

ACADEMY

EEO Academy



Equal Opportunity Division

The State of Ohio is an Equal Opportunity Employer.



Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

TABLE OF CONTENTS

Mission and Vision Statement	5
Introduction/About the EEO Academy	5
Registration	5
Target Audience	5
Method of Instruction.....	5
EEO Education Tracks.....	5
Continuing and Legal Education Credit	6
Training Certifications	6
Training Evaluations.....	6
Acknowledgements	6
Special Acknowledgements	7
Welcome	9
Understanding Race Discrimination.....	13
Conflict Communication Styles	14
American Indians: By Whose Definition.....	15
Health Insurance Portability and Accountability Act (HIPAA)	16
Understanding Equal Opportunity from a Military Perspective	17
Gender Stereotyping	21
Sex Discrimination and Sexual Harassment.....	22
Title II of the Genetic Discrimination and Non-Discrimination Act (GINA) of 2008	23
Discrimination Based on Age	24
Employment Retaliation	25
Employment Practices and Disparate Impact	26
Managing EEO in an Academic Environment.....	29
It Wasn't That Long Ago.....	30
Ohio Civil Rights Commission Discrimination Complaint Process.....	31
ADA: Amended, Reinforced and Clarified.....	32
Understanding the Somalian Community	33
Our World in 2011: The Cultural Dimension of Effective Professional Service	37
Labor and EEO	38
The Audacity of Public Integrity.....	39
The Impact of Generations in the Workforce	40
Public Records 101	41
Dating in the Workplace	42
Discrimination and Religious Accommodations	45
The State of Latino Affairs in Ohio	46
Seniors in Employment	47
Best Practices to Meet Ohio's Minority Business Enterprise Goals	48
He Said, She Said: Gender-Based Communication	49
He Said, She Said: Gender-Based Communication (Panel discussion)	50
Leading Change	55
Classifying Race	56
The Structure of Opportunity and Race	57
Bullying vs. Harassment.....	58

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

MISSION

The mission of the EEO Academy is to enhance professionalism by providing leadership and continuing education to Equal Employment Opportunity (EEO) and human resources professionals in the area of EEO.

VISION

We envision that this type of training will lead to a professionally recognized EEO Certification as well as creating a professional networking environment within state government.

INTRODUCTION

Pursuant to 123:1-49-02 duties of the State Employees Equal Opportunity Coordinator: The Division shall provide leadership and guidance to departments and agencies in the conduct of equal employment opportunity programs for the employees of and applicants for employment with the agencies. The State Employees EEO Coordinator shall adopt regulations and issue procedures to implement the EEO regulations.

ABOUT THE EEO ACADEMY

The Ohio Department of Administrative Services' Equal Opportunity Division (EOD), Affirmative Action/Equal Employment Opportunity Unit launched a six-day training program to inform professionals in three areas of EEO: equal employment opportunity and laws, human resources and diversity, and equal employment opportunity compliance. Subject-matter experts will present the course material to ensure that professionals are keeping abreast of the causes and effects of discrimination, compliance with EEO laws, current issues, best practices, Affirmative Action and valuing diversity.

REGISTRATION

The EEO Academy matrix, curriculum and online registration are available on the EOD's website at www.das.ohio.gov/Eod/AEEEO. Please select the "EEO Academy" and Training.

TARGET AUDIENCE

EEO and human resources professionals and legal counsel assigned to collateral-duty EEO duties.

METHOD OF INSTRUCTION

Presenters will provide information via lectures, open discussions, questions and answers and small group discussions. Classes are 60 minutes each. Participants are responsible for signing the attendance roster for each class attended.

EEO EDUCATION TRACKS

- Equal Employment Opportunity and Law
- Equal Employment Opportunity Compliance and Human Resources Practices
- Equal Employment Opportunity Leadership and Management Strategies

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

CONTINUING LEGAL EDUCATION CREDIT (CLE) AND CONTINUING EDUCATION UNITS

The 2011 EEO Academy has requested 19 Continuing Legal Education (CLE) units through the Supreme Court of Ohio which are pending approval.

The 2011 EEO Academy has requested 35 Continuing Education Units (CEU) through The Ohio State University Office of Continuing Education and are pending approval.



The 2011 EEO Academy is approved for continuing education units towards recertification through the Human Resource (HR) Certification Institute.

TRAINING CERTIFICATIONS

Cumulative credit certificates are given to participants based on completed classroom hours. A General EEO Practitioner must complete a minimum of 22 classroom hours; a Senior EEO Practitioner must complete minimum of 50 classroom hours; an Executive EEO Practitioner must complete a minimum of 80 classroom hours; and an Expert EEO Practitioner must complete a minimum of 107 classroom hours.

TRAINING EVALUATIONS

Participants are encouraged to complete all training evaluations and submit them at the end of each training seminar. The information will be forwarded to presenters as well as used in the development of future academies.

ACKNOWLEDGEMENTS

Robert Blair, Director, Ohio Department of Administrative Services

Randall Howard, Assistant Director, Ohio Department of Administrative Services

Lynnette Woods-Stevens, Director for Minority Affairs, Office of Governor John R. Kasich

Felicia Godbolt, EEO Program Manager, Ohio Department of Administrative Services

Stacy Cornett, EEO Enforcement Officer, Ohio Department of Administrative Services

Donald Ross, EEO Enforcement Officer, Ohio Department of Administrative Services

Maceo Whitfield, EEO Enforcement Officer, Ohio Department of Administrative Services

Darryl Kershaw, AA/EEO Clerk, Ohio Department of Administrative Services

Diane Luff, Administrative Supervisor, Ohio Department of Administrative Services, Human Resources Division, Office of Training and Development

Kimberly Watson, EEO Manager, Ohio Department of Transportation

Bill Milbaugh, EEO Manager, Ohio Department of Transportation

Ohio State University, Office of Continuing Education

Supreme Court of Ohio

Human Resource (HR) Certification Institute

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

SPECIAL ACKNOWLEDGEMENTS

Ray Miller, Esq., President, Center for Urban Progress

Susan Nagel, Esq., Professor, Capital University College of Law, Chief Executive Officer, CPR, Inc.

Guy Jones, Co-Founder, Miami Valley Council for Native Americans

Socrates Tuch, Esq., General Counsel, Ohio Department of Health

Captain Warren W. Van Overbeke, Office of the Ohio Adjutant General

G. Michael Payton, Esq., Executive Director, Ohio Civil Rights Commission

Keith McNeil, Esq., Director of Operations Regional Counsel, Ohio Civil Rights Commission

Patrick Dull, Esq., Assistant Attorney General, Office of the Ohio Attorney General

Cynthia K. Stankiewicz, Interim Director, Cleveland Field Office, United States Equal Employment Opportunity Commission

Duffy W. Jamieson, Esq., Chief Assistant Attorney General, Civil Rights Section, Office of the Ohio Attorney General

Lee Ann Rabe, Esq., Assistant Attorney General, Employment Law Section, Office of the Ohio Attorney General

Donna L. Williams-Alexander, Esq., Senior Trial Attorney, United States Equal Employment Opportunity Commission

Darryl A. Peal, President, South Central Ohio Minority Supplier Development Council

Darlene Sweeney-Newbern, Toledo Regional Director, Ohio Civil Rights Commission

L. Scott Lissner, Americans with Disabilities Act Coordinator, The Ohio State University

Mussa Farah, Commissioner, Community Relations of Columbus, City of Columbus

Dr. Christopher Washington, Provost and Academic Vice President, Franklin University

Raymond Geis, Esq., Labor Relations Manager, Ohio Department of Administrative Services

Richard Whitehouse, Esq., Executive Director, State Medical Board of Ohio

Sandy Crocker Hosfeld, MA, Diversity Consultant, Facilitator and Trainer

Lisa Iannotta, Chief Legal Counsel and Ethics Officer, Ohio Department of Administrative Services

Cathy Perkins, Associate Counsel, Ohio Department of Administrative Services

Anne Thomson, Esq., Office Chief Division of Human Resources, Ohio Department of Mental Health

Stacia Marie Jones, Esq., Director and Legal Counsel, Abercrombie & Fitch

Lilleana Cavanaugh, MBA, Executive Director, Ohio Commission on Hispanic/Latino Affairs

Tiffany Dixon, Workforce Policy Program Administrator, Ohio Department of Aging

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Melinda Carter, Esq., Executive Director, Equal Business Opportunity Commission Office, City of Columbus

G. Stan Meloy, Ph.D., Executive Director, Ohio Employee Assistance Program

Toni Teague, Tapestry Presentations

Dorian Wingard, Assistant Director, Franklin County Department of Jobs and Family Services

Sandra Lopez, Vehicle Information Services, Ohio Department of Public Safety

Andrew Skal, Payroll Supervisor and EEO Officer, Ohio Department of Insurance

Sarah Johnson, Equal Opportunity Investigator, Ohio Department of Transportation

Joel Díaz, Interim Chief Development Officer, AIDS Resource Center Ohio

Dr. Paul Otte, Executive Director, Franklin University Leadership Center

Merelyn Bates-Mims, Ph.D., BatesMims Associates, Inc.

Stephen Menendian, Esq., Senior Legal Associate, Kirwan Institute for the Study of Race and Ethnicity, The Ohio State University

Scott Warrick, JD, MLHR, SPHR, Human Resources Consulting, Employment Law & Training Services

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Welcome from the Director of Administrative Services



Director

Dear EEO Academy participants:

Welcome to the 2011 EEO Academy! We are pleased that you have chosen to participate in this year's program. We hope you find the curriculum informative and beneficial in conducting your duties of ensuring fairness and equality in the workplace.

The Equal Opportunity Division (EOD) of the Ohio Department of Administrative Services sponsors this training as part of its role to monitor equal employment opportunity and employment goals to ensure that state employees and job applicants are afforded equal access and opportunities for employment and advancement throughout state government. This unit is dedicated to helping to prevent any form of discrimination in the workplace.

Every State of Ohio employee and job applicant has the right to equal employment opportunities. Through your leadership as human resources, legal and EEO professionals, you have a unique opportunity to protect and preserve this right.

By participating in this training, you are helping to ensure that this fundamental right continues to be safeguarded. We are proud that this training includes presenters with diverse areas of expertise to provide you with a broad spectrum of knowledge. We trust that you will find the knowledge shared to be useful and empowering.

