



Who Should Attend

- Organization Leader
- Mentors
- Recruiters
- Human Resources Managers
- Diversity Practitioners
- Placement Professionals
- Workforce Policy Makers
- Career Services Professionals

Program Goals

To create a unique, collaborative training opportunity for employers, educating and empowering them to more effectively recruit diverse, college level talent to meet their current and future diversity hiring goals.

To assemble employers, college representatives, diverse students and other diversity stakeholders in a unique learning environment leveraging our best efforts to achieve greater and more sustainable diversity recruiting and retention results.

To expand our efforts by creating opportunities for diverse students which strengthen campus and community collaborations by addressing our shared interest in making the workplace more inclusive of diverse talent.



Dear Colleague,
In response to the continuing requests from employers, who seek new insights and strategies to meet their diversity recruiting goals, the Career Development Center will provide a training symposium on how to identify and hire talented and diverse students and to explore best practices in recruiting on college campuses.

To enhance your symposium experience you will have the opportunity to network with our ADVANCE student organization. ADVANCE is a unique “student of color” professional development, student organization at the University of Cincinnati. ADVANCE aids students in making the transition from college to career by developing and enhancing skills in the areas of: professional development, leadership, networking, business etiquette and understanding corporate culture.

Our symposium also includes a panel of Corporate Leaders and Diversity Champions! We have attracted leaders from some of the prominent organizations that fully support and have implemented strategies for recruiting and retaining a diverse and productive workforce. These leaders will share Diversity Initiatives — Challenges and Opportunities.

Warmest regards,

Dr. Katrina Jordan

Director, Career Development Center
University of Cincinnati

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Diversity Recruitment Training Symposium
University of Cincinnati
PO Box 210104
Cincinnati, OH 45221-0104

*How to Identify and Hire
Diverse College Level Students*

September 24, 2013

Kingsgate Marriott Conference Center, Cincinnati



TOYOTA



Reuben Shaffer
VP and Chief Diversity Officer, Kroger Co.



Bluezette Marshall, PhD
Interim Chief Diversity Officer, UC



Adrienne Trimble
General Mgr Diversity & Inclusion, Toyota



Valarie Boykins
Director of Employment, TriHealth



Cynthia Brown
Director of Human Resources, Macy's



Shawn Harter
Senior VP, Director of Talent Acquisition, 5/3 Bank

*The only program
of its kind!*

*Connecting Employers to
Diverse College Level Talent!*

*Top Level Diversity Officers
Share Best Practices!*

How to Identify and Hire Diverse College Level Students

This is the only symposium of its kind that gives you the opportunity to connect one-on-one with diverse, hard to reach college educated students!

ADVANCE
“Students of Color”
“The Best and the Brightest”

September 24, 2013

12 p.m.–8 p.m.

Kingsgate Marriott Conference Center
151 Goodman Drive
Cincinnati, OH 45219
(located on UC's East Campus,
diagonal from West Campus)

*One-on-One Student/Employer
Networking Session!*

*Corporate Leaders and Diversity
Champions Panel Discussion!*

Sponsored by
Career Development Center
and **Student Affairs and Services**

UNIVERSITY OF
Cincinnati

uc.edu/eventservices/calendar

11:00 a.m. **Registration**

12:00 p.m. **Networking Luncheon**

1:00 p.m. **Opening Address: Diversity – So what? Leveraging Difference is Different than Managing Diversity**



Dr. Martin Davidson, Professor of Business Administration at University of Virginia, Darden School of Business, Charlottesville, Virginia. Author: *The End of Diversity as We Know It: Why Diversity Efforts Fail and How Leveraging Differences Can Succeed*. Dr. Davidson teaches, conducts research, and consults with global leaders on how they can use diversity strategically to generate superior business performance. Dr. Davidson's main research and teaching focus takes a unique approach to the broad topic of diversity. Rather than only addressing the traditional diversity challenges of race and gender, Davidson also incites interest, thought, and action into the complex workplace challenges that require leveraging a variety of differences to fully manage talent in the workplace: *The End of Diversity as We Know It: Why Diversity Efforts Fail and How Leveraging Difference Can Succeed*, teaches us that everyone is diverse. He presents his unique approach to diversity, which tears down our preconceptions of what that means to organizations, and presents it as something to embrace — creating strategies around it that can result in significant outcomes.

