

**Northwest Ohio Human Resource Association's (NOHRA)  
14<sup>th</sup> Annual Diversity Conference**

***“Leveraging the Power of Diversity and Inclusion for  
Creativity and Innovation”***

**Program:**

<b>8:00 – 8:30 a.m.</b>	Registration & Continental Breakfast
<b>8:30 a.m.</b>	Welcome
<b>8:45-9:45 a.m.</b>	<p><b>Opening Remarks: Emotional Intelligence and Unconscious Bias: Check Yourself Before You Wreck Yourself!</b></p> <p><b>Description:</b> Emotions drive our behavior! Yet, experts have discovered that self-awareness (major component of Emotional Intelligence) is one of the most significant leadership deficits in the workplace today. Self-awareness can be an elusive concept; but, when we deliberately engage in awareness training, we can elevate our thought process regarding our own emotions, leading to uncovering our unconscious biases. Neuroscientists have revealed that we all experience unconscious bias; it’s a normal brain function. Yet, it can get in the way of team development, employee engagement, and even destroy the legacy that we want to design for ourselves.</p> <p>In this session we will discuss:</p> <ul style="list-style-type: none"> <li>• Understanding Emotional Intelligence (EI): We all have it!</li> <li>• Understanding unconscious bias: We all have it!</li> <li>• Why is EI and unconscious bias important in today’s workplace?</li> <li>• Key components of EI that can help us uncover our blind spots.</li> </ul> <p><b>Speaker</b> <b>Dr. Kitty Brandal</b> is President of Corporate Compass Training and Development. Dr. Brandal is an experienced independent trainer who has been training and teaching for over 25 years. She is the President of Corporate Compass Training and Development located in Sandusky, OH.</p>

<p>9:45 – 11:00 a.m.</p>	<p><b><i>Best Practices for Building a Sustainable Diversity and Inclusion program</i></b></p> <p>Description: This interactive session will include a panel discussion where the presenters will discuss their D&amp;I journey. The discussion will center around the key factors that impacted the decision to implement a D&amp;I strategy; tips for obtaining executive leadership buy-in; hurdles they encountered and how they overcame them. Attendees will also participate in table discussions to share key learnings and best practices.</p> <p><b>Presenters</b></p> <p><b>Dr. Lillian Schumacher</b> is President of Tiffin University. Dr. Schumacher has over thirty years of experience in higher education and corporate environments and more than twenty-two years’ experience designing and teaching courses and workshops in the areas of organizational behavior and change, strategy, leadership, entrepreneurship, human resources, international business and global leadership.</p> <p><b>Betty Jimenez</b> serves as senior director of global talent management and diversity and inclusion for Dana Incorporated. In this role, she is responsible for ensuring that Dana has policies and practices in place, globally, to attract, retain, and utilize the best talent within the organization. In addition, she is a champion for diversity and inclusion initiatives and works to advance a culture where employees’ ideas and perspectives are heard and valued.</p>
<p>11:00 – 11:15 a.m.</p>	<p>Break 15 minutes</p>
<p>11:15am – 12:00pm</p>	<p><b>Concurrent Sessions</b></p> <p><b><i>Session 1: Creating a more Inclusive workplace for people with disabilities</i></b></p> <p><b>Description:</b> People with disabilities represent 20 percent of the entire American population and they are far underrepresented in the workplace. But inclusion is something everyone can contribute to. This session will provide strategies for creating a more inclusive work environment for people with disabilities. Participants will receive guidance on how to create an inclusive workplace for people with disabilities. Attendees will walk away with resources that they can immediately implement in their workplace.</p> <p><b>Presenter</b></p> <p><b>Kelly Elton</b> is Executive Director of Venture Bound, a Great Lake Collaborative for autism. Kelly oversees all operational processes of Venture Bound and develops the curriculum.</p> <p>~~~~~</p> <p><b><i>Session 2: Integrate D&amp;I into your hiring strategy: Embrace Non-Traditional Candidates!</i></b></p> <p><b>Description:</b> Employers are often challenged by high turnover rates and the inability to find qualified candidates. In some cases, positions remain unfilled for months or don’t</p>

	<p>get filled at all. These trends have led progressive employers to take a closer look at non-traditional candidates— people without degrees, individuals in recovery, people with disabilities, older workers, people with criminal records, etc.—to fill their hiring needs.</p> <p>This session will focus on providing strategies for recruiting a diverse workforce. Be prepared to shift the traditional thought process of how diversity recruiting is perceived and defined to ensure diversity recruiting efforts are more inclusive.</p> <p><b>Presenters</b></p> <p><b>Sarah Pawlicki, Esq.,</b> is a member of Eastman &amp; Smith. Sarah has a broad range of employment experience, partnering with human resources professionals to make workplaces better (and legally compliant). Her experience includes collective bargaining and grievance issues, employment law compliance and workers' compensation law.</p> <p><b>Jim Yates, Esq.,</b> is a member of Eastman &amp; Smith. Jim represents public and private sector employers in all facets of labor and employment law. He regularly consults with clients regarding the drafting and implementation of employment policies and conducts supervisor training. Mr. Yates is a frequent speaker at seminars regarding a myriad of labor and employment law topics.</p>
12:00 p.m.	Lunch
12:30-1:30 p.m.	<p><b>Lunch Keynote: “The Stories We Tell”</b></p> <p><b>Description:</b> During this presentation, we will explore the stories we embrace and the foundational beliefs that supports those stories. We will explore how self-talk and the conversations we have with others positively or negatively impact the outcomes we desire. Finally, will challenge some beliefs that may prevent us from reaching our full potential.</p> <p><b>Presenter</b></p> <p><b>Kristi Stepp</b> is a senior global HR executive specializing in organizational transformation through strategic planning, change management, operational execution and team collaboration. She currently serves as the Global Head of Talent Development for General Motors.</p>
1:30 p.m.	Break 15 minutes
1:45 – 2:45	<p><b>Redefining Diversity and Exercising Inclusion</b></p> <p><b>Description:</b> There’s a lot of noise in our world today - a lot of voices from a lot of directions, telling us <i>who</i> to listen to, <i>what</i> to think, and <i>how</i> to act. We’re going to try to cut through some of that noise. In this session, participants will work to disrupt any misinformation about diversity, inclusion, and privilege. We’ll talk about what these words <i>actually</i> mean, and what they don’t, and will work together to find out what they</p>

	<p>mean to <i>us</i>. You can expect to have an opportunity to align your thinking around these terms in productive ways, and to connect these ideas to <i>how</i> you do your job every day, and <i>who</i> you do it with.</p> <p><b>Presenter</b> <b>Daniel Juday</b> owns and operates his own speaking and consulting business, and works with conference planners, learning and development leaders, nonprofit boards, and corporate entities - all in a pursuit to help them grow their leadership impact and make the spaces they influence more inclusive. Daniel is also former Director for the Ohio and Indiana Diversity Councils.</p>
2:45 p.m.	Closing Remarks