Thank you for joining us and, most importantly, thank you for your dedication to equal employment rights in the State of Ohio.

Sincerely,

Robert Blair
Director, Ohio Department of Administrative Services

Welcome from the EEO Program Administrator

EEO Program Manager

I am pleased to welcome you to EOD's 2011 EEO Academy.

The collaborative effort includes EEO professionals throughout the state discussing challenging EEO issues and providing intelligent insight and strategic resolution strategies. In order to continue to maintain a competitive edge in the area of EEO, we've asked some of the most respected educators in the state to provide theoretical and practical instruction to participants.

I personally encourage all participants to learn as much as possible while taking advantage of this unique educational opportunity. EOD will continue to progressively move forward in the development of EEO education and training within the state of Ohio.

Thanks to all who have contributed to the 2011 EEO Academy.

Sincerely,

Felicia Godbolt
EEO Program Manager, Ohio Department of Administrative Services

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

COURSES

and

PRESENTERS

DAY 1

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Course: Understanding Race Discrimination

Date: Friday, October 7, 2011

Time: 9:40 a.m. – 10:40 a.m.



Ray Miller

Ray Miller was the 14th African American elected to the Ohio Senate in the state's 205-year history and served as the Minority Whip of the Senate. He was the chief sponsor of some of the most significant health care, human services and education legislation ever enacted in the State of Ohio. Such legislation includes the creation of the Ohio Department of Alcohol and Drug Addiction Services, the Community Mental Health Act of 1988 and the Ohio Commission on Minority Health, where he serves as founder and chairman. He is known as the "Father of Head Start Funding" in Ohio because of his sponsorship of legislation that established the nation's first state-level funding for the Head Start Program and the chief sponsor of legislation which created the Ohio African-American Hall of Fame.

In addition, Miller authored legislation which established the Institute for Urban Education at Central State University. He also established a 25% set aside for minority health programs from Ohio's 10 billion dollar Tobacco Settlement Agreement and successfully lobbied the Capitol Square Review and Advisory Board to establish a memorial in the State Capitol Building recognizing the accomplishments of George Washington Williams, who was elected in 1879 as Ohio's first African American legislator.

Miller is a member of the Historic Second Baptist Church and is a life member of the NAACP and the Alpha Phi Alpha Fraternity, Inc. He serves on the boards of the Governor's Office of Faith-Based and Community Initiatives and the Ohio Commission on African American Males. As president of the Center for Urban Progress he partnered with the African American and African Studies Community Extension Center of The Ohio State University to conduct The Ray Miller Institute for Change and Leadership. The Institute utilizes a multi-disciplinary approach for the teaching of essential leadership skills and attributes to African-Americans who aspire to be change agents within their local communities. A graduate of Columbus East High School, Miller holds a Bachelor of Arts in Political Science and a Master of Arts in Public Administration from The Ohio State University. He and his wife, Marty, have one son, Ray III.

Course Description:

This session will discuss trends in race discrimination, as well as best employment practices which will decrease agency liability from a historic and legal perspective.

Learning Objectives:

At the end of this presentation, attendees will be able to:

- Determine actions that could be viewed as discriminatory using scenarios and discuss strategies to address and resolve issues when received;
- Discuss race relations that can enhance any working environment which will ultimately limit agency liability and promote workplace unity.

Ray Miller, President
Center for Urban Progress
350 E. 1st Ave., Suite 120
Columbus, Ohio 43201
Office: 614.340.4891
Email: info@centerforurbanprogress.org
Service, Support, Solutions for Ohio Government

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Course: Conflict Communication Styles

Date: Friday, October 7, 2011

Time: 10:50 a.m. – 11:50 a.m.

Susan K. Nagel

Susan Nagel is the CEO of CPR Inc., a full-service conflict resolution firm whose clients include the U.S government, state and local governments, and numerous business entities, both foreign and domestic. She travels extensively in her position at CPR Inc. and has practiced her skills in Uzbekistan, Taiwan, China, Japan, Thailand, England, Poland, Italy, Croatia, Belize and many other countries. She provides mediation, pre-trial evaluation, arbitration, facilitation, executive coaching, negotiating techniques, training and many other dispute resolution tools to meet the needs of diverse clients.

Nagel is an adjunct professor at Capital University Law School and teaches in the dispute resolution area. She has a Juris Doctorate from the University of North Carolina at Chapel Hill and an LL.M. in Business and Tax from Capital University Law and Graduate Center here in Columbus.

She is a licensed attorney, mediator, Certified Public Manager and holds the designation of Senior Professional in Human Resources from the Society for Human Resource Managers. Nagel is a Certified Manager of Quality and Organizational Excellence from the American Society for Quality and also holds the designation of master facilitator.

Course Description:

This course will provide information about attendee's personal conflict styles and preferences along with practical explanations about how these biases can escalate conflicts that result in litigation in the workplace.

Learning objectives:

At the end of this presentation, attendees will be able to:

- Effectively identify participant's own attitudes and preference about conflict;
- Understand how these preferences and biases impact workplace conflict and others;
- Discuss how to minimize negative impact on others by understanding personal conflict biases and how they unfold;
- identify alternative dispute resolution tools and how to apply them appropriately under
 - Federal laws
 - State laws
- Gain awareness about unintentional discrimination based on these personal conflict biases and other issues.

Susan K. Nagel, Esq.
Chief Executive Officer
CPR Inc.
734 Marburn Dr.
Columbus, Ohio 43214
Office: 614.459.0416
Email: susann@columbus.rr.com

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Course: American Indians: By Whose Definition

Date: Friday, October 7, 2011

Time: 1:00 p.m. – 2:00 p.m.



Guy W. Jones

Guy W. Jones (Wakuwa la), a Hunkpapa Lakota, is a full blood member of the Standing Rock Sioux Tribe. Guy was born at Fort Yates, North Dakota and spent his early years in Wakpala, South Dakota. With his family he moved to McLaughlin, South Dakota where he graduated from McLaughlin Public High School. Guy is also a direct descendant of Pizi (Chief Gall). Pizi is known to have led the frontal charge against the 7th Calvary at Greasy Grass, also known as Little Big Horn.

Guy Co-Founded the Miami Valley Council for Native Americans in 1989. The organization, located in Dayton, Ohio was incorporated as a cultural and educational organization. He served for eleven years as Executive Director of the organization and remains a member of the Board of Trustees. As director of the organization, Guy developed several outreach programs that assisted families and individuals in crisis situations.

Course Description:

This session will provide an honest view on such topics as life on the reservation, the shattering affects of governmental policies, environmental issues, the challenges of drug and alcohol abuse, and the survival of his culture. The course addresses the impact of the introduction of race and living with the changes and understanding the effects on the culture, traditions, spirituality and language. He will look at the issue of self-identity and the search of one's place in America society and a view on the historical origins of America viewpoint to define the indigenous people.

Learning Objectives:

At the end of this presentation, attendees will be able to identify:

- Best employment practices for managing discrimination complaints that involve Native American issues;
 - Employment issues that are sensitive to persons of Native American culture.
-

Guy W. Jones
Co-Founder
Miami Valley Council of Native Americans
144 McClure St.
Dayton, Ohio 45403
Office: 513.722.5929
Email: LakotaStar630@aol.com

Service, Support, Solutions for Ohio Government

The State of Ohio is an equal opportunity employer. 15

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Course: Health Insurance Portability and Accountability Act (HIPAA)

Date: Friday, October 7, 2011

Time: 2:10 p.m. – 3:10 p.m.



Socrates Tuch

Socrates H. Tuch is a senior legal counsel in the Office of the General Counsel at the Ohio Department of Health. Tuch is also the Department's Privacy Officer as required by the federal Health Insurance Portability and Accountability Act of 1996 (HIPAA). A member of the Department's Institutional Review Board as well as the Data and Research Advisory Committee, he has significant experience with the laws relating to public health, emergency preparedness, the HIPAA Privacy Rule, public records, administrative law, contracts, immunity issues and ethics. Tuch also addresses matters related to health information exchange (HIE) as well as data privacy and security.

Formally an assistant Ohio attorney general in the Health and Human Services Section, he also served on the Attorney General's Chief Counsel Staff. Tuch is a former law clerk with Ohio Tenth District Court of Appeals and the Franklin County Court of Common Pleas; and taught appellate advocacy at The Ohio State University's Moritz College of Law. He has also served as an associate editor with the Public Health Law Association Reporter.

Prior to entering law school, he was an assistant editor with the Journal of Applied Communication Research and taught courses in public speaking and interpersonal communication at the California State University and the Los Angeles Harbor College. Tuch is a graduate of Capital University Law School and received a Master of Arts degree in Speech Communication, emphasizing intercultural communication and rhetoric, as well as a Bachelor of Arts in Political Science, emphasizing public law and Latin American politics, from the California State University.

Course Description:

This session will clarify the federal law and explain how the HIPAA Privacy Rule provides federal protections for personal health information held by covered entities and gives patients an array of rights with respect to that information. The presenter will discuss how the Security Rule specifies a series of administrative, physical, and technical safeguards for covered entities to use to assure the confidentiality, integrity, and availability of electronic protected health information.

Learning Objectives:

At the end of this presentation, attendees will be able to:

- Understand the law and how it was initiated;
- Learn what entity to file with and how to report a violation;
- Understand the enforcement authority of the Office of the Attorney General.

Socrates H. Tuch, Esq.
Senior Counsel
Ohio Department of Health
246 N. High St.
Columbus, Ohio 43215
Office: 614.466.4882

Email: socrates.tuch@odh.ohio.gov

Service, Support, Solutions for Ohio Government

The State of Ohio is an equal opportunity employer. 16

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Course: Understanding Equal Opportunity from a Military Perspective

Date: Friday, October, 7, 2011

Time: 3:20 p.m. – 4:20 p.m.



Capt. Warren W. Van Overbeke

Captain Warren W. Van Overbeke is the state equal employment manager for the Ohio National Guard. He is responsible to the Ohio Adjutant General, providing guidance and advice to the Adjutant General and senior commanders on all laws, policies, directives, regulations and executive orders relating to equal employment opportunity, equal opportunity and diversity. He aids in Ohio National Guard operations and establishing policy by reviewing programs for compliance with applicable equal employment opportunity and equal opportunity law to ensure mission readiness of over 16,000 Army and Air personnel that serve our communities, state and nation for both homeland defense and federal missions.

