

THE 19<sup>th</sup> ANNUAL CONFERENCE



*The*  
**STATE**  
*of the*  
**STATE**  
CONFERENCE  
**2015**

MARCH 19, 2015

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**Breaking Barriers,  
Building Bridges:  
Connecting Communities**

OWENS COMMUNITY COLLEGE



STARTING FUTURES SINCE 1965  
1965-2015

**H O S T E D   B Y**

**Owens Community College Toledo-area Campus**  
Audio Visual Classroom Center Room 125  
Perrysburg, Ohio 43551



**OWENS**  
COMMUNITY COLLEGE

# WELCOME



March 19, 2015

Dear Conferee:

Welcome and thank you for joining us for the 19<sup>th</sup> Annual The State of the State Conference. This conference is unique because it represents a variety of organizations planning and working together to address issues of diversity, equity, inclusion, and opportunities across the Great State of Ohio from the perspectives of business, industry, government, higher education, and nonprofit sectors.

The theme this year, *Breaking Barriers, Building Bridges: Connecting Communities*, is timely considering the national conversations happening about our communities of color and interactions with law enforcement. President Obama is quoted as saying, "We need to recognize that the situation in Ferguson speaks to broader challenges that we will still face as a nation. The fact is, in too many parts of this country, a deep distrust exists between law enforcement and communities of color. Some of this is the result of the legacy of racial discrimination in this country."

This conference brings together the best minds in the State of Ohio to discuss breaking down some of these barriers and building bridges to solutions that can be implemented in our communities. We are coming together today to discuss an array of issues and work together on solutions to contribute toward Ohio being the prototypical state in the nation in addressing issues of diversity, equity, inclusion, and opportunities. We hope the day's events will leave everyone inspired to make a difference in our local communities, the State of Ohio and across the country. Sponsors, conferees, presenters, and supporters, this event is possible because of you.

This event is also possible due to the commitment of this year's host, Owens Community College, and the dedication of the Conference Planning Committee, many of whom represent the sponsoring organizations listed throughout the conference brochure. We are delighted that you have chosen this event to learn, grow, and share best practices as we expand our collective knowledge to make Ohio and the United States a better place for all. We appreciate you joining us and look forward to continued work on solutions and celebrating our successes.

Sincerely,

For the Committee

Emily Monago, M.P.A., Ph.D.  
Conference Chairman

Lisa Dubose, M.Ed., SPHR, SHRM-SCP  
Owens Community College  
Host Chairman



**OWENS**  
COMMUNITY COLLEGE

OFFICE OF THE PRESIDENT

March 19, 2015

Dear Colleagues:

Welcome to Owens Community College! On behalf of the Board of Trustees, faculty, staff and students of Owens, it is a pleasure to welcome you to our Toledo-area Campus for the 19th Annual The State of the State Conference.

This year's theme, *Breaking Barriers, Building Bridges: Connecting Communities*, focuses on important topics and initiatives to heighten awareness of diversity in our state. Owens Community College is committed to a policy of inclusiveness that strives to value and respect all people who bring talent, perspectives and different ways of accomplishing goals to our College. We are pleased you have chosen to become part of our inclusive culture that embraces and celebrates diversity.

The changing composition of our society demands that we discover ways to integrate and support all individuals and groups to our larger community. Today's conference is so important as we come together from a variety of sectors to learn from each other and engage in dialogue to help build a better Ohio. It takes all of us, working together, to foster change.

I would like to extend special acknowledgement to our presenters, sponsors and keynote speakers. Your participation and contribution to the integrity of this conference is appreciated. We are so glad you have come to share your knowledge and engage today's conferees in vital conversations that can break down barriers and build bridges to solutions that can be implemented in our communities.

As President of Owens Community College, I applaud the efforts being made from everyone in attendance today and those who tirelessly work for the fair representation of all. Please enjoy today's conference.

Sincerely,

Mike Bower, Ph.D.  
President

TOLEDO-AREA CAMPUS  
FINDLAY-AREA CAMPUS

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# 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.