2:00 p.m. **Break**

2:15 p.m. **Keynote: Inclusion is a Verb: Moving Beyond Diversity to Create Inclusive Workplaces**



Patti Digh, has designed diversity initiatives and training for nonprofit and corporate clients around the world over the past 20 years. Co-founder of The Circle Project, a consulting and training firm focused on helping individuals and organizations become more inclusive. Author: *Global Literacies: Lessons on Business Leadership and National Cultures* and *The Global Diversity Desk Reference*. Formerly the Vice President of International and Diversity Programs for the Society for Human Resource Management (SHRM), she is also a co-founder of The Global Diversity Roundtable, a consortium of senior practitioners from multinational corporations that provides a confidential forum for the exchange of leading edge practices, strategies, and

methodologies in global diversity. It is one thing to acknowledge that diversity adds value to the business. It's another thing altogether to make it a reality. The business case has been made; workforce diversity will help your organization reach new markets and develop greater intellectual capital. Fortune magazine's "50 Best Companies for Asians, Blacks and Hispanics" continue to outperform the S&P 500. But to leverage diversity, you must first have it — at all levels.

3:30 p.m. **Break**

4:00 p.m. **Employer Panel Discussion — Best Practices: Diversity Challenges and Opportunities**

Panelists:



Reuben Shaffer,
Vice President and Chief Diversity Officer, Kroger Company



Dr. Bluezette Marshall,
Interim Chief Diversity Officer, University of Cincinnati



Valarie Boykins,
Director of Employment, TriHealth



Cynthia Brown,
Director of Human Resources, Macy's



Shawn Harter,
Senior Vice President, Director of Talent Acquisition, 5/3 Bank



Adrienne Trimble,
General Manager Diversity & Inclusion, Toyota

5:30 p.m. **Closing Remarks – Employer Networking Reception**

6:15 p.m. **ADVANCE Presents: The Art of Networking Student-Employer Networking Reception**

For program information contact:

Robert Gray, Program Director at 513-556-0305 or
Dr. Velta Kelly-Foster, Program Administrator at 513-556-9184



ADVANCE Presents: The Art of Networking Student-Employer Networking Reception

6:15–8:00 p.m.

After the Diversity Recruitment Training Symposium ends you will have the opportunity to attend the ADVANCE networking program and student-employer networking reception! For More Information on the ADVANCE student organization visit uc.edu/career/students/diversity/advance_program.html



Registration Information

Single Registration (until Sept 17)	\$295 per person
Group Registration (until Sept 17)	\$275 per person* (3 or more from same org)
	*Registrations MUST be sent together to receive group discount
Registration (after Sept 17)	\$350 per person
UC Registration	\$250 per person
UC Group Registration	\$200 per person (3 or more)

Conference registration deadline September 17, Don't wait... Limited Space! Register today!
Registration fee includes program, luncheon, breaks, and reception

Registration Form

How to Identify and Hire Diverse College Level Students
September 24, 2013

Please complete and submit a separate registration form for each registrant. Group registration of 3 or more MUST be submitted together for the group discount rate.

Register online at uc.edu/eventservices/calendar

Name _____
Title _____
Organization _____
Mailing Address _____
City _____ State _____ Zip _____
Daytime Phone _____ Fax Number _____
Email _____

Special Dietary needs _____
Special accommodations (visual, hearing, physical) _____
If you require a special accommodation please notify us at least two weeks in advance of conference.

- _____ Single Registration – \$295 per person
- _____ Group Registration (3 or more from same org) – \$275 per person
- _____ After Sept 17 – \$350 per person
- _____ UC Registration – \$250 per person
- _____ UC Group Registration (3 or more) – \$200 per person

Total amount enclosed \$ _____
Method of payment Check Purchase Order # _____

Make check payable to University of Cincinnati
Mail check and form to Conference & Event Services
University of Cincinnati
PO Box 210031
Cincinnati, OH 45221-0031

To pay by credit card (VISA, MasterCard, American Express, Discover) please register online at uc.edu/eventservices/calendar (Credit card information cannot be accepted by fax or phone.)

Questions? E-mail event.services@uc.edu or call 513-558-1810

Cancellations Substitutions are permitted. \$50 processing fee for cancellations until Sept 17. No refunds will be issued after Sept 17.

Confirmations A confirmation letter will be emailed to each participant confirming registration and a receipt of payment.