

Workshop 1 (9:00-10:00) -Who Are You and What's Your Purpose?

Presenter-Debra J. Jarvis, Debra J. Jarvis Associates LLC

Not understanding the difference between the roles you play and who you actually are, is the cause of many unresolved or recurring conflicts in the workplace and at home. This workshop will introduce techniques for staying anchored. Learn how to articulate your personal mission/purpose and core values in a way that helps develop alignment and continuity between your personal and professional life.

Workshop 2 (9:00-10:00)- The Positive Economic Impact of Including Employees and Customers with Disabilities in Your Diversity/Inclusion Strategy

Juli Pains, Director/Office of Disability Affairs, Office of Mayor Greg Ballard-City of Indianapolis

One in five Indianapolis residents has a disability and individuals with disabilities represent \$220 billion in national discretionary purchasing power. Organizations choosing to include disability culture and the aging population within their recruitment, development, and marketing strategies are a step ahead of their counterparts. Juli Pains will discuss culture, resources, and the process of becoming more comfortable including people with disabilities alongside your gender, racial, and ethnicity priorities within your diversity and inclusion planning process.

Workshop 3 (10:15-11:15) – “Unless You Know Your History, You Argue Blindly” Ghanaian proverb

Presenter- Quay Kester, PhD; Evoke Communications

Workplace behavioral practices influence performance and can be affected by notions of societal norms, because “we bring ourselves to work.” How are communication skills, diplomacy, and sensitivity around diversity colored by our understanding of societal norms? How might employees’ motivation and engagement be affected by various culturally sensitive perspectives? Diversity’s effects on positive employee relations have historical foundations that ground societal norms today. Walk through a timeline of US history to challenge notions of “that happened a long time ago and doesn’t matter now,” as well as perceptions of hypersensitivity of individuals of various minority groups. See history in a way you’ve not experienced before. We will examine laws, institutional policies and practices that have ensured unequal status of cultural groups, and their past and current effects. You will be able to address stereotyped opinions supported by facts. We will lighten any burden of “dominant culture” guilt and explore practical ways to move forward in the spirit of equitability and shared responsibility for advocating for justice. Gain an understanding and learn strategies for improving employee involvement, positive relations, working through disputes, and improving cultural diplomacy...all contributing to improving workplace performance.

Workshop 4 (10:15-11:15) - Understanding the “T” (Transgender) Within the Diverse LGBT (Lesbian, Gay, Bisexual, Transgender) Employee Workplace Culture

Presenter- Lori Fox, Lori Fox Consulting

As a Transgender woman, diversity consultant, and former HR Director for McDonald’s Corporation, Lori Fox will share her personal and professional experience “transitioning” in the workplace. Lori will discuss the challenges and opportunities facing Transgender women and men at work and discuss the role that HR and diversity professionals play in better understanding and facilitating a truly successful and inclusive workplace culture.

Luncheon Keynote Address (11:30-1:00) - “A” is for Attitude, an Alphabet for Living

Patricia Russell-McCloud, Russell-McCloud & Associates

Using the alphabet as a touchstone, author and one of America’s top motivators, Russell-McCloud delivers a message of personal empowerment and professional accountability that shows you how to have courage to face all that life has to offer...the disappointments and the pleasures. Stop making excuses that hinder you from venturing beyond where you are. Live with Courage; tap your Genius and Brainpower, to fight for Justice and Truth, to take Risks, and to develop Vision.