

University of Cincinnati Diversity Recruitment Training Symposium

DIVERSITY RECRUITMENT TRAINING SYMPOSIUM *An Employer Training Symposium*

“How to Identify and Hire Diverse College Level Students”

September 24, 2013
12:00 pm - 8:00 pm

Kingsgate Marriott Conference Center
At the University of Cincinnati
151 Goodman Drive
Cincinnati, OH 45219

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!

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.

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

WHO SHOULD ATTEND

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

AGENDA

- 11:00 Diversity Recruitment Training Symposium Registration
- 12:00 pm Diversity Recruitment Training Symposium Networking Luncheon
- 1:00 pm **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 pm Break
- 2:15 pm **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 pm Break

3:45-5:30 pm **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 and Inclusion, Toyota (TEMA)

5:30 pm

Closing Remarks – Employer Networking Reception

6:15-8:00 pm **ADVANCE Presents: The Art of Networking Student-Employer Networking Reception**

**For program information contact: Robert Gray, Program Director 513-556-0305 or
Dr. Velta Kelly-Foster, Program Administrator at 513-556-9184**

ADVANCE Presents: The Art of Networking

Student-Employer Networking Reception

6:15-8:00pm

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:

http://www.uc.edu/career/students/diversity/advance_program.html

To Register for Diversity Recruitment Training Symposium:

<http://www.uc.edu/eventservices/calendar>

REGISTRATION INFORMATION

_____ Single Registration @ \$295.00 each person

_____ Group Registration @ \$275.00 per person * (3 or more from same org)

_____ After September 17th Registration @ \$350 per person

_____ UC Registration @ \$250 each person until September 17, 2013

_____ UC Group Registration @ \$200 each person for groups of 3 or more

Conference registration deadline September 17, Don't wait...Limited Space! Register today!