## 2015 STATE *of the* STATE COMMITTEE

**Sheila Brown**

*Bowling Green State University*

**Connie Buhr**

*Owens Community College*

**Dawn Chong**

*Bowling Green State University*

**Michelle Dockins**

*Owens Community College*

**Lisa Dubose**

*Host Conference Chairman*

*Owens Community College*

**Michael Ellison**

*Bowling Green State University*

**Mike Fehlen**

*Toledo Fair Housing Center*

**Pamela Fitzgerald**

*Kent State University*

**Donna Flynt**

*Parker Hannifin Corporation*

**Stephen Francis**

*Honda of America*

**Christopher Giordano**

*Owens Community College*

**Phyllis Henderson**

*Rhodes State College*

**Amy Holmes**

*Owens Community College*

**Natalie Jackson**

*Owens Community College*

**Jacquelyn Jones**

*Owens Community College*

**James Katzner**

*Owens Community College*

**Barbara King**

*Owens Community College*

**Vicky Kulicki**

*Bowling Green State University*

**Irene Lindquist**

*Owens Community College*

**Michael Marsh**

*Toledo Fair Housing Center*

**Yulanda McCarty-Harris**

*Cleveland State University*

**Emily Monago**

*Conference Chairman*

*Bowling Green State University*

**Margaret Parker**

*Owens Community College*

**Diana Patton**

*Toledo Fair Housing Center*

**Kurt Soltman**

*Owens Community College*

**Tobias Spears**

*Bowling Green State University*

**Jim Specht**

*Owens Community College*

**LaShawn Staples**

*Owens Community College*

**Marty Stroud**

*Owens Community College*

**Darlene Sweeney-Newbern**

*Ohio Civil Rights Commission*

**Danielle Tracy**

*Owens Community College*

**Mary Tyler**

*National Conference for*

*Community & Justice of*

*Greater Dayton*

# CONFERENCE SCHEDULE

7:30 a.m.	<b>Registration, Packet Pick-Up, and Continental Breakfast — Student Health Activities Center (SHAC)</b>					
8 - 9:15 a.m.	<b>SEGMENT I — Opening Plenary (SHAC)</b> Greetings: Mike Bower, Ph.D., President, Owens Community College, Perrysburg, Ohio Emily Monago, MPA, Ph.D., Conference Chairman, Bowling Green State University, Bowling Green, Ohio Presentation: <b>Rethinking Police Force Issues</b> Jelani Jefferson Exum, J.D., University of Toledo College of Law Moderator: Lisa Dubose, SHRM-SCP, SPHR, M.Ed., Conference Chairman, Owens Community College, Perrysburg, Ohio					
9:15 - 9:30 a.m.	<b>Break</b>					
9:30 - 10:30 a.m.	<b>SEGMENT II — Concurrent Sessions</b>					
	<b>Session A</b>	<b>Session B</b>	<b>Session C</b>	<b>Session D</b>	<b>Session E</b>	<b>Session F</b>
	Presenter: <b>Lisa Dubose</b> , SHRM-SCP, SPHR, M.Ed., Owens Community College, Perrysburg, Ohio	Presenter: <b>Susan Sharkey</b> , J.D., <i>State of Ohio</i> , Columbus, Ohio	Presenter: <b>Richard Pimentel</b> , Ph.D., <i>National Speaker</i>	Presenter: <b>Jeffery Witt</b> , M.Ed., E.M.B.A., University of Toledo, Toledo, Ohio	Presenter: <b>Dale Lanigan</b> , Ed.D., Lourdes University, Sylvania, Ohio	Presenter: <b>Jelani Jefferson Exum</b> , M.A., J.D., University of Toledo School of Law, Toledo, Ohio