Capt. Van Overbeke began his military career as an enlisted strategic aircraft maintenance specialist in the 28th Organizational Maintenance Squadron, Ellsworth AFB, in 1987. He transferred to the 133rd Airlift Wing, Minnesota Air National Guard in 1989 where he held positions as a tactical aircraft maintenance specialist, scheduler and controller. In 2004, he left Minnesota for the 121st Air Refueling Wing, Ohio Air National Guard. There he worked in different capacities as an aircraft maintenance scheduler, controller, debriefer and formal aircraft maintenance training instructor. Capt. Van Overbeke earned his commission in 2007 through the Academy of Military Science, Air National Guard commissioning program, returning to the 121st Air Refueling Wing as a manpower-personnel officer and the chief of equal opportunity. In 2010, he was promoted to state equal employment manager at Beightler Armory, Ohio National Guard Joint Force Headquarters.

Course Description:

The session will clarify the difference between military and civilian equal opportunity and the challenges those in the Military EO field face when a complainant is presented to them. The course will look at the five protected classes; race, color, religion, national origin and gender and how we handle complaints of discrimination based upon those classes.

Learning Objectives:

At the end of this presentation, attendees will be able to:

- Identify why the military, in certain cases, is allowed to discriminate based upon age, disability and gender;
- Understand through 6th Circuit Court Case Law, how the military processes the complaints of "civilian" employees under military guidelines.

Captain Warren W. Van Overbeke
State Equal Employment Manager
The Adjutant General's Department
Ohio National Guard
2825 W. Dublin-Granville Rd.
Columbus, Ohio 43235
Office: 614.336.4224
Email: warren.w.vanoverbeke@us.army.mil

Service, Support, Solutions for Ohio Government

The State of Ohio is an equal opportunity employer. 17

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

COURSES

and

PRESENTERS

DAY 2

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Course: Gender Stereotyping
Date: Friday, October 21, 2011
Time: 8:30 a.m. – 9:30 a.m.



G. Michael Payton

G. Michael Payton has been executive director of the Ohio Civil Rights Commission (OCRC) since July 2001. Payton oversees and directs 150 statewide employees in the agency's Central Office and six regional offices in Akron, Cincinnati, Cleveland, Columbus, Dayton and Toledo. OCRC is a state agency that investigates and enforces Ohio Civil Rights Act prohibitions against discrimination in employment, public accommodations and housing, and other areas while providing comprehensive education and outreach to organizations throughout Ohio.

Payton previously served as chief legal counsel and director of regional operations for the Commission from 1997 to 2000. He has also served as an assistant attorney general for the state of Ohio for 11 years from 1984 to 1995. During his tenure as an assistant attorney general, he served as counsel to the OCRC and conducted administrative prosecutions



Keith McNeil

With more than 27 years with the Commission, McNeil has served OCRC as Regional Counsel and Director of Operations since October 2001. In this role, he is a member of the Executive Team and is responsible for overseeing the Commission's investigative teams and processes in each of the six regional offices located in Akron, Cincinnati, Dayton, Cleveland, Toledo and Columbus. He also serves as in-house counsel by providing expert legal advice in each case of alleged discrimination filed.

McNeil also serves as a leader of several internal committees and task force groups aimed at continual process improvement and progress measurement. He co-authored the OCRC Investigative Technique Manual and authored the OCRC Investigator Training Program. McNeil currently serves on the Board of Directors for ADA Ohio.

Course Description:

This course will provide an understanding of perceptions of a person's gender and how those pre-conceived ideas can and have impacted the work environment. Gender stereotypes present a conventionally simplified and standardized conception or image concerning the typical social roles of male and female, both domestically and socially. To simplify this definition, gender stereotypes are beliefs held about characteristics, traits and activity-domains that are "deemed" appropriate for men and women. Current law and pending legislation will be explored.

Learning Objectives:

At the end of this presentation, attendees will be able to identify:

- What ways of thinking are associated with the stereotyping;
- What other possible ways of thinking there might be which are not shown in this example of stereotyping.

G. Michael Payton, Esq.
Executive Director
Ohio Civil Rights Commission
30 E. Broad St., 4th Floor
Columbus, Ohio 43215
Office: 614.466.2785
Email: paytonm@ocrc.state.oh.us
Service, Support, Solutions for Ohio Government

Keith McNeil, Esq.
Regional Counsel and Director of Operations
Ohio Civil Rights Commission
30 E. Broad St., 4th Floor
Columbus, Ohio 43215
Office: 614.466.6103
Email: mcneilk@ocrc.state.oh.us
The State of Ohio is an equal opportunity employer. 21

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Course: Sex Discrimination and Sexual Harassment

Date: Friday, October 21, 2011

Time: 9:40 a.m. – 10:40 a.m.

Patrick M. Dull

Patrick M. Dull is an assistant attorney general for the Ohio Attorney General's Office (OAG). For as long as he can remember, he has wanted to conduct trainings on unlawful discrimination. However, prior to working for the OAG, he didn't really have the knowledge, resources or the forum to do it properly. He finally got his opportunity when he was hired by the Civil Rights Section in 1995.

Right away, Dull wanted to start training others. However, because he did not know much of anything on his first day of work, his supervisor told him that his training skills were "not particularly useful to anyone." So he bided his time, read lots of books and worked very hard. The comment on his annual evaluation stating that he "sulked" is inaccurate and exaggerated. Okay, he sulked. But he really wanted to train.

Then one day, when his supervisor was unable to conduct training due to illness, and there was no one else available, someone thought of asking him to fill in. Dull leapt at the chance, and his very first training was a resounding success. In fact, more than one attendee rated his PowerPoint graphics as "meeting my needs." Eventually, his supervisor realized that she could get a lot of work done while he was doing the trainings. Immediately, Dull became an official trainer for the Civil Rights Section.

Course Description:

The session will explore how sex discrimination involves treating someone (an applicant or employee) unfavorably because of that person's sex (gender). Sex discrimination also can involve treating someone less favorably because of his or her connection with an organization or group that is generally associated with people of a certain sex. The course will also address how it is unlawful to harass a person because of that person's sex. Harassment can include "sexual harassment" or unwelcome sexual advances, requests for sexual favors and other verbal or physical harassment of a sexual nature. Harassment does not have to be of a sexual nature; however, it can include offensive remarks about a person's sex.

Learning Objectives:

At the end of this presentation, attendees will be able to identify:

- The favorable and unfavorable treatment of an applicant or employees based on their gender;
- What constitutes sexual harassment.

Patrick M. Dull, Esq.
Assistant Attorney General
Ohio Attorney General's Office, Civil Rights Section
30 E. Broad St., 15th Floor
Columbus, Ohio 43215
Office: 614.466.7900
Email: patrick.dull@ohioattorneygeneral.gov

Service, Support, Solutions for Ohio Government

The State of Ohio is an equal opportunity employer. 22

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Course: Title II of the Genetic Information and Nondiscrimination Act (GINA) of 2008

Date: Friday, October 21, 2011

Time: 10:50 a.m. – 11:50 a.m.

Cynthia K. Stankiewicz

Cynthia K. Stankiewicz is the Enforcement Manager of the Cleveland Field Office of the U. S. Equal Employment Opportunity Commission (EEOC). She has held numerous positions with the EEOC since becoming employed there in 1979. From 1999 to 2006, she served as the program analyst in the State of Ohio, the outreach/technical assistance manager, small business liaison, and public affairs contact person.

Prior to 1999 Stankiewicz was an EEOC senior systemic investigator who investigated complex class, pattern and practice cases, including glass ceiling cases. She served two terms as the chairperson of the Federal Women's Program Council of the Cleveland Federal Executive Board (FEB), and is a graduate of the Cleveland Community Leadership Institute of the Cleveland FEB. She was the chairperson of the FEB Limited English Proficiency (LEP) Partnership Group, and the National EEOC FEPA (Fair Employment Practices Agencies) training project manager in 2005. Stankiewicz has published articles in publications including an article on psychiatric disabilities and *ADA in the Ability* magazine. Prior to joining the EEOC, she was a compliance officer for the U.S. Department of Labor, Wage Hour Division. Stankiewicz has a bachelor's degree in business administration from Cleveland State University.

Course Description:

This session will clarify Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA), which prohibits genetic information discrimination in employment took effect on November 21, 2009. Attendees will hear how GINA prohibits the use of genetic information in making employment decisions, restricts employers and other entities covered by Title II (employment agencies, labor organizations and joint labor-management training and apprenticeship programs, referred to as "covered entities") from requesting, requiring or purchasing genetic information and strictly limits the disclosure of genetic information.

Learning Objectives:

At the end of this presentation, attendees will be able to

- Recognize discrimination because of genetic information
- Understand the rules against acquiring genetic information
- Understand the confidentiality of genetic information

Cynthia K. Stankiewicz
Enforcement Manager
Cleveland Field Office
United States Equal Employment Opportunity Commission
1240 E. Ninth St., Suite 3001
Cleveland, Ohio 44113
Office: 216.522.7679
Email: cynthia.stankiewicz@eeoc.gov
Service, Support, Solutions for Ohio Government

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Course: Discrimination Based on Age
Date: Friday, October 21, 2011
Time: 1:00 p.m. – 2:00 p.m.

Duffy W. Jamieson

Duffy Jamieson has worked for the Ohio Attorney General's Office for 21 years. He is the Assistant Chief in the Civil Rights Section, where he is responsible for litigating cases of discrimination in employment, housing and public accommodations. He has worked on several high-profile discrimination cases, and has argued before the Ohio Supreme Court. In addition to his case load and management responsibilities, Jamieson is in charge of a deposition skills training practicum and several other training programs.

Jamieson graduated in 1986 from The Ohio State University with a Bachelor of Arts in Criminology and with a minor in English. In 1989, he graduated with honors from the University Of Toledo College Of Law. He is admitted to the practice of law in Ohio; in the United States District Court, Southern and Northern District of Ohio; and the Sixth Circuit Court of Appeals.

