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

Hotel Information
Kingsgate Marriott Conference Center, 151 Goodman Drive, Cincinnati, OH 45219
(located on UC’s East Campus, diagonal from West Campus)
For reservations call 513-487-5800 or 1-866-576-5456.

Transportation Information
Easy access to I-75 and I-71. Twelve miles from Greater Cincinnati Northern Kentucky International Airport (CVG).

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.

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2:00 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.

2:15 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, S3 Bank

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. Yelta Kelly-Foster, Program Administrator at 513-958-9184

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

How to Identify and Hire Diverse College Level Students

September 24, 2013

Please complete and submit a separate registration form for each participant. 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 __________________________

City __________________________ State ____ Zip ________

Daytime Phone __________________________ Fax Number __________________________

Email __________________________

Special Dietary needs __________________________

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 — $230 per person

UC Group Registration (3 or more) — $280 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 20031

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 eventservices@uc.edu or call 513-558-1810

Cancellation Questions? E-mail eventservices@uc.edu or call 513-558-1810

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.