



O C E D C  
Oakland County Employment Diversity Council

You are invited to submit a response to this Call for Presentations to be considered in the speaker applicant pool for the OCEDC 2010 Diversity Conference. Submissions for this conference are accepted January 23, 2010 through March 15, 2010. Decisions will be mailed to proposed speakers by April 2, 2010.

**Call for Presentations must be submitted no later than March 15, 2010.**

EACH CONCURRENT SESSION WILL LAST 55 MINUTES

**PROPOSAL REVIEW** - All proposals will be reviewed by the Selection Committee. Final selections will be made by the conference program organizers from those proposals accepted. We have a strong preference for single speaker presentations. Co-presentations or panels are discouraged for the 7 workshops. Notification on the status of submission will be mailed no later than March 20, 2010 directly to the speaker. If you are submitting a proposal on behalf of someone else, please check with him or her regarding receipt of the decision.

**A NOTE CONCERNING HONORARIA** – OCEDC has a tradition of using educational conference sessions as a platform for innovation in the field of Diversity & Inclusion management. We look for contributors who are willing to share their expertise without expectation of payment in the spirit of networking, a purpose for which the OCEDC was founded.

**The Selection Process** - We strive to offer a balanced program of educational sessions by selecting proposals that best fit within the framework of the conference and by selecting presenters whose proposals demonstrate successful strategies for creating environments where diversity thrives.

**The Selection Process** - Sessions conducted by practitioners that include practical, immediately applicable work tools, will be given preference. OCEDC seeks presentations that will provide our attendees with information that will improve their effectiveness on the job.

**Practical Application** - Sessions conducted by practitioners that include practical, immediately applicable work tools, will be given preference. OCEDC seeks presentations that will provide our attendees with information that will improve their effectiveness on the job.



O C E D C  
Oakland County Employment Diversity Council

**Proven Speaking Ability** - OCEDC seeks experienced presenters with proven speaking ability. Those with a track record of speaking at large, national conferences will be given preference.

**Proof of Performance** - Video recordings and/or previous evaluation summaries are the ONLY accepted forms of proof of performance. Please note that OCEDC does NOT return any proof of performance.

- Videos - A videotape or DVD of the speaker presenting a session. *Promotional videos about the speaker's organization or highlighting products and services or interviews on a television show are not acceptable proof of performance. We need to assess the presenter's platform skills while presenting a session or training module.*
- Evaluations - Evaluation summaries that show your quality ratings and scores from previous speaking engagements. **Please include the number of attendees present and define the rating scale.**

**ATTENDEE DEMOGRAPHICS** - The OCEDC Diversity Conference draws about 300 attendees, most of whom are mid to upper level management in organizations with less than 2500 employees. About 80% have a bachelor's degree or more; almost half have studied HR or a related field at the University level.

**CONFERENCE PROGRAMMING** - The educational programs will reflect major areas of concern in implementing and sustaining diversity initiatives. The list below includes suggested topics but is not all-inclusive. Alternative views and counterpoint issues will be considered, particularly when lessons learned from first-hand experience are offered as models/examples.

8<sup>th</sup> Annual Workplace Diversity Conference Theme:  
**“Taking Diversity & Inclusion to the Next Level: Practical and Fair Application”**

Proposed discussion topics include:

- Gaining Top Management Support for Diversity Programs
- Cultural Disability Readiness
- Engaging White, Brown and Black Men in Diversity & Inclusion”
- People with Disabilities in the Workplace – The Employers Perspective
- How Do Younger and Older Workers Coexist in the Workplace
- Starting and Implementing a Diversity Program
- Building Practitioner Competence in Leading Diversity & Inclusion
- Developing an Inclusive Work Environment for Sexual & Gender Minorities
- The Role Diversity & Inclusion Plays in Corporate Social Responsibility
- Confronting Diversity Backlash

The conference will also feature insights on the Fair and Practical Application of Diversity & Inclusion Strategies in the workplace from our Keynote Speaker Tony Brown. In addition to the above, “Creating a Workplace Culture that Supports Diversity & Inclusion” will be discussed by a panel of experts during the afternoon session. Each individual in attendance will be motivated and equipped with the ability to take what they have learned back to the workplace and help create the culture needed to elevate your diversity and inclusion management plan to the next level.

## Listing of Suggested Topics for OCEDC Diversity Conference

1. Willing & Able: The disabled An Untapped Talent Pool
2. *Accountability Metrics: The Next Step in Leveraging Diversity and Inclusion Initiatives*
3. *Aligning Diversity and Inclusion to Corporate Strategy: Tying Mission to Shareholder Value*
4. *An Organizational Imperative: Moving From Representation to True Inclusion*
5. The Challenge of Returning to the Workplace for Combat Veterans
6. *Corporate Cultural Change: One Person at a Time -- A Case Study*
7. Bold Dialogues: Real Conversation about "Unspoken" Topics
8. Inclusive Communication Practices
9. *Leading Across the Generations*
10. *Living, Working and Communicating Effectively with Muslims in the US*
11. Diversity and Inclusion Councils - Best Practices
12. Recruiting and Retaining the Hispanic Emerging Majority
13. *Religious Accommodations in the Workplace*
14. *Retention Strategies from the Source : Stories from Those Who Moved On*
15. Successful Sustainable Diversity Programs
16. *The Overlooked Difference: Class and Socioeconomic Levels*
17. The 21st Century Leader
18. An Organizational Imperative: Moving From Representation to True Inclusion
19. Best Practices in Diverse Board and Staff Recruitment and Retention for Nonprofits
20. Building for the Future, Sustaining the Present—Strategic Succession and Workforce Planning in Government
21. *Beyond Compliance: Creating Government Diversity Initiatives*
22. *Culturally Competent Employment Interviewing*
23. *Development: The Diversity Strategy that Works*
24. *Do Litigation and Arbitration Issues Inhibit True Inclusion?*
25. *Engaging White Men as Full Diversity Partners*
26. Fostering a Culture of Inclusion for Black and Hispanic Men
27. GLBT Corporate Advocacy - What Can your Company Do to Advance Equality?
28. Leader Empathy: Collaborative Leadership for the 21st Century
29. Secrets of Successful Healthcare Recruiting
30. *So You Want to be a Top 50 Diversity Organization?*
31. Strengthening Cultural Competence in the Nonprofit Sector: Creating Partnerships between Foundations and Nonprofit Organizations
32. Transgender Awareness: Gender Diversity in the Workplace
33. What Makes Diversity Training Effective?: Avoiding Employee Resistance\



O C E D C  
Oakland County Employment Diversity Council

## Instructions for Submitting a Presentation Proposal

- Complete the following Call for Presentation form with all the information requested.
- Review for completeness and accuracy.
- Include proof of performance. The *ONLY* accepted forms of proof of performance are video recordings and/or evaluation summaries from a program the speaker has previously presented. Letters of recommendation, phone numbers, marketing brochures, books and articles *DO NOT* qualify as proof of performance. Because of the large number of proposals we receive and competition for a limited number of speaking slots is fierce, *proposals sent without proof of performance are incomplete and will not be considered as part of the selection pool.*

Once you submit the proposal, you will receive a response from OCEDC with details regarding where to mail proof of performance as applicable.

SUBMIT YOUR INFORMATION TO: Frank Russell – 248-858-5204 (p)

Email [russellf@ocedc.net](mailto:russellf@ocedc.net)

Website [WWW.OCEDC.NET](http://WWW.OCEDC.NET)

Mail P.O. Box 430686 – Pontiac MI 48343

Fax 248-975-9742