Course Description:

This course will focus on state and federal laws that offer protection to individuals from employment discrimination due to their age. The course will cover the legal doctrines developed to eliminate age discrimination in the workplace, review recent court decisions impacting this area of law and offer suggestions on best employment practices to manage and prevent claims of age discrimination.

Learning Objectives:

At the end of this presentation, attendees will be able to:

- Understand the legal definition of age discrimination;
- Discuss what actions constitute age discrimination;
- Learn strategies to avoid claims of age discrimination.

Duffy W. Jamieson
Assistant Chief Civil Rights Section
Office of the Ohio Attorney General
30 E. Broad St., 15th Floor
Columbus, Ohio 43215
Office: 614.466.7900
Email: djamieson@agstate.oh.us
Service, Support, Solutions for Ohio Government

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Course: Employment Retaliation
Date: Friday, October 21, 2011
Time: 2:10 p.m. – 3:10 p.m.

Lee Ann Rabe

Lee Ann Rabe serves as an assistant attorney general for the State of Ohio, in the Employment Law Section. A triple-graduate of The Ohio State University, she earned her law degree from the Moritz College of Law in 2003, a Master of Arts in Journalism in 1996 and a Bachelor of Arts in English in 1993.

Rabe's background before joining the Attorney General's Office includes clerking for a federal judge in Chicago; engaging in private practice with one of the oldest law firms in Chicago, focusing on employment and labor issues; and defending the City of Chicago in employment-related matters. She is a member of the Ohio State and Columbus Bar Associations and is a graduate of the 2011 OSBA Leadership Academy.

Course Description:

This course will raise awareness about a significant and yet hard-to-recognize liability threat and claims for workplace retaliation. In addition to explaining how the law defines illegal retaliation, the course will allow managers to identify situations when employees are protected from discipline, firing or other negative employment consequences. It also gives managers strategies and skills to avoid illegal personnel decisions and to reduce the risk of retaliation claims.

Learning Objectives:

At the end of the session attendees will be able to:

- Discuss elements of a retaliation action;
- Discuss lesser-known ways an employer can unknowingly commit illegal retaliation;
- Discuss preventative measures to ensure managers do not engage in retaliatory treatment when a complaint is filed

Lee Ann Rabe, Assistant Attorney General
Employment Law Section
Office of the Ohio Attorney General
30 E. Broad St., 14th Floor
Columbus, Ohio 43215
Office: 614.644.7257
Email: LeeAnn.Rabe@OhioAttorneyGeneral.gov
Service, Support, Solutions for Ohio Government

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Course: Employment Practices and Disparate Impact

Date: Friday, October 21, 2011

Time: 3:20 p.m. – 4:20 p.m.

Donna L. Williams-Alexander

Donna Williams-Alexander has served the U.S. Equal Employment Opportunity Commission (EEOC) for over 18 years as a trial attorney and currently as an administrative judge. During her years as a trial attorney, Williams-Alexander successfully litigated numerous employment discrimination lawsuits and assisted investigators in investigating cases resulting in settlements totaling millions of dollars.

Currently, she works as an Administrative Judge for the Agency presiding over the hearings of federal sector cases of employment discrimination. She is a sought after speaker and has given presentations and training sessions around the country concerning topics related to federal EEO Law.

At home, Williams-Alexander spends time with her husband and children in the Cleveland, Ohio area. She also serves on the boards of various organizations including the Cleveland Employment Inns of Court, the Nature Center at Shaker Lakes, the Sussex Community Association and past board membership on the Legal Aid Society Board of Cleveland.

Course Description:

The session will examine the majority of charges filed during EEOC's early years of operation involved claims of race discrimination against black workers and applicants in hiring and promotion, in selection and testing practices and by the maintenance of segregated seniority lines by employers. In reviewing these charges, the Commission declared that discrimination did not merely take place through intentional acts of overt discrimination against individuals the generally accepted "disparate treatment" definition of discrimination. Rather, the Commission held that discrimination also occurred when neutral policies or practices had a disproportionate, adverse impact on any protected class, usually minorities or women.

Learning Objectives:

At the end of this presentation, attendees will be able to:

- Understand various theories of employment discrimination, the legal context and applicable defenses thereto.

Donna L. Williams-Alexander, Administrative Judge
Cleveland Field Office
U.S. Equal Employment Opportunity Commission
1240 E. Ninth St., Suite 3001
Cleveland, Ohio 43604
Office: 216.522.7454
Email: donna.williams-alexander@eoc.gov

Service, Support, Solutions for Ohio Government

The State of Ohio is an equal opportunity employer. 26

COURSES

and

PRESENTERS

DAY 3

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Course: Managing EEO in an Academic Environment

Date: Friday, November 4, 2011

Time: 8:30 a.m. – 9:30 a.m.



Darryl A. Peal

Darryl A. Peal is president and CEO of the South Central Ohio Minority Supplier Development Council. Previously, he served as the deputy director of the Ohio Department of Administrative Services' Equal Opportunity Division and state EEO Coordinator. A seasoned member of the academic community, he served as dean of students and member of the president's cabinet at Central State University; director of minority affairs at Ohio Wesleyan University; Assistant Dean of Students at Otterbein College and director of residence life and counseling services at Wilberforce University.

Peal has also served as assistant vice president of diversity initiatives for the United Way.

His awards include Business First's Forty Under 40, the Columbus Junior Chamber of Commerce 10 Outstanding Young Citizens and the Ohio Department of Corrections Richland Correctional Facility RiCI/NAACP Martin Luther King, Jr. Drum Major Award. He also served on the National Board of Alpha Phi Alpha Fraternity, Inc., as the Midwestern regional vice president.

Peal received a Bachelor of Arts from Ohio Wesleyan University and a Master of Social Sciences from Ohio University. He is married to Dr. Regina Randall Peal and the father of Randall James Peal.

Course Description:

This course will show how to create and sustain a climate that fosters respect among students, faculty, staff and administrators for the full range of human diversity, educational backgrounds, ideas, and perspectives. It will examine exemplary programs of research within the context of its visually-oriented learning environment and with respect to its unique services population, and in compliance with all federal, state, and local laws pertaining to personnel matters, including equal employment opportunity.

Learning Objectives:

At the end of this presentation, attendees will be able to:

- Discourage behaviors and attitudes that disrespect the diversity of individuals and group for any reason including religion, race, ethnicity, gender, age, sexual orientation, disability, hearing status or language and communication preference;
- Examine barrier-free environments from racial and ethnic discrimination, and provides students who have disabilities the assistance they need to participate fully in campus programs and activities;
- Learn to implement a vision of core values that serve as guiding principles for the way members of an academic environment teach, study, work and live.

Darryl A. Peal, President
South Central Ohio Minority Supplier Development Council
100 E. Broad St., 24th Floor
Columbus, Ohio 43215
Office: 614.225.6959
Email: dpeal@scomsdc.org

Service, Support, Solutions for Ohio Government

The State of Ohio is an equal opportunity employer. 29

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Course: It Wasn't That Long Ago
Date: Friday, November 4, 2011
Time: 9:40 a.m. – 10:40 a.m.



Darlene Sweeney-Newbern

Darlene Sweeney-Newbern is the Toledo regional director of the Ohio Civil Rights Commission (OCRC). In her capacity as Northern Regional housing director, She oversees housing discrimination in Cleveland, Toledo and Akron, Ohio. The OCRC is the chief law enforcement agency in the state of Ohio that enforces Ohio Revised Code 4112, which prohibits discrimination in employment, housing, public accommodation and higher education. With over 20 years experience in investigating, supervising and managing fair housing and employment charges, she has traveled extensively throughout the United States teaching and training state and federal law enforcement agencies, judges, attorneys, fair housing advocacy groups, realtors, employers, NAACP, and members of the general public on fair housing and employment laws.

Nationally recognized as a leader in the fair housing, diversity and civil rights arenas, Sweeney-Newbern is also a faculty member (instructor) for the National Fair Housing Training Academy located in Washington, D. C. In this capacity, she teaches students throughout the United States on fair housing and lending laws. She has developed training materials concerning housing and lending discrimination for OCRC, National Fair Housing Training Academy and the Toledo Branch of the NAACP.

Newbern sits on numerous boards and committees including Northern Ohio Development Agency (NODA) as an underwriter, as Civil Rights and Housing Chair for the Toledo Chapter of the NAACP, Covenant Youth Development Board, Advisory Board for Human Development and Family Studies (HDFS) at Bowling Green State University and with the State of the State Conference.

Course Description:

This course will lead attendees into a working understanding of the history of affirmative action and civil rights law and prepare them to adopt acceptable practices based upon legal principles for the formulation and application of diversity and EEO programs in state government agencies.

Learning Objectives:

At the end of this presentation attendees will be able to:

- Develop a working understanding of the historical, contextual, and conceptual foundations of affirmative action and civil rights law;
- Develop a working understanding of acceptable affirmative action practices in contemporary organizations;
- Develop a working understanding of the basics of civil rights legislation.

Darlene Sweeney-Newbern, Toledo Regional Director
Ohio Civil Rights Commission
One Government Center, Room 936
Toledo, Ohio 43604
Office: 419.236.6531
Email: newbernd@ocrc.state.oh.us
Service, Support, Solutions for Ohio Government

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Course: Ohio Civil Rights Commission Discrimination Complaint Process

Date: Friday, November 4, 2011

Time: 10:50 a.m. – 11:50 a.m.



Darlene Sweeney-Newbern

Darlene Sweeney-Newbern is the Toledo regional director of the Ohio Civil Rights Commission (OCRC). In her capacity as Northern Regional housing director, She oversees housing discrimination in Cleveland, Toledo and Akron, Ohio. The OCRC is the chief law enforcement agency in the state of Ohio that enforces Ohio Revised Code 4112, which prohibits discrimination in employment, housing, public accommodation and higher education. With over 20 years experience in investigating, supervising and managing fair housing and employment charges, she has traveled extensively throughout the United States teaching and training state and federal law enforcement agencies, judges, attorneys, fair housing advocacy groups, realtors, employers, NAACP, and members of the general public on fair housing and employment laws.