	Location: AV 125-126	Location: AV 127-128	Location: AV 121	Location: AV 122	Location: AV 123	Location: AV 124
	Title: Best Practices in Basic Investigations I	Title: State of the Law	Title: Hiring and Retaining Persons with Disabilities & Wounded Warriors	Title: Training LGBTQ Allies on Campus	Title: Disparities in Health Care Delivery	Title: Fatal Police Force: The Death Penalty on the Streets
	Moderator: <b>Phyllis Henderson</b> , <i>Rhodes State Community College</i>	Moderator: <b>Darlene Newbern</b> , <i>Conferece Planning Committee</i>	Moderator: <b>Vicky Kulicke</b> , <i>Conferece Planning Committee</i>	Moderator: <b>James Katzner</b> , <i>Conferece Planning Committee</i>	Moderator: <b>Barbara King</b> , <i>Conferece Planning Committee</i>	Moderator: <b>Jacquelyn Jones</b> , Ph.D., <i>Conferece Planning Committee</i>
10:30 - 10:45 a.m.	<b>Break</b>					
10:45 - 11:45 a.m.	<b>SEGMENT III — Concurrent Sessions</b>					
	<b>Session A</b>	<b>Session B</b>	<b>Session C</b>	<b>Session D</b>	<b>Session E</b>	<b>Session F</b>
	Presenters: <b>Kim Kirkland</b> , Ed.D. Indiana University- Purdue University Indianapolis, IN <b>Lisa Dubose</b> , SHRM-SCP, SPHR, M.Ed., Owens Community College, Perrysburg, Ohio	Presenters: <b>Jacquelyn Jones</b> , Ph.D., Owens Community College, Perrysburg, Ohio <b>James Jackson</b> , M.Ed., Owens Community College, Perrysburg, Ohio	Presenter: <b>Lisa Hanasono</b> , B.A. M.A., Ph.D., Bowling Green State University, Bowling Green, Ohio	Presenter: <b>Jeffery Witt</b> , M.Ed., E.M.B.A., University of Toledo, Toledo, Ohio	Presenters: <b>Mary Tyler</b> , <i>Executive Director</i> , National Conference for Community & Justice of Greater Dayton <b>Adriane Miller</b> , M.S.W., L.S.W., National Conference for Community & Justice of Greater Dayton	Panelists: <b>Felicia Godbolt</b> , Equal Opportunity Division, State of Ohio <b>G. Michael Payton</b> , J.D., Ohio Civil Rights Commission (OCRC) U.S. Department of Labor (OFCCP) <b>Michelle Crew</b> , OCRC
	Location: AV 121	Location: AV 124	Location: AV 122	Location: AV 123	Location: AV 125-126	Location: AV 127-128
	Title: Best Practices in Basic Investigations II	Title: Understanding Diversity: It's More Than You Think	Title: Activism: Advocating Against Hate on Social Media	Title: Understanding and Engaging Under-Resourced College Students	Title: Racial Profiling: Moving Beyond Flash Judgments	Title: Compliance Agency Updates
Moderator: <b>Tomisha Henry</b> , <i>Owens Community College</i>	Moderator: <b>Christopher Giordano</b> , Ph.D., <i>Conferece Planning Committee</i>	Moderator: <b>Michelle Dockins</b> , <i>Conferece Planning Committee</i>	Moderator: <b>Mike Fehlen</b> , <i>Conferece Planning Committee</i>	Moderator: <b>Pamela Fitzgerald</b> , <i>Conferece Planning Committee</i>	Moderator: <b>Diana Patton</b> , J.D., <i>Conferece Planning Committee</i>	

