



O C E D C
Oakland County Employment Diversity Council

Monthly Diversity Education Forum

January 21: Veterans Returning Home

As more veterans return from Iraq, Afghanistan and other global military bases many organizations are recognizing a unique leadership style. Jason Hale will share his experiences in the Middle-East and the leadership he learned while stationed there. His story includes leadership, customer service, and teamwork designed to help HR professionals understand specific ways to integrate and develop our returning veterans. You will learn:

- The difference between military leadership and corporate leadership
- Best practices in interviewing, hiring, and developing veterans
- How to minimize conflict between veterans and non-veterans
- How to embrace Islamic employees and make them feel welcome in your organization

February 18: Mirror of the Community

Donald Snider has successfully built several businesses creating jobs and building up the Michigan economy. In addition to his endless energy he has another secret to his success – his employees mirror the community! You will learn about the entrepreneurial mindset of your Gen Xers as Don shares how to develop a workforce that mirrors the community you serve. Learning Objectives:

- Understand Gen X's entrepreneurial urges and how you make that an asset for your organization
- Develop the ability to identify the community you serve
- Understand proven techniques to recruit a workforce that mirrors the community
- Comprehend proven techniques to get diverse work teams connected to your mission and vision

March 18: What Makes Diversity Training Effective (Tentative)

A panel of experts will discuss the best practices in diversity training.

April 15: The Untapped Talents of the Disabled

You've decided to hire or retain an employee with a disability, now what? Deciding on inclusion is easy, sometimes implementation is not. Attendees will have the opportunity to learn from a panel that will present thought provoking stories about real people with disabilities and their employers as they work together to create successful mentorships, internships and long term employment opportunities. There will be time for questions and answers. Each attendee will leave the session with a list of resources. Panelists include author Tina Jones, David A. Scholl from VOICE, and Cynthia Kidder of CK Consulting. Learning Objectives:

- Increase confidence in ability to work with people with disabilities
- Learn how to provide reasonable accommodations and coworker considerations
- Learn equitable reviews and tips for approaching staff performance
- Obtain disability support resources available to employers and employees

May 20: How to Recruit and Retain Hispanics (Tentative)

Hispanics are the fastest growing majority in the United States. During this dynamic, fun and energetic panel discussion, learn from recruiting experts how to position your employer to engage and recruit Hispanic Professionals to your organization. Learning Objectives:

- Learn about the fastest growing demographic in the U.S.
- Learn how to recruit Hispanic professionals
- Learn tactical and strategic approaches

June 17: Culturally Competent Employment Interviewing (Tentative)

This program will stimulate participants to expand their way of perceiving the interview process and to realize the importance of building cultural competencies for employment interviewing. It will give key insights into cultural misunderstandings and biases that exist and include diverse applicants' perspectives from the receiving side of bias. This session is designed for recruiters, HR interviewers, hiring managers, and all other employees who are involved in the employment selection process.

Learning Objectives:

- Gain a deeper understanding of bias and cultural misunderstandings and how they affect the interviewing and hiring process
- Hear diverse applicants' perspectives on what bias and cultural misunderstandings look like from the receiving end
- Hear about ways to identify bias in the interview process, both at the individual interviewer level and at the organizational level
- Learn strategies to build cultural competencies for interviewing, to eliminate bias, and to create a more inclusive and effective interview process.

July 15: TBA

August 19: TBA

September 16: TBA

October 21: TBA

November 18: TBA

December 16: TBA