Nationally recognized as a leader in the fair housing, diversity and civil rights arenas, Sweeney-Newbern is also a faculty member (instructor) for the National Fair Housing Training Academy located in Washington, D. C. In this capacity, she teaches students throughout the United States on fair housing and lending laws. She has developed training materials concerning housing and lending discrimination for OCRC, National Fair Housing Training Academy and the Toledo Branch of the NAACP.

Newbern sits on numerous boards and committees including Northern Ohio Development Agency (NODA) as an underwriter, as Civil Rights and Housing Chair for the Toledo Chapter of the NAACP, Covenant Youth Development Board, Advisory Board for Human Development and Family Studies (HDFS) at Bowling Green State University and with the State of the State Conference.

Course Description:

This course will outline the process and primary function of the OCRC, which enforces state laws against discrimination. OCRC receives and investigates charges of discrimination in employment, public accommodations, housing, credit and higher education on the bases of race, color, religion, sex, national origin, disability, age, ancestry or familial status.

Learning Objectives:

At the end of this presentation, attendees will be able to understand:

- A “New” Approach to Charge Investigation and Resolution;
- The Ohio Civil Rights Commission’s redesigned investigative process;
- Team approach to case investigations;
- On-line charges;
- The revised intake procedure;
- Preparing a position statement;
- Seeking reconsideration of an initial determination.

Darlene Sweeney-Newbern, Toledo Regional Director
Ohio Civil Rights Commission
One Government Center, Room 936
Toledo, Ohio 43604
Office: 419.236.6531
Email: newbernd@ocrc.state.oh.us

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Course: ADA-Amended, Reinforced and Clarified (Parts I & II)

Date: Friday, November 4, 2011

Time: 1:00 p.m. – 2:00 p.m. and 2:10 p.m. – 3:10 p.m.



L. Scott Lissner

L. Scott Lissner has served as the ADA coordinator for The Ohio State University since January of 2000. Housed in the Office of Diversity and Inclusion within Provost's Office, Lissner is an associate of the John Glenn School of Public Policy and serves as a lecturer for the Moritz College of Law, the Knowlton School of Architecture and Disability Studies. His teaching and public service informs his work as the university's disability compliance officer; energizes his role in creating seamless access to all of the university's programs, services, employment opportunities and facilities; and guides his efforts as a catalyst for disability related initiatives. Engaged in community and professional service, Lissner is president elect of the Association on Higher Education And Disability and serves on the Board of Directors for ADA-OHIO and the Editorial Board for Thompson's 504 Compliance Manual. Lissner has been appointed to the Columbus Advisory Committee on Disability Issues, Ohio's HAVA committee and the Ohio Governor's Council for People with Disabilities. Lissner publishes, presents and consults frequently on disability issues. Recent publications include "The Impact of the ADA, as amended in 2008, on Higher Education" with Thompsons Publications; "Universal Design in the Institutional Setting: Weaving a Philosophy into Campus Planning" in *Universal Design: From Accessibility to Zoning* (J. Cowley-Evans & J. Nasser (Eds.) and "From Legal Principle to Informed Practice" with J. E. Jarow.

Lissner has a Bachelor of Arts in psychology and economics from Rutgers University; a Master's degree in counseling from Hunter College of the City University of New York; conducted doctoral level study and research in cognitive psychology with a focus on learning and memory at Adelphi University; and is currently ABD in the University of Virginia's Educational Policy Studies program writing a dissertation on disability policy.

Course Description:

This session will review what it means to be in compliance with State and Federal mandates requiring access for individuals with disabilities by providing seamless access to the full range of programs, employment opportunity, facilities and services and being a catalyst for disability-related initiatives. It will provide training and technical assistance on Americans with Disabilities Act and other disability-related laws.

Learning Objectives:

At the end of this presentation, attendees will be able to:

- Provide an overview of the development of the American with Disabilities Act from its roots in the Rehabilitation Act of 1973 through the ADA Amendments Act of 2009;
- Highlight significant changes in the regulations for Title I, II and III of the ADA: Definition of Disability; Service Animals; Effective Communication; Technology Access & Facilities Access;
- Identify the key protections from disability discrimination under the ADA and Section 504 of the Rehabilitation Act of 1973: nondiscrimination on the basis of disability, program access, facilities access and reasonable accommodation;
- Provide Principals of Universal Design in the Institutional Setting.

L. Scott Lissner, Americans with Disabilities Act Coordinator
The Ohio State University
2054 Drake Center
1849 Cannon Dr.
Columbus, Ohio 43210
Office: 614.292.6207
Email: Lissner.2@osu.edu

Service, Support, Solutions for Ohio Government

The State of Ohio is an equal opportunity employer. 32

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Course: Understanding the Somalia Community

Date: Friday, November 4, 2011

Time: 3:20 p.m. – 4:20 p.m.



Mussa Farah

Mussa Farah is the Co-founder and President of the Horn of Africa. He established social services organizations to assist the Somali and East African refugees in the Central Ohio area in addition to mediating public policy between Somali refugee agencies.

Commissioner Farah has worked as a bi-lingual instructor for the Columbus Public Schools, and as a group facilitator and mediator. He received the Jefferson Award in 2005 for commitment towards making central Ohio more caring community. In 2006,

Farah was a Jefferson Award Finalist for commitment towards making central Ohio more caring.

Course Description:

This session will inform attendees of the new American initiative which was created to give all immigrants and refugees living in Columbus access to city services and programs to help improve their lives. This initiative gives equal opportunity to all refugees and immigrants and allows them to become responsible, productive residents of Columbus.

Learning Objectives:

At the end of this presentation, attendees will be able to:

- Address the needs of the growing immigrant and refugee populations in a culturally sensitive manner more specifically;
 - How to work together to empower new Americans' self-sufficiency and transition Central Ohio into a world community;
 - Review employment trends and important data that foster greater appreciation for diverse cultures.
-

Mussa Farah, Commissioner
Community Relations Commission of Columbus
1111 E. Broad St.
Columbus, Ohio 43205
Office: 614.975.8967
Email: nabell@columbus.gov

Service, Support, Solutions for Ohio Government

The State of Ohio is an equal opportunity employer. 33

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

COURSES

and

PRESENTERS

DAY 4

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Course: Our World in 2011: The Cultural Dimension of Effective Professional Service

Date: Friday, November 18, 2011

Time: 8:30 a.m. – 9:30 a.m.



Dr. Christopher Washington

Dr. Christopher Washington serves as the Provost and Senior Vice President for Academic Affairs for Franklin University, a private, nonprofit institution of higher education investing solely in student success. Under his leadership, the faculty have continually adapted its curricula offerings and added new programs to meet the needs of current and future students, as well as those of their current and potential employers. In the higher education community, he serves as a Consultant Evaluator for the Higher Learning Commission and on various committees for the Ohio Board of Regents. He was selected as a recipient for Business First's 40 Under 40, Ohio Magazine's Outstanding Educator Award and the Robert L. Bailey Outstanding Teaching Award from Franklin University.

Dr. Washington is actively and strategically involved with the international community. He facilitates relationships with partnering universities in Poland, Slovakia, Ukraine, Macedonia, St. Lucia, and China. He is a member of the European Association of International Educators, the International Assembly of Collegiate Business Educators and serves on the Board of the International Visitors Council, an organization that works to build partnerships between American citizens and citizens of other countries, to promote democratic ideals, encourage economic development and promote cultural understanding.

Actively involved in community service, Dr. Washington presently serves as a Board member of the Godman Guild; he is past chair of the board of the Columbus Urban League and a former Board member of Lifeline of Ohio. He is a Chicago native, who holds a Bachelor of Arts degree and a Master of Science from Western Illinois University, and a Ph.D. in Human Resource Development from The Ohio State University.

Course Description:

This course will demonstrate how it is impossible for anyone to master the cultural facts for the scores of cultures that are served by public and civil servants in the United States. However, knowing the generalizations that hold true for most cultures around the world can be usefully applied in cross cultural situations to aid professionals in providing more effective human services to others. The presenter will share information on these generalizations; share lessons learned from administering learning programs in Eastern and Central Europe, China and the Caribbean over the last two years. Additional discussion will focus on approaches to recognizing the influence of one's own culture on ones thinking and behavior.

Learning Objectives:

At the end of this presentation, attendees will be able to:

- Identify the cultural generalizations that hold true for most cultures around the world;
- Consider how cultural information can be usefully applied in cross cultural professional situations;
- Employ a framework for interpreting differences in cultural values that affect intercultural communication;
- Consider effective ways of communicating with and serving others who do not share the same cultural assumptions.

Dr. Christopher Washington
Provost and Senior Vice President for Academic Affairs
Franklin University
201 S. Grant Ave.
Columbus, Ohio 43215
Office: 614.947.6129
Email: washingc@franklin.edu

Service, Support, Solutions for Ohio Government

The State of Ohio is an equal opportunity employer. 37

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Course: Labor and EEO

Date: Friday, November 18, 2011

Time: 9:40 a.m. – 10:40 a.m.



Raymond Geis

Raymond Geis is the Labor Relations Manager for the Department of Administrative Services (DAS). His duties include overseeing the discipline process for DAS bargaining unit and exempt employees. Geis is an attorney with a background in labor relations. Prior to attending law school at the University of Akron, he taught Social Studies where he was the president of his local union consisting of teachers, custodians and educational support personnel. Geis is a proponent of alternative dispute resolution mediation in the labor relations and EEO setting. He serves as a workplace mediator for the State of Ohio, and has represented state agencies in EEOC and OCRC mediations.

Course Description:

This course will provide ways in which EEO and Labor can work together to resolve common challenges. Participants will gain the knowledge about how to resolve workplace issues that involve both EEO and Labor while respecting specific departmental functions.

Learning Objectives:

At the end of this presentation, attendees will be able to:

- Identify best employment practices for managing discrimination complaints that involve both EEO issues and labor violations;
 - Discuss ways in which both EEO and Labor can work jointly and benefit both the agency and the employee.
-

Raymond Geis, Esq.
Labor Relations Manager
Department of Administrative Services
Office of Employee Services
30 E. Broad St., 40th Floor
Columbus, Ohio 43215
Office: 614.466.0704
Email: Raymond.geis@das.state.oh.us
Service, Support, Solutions for Ohio Government

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Course: The Audacity of Public Integrity

Date: Friday, November 18, 2011

Time: 10:50 a.m. – 11:50 a.m.



Richard A. Whitehouse

Richard Whitehouse is executive director of the State Medical Board. In that capacity, he works to protect the public through regulation of the practice of medicine. Beyond licensure and discipline, he works on issues that affect the cost, quality and availability of healthcare in Ohio.

Whitehouse educates medical students across the state about problematic behaviors that result in discipline. His innovative program highlighting ethics and professionalism has received national and international attention. The pilot program earned him a faculty appointment as assistant professor of Legal Affairs at Ohio University College of Osteopathic Medicine.

Whitehouse has also lectured at the John Glenn School of Public Affairs on both administrative law and ethical decision-making in modern government. During his professional career, he has served on numerous boards and committees in the public and private sectors at both the state and national level.

However, Whitehouse's passion for public service goes beyond mere policymaking or classroom theory. As deputy chief elections counsel for the Secretary of State and later as chief legal counsel for the Inspector General, he gained practical experience in matters involving the management and operation of government. And, as an assistant county prosecutor, he led the investigation and prosecution of many high profile cases involving complex financial crimes and political corruption including the largest embezzlement case in Ohio history.

Whitehouse received a Bachelor of Arts in Economics from Youngstown State University and a Juris Doctor from the University of Akron.

Course Description:

This course will teach how Public Integrity adds value to any organization. When public integrity is shared by all members of an organization it is an extraordinarily important tool for making judgments, assessing probable outcomes of contemplated actions. This session will explore functional areas such as budget, personnel, quality and productivity found in public administration and affairs. It will also examine Public Integrity in various levels of government (i.e., local, state, national, international), any of its branches (i.e., legislative, judicial, executive), nongovernment actors that affect public policy (the press, interest groups, as well as non-profit organizations) and public-private sector relationships.

Learning Objectives:

At the end of this presentation, attendees will be able to:

- Understand public integrity in government;
- Recognize management's commitment and accountability in a public organization;
- Cope with the challenges of public integrity.

Richard A. Whitehouse
Executive Director
Medical Board of Ohio
30 E. Broad St., 3rd Floor
Columbus, Ohio 43215
Office: 614.466.3934
Email: Richard.whitehouse@med.state.oh.us
Service, Support, Solutions for Ohio Government

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Course: The Impact of Generations in the Workplace
Date: Friday, November 18, 2011
Time: 1:00 p.m. – 2:00 p.m.



Sandy Crocker Hosfeld

Sandy Crocker Hosfeld is a diversity specialist and workgroup consultant based in Cleveland, Ohio. She is an international speaker, workshop leader, facilitator, and presenter. She has worked with corporate clients, educational institutions and non-profit agencies of all sizes. She has 26 years of experience in the office and workspace solution industry and 14 years of teaching experience.

Crocker facilitates workplace issue courses such as Emotional Intelligence, Resolving Conflict, Leading with Purpose, Guiding Customer Conversations, Cultural Differences in the Workplace and Effective Communication for clients in the Northeast Ohio area.

She speaks and facilitates with clarity, experience and humor, while engaging her audiences and participants to expand their knowledge of themselves and those who lives and work around them. She facilitated workplace issue courses such as Emotional Intelligence, Managing Conflict, Professionalism and Office Etiquette, Leading with Purpose, HOT Management, and effective communication for clients in the Northeast Ohio area.

Crocker holds a Master of Arts in Psychology, Diversity Management Specialization, from Cleveland State University and Bachelor of Science in Education from Kent State University. She is also DDI and DISC certified.

Course Description:

This session will demonstrate how for the first time in modern history there are four generations working side by side. This interactive course looks at our similarities and our differences as they relate to generations in the workplace. Participants will learn about each generation as it formed based on events, places, people, and technology that impacted their lives, and through increased awareness of these dimensions better understand how these differences hinder or help individual relationships.

Learning Objectives:

At the end of this presentation, attendees will be able to:

- Generational context is not about age, but common experiences;
- Different is neither right or wrong, just different;
- Age-ism is the death of any coaching strategy;
- Generational understanding does not take the place of concern for the individual.

Sandy Crocker Hosfeld
Diversity Specialist and Workgroup Consultant
Medina, Ohio 44256
Office: 216.214.5614
Email: sandy.crocker@sbcglobal.net

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Course: Public Records 101
Date: Friday, November 18, 2011
Time: 2:10 p.m. – 3:10 p.m.

Lisa Iannotta

Lisa Iannotta has worked for the Department of Administrative Services, Office of Legal Services since January 2011 where she is currently the chief legal counsel. Iannotta previously served as the Director of Administrative Services for Delaware County, Ohio from 2007-2010. From 2003-2006, she served as the chief of the Public Protection Division and the chief counsel for the Ohio Attorney General's Office and prior to that Iannotta served in the State Auditor's Office for more than 15 years rendering legal advice to both the audit staff as well as giving advice to state and local governments. She was a frequent speaker on Ohio's Public Records Law. Both in her current position and in her position in Delaware County she was/is the Public Records Coordinator.

Catherine Perkins

Catherine Cola Perkins has worked for the Department of Administrative Services, Office of Legal Services since January 2011 where she is currently an associate legal counsel. Perkins previously served as chief legal counsel for the Ohio Department of Transportation from 2007 to 2011 and as an assistant legal counsel from 1998 to 2007. She also served as an Assistant Attorney General for the State of Ohio from 1984 to 1998. Throughout her service to the State, Perkins has actively participated in development of public records policies and procedures.

Course Description:

This course will provide a basic understanding of public records laws and practices as they apply to the typical Human Resource and Equal Opportunity professional in state or public service. Common perceptions of what is or is not a public record and when a document becomes a public record will be addressed. Review of practices and pitfalls will be discussed as well as common sense tips on responses and best practices in the area of public records. Current law and pending legislation will be explored.

Learning Objectives:

At the end of this presentation, attendees will be able to identify:

- What is a public record;
- When a record becomes a public record;
- What to do when a public records request is received;
- What possible legal implications there might be to denying a public records request.

Lisa Iannotta, Esq.
Chief Legal Counsel and Ethics Officer
Ohio Department of Administrative Services
30 E. Broad St., 40th Floor
Columbus, Ohio 43215
Office: 614.644.1773
Email: lisa.iannotta@das.state.oh.us
Service, Support, Solutions for Ohio Government

Catherine Perkins, Esq.
Associate Counsel
Ohio Department of Administrative Services
30 E. Broad St., 40th Floor
Columbus, Ohio 43215
Office: 614.644.1773
Email: cathy.perkins@das.state.oh.us

The State of Ohio is an equal opportunity employer. 41

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Course: Dating in the Workplace
Date: Friday, November 18, 2011
Time: 3:20 p.m. – 4:20 p.m.



Anne Thomson

Anne Thomson is currently the office chief and labor relations manager for the Division of Human Resources of the Ohio Department of Mental Health (DMH), where she is responsible for labor and employment issues for central office and for the department hospitals around the state of Ohio. Prior to her tenure with the DMH, she served as the chief deputy liquidator for the Office of the Ohio Insurance Liquidator. Anne was also the Assistant Director of General Services for the Ohio Department of Insurance. In this position, she oversaw the Fiscal, Human Resources and Facilities Management Divisions of the Department.

Previous to her position with the Department of Insurance, Thomson was the assistant section chief of the Employment Law Section of the Ohio Attorney General's Office, where she represented state agencies in employment litigation before the State Personnel Board of Review, Ohio Civil Rights Commission, State Employment Relations Board and state and federal courts.

Thomson also served as an assistant Franklin County prosecutor, practicing in the labor and employment areas. In addition, she served as staff attorney to Judge Alan C. Travis at the Court of Common Pleas of Franklin County.

Anne received her Bachelor of Arts from the Kent State University and her law degree from The Ohio State University College of Law, where she was a member of the National Moot Court and ABA National Trial Competition Teams.

Course Description:

The session will examine the issues involved with looking for love in all the wrong places and dating in the workplace.

Learning Objectives:

At the end of this presentation, attendees will be able to identify:

- The pitfalls of workplace dating
- Factors to take into account when implementing workplace dating policy
- Legal and liability factors
- Address best practices and methodologies

Anne Thomson, Esq.
Office Chief, Division of Human Resources Ohio
Department of Mental Health
30 E. Broad St., 11th Floor
Columbus, Ohio 43215
Office: 614.466.9908
Email: thomsona@mh.state.oh.us
Service, Support, Solutions for Ohio Government

COURSES

and

PRESENTERS

DAY 5

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Course: Discrimination and Religious Accommodations

Date: Friday, December 2, 2011

Time: 8:30 a.m. – 9:30 a.m.



Stacia Marie Jones

Stacia Marie Jones is director and legal counsel for Abercrombie & Fitch. She is an experienced labor and employment litigator, advisor and manager. She worked eight years with Vorys, Sater, Seymour and Pease, LLP, as outside counsel to a number of large companies in a variety of industries, including food, retail, manufacturing, health and social services. She has extensive experience defending employers on race, sex, age, religious, and disability discrimination claims, as well as claims involving sexual harassment, Family Medical Leave Act, Fair Labor Standards Act and wrongful discharge. She represented employers before federal, state and local administrative agencies, as well as federal and state courts throughout the country. She also regularly advised employers on a wide variety of labor and employment matters, including the development of personnel policies and practices, employee handbooks, employee discipline and termination, internal complaints and investigations, and compliance with employment-related statutes and regulations.

She currently works as in-house counsel and continues to advise, train and partner to create and implement policy on employment and other matters, including health and safety, public accessibility, consumer protection and loss prevention. She manages employment-related legal matters in the United States, Canada, Puerto Rico and the United Kingdom, including litigation, training, and policy creation and implementation. She manages employment and other litigation, and litigates administrative matters. She also leads legal employment training throughout the Company.

She earned an undergraduate degree, magna cum laude, from The Ohio State University and a law degree, with honors, from OSU. She is a member of Rhema Christian Center, where her husband of 13 years, Curtis Jones, is a Men's Youth Director.

Course Description:

The course will involve a discussion of what constitutes discrimination based on religion and reasonable accommodation in accordance with Title VII of the Civil Rights Act of 1964, as amended in 1991. The course will cover the legal doctrines developed to eliminate discrimination in the workplace.

Learning Objectives:

At the end of this presentation, attendees will be able to:

- Students will determine what is and is not an undue hardship regarding religious accommodations and claims of discrimination
- Students will be able to identify discriminatory hiring practices, policy and procedures

Stacia Marie Jones
Director and Legal Counsel
Abercrombie & Fitch
6301 Fitch Path
New Albany, Ohio 43054
Office: 614.765.4428
Email: stacia_jones@abercrombie.com
Service, Support, Solutions for Ohio Government

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Course: The State of Latino Affairs in Ohio

Date: Friday, December 2, 2011

Time: 9:40 a.m. – 10:40 a.m.



Lilleana Cavanaugh

In this role, Lilleana Cavanaugh, as the executive director for the Ohio Commission on Hispanic/Latino Affairs, is responsible for connecting Latinos and Latino-serving organizations across the state. She also maintains a hub of information for and about Hispanic Ohioans. Part of her work includes gathering and disseminating information about issues concerning Spanish speaking people, stimulating public awareness about contributions of Hispanic Ohioans and establishing relationships with state, local governments, non profits, private business and industries.

Cavanaugh, a native of Costa Rica, has a passion for cultural issues and promoting the understanding and appreciation of cultures around the world. Mrs. Cavanaugh has lived in Latin America, Africa, South East Asia, Europe and the United States, and has worked for the public, non-profit and private sectors. This first-hand experience living and working in different countries has provided her with deep insights to cross-cultural issues which she has applied in various consulting roles through the years. Lilly is married to Dr. John Cavanaugh and has three grown children (Raquel, Natalia, Wesley Jr.) and recently became grandmother to Sofia. Cavanaugh has an associate's degree in Business from Sinclair Community College, a bachelor's degree in Management from the University of Phoenix, and a master's degree in Business Administration from Capella University.

Course Description:

The course will focus on how state government is advised and address initiatives that impact people of Hispanic/Latin descent. This advice is provided to the governor, general assembly, state departments and agencies by the Office of Ohio Latino Affairs. Office staff assists in the development and implementation of comprehensive and coordinated policies, programs and procedures focusing on the special problems and needs of Spanish-speaking people, especially in the fields of education, employment, energy, health, housing, welfare and recreation.

Learning Objectives:

At the end of this presentation, attendees will be able to:

- Recognize how Ohio government is kept abreast of matters that impact the Latin community;
- Understand ways of bringing new initiatives to their agencies/businesses that reflect and promote greater cultural awareness.

Lilleana Cavanaugh, MBA
Executive Director
Ohio Commission on Hispanic/Latino Affairs
77 S. High St., 18th Floor
Columbus, Ohio 43215
Office: 614.644.8370
Email: Lilleana.Cavanaugh@ochla.state.oh.us
Service, Support, Solutions for Ohio Government

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Course: Seniors in Employment
Date: Friday, December 2, 2011
Time: 10:50 a.m. – 11:50 a.m.

Tiffany Dixon

Tiffany Dixon is a workforce policy and program administrator at the Ohio Department of Aging (ODA) where she advises the ODA director on current and proposed state, local and federal policy issues related to workforce development (i.e., senior employment, health and human service workforce, and senior civic engagement initiatives). She also administers Ohio's Senior Community Service Employment Program and leads Ohio's Civic Engagement and Direct Service Workforce Initiatives.

The Department of Aging is a cabinet level agency that provides leadership for the delivery of services and supports that improve and promote quality of life and personal choice for older Ohioans, adults with disabilities, their families and caregivers.

Course Description:

This course will explain how an organization can plan for knowledge, skill retention and transfer by looking at the age demography of its workforce. The course will describe the common age-based issues within organizations and identify the unique contributions older workers can bring to the workforce and describe recent state and local programs and initiatives aimed at preparing for an aging workforce.

Learning Objectives:

At the end of this presentation, attendees will be able to:

- Understand the age demographic trends in Ohio;
- Discuss ageism and multigenerational workforce issues;
- Learn strategies to maximize the value provided by older workers.

Tiffany Dixon
Workforce Policy and Program Administrator
Ohio Department of Aging
50 W. Broad St., 9th Floor
Columbus, Ohio 43215-3363
Office: 614.728.2042
Email: tdixon@age.state.oh.us
Service, Support, Solutions for Ohio Government

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Course: Best Practices to Meet Ohio's Minority Business Enterprise Goals

Date: Friday, December 2, 2011

Time: 1:00 p.m. – 2:00 p.m.



Melinda Carter

Melinda Carter, a local attorney, business advocate and public servant, was named as a member of Columbus Mayor Michael B. Coleman's cabinet as the executive director of the Equal Business Opportunity Commission Office (EBOCO) in July 2011. She had previously served in the role for more than 12 years before being named as Deputy Director for the state's Equal Opportunity Division (EOD) and state EEO coordinator in late January of 2009. In this role, she had oversight responsibility for four units in her division: EEO/Affirmative Action, MBE/EDGE, Construction Compliance and Minority Affairs.

As a Department of Administrative Services Deputy Director & State EEO Coordinator, Melinda was tasked with ensuring that equity, fairness and diversity in employment and procurement opportunities in state government were realized for all citizens and employees of the state of Ohio.

Melinda also served as executive director of a small local non-profit organization in Columbus and was an associate with the law firm of Beatty and Roseboro. While at Beatty and Roseboro, she was involved in the compilation of the Beatty Predicate Study, which analyzed the City of Columbus' utilization of Minority and Female Business Enterprises. She also served as Special Counsel for the Ohio Attorney General.

A frequent speaker and presenter, she is passionate about the growth and development of minority owned businesses and the protection and enforcement of civil rights. An avid reader and writer, Carter has published articles on race relations in local and national publications. She earned a Bachelor of Arts in English Literature from Ohio University and a Juris Doctor from Capital University Law Center.

Course Description:

This course will explore regional and national trends in the area of supplier diversity. It will also share legally accepted industry best practices that are used by successful supplier inclusion programs.

Learning Objective:

At the end of the presentation, attendees will be able to:

- Effectively articulate the impact of a diverse supplier pool;
- Provide a historical overview of the minority business programs in the State of Ohio.

Melinda Carter
Executive Director
Equal Business Opportunity Commission Office
109 N. Front St., 4th Floor
Columbus, Ohio 43215
Office: 614.645.4764
Email: mcarter@columbus.gov

Service, Support, Solutions for Ohio Government

The State of Ohio is an equal opportunity employer. 48

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Course: He Said, She Said: Gender-Based Communication (Part I)

Date: Friday, December 2, 2011

Time: 2:10 p.m. – 3:10 p.m.

G. Stan Meloy, Ph.D.

Dr. Stan Meloy is the executive director of the Ohio Employee Assistance Program (EAP) and has been a marriage and family therapist for nearly 20 years. Before moving to Ohio, he was the executive director of the North Carolina Fatherhood Initiative, Clinical Supervisor for Family Services, Inc., and then director of employee assistance programs for Family Service of the Piedmont.

Meloy practices brief, solution-focused therapy and has developed a series of seminars around topics like: dealing with disagreeable people, increasing job satisfaction, communicating with humor, the benefits of stress, etc. He's also experienced mediating employee grievances and providing crisis intervention in the workplace.

Course Description:

This course demonstrates how you cannot, not communicate. In fact, only 10% of communications is verbal, 50% is body language, and 40% is tone. Often it's less important what you say than how you say it.

Learning Objective:

At the end of the presentation, attendees will be able to:

- Recognize similarities and differences between men and women in terms of how they resolve problems;
 - Better appreciate how they interact with one another;
 - See how they perceive the world;
 - Understand what they need and expect from one another.
-

G. Stan Meloy, Ph.D.
Executive Director
Ohio Employee Assistance Program
246 N. High St.
P.O. Box 118
Columbus, Ohio 43216-0118
Office: 614.644.8545
Email: Stan.Meloy@odh.ohio.gov
Service, Support, Solutions for Ohio Government

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Course: He Said, She Said: Gender-Based Communication (Panel)

Date: Friday, December 2, 2011

Time: 3:20 p.m. – 4:20 p.m.



Toni Teague

Toni Teague served in the Office of Ohio Treasurer Kevin L. Boyce as the manager for Community Education and Engagement. She is the former Executive Director for Leadership Ohio, an educational organization dedicated to the future of Ohio. She is the youngest person and first African American to serve as executive director among the 33 statewide leadership programs of its kind in the country. In response to the Work Opportunity and Reconciliation Reform Act, Teague developed and facilitated a two-week course on Job readiness. Based on performance, the U.S. Department of Labor increased funding for the program from \$2.75 million to \$3.25 million.



Dorian L. Wingard

Dorian L. Wingard currently serves as assistant director for the Franklin County Department of Jobs and Family Services. In this role, he is responsible for providing direct supervision of all executives responsible for the management of Workforce Development. Additionally, he works closely with the Agency's executive director in the development of all policies relative to the administration and planning for the use of resources in TANF, Food Assistance, Medicaid, Refugee Targeted and Refugee Social Services, Title XX and Workforce Service funding. Wingard serves as a liaison with and oversees the coordination and collaboration of other social services organization's programs, working on various community boards, tasks forces, etc.



Sandra López

Sandra López was born, raised and educated in the Dominican Republic, where she received a degree in Marketing. She has been a resident of Ohio since 1996 and has worked in the International Sales field for several local companies including the headquarters of Mettler Toledo, Inc. and Elmer's Products. She currently works for the Ohio Department of Public Safety as an Administrative Assistant in the Director's Office assisting with special projects and administration of the office as the Director and his staff work to carry out the Department's mission to save lives, reduce injuries and economic loss, and administer the motor vehicle laws in Ohio. Outside of the Department, Lopez has been a volunteer for organizations in Central Ohio with a special focus on Latino and Women's issues.



Andrew Skal

Andrew Skal has worked for the state of Ohio for seven years in three agencies. Currently, he works for the Department of Insurance as the EEO Officer and payroll supervisor among other Human Resource duties. He has 20 years experience in EEO and human resources.

Skal has a Human Resource degree from The Ohio State University and a Business Management degree from Central Ohio Technical College.

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy



Sarah Johnson

Sarah Johnson currently works as an Equal Opportunity Investigator for the Ohio Department of Transportation (ODOT) specializing in Title VI compliance review. She holds both a Bachelor of Business Administration and a MBA from Mount Vernon Nazarene University. Prior to coming to ODOT, Johnson worked at the Ohio Department of Youth Services for seven years where she was a juvenile corrections officer and OCSEA union steward.



Joel Díaz

Joel Díaz serves as the interim chief development officer for AIDS Resource Center Ohio, the largest statewide AIDS service organization leading the fight against HIV/AIDS through awareness, advocacy and care. He served as a former board member and chair-elect for the Board of Directors of the Columbus AIDS Task Force, is also a former board member of the Hispanic Chamber of Columbus and served as co-chair for Art for Life 2010 and the 2009 Human Rights Campaign Columbus Gala Dinner. He is a former member of Mayor Coleman's Young Professionals Commission and holds a BSBA from The Ohio State University's Max M. Fisher College of Business. He is a graduate of the Leadership Columbus Class of 2009 and United Way of Central Ohio's Pride Leadership Cycle 1 program. In 2008, Díaz was designated one of *Columbus Alive's* People to Watch and named by Americans for the Arts as an Emerging Arts Leader of Color from the Great Lakes Region, in 2011, he was named a Distinguished Hispanic Ohioan by the Ohio Latino Affairs Commission. Díaz has a passion for social justice and is committed to the fight for human equality.

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

COURSES

and

PRESENTERS

DAY 6

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Course: Leading Change
Date: Friday, December 16, 2011
Time: 8:30 a.m. – 9:30 a.m.



Dr. Paul Otte

Dr. Paul Otte began serving Franklin University as President, in 1986. The largest independent institution of higher learning in central Ohio, Franklin serves nearly 10,000 students annually.

Otte now serves as executive director of Franklin's Leadership Center and president emeritus. The Leadership Center was created in 2004 to serve as a resource for leadership development in business, government, non-profit organizations, and educational institutions.

Prior to joining Franklin, Otte was vice president for business at Macomb Community College in Warren, Michigan. He has taught at Wayne State University, University of Detroit, Macomb Community College and Franklin University. He once worked as a CPA, but now considers himself "a recovering accountant."

When Otte was seventeen he enlisted in the Marine Corps. He served for four years, achieved the rank of Corporal, and realizes now how much the experience changed him and has provided the foundation for his leadership beliefs and actions.

In addition to his duties at Franklin, he currently serves as a board member of State Auto Mutual Insurance Company, Cooper State Bank and Oakstone Academy. He is also an advisory board member for R.C. Olmstead, and has served on several community and educational boards. Otte holds a bachelor's degree and MBA from Wayne State University, a doctorate in educational leadership from Western Michigan University and an honorary associate degree from Macomb Community College.

Course Description:

This course will provide information about leading change in organizations, and how leaders can initiate and foster change, reduce resistance and gain buy-in.

Learning Objectives:

At the end of this presentation, attendees will be able to:

- Develop strategies for effective change in organizations;
- Understand commitment to innovation and continuous improvement in organizational performance;
- Develop a purpose for "*Firing Up Your Passion for Leadership.*"

Dr. Paul Otte
Executive Director
Franklin University Leadership Center
201 S. Grant Ave.
Columbus, Ohio 43215-5399
Office: 614.947.6888
Email: leader@franklin.edu
Service, Support, Solutions for Ohio Government

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Course: Classifying Race

Date: Friday, December 16, 2011

Time: 9:40 a.m. – 10:40 a.m.



Merelyn B. Bates-Mims

Merelyn Bates-Mims is a retired state EEO coordinator and deputy director, for the Ohio Department of Administrative Services (DAS). She was a special assistant to the director, managing a disparate impact theory 4/5ths utilization study for proving/disproving discrimination in state contracting. She is a consultant mediator for the U. S. Equal Employment Opportunity Commission (EEOC), Columbus and Cincinnati regions.

Mims has a certificate in mediation from the National Judicial College at Reno, Nevada, and a Ph.D. in linguistics from the University of Cincinnati. A Fulbright scholar studying in four West Africa countries, she is also an adjunct professor at Xavier University, Cincinnati; and trustee emeritus at Wilmington College (Ohio).

Mims is consultant and editor for the Language of Race series, Christ Church Cathedral, Cincinnati; and chair of the Institute on Justice and Reconciliation Cincinnati focusing on race history, theory and practice.

Course Description:

This course will examine how the contemporary debate over racial classification has been dominated by fringe voices in American society. Cries from the right say history should be abrogated and public policy made color-blind, while interests on the left insist that American customs, language, institutions and practices are racially tinged and that only aggressive, color-conscious programs can reverse the course of American history. What new perspectives and probative instruments can be used to redefine the questions and ascertain more enlightened responses?

Learning Objectives:

At the end of this presentation, attendees will be able to:

- Understand the psychological and societal roots of racial classification;
- Introduce the advent of modern science into racial classification conversation;
- Launch DNA studies into racial classification argumentation and methodology;
- (Re)define "What are color-conscious programs?"

Merelyn Bates-Mims, Ph.D.
BatesMims Associates, Inc.
1617 E. McMillan St.
Cincinnati, Ohio 45206
Office: 513.861.4943
Email: mbatesmims@msn.com
Service, Support, Solutions for Ohio Government

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Course: The Structure of Opportunity and Race

Date: Friday, December 16, 2011

Time: 10:50 a.m. – 11:50 a.m.



Stephen Menendian

Stephen Menendian is the senior legal associate at the Kirwan Institute for the Study of Race and Ethnicity at The Ohio State University. Menendian directs and supervises the Institute's legal advocacy, analysis and research, and manages many of the Institute's most important projects. His principal areas of advocacy and scholarship include education, civil rights and human rights, Constitutional law, the racialization of opportunity structures, talking about race, systems thinking and implicit bias.

He co-manages the Institute's Integration Initiative to promote diversity, reduce racial isolation, improve funding equity, and close the achievement gap in our nation's public schools. He works closely with school districts and other educational entities to develop successful integrative measures and implement practices that produce educational excellence for all students. He also works with educators to better manage and facilitate productive classroom conversations on race that enhance cultural fluency and improve inter-group relations. Menendian co-authored the United States Supreme Court "[Amicus Brief for the Caucus for Structural Equity](#)" in the *Seattle/Louisville* K-12 integration cases to persuade the Court to sustain voluntary integration plans in the Seattle and Louisville school districts.

A licensed attorney, he is a member of the Ohio State Bar Association, Columbus Bar Association and the American Bar Association. He also serves on the board of directors for Americans for American Values. He earned his Juris Doctorate from The Ohio State University Moritz College of Law, and a Bachelor of Arts in Economics from Ohio University, where he graduated summa cum laude.

Course Description:

This course will cover the principal areas of civil and human rights, Constitutional law, racialization of opportunity structures, race, systems thinking and implicit bias. It will better the understanding of initiatives to promote diversity, develop successful integrative measures and implement practices that produce an educated and effective organization.

Learning Objectives:

At the end of this presentation, attendees will be able to:

- Enhance culture fluency and improve inter-group relations;
- Conduct policy research and legal analysis;
- Reduce racial isolation.

Stephen Menendian, Esq.
Senior Legal Associate
Kirwan Institute for the Study of Race and Ethnicity
The Ohio State University
Columbus, Ohio
Phone: 614.247.6346
Email: menendian.2@osu.edu

Service, Support, Solutions for Ohio Government

The State of Ohio is an equal opportunity employer. 57

Ohio Department of Administrative Services' Equal Opportunity Division
2011 EEO Academy

Course: Bullying vs. Harassment (Parts I & II)
Date: Friday, December 16, 2011
Time: 1:00 p.m. – 2:00 p.m. and 2:10 p.m. – 3:10 p.m.



Scott Warrick

Scott Warrick received his master's in Labor and Human Resources from The Ohio State University and his law from Capital University College of Law, where he graduated summa cum laude and was class valedictorian (1st out of 233). He also holds his lifetime Senior Professional in Human Resources (SPHR) accreditation from the Society of Human Resource Management. Warrick was awarded the 2000 HRACO Linda Kerns Award for Outstanding Innovation in the Field of Human Resource Management. He was also the 1991 winner of the Ohio State Council's

David Prize for "Outstanding Creativity in Human Resource Management."

Warrick is currently President of his own human resource consulting, employment law and training firm based in Columbus, Ohio. His organization specializes in assisting human resource professionals and companies with all their proactive employee relations, compliance and training needs. He has over two decades of experience as a human resource professional or employment/labor attorney.

He travels throughout the country speaking on various employment and labor law, human resource management and diversity issues. Since 1997, Warrick has been a featured speaker at the Ohio Human Resource Conference conducting his ever-popular "*What The Heck Happened? An Employment Law Update*" session.

Warrick is a favorite speaker at various national conferences. He received the highest ratings of any speaker at SHRM's National Diversity Conference where he presented his "Intolerance of Intolerance" Diversity Awareness session. Warrick has also written numerous articles on the proper supervision of employees, sexual harassment, wage and hour issues and various other legal and human resource management topics.

Course Description:

These sessions will address the difference between "bullying" and "harassment" in the workplace. Students will learn why the chronic distress from bullying is the #1 health risk factor ... even more than smoking. The neurological impact and susceptibility to serious mental disorders will be explained, including why approximately 75% of all of Ohio's public sector employees retire with serious mental disorders. Methods of protection from the devastating effects of workplace bullying will be presented.

Also the impact of "bullying" directly on an organization's ability to attain its strategic goals will be explained. Both case law and statistical data will be presented to respond to the questions raised.

Learning Objectives:

At the end of this presentation, attendees will be able to:

- Understand the difference between "bullying" and "harassment";
- Recognize why bullying can be so devastating to your organization;
- Determine ways to use this information immediately.

Scott Warrick, JD, MLHR, SPHR
Scott Warrick Consulting, Training & Employment Law Services
1147 Matterhorn Dr.
Reynoldsburg, Ohio 43068
Office: 614.367.0842
Email: scott@scottwarrick.com

Service, Support, Solutions for Ohio Government

The State of Ohio is an equal opportunity employer. 58

EEO Academy



Equal Opportunity Division

The State of Ohio is an Equal Opportunity Employer.

