity – the New Imperative

## HOW IN-HOUSE COUNSEL AND LAW FIRMS CAN MEET THE CHALLENGE

*Register today for this important must-attend  
half-day symposium for people in the legal profession*

If any of the following situations has been the subject of discussion at your law firm or corporation you are not alone. These issues are business imperatives and matters of survival.

- We have a diversity initiative, but we are not getting results.
- We're hiring people, but they are not staying.
- Our customers or clients are increasingly insistent that we clearly demonstrate that their business can be handled by a diverse staff.
- We want to offer legal representation that reflects our customers and the communities we serve.
- We are struggling with seeing why diversity is an imperative and how it can make our business better.

### ATTEND THIS SPECIAL HALF-DAY SYMPOSIUM AND HELP YOUR FIRM LEARN:

- The business value of diversity and how it affects your bottom line.
- How to avoid common pitfalls, and develop and sustain a diversity initiative that works.
- How diversity does not come at the expense of quality or other people.
- How to shift from an emphasis on recruiting to the creation of an inclusive culture that naturally facilitates the attraction and retention of diverse employees.

### NATIONALLY RECOGNIZED BEST PRACTICES

This is your opportunity to reaffirm your law department's or firm's commitment to diversity. Learn from leading experts on the most successful ways to use diversity effectively to enhance your business development, recruitment and productivity. Learn about current trends, opportunities and challenges in creating and managing a diverse legal organization.

### HIGHLIGHTS OF PANEL DISCUSSIONS AND SESSIONS

- Diary of a Diversity Initiative
- Measuring Your Success
- Women in the Law
- Diversity – What General Counsels Want
- Recruiting, Development and Retention
- Best Practices

### WHO SHOULD ATTEND?

- In-house counsel
- Law firm partners, associates, paralegals and staff
- Law school placement deans, students, recruiters

## AGENDA

### DIVERSITY – THE NEW IMPERATIVE

<b>11:00 a.m. - 12:00 Noon</b> Keynote Address	<b>12:15 p.m. - 1:15 p.m.</b> Lunch and Speaker
<b>1:30 p.m. - 3:00 p.m.</b> Concurrent Sessions	<b>3:15 p.m. - 4:45 p.m.</b> Concurrent Sessions

**5:00 p.m. - 6:30 p.m.**

Closing Session and Networking Reception with Presenters

## REGISTER ONLINE

Take advantage of early registration and Workforce Diversity Network member discounts.  
[www.workforcediversitynetwork.com](http://www.workforcediversitynetwork.com)



### MEASURING DIVERSITY COUNCIL AND AFFINITY GROUP PERFORMANCE

*Edward E. Hubbard, Ph.D., CEO,  
Hubbard & Hubbard, Inc.*

Do you have a formal way to measure Diversity Council and Affinity Group performance, their need and ROI? Build an analysis strategy to identify key performance metrics, review approaches for collecting and analyzing data, review a case study, and discuss diversity best practices.



### THE POWER OF CULTURAL COMPETENCE

*Art Jackson, MSM, CEO, Eagles Nest  
Performance Management, Inc.*

How well do you work with those you don't understand? To profit in a diverse world, it's important to be culturally competent. Learn key principles in communication, biases, stereotyping, and racial profiling. Look at research and discuss the Platinum Rule, how to treat others the way they want to be treated.



### BUILDING AN INCLUSIVE GLOBAL ORGANIZATION

*Laraine Kaminski, Executive Vice President,  
Graybridge Malkam*

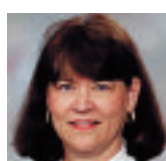
Your organization can flourish by bridging the cultural gap between customers and fostering diversity competence of your employees. Better understand how global diversity affects your ability to lead and build effective diverse teams. Increase your cultural curiosity, and ability to communicate and lead.



### DISCOVER AN UNTAPPED RESOURCE – WORKING WITH DEAF AND HARD OF HEARING PEOPLE

*John Macko, Associate Director, RIT/NTID  
Karen Downs, Assistant Director, RIT/NTID*

Gain a better understanding of deaf awareness, communication strategies and accommodation of deaf employees in the workplace. Learn about hearing loss, deaf culture and how to ensure effective on-the-job communication.



### ORGANIZATIONAL STRATEGIES FOR CULTURAL COMPETENCE

*Linda Matti, RN, MSN, Administrator;  
Multicultural Education, Mayo Clinic*

Successful efforts to promote diversity and cultural competency benefit from building on systems-based practice. Learn how to identify opportunities and initiate organizational change to foster cultural competency from a business perspective. We'll discuss the business case and implementation strategy.



### HOW LAWFUL IS YOUR DIVERSITY INITIATIVE AND HOW TO MAKE IT MORE SO

*Elizabeth D. Moore and John E. Higgins,  
Attorneys, Nixon Peabody, LLP*

Are your diversity initiatives above reproach and not subject to legal challenge? Get practical advice on the legal framework for implementing and defending corporate diversity initiatives including affinity groups, hiring and recruitment, and promotion strategies targeting minorities and women.



### 12 SUCCESS STRATEGIES FOR YOUR DIVERSITY INITIATIVE

*Grace Odums, Independent Consultant*

Are you accountable for leading a diversity initiative? Increase your value-add, learn time-tested strategies for successful diversity strategy execution, and successfully answer the questions every C-level team wants to know. Prime your organization to mitigate risk/fall out and optimize opportunities.



### PREPARING FOR AN AGING WORKFORCE

*Ed Redfern, Jr.,  
Associate State Director, AARP*

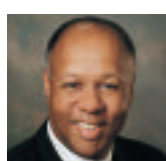
Many employers will face shortages of younger workers as the population ages. Encouraging workers to remain in the workforce can have significant benefits. Are you ready? Learn about statistics affecting the aging workforce including employer impressions and guidelines.



### UNINTENTIONAL INTOLERANCE: TURNING MINDLESS EXCLUSION INTO MINDFUL INCLUSION

*Steve Robbins, Ph.D., speaker, professor,  
writer, consultant*

We all have biases that influence decision-making and behaviors. Are you making "bad" decisions and engaging in exclusive behavior without knowing it? Explores the "how's" and "why's" of unintentional intolerance in this interactive, humorous and eye-opening presentation.



### GETTING VALUE FROM DIVERSITY: THE 100% RULE

*James O. Rodgers, CMC, CEO, The Diversity Coach*

What does it take to get value from diversity? Learn about the role of managers and the organization's culture. Learn how to demonstrate effective diversity management behaviors and develop guidelines for producing effective diversity managers.



### MOSAIC PARTNERSHIPS – TRANSFORMING OUR WORLD TWO HEARTS AT A TIME

*Robert Rosenfeld, CEO, Idea Connection  
Systems, Inc. and Dash Douglas, Director,  
Mosaic Partnerships Program*



Learn about the Mosaic Partnerships Program, its purpose, impact on social capital, and the results achieved in Rochester, NY and Greensboro, NC. See how this innovative program can make a difference in your community.

### ON THE JOB TRANSGENDER AND GENDER BENDING EMPLOYEES IN THE WORKPLACE

*Robert L. Serenka, Jr., Esq., Manager, Thomson Delmar Learning  
and Pj Iraca, Esq., Developmental Editor, Aspen Publishers*

Increase awareness of legal and practical issues involving gender expression in the workplace. Work in groups and apply legal principles to business problems and incorporate learning into real-world business situations.



### CONDUCTING EFFECTIVE WORKPLACE ASSESSMENTS

*Bill Shackelford, CEO, IEC Enterprises, Inc.*

Conducting comprehensive, meaningful organizational assessments is critical for organizations that want to be inclusive employers of choice. Learn the differences between surveys, cultural audits and workplace assessments. See how to collect and analyze data and ensure that leadership will take action.



### INSIGHTS TO SUCCESS

*Al Smith, President, AA Smith & Associates, LLC*

Enable employees to better manage diversity dimensions – culture, gender, or lifestyle differences. Find out how to examine your organizational success, determine your personal success and strengthen your success disciplines.



### 10 DIVERSITY COMMUNICATION TACTICS TO INCREASE YOUR CONFIDENCE, COMPETENCE AND CREDIBILITY

*Linda Stokes, M Ed, CEO, PRISM International, Inc.*

Increase your confidence, competence and credibility in engaging others in diversity conversations. Increase awareness of individual reactions when talking about diversity. Enhance your ability and comfort level with Initiating, Informing, Involving and Inspiring advocates.



### MULTI-DIMENSIONAL MENTORING – A KEY DIVERSITY CONNECTION

*Melissa Tucker, SPHR, VP and Principal,  
E.K. Ward & Associates and Julian Z. Smith,  
Operations Manager, ITT Space Systems Division*



Has your diversity and inclusion initiative stalled? Learn the role of mentoring in retaining and engaging employees and why the formula for success is multi-dimensional. Learn multi-dimensional mentoring and tools to further objectives.



### MAINTAINING THE MOMENTUM OF YOUR DIVERSITY INITIATIVES

*Mauricio A. Velásquez, MBA,  
President, CEO, Diversity Training Group, Inc.*

If you are trying to maintain the momentum of your diversity endeavors and learn from best practices, this interactive session will help you position your diversity endeavors appropriately, create momentum and avoid creating backlash that will counter your efforts.

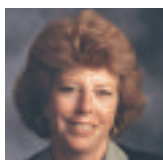


### SENIOR DIVERSITY OFFICERS – BEST PRACTICES AND CHALLENGES

*Katrina Wade-Golden, Ph.D., University of Michigan  
Damon A. Williams, Ph.D., Asst. Vice Provost,  
University of Connecticut*



Learn about structures, challenges, and approaches to implementing the Sr. Diversity Officer's work in higher education. Explore strategy, organizational structure, lateral coordination, and change management. Hear findings of the similarities and differences between diversity officer roles in education and business.



### OPERATIONALIZING INCLUSION – REACHING BEYOND THE DIVERSITY SILO

*Susan Woods, MA, Senior Extension Associate,  
Cornell University ILR*

Discover a new approach to evaluating inclusiveness and plan a profile for your organization. Create a strategic view for linking diversity to performance and break the "diversity silo" to connect diversity strategy to operations. Experiment with an assessment tool on what makes diversity work and matter.

## Hotel Accommodations

Rooms have been reserved for conference attendees at the Hyatt Regency Rochester at a special rate of \$110/night (single or double occupancy). Please reserve your room by May 4, 2006 and identify yourself as an attendee to get the Conference rate.

Reservations: Tel: 585-546-1234, Fax: 585-546-6777  
125 East Main Street, Rochester, NY 14604



# Diversity2006 Sponsors

## PRINCIPAL SPONSOR



**NIXON PEABODY LLP**  
ATTORNEYS AT LAW

## LEADERSHIP SPONSORS



## SUPPORTING SPONSORS



## PARTNERS



## NON PROFIT



## DIVERSITY 2006 IS PRESENTED BY THE WORKFORCE DIVERSITY NETWORK

The Workforce Diversity Network (WDN), formerly the Greater Rochester Diversity Council, is the nation's leading organization for workforce diversity. For the last decade, we have presented some of the nation's highest attended conferences on workforce diversity, attracting thousands of people from hundreds of organizations.

Diversity planning is a key component in any organization's overall operating strategy. Becoming a member of the WDN may be one of the most important connections your organization makes to enhance professional development, understanding, and management of diversity as an essential part of your organization's success.



MAY 22-24, 2006

ROCHESTER, NY

## DIVERSITY 2006 IS FOR YOU!

For managers, employees, CEOs, and senior executives from companies and not-for-profit organizations such as healthcare and educational institutions, and government agencies who want to:

- Improve productivity, morale and business results;
- Interact with others facing similar challenges;
- Learn new ideas to apply back on the job;
- Be inspired!

## ACHIEVE RESULTS

For years, people have been talking about diversity in terms of programs and initiatives, but diversity is about results. Learn how to achieve the results you want.

This conference will present an invaluable opportunity to explore these issues and more:

- Business Case/Strategies/Metrics
- Cultural Competence
- Creating Inclusive Cultures/Organizations
- Recruitment/Development/Retention
- Current Trends
- Leadership

## SESSIONS FOR EVERY LEARNING STYLE

People learn in different ways and are at different stages of understanding with regard to diversity. That is why we offer a balance of session styles that will maximize your learning experience.

## JOIN THE WORKFORCE DIVERSITY NETWORK TODAY AND SAVE ON FEES

Visit [www.workforcediversitynetwork.com](http://www.workforcediversitynetwork.com) for details on benefits, conference discounts, and to sign up for our free monthly e-newsletter.

## DIVERSITY MARKETPLACE

Visit exhibitor booths and learn about products, services and resources to help you advance diversity initiatives in your organization. To become an exhibitor see [www.workforcediversitynetwork.com](http://www.workforcediversitynetwork.com)



Workforce Diversity Network

150 State Street, Rochester, NY 14614  
[www.workforcediversitynetwork.com](http://www.workforcediversitynetwork.com)

NON PROFIT  
U.S. POSTAGE  
PAID  
ROCHESTER, NY  
PERMIT NO. 214