# CONFERENCE SCHEDULE

11:45 a.m. - 12 p.m.	<b>Break</b>					
12 - 1:30 p.m.	<b>SEGMENT IV — Luncheon &amp; Keynote Address (SHAC)</b> Welcome: Emily Monago, MPA, Ph.D., Conference Chairman, Bowling Green State University, Bowling Green, Ohio Lisa Dubose, SHRM-SCP, SPHR, M.Ed., Conference Chairman, Owens Community College, Perrysburg, Ohio Title: <b>The New ADAA, New OFCCP regulations legal updates and their impact</b> Keynote Speaker: Richard Pimentel, Ph.D., National Speaker Presentation: <b>Rev. Fred L. Shuttlesworth Humanitarian Award</b> Presenter: Michael Marsh, M.A. CFRE, President and CEO, Toledo Fair Housing Center, Toledo, Ohio					
1:30 - 1:45 p.m.	<b>Break</b>					
1:45 - 2:45 p.m.	<b>SEGMENT V — Concurrent Sessions</b>					
	<b>Session A</b>	<b>Session B</b>	<b>Session C</b>	<b>Session D</b>	<b>Session E</b>	<b>Session F</b>
	Presenters: <b>Dana Quick, J.D.,</b> <i>Bugbee &amp; Conkle,</i> Toledo, Ohio <b>Carl Habekost, J.D.,</b> <i>Bugbee &amp; Conkle,</i> Toledo, Ohio	Presenters: <b>Natalie Jackson, Ph.D.,</b> J.D., Owens Community College, Perrysburg, Ohio <b>Lindsay Navarre, B.A.,</b> J.D., Lucas County, Criminal Division	Presenter: <b>Dale Lanigan, Ed.D.,</b> Lourdes University, Sylvania, Ohio	Presenter: <b>Yulanda</b> <b>McCarty-Harris, J.D.,</b> <b>Josh Nolan</b> Cleveland State University, Cleveland, Ohio	Presenter: <b>Tameka L. Taylor,</b> Ph.D., C.D.E., <i>Compass</i> <i>Consulting Group LLC,</i> Beachwood, Ohio	Presenter: <b>Dorothy Jones,</b> Ohio State University, Columbus, Ohio
	Location: AV 125-126	Location: AV 121	Location: AV 122	Location: AV 127-128	Location: AV 123	Location: AV 124
	Title: Recent and Emerging Trends in Employment Discrimination	Title: Leadership Advancement of Women Lawyers: A Call for Action by The Toledo Women's Bar Association - Women's Advocacy Committee	Title: Examination of a Hate Crime	Title: Campus Save Act Final Regulations Update	Title: Breaking Barriers While Building Bridges Amongst Different Generations	Title: Wake Up People, Discrimination Must Go: A Glance at AutoZone
Moderator: <b>Irene Lindquist,</b> <i>Conference Planning</i> <i>Committee</i>	Moderator: <b>Natalie Jackson,</b> Ph.D., J.D., <i>Conference Planning</i> <i>Committee</i>	Moderator: <b>Margaret Parker,</b> <i>Conference Planning</i> <i>Committee</i>	Moderator: <b>Tobias Spears,</b> <i>Conference Planning</i> <i>Committee</i>	Moderator: <b>Connie Buhr,</b> <i>Conference Planning</i> <i>Committee</i>	Moderator: <b>Kurt Soltman,</b> <i>Conference Planning</i> <i>Committee</i>	
2:45 - 3 p.m.	<b>Break</b>					
3 - 4 p.m.	<b>SEGMENT VI — Closing Plenary — The Humanities Troupe (SHAC)</b> Title: <b>Celebrating the Day &amp; Moving Forward</b> Utilizing techniques from Playback Theatre, The Humanities Troupe from Bowling Green State University will give body and voice to YOUR impressions from the rich day you have had: Highlights, Challenges, Inspirations, and Hopes for the Future. Case studies will be acted out with discussion facilitated by a Licensed Social Worker (LSW) who will further answer questions relating to various professions. Director: <b>Michael Ellison,</b> Ph.D. Bowling Green State University, Bowling Green, Ohio Presenter: <b>Clara L. Petty,</b> MPA, LSW, Monroe Street Neighborhood Center, Toledo, Ohio					

**Today's conference is happy to provide continuing education credits for the following:**

Up to 4.75 CLEs available for attorneys; up to 6.0 CEUs for social workers; 4.0 CEUs for human resource professionals, and 8.0 contact hours generic credits for all attendees.

## CONCURRENT SESSIONS TRACKS

Sessions A	Sessions B	Sessions C	Sessions D	Sessions E	Sessions F
<b>HUMAN RESOURCES</b>	<b>LEGAL</b>	<b>OPEN</b>	<b>HIGHER EDUCATION</b>	<b>SOCIAL WORK</b>	<b>OPEN</b>

# SESSION DESCRIPTIONS

## SEGMENT I

### OPENING PLENARY

#### RETHINKING POLICE FORCE ISSUES (1.0 CLE)

JELANI JEFFERSON EXUM, J.D.

8 - 9:15 a.m. | SHAC

The Opening Plenary speaker is Jelani Jefferson Exum, J.D., University of Toledo College of Law. Jelani Jefferson Exum joined the College of Law faculty, with tenure, in 2011. She is a graduate of Harvard Law School and graduated magna cum laude from Harvard College. Prior to joining the UT Law faculty, she was an associate professor at the University of Kansas School of Law and a visiting associate professor at the University of Michigan Law School.

Professor Exum has also been a Forrester Fellow and Instructor in Legal Writing at Tulane Law School. Before joining academia, Professor Exum served as a law clerk for the Honorable James L. Dennis, United States Circuit Judge for the for the Fifth Circuit Court of Appeals, and

the Honorable Eldon E. Fallon, United States District Judge for the Eastern District of Louisiana. She teaches Criminal Law, Criminal Procedure, Comparative Criminal Procedure, Federal Sentencing, and Race and American Law. Professor Exum mainly writes in the area of sentencing law and policy, but her research interests also include comparative criminal law and procedure and the impact of race on criminal justice.

This important opening session will serve as an examination of the relationship between the police and the community and deal with underlying issues of bias and distrust.





A

## BEST PRACTICES IN CONDUCTING BASIC INVESTIGATIONS I

LISA DUBOSE, SHRM-SCP, SPHR, M.ED.

9:30 a.m. - 10:30 a.m. | AV 125-126

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.

B

## THE STATE OF THE LAW: EQUITY, OPPORTUNITY & DIVERSITY (1.0 CLE)

SUSAN SHARKEY, J.D.

9:30 a.m. - 10:30 a.m. | AV 127-128

Susan Sharkey, Esq., Assistant Ohio Attorney General, is highly regarded for her expertise and knowledge in civil rights law. In this important session, Ms. Sharkey 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.

C

## HIRING AND RETAINING PERSONS WITH DISABILITIES & WOUNDED WARRIORS (1.0 CLE)

RICHARD PIMENTEL, PH.D.

9:30 a.m. - 10:30 a.m. | AV 121

Program participants will be provided with a detailed understanding of current employer best practices in the hiring, accommodation and retention of veterans and persons with disabilities. The participants will learn how to create a work environment conducive to employee

self-identification of their disability which facilitates the reasonable accommodation process. Participants will have gained an understanding of the employer's role in helping returning disabled veterans to become successful employees and readjust to civilian life.

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**SEGMENT II**  
(concurrent sessions)

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## **TRAINING LGBTQ ALLIES ON CAMPUS**

**JEFFREY WITT, M.ED., E.M.B.A.**

**9:30 a.m. - 10:30 a.m. | AV 122**

This session will utilize the research and work of several trusted and contemporary resources to outline why a college campus needs a LGBTQ Ally training program and how it can be successfully created and implemented. Participants will review some relevant data, explore models

provided by credible agencies, review and discuss the University of Toledo's ally training program and examine ways to implement or enhance such a program on their campuses.



## **DISPARITIES IN HEALTH CARE DELIVERY**

**DALE LANIGAN, ED.D.**

**9:30 a.m. - 10:30 a.m. | AV 123**

The 2013 National Health Care Disparities Report (NHDR), produced through the United States Department of Health & Human Services, addresses the inequities that exist in the delivery of health care in the United States. Using 200 measures related to access and quality, the Report reviews the state of health care in the United States, especially as it relates to racial and socioeconomic factors. Changes that have occurred in the delivery of services are examined and improvements that have transpired are noted, as are

areas where things are getting worse. Attention is paid to whether various groups are receiving specific services necessary to prevent or treat medical conditions. This presentation will consider the findings of the NDHR. Further, the presentation will discuss access to and quality of health care for those with disabilities. Advancements in delivery will be noted along with areas where improvement is needed.



## **FATAL POLICE FORCE: THE DEATH PENALTY ON THE STREETS (1.0 CLE)**

**JELANI JEFFERSON EXUM, M.A., J.D.**

**9:30 a.m. - 10:30 a.m. | AV 124**

The use of force by police officers has traditionally been analyzed through the lens of reasonableness. The usual question regarding the excessiveness of police force is whether the police officer acted as a reasonable law enforcement officer. The shooting of Michael Brown and countless others before him brings this unsatisfactory analysis to the forefront. As this presentation will discuss, by applying an Eighth Amendment "respect for human dignity" standard to analyze the use of fatal force by

police officers, we can avoid some of the pitfalls of the excessiveness analysis. Rather than assessing on how a reasonable officer would handle a situation, we can re-define the focus of the inquiry to the types of methods employed to avoid the loss of life. By considering fatal police force to be the death penalty on the streets, we can move toward meaningful discussions about the alternatives to fatal force that can be required as an officer's first response in most situations calling for the use of force.

A

## BEST PRACTICES IN BASIC INVESTIGATIONS II

KIM KIRKLAND, ED.D.  
LISA DUBOSE, SHRM-SCP, SPHR, M.ED.

10:45 a.m. - 11:45 a.m. | AV 121

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. 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.

B

## UNDERSTANDING DIVERSITY: IT'S MORE THAN YOU THINK!

JACQUELYN JONES, PH.D.  
JAMES JACKSON, M.ED.

10:45 a.m. - 11:45 a.m. | AV 124

This interactive session will help workplace professionals (academic/non-academic settings) learn about the complexity of diversity in today's employee and student populations. Through activities and introspective dialogue,

participants will examine their thoughts, ideas, and preconceptions about issues of diversity that can assist in furthering or inhibiting inclusion.

C

## ACTIVISM: ADVOCATING AGAINST HATE ON SOCIAL MEDIA

LISA HANASONO, B.A. M.A., PH.D.  
10:45 a.m. - 11:45 a.m. | AV 122

Although people can use social media like Twitter and Facebook to share hateful and harmful messages, people can use social media to advocate against prejudice, raise awareness about local and global issues, and promote diversity and inclusion. In this interactive session, we will explore how leaders, communities, and everyday people

can engage in social media activism. Drawing from our NW Ohio research project that examines how people experience and cope with discrimination, along with recent examples of social media advocacy, we will provide information and tips on how to use social media to support diversity and take a stand against hate.

D

## UNDERSTANDING AND ENGAGING UNDER-RESOURCED COLLEGE STUDENTS

JEFFERY WITT, M.ED., E.M.B.A

10:45 a.m. - 11:45 a.m. | AV 123

This session will help college faculty, staff, administrators and student leaders to better understand and engage college students who lack key resources such as finances, college survival skills (both academic and cultural) and a support network. Generally, these students can be identified as first-generation and Pell eligible with low to no family contribution. Using research conducted by

aha! Process and Bridges Out of Poverty, participants will explore the causes of poverty, individual access to resources, the hidden rules of poverty, middle class and wealth and ultimately learn to determine appropriate measures to support, engage and empower under-resourced students.

E

## RACIAL PROFILING: MOVING BEYOND FLASH JUDGMENTS

MARY TYLER

ADRIANE MILLER, M.S.W., L.S.W.

10:45 a.m. - 11:45 a.m. | AV 125-126

Flash Judgments are judgments that we make about people based upon their appearances and our first impressions of them. We make flash judgments on a daily basis without even thinking about them. Flash judgments impact the choices we make, the opinions we form, who we interact

with and how we treat others. This workshop will help raise awareness to our unconscious mind and how it influences our actions, affects our communities and identify ways in which we can create change.

F

## COMPLIANCE AGENCY UPDATES (1.0 CLE)

FELICIA GODBOLT

G. MICHAEL PAYTON, J.D.

MICHELLE CREW

10:45 a.m. - 11:45 a.m. | AV 127-128

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.

# LUNCHEON & KEYNOTE ADDRESS

SEGMENT IV | 12 - 1:30 p.m. | SHAC

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## WELCOME & INTRODUCTION

EMILY MONAGO, MPA, PH.D.

LISA DUBOSE, SHRM-SCP, SPHR, M.ED.

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## THE NEW ADA, NEW OFCCP REGULATIONS LEGAL UPDATES AND THEIR IMPACT (.75 CLE)

RICHARD PIMENTEL, PH.D.

Dr. Richard Pimentel is a nationally renowned expert on Disability Management, Job Recruitment, Job Retention, Americans with Disabilities Act, and Attitude Change. He is not only technically proficient, he is also an exceptional communicator whose audiences praise his ability to combine information, humor, metaphor, analogy and storytelling into an informative whole that does not just present the information, but really communicates it in a memorable fashion. Richard was the Chairperson of VACOR, the Department of Veterans Affairs Civilian Advisory Committee for Rehabilitation.

As a consultant, keynote speaker, professional trainer and author of numerous curricula and training guides, Dr. Pimentel is distinguished by his ability to predict industry

trends and the needs of employers. He has designed and implemented return to work systems for the private sector and government employers throughout the country. He has pioneered proactive risk management, return to work and equal employment opportunity (EEO) programs to generate both cost-savings and enduring attitudinal changes in corporate culture.

Dr. Pimentel is an acknowledged authority on the Americans with Disabilities Act (ADA). His training has not only successfully enabled managers and supervisors to participate in cost reduction initiatives and implementation of policies and procedures to reduce work site accidents and re-injuries, but has also helped employers dispel stereotypes and embrace diversity.

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## PRESENTATION

### REV. FRED L. SHUTTLESWORTH HUMANITARIAN AWARD

Presented by, MICHAEL MARSH, M.A. CFRE

**SEGMENT V**  
(concurrent sessions)

**A**

**RECENT AND EMERGING TRENDS IN  
EMPLOYMENT DISCRIMINATION (1.0 CLE)**

DANA QUICK, J.D.

CARL HABEKOST, J.D.

**1:45 - 2:45 p.m. | AV 125-126**

The presenters will address the recent and emerging trends in employment discrimination. These trends include religious discrimination, pregnancy discrimination, transgender discrimination, and issues related to spousal

benefits for same-sex couples in Ohio. The presenters will also discuss recent cases in these areas and/or recent changes in how these specific issues are investigated by state and federal agencies.

**B**

**LEADERSHIP ADVANCEMENT OF WOMEN LAWYERS:  
A CALL FOR ACTION BY THE TOLEDO WOMEN'S BAR  
ASSOCIATION - WOMAN'S ADVOCACY (1.0 CLE)**

NATALIE JACKSON, PH.D., J.D.

LINDSAY NAVARRE, B.A., J.D.

**1:45 - 2:45 p.m. | AV 121**

Law schools are currently graduating women and men at equal numbers, but an examination of the legal profession tells us that the equality more or less ends there. Women lawyers are not assuming leadership roles in proportion to their numbers. The Toledo Women's Bar Association has engaged in a call for action through formation of the Women's Advocacy Committee in May 2013. Having spent the last nine months comprehensively examining the research-based literature in an attempt to explain

this trend, the Committee is working to formulate and disseminate a position statement on behalf of the Toledo Women's Bar Association to effect a reversal of this trend. This session will present findings and facilitate discussion on WHY women are not advancing into leadership positions at the same rate as their male counterparts and offer reasonable solutions for HOW we, as a legal community, can reverse the trend.

**C**

**EXAMINATION OF A  
HATE CRIME (1.0 CLE)**

DALE LANIGAN, ED.D.

**1:45 - 2:45 p.m. | AV 122**

This presentation examines hate crimes based on sexual orientation, which are increasing. Examples of specific incidents, some resulting in death, will be given and discussion will occur on the success rate of prosecutions based on state and federal laws. Much attention will be paid to a recent attack in Toledo, Ohio. In early November 2014, a transgender woman was attacked and robbed in downtown Toledo. Hate crimes tend to be especially brutal

and this attack was especially so. In the presentation, we will examine the facts of the case and how the prosecution of it will proceed. Reaction to the attack by the media, politicians, the public and various organizations will be noted and analyzed and those present will be engaged in discussion on current Ohio state law on hate crimes, the need and prospect for change, and what can be done to alter the environment or climate in which attacks occur.

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**SEGMENT V**  
(concurrent sessions)

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**D**

## **CAMPUS SAVE ACT FINAL REGULATIONS UPDATE: IS YOUR INSTITUTION IN COMPLIANCE? (1.0 CLE)**

**YULANDA MCCARTY-HARRIS, J.D.**  
**JOSH NOLAN**

**1:45 - 2:45 p.m. | AV 127-128**

In October, the U.S. Department of Education issued final regulations implementing the Campus SaVe Act (The Campus Sexual Violence Elimination (SaVE) Act) to help colleges keep campuses safe. Campus SaVE and the final rule are intended to require institutions to more effectively address, and ultimately reduce, sexual violence on college campuses, including domestic violence, dating violence, and stalking. In March of 2013, the Campus SaVE Act, which amended the "Clery Act" (Jeanne Clery Disclosure

of Campus Security Policy and Campus Crime Statistics Act) afforded additional rights to campus victims of sexual violence, dating violence, domestic violence, and stalking. The SaVE Act provision also added "national origin" and "gender identity" to the hate crime categories, involving intentional selection of a victim based on actual or perceived characteristics that must be reported under the Clery Act.

**E**

## **BREAKING BARRIERS WHILE BUILDING BRIDGES AMONGST DIFFERENT GENERATIONS**

**TAMEKA L. TAYLOR, PH.D., C.D.E.**

**1:45 - 2:45 p.m. | AV 123**

For the first time in history, four distinct generations - Traditionalists, Baby Boomers, Generation X, and Generation Y - are working side by side within the workplace. They are working and learning together on a day-to-day basis. With differing values, thoughts around leadership, and communication styles, these generations are facing very real conflicts and creating barriers. In this fun and interactive workshop, participants will learn

to build bridges amongst generations in the workplace. Participants will learn how each generation developed its core values, how that manifests in the workplace today, and how these generations can work, learn, and grow together to accomplish great success despite the generational divides. Tips on how to supervise someone from a different generation will be presented as a part of building those bridges.

**F**

## **WAKE UP PEOPLE, DISCRIMINATION MUST GO: A GLANCE AT AUTOZONE**

**DOROTHY JONES**

**1:45 - 2:45 p.m. | AV 124**

The goals of this workshop are to bring awareness to the lasting impact that discrimination has on employees and employers in the workplace. There will also be a discussion regarding the cost of not being aware or not adhering to federal laws and regulations as it pertains to protected

classes by using the AutoZone discrimination case as a point of reference. Additionally, this session will shed light on possible lessons learned from AutoZone, because in the end, people need to wake up and realize that discrimination must go!

## CLOSING PLENARY

### CELEBRATING THE DAY & MOVING FORWARD

#### THE BGSU HUMANITIES TROUPE

Director: MICHAEL ELLISON, PH.D.

Presenter: CLARA L. PETTY, MPA, LSW

The Director for the Closing Plenary is Michael Ellison, Ph.D., Associate Professor, Department of Theatre and Film at Bowling Green State University (BGSU). Utilizing techniques from Playback Theatre, The Humanities Troupe

from BGSU will give body and voice to YOUR impressions from the rich day you have had: Highlights, Challenges, Inspirations, and Hopes for the Future.

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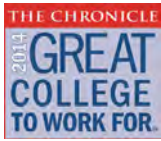
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The changing composition of our society demands that Owens prepare its students, faculty and staff for life and leadership within an increasingly diverse society. The existence of diversity at Owens provides us with the opportunity to discover ways to integrate all individuals and groups into the larger community in a manner that respects and values uniqueness while at the same time, advancing the college in its vision and mission.



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NOTES

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