



JOIN US FOR THIS TIMELY PRESENTATION AND OPPORTUNITY TO NETWORK WITH VHRA COLLEAGUES

DATE: Wednesday, February 20, 2013
TIME: 7:30 a.m.-8:00 a.m. Registration
8:00 a.m.-4:00 p.m. Program
PLACE: Hilton Hotel, 60 Battery Street, Burlington, VT

HELP YOUR ORGANIZATIONS BECOME LEADERS IN DIVERSITY AND INCLUSION!

DIVERSITY & INCLUSION STRATEGIC PLANNING (8:00 a.m.-10:15 a.m.)

Lolita Chandler, The Chandler Group / Cornell University

SESSION I: Does your organization have a diversity and Inclusion Strategic Plan? In this session, you will learn the importance of having a D & I Strategic Plan to assist your organization in gaining a competitive advantage over its competitors. A thoughtful process is key in achieving success. This session will provide some of the tools and approaches to consider as you begin this work.

BUT HE WAS MOST QUALIFIED!—HOW OUR UNCONSCIOUS IMPACTS HIRING (10:30 a.m.-12:00 noon)

Dennis DePaul and Stacey Miller, Managing Partners, The Consortium for Inclusion and Equity, LLC

SESSION II: Are you looking to diversify your workforce, but every search produces the same results? Sometimes, we refer to it as "intuition" or even a "gut feeling," but in reality, our subconscious helps us make decisions every day, especially during hiring processes. What we may not realize is that our unconscious biases—learned behaviors that bring about comfort—prevent us from learning and discovering new and different perspectives and ways of being. In today's competitive market, it is critical to diversity your workforce to meet the growing needs of a diverse community. This session is designed to awaken you to the realities of how unconscious bias plays a role in everything we do. Join us to learn more about how bias may be affecting your hiring practices and your overall organizational culture.

DIVERSITY & INCLUSION TRAIN-THE-TRAINER TIPS (1:00 p.m.-4:00 p.m. -w/15 min break)

David V. Ciliberto, Partners in Human Resources International / Cornell University

SESSION III: Is your Diversity & Inclusion Training tired and in need of a facelift? In this session, you will learn some tips and strategies to enliven the conversation you have with your staff around Diversity. Given that the workplace comprises all of us with our unique styles and beliefs, learning to build relationships is key. You will learn strategies to seek understanding and find a safe space to begin real conversations in learning to work together.

*VHRA members with PHR, SPHR or GPHR certification may be able to earn HRCI credits for this program.
We have applied for strategic credits.*

The registration fee is \$60 for *current* 2013 VHRA, GRAPE, RVHRA, and PHRMA members and \$75 for non-members. Fee includes lunch. Mail registration form with payment to Vermont Human Resource Association, c/o Champlain College, P.O. Box 670, Burlington, VT 05402-0670 ...**or**... E-mail VHRA@Champlain.edu. Please include <VHRA Registration for February 20, 2013> on the subject line. Firm registration deadline: Friday, February 15, 2013.

☐ **Yes, I will attend the VHRA Day-long Program on Wednesday, February 20, 2013.**

☐ Payment enclosed

☐ Payment in process

NOTE: Please call if you will be unable to attend. No shows will be billed.

Name _____ [] PHR [] SPHR [] GPHR

Company/Organization _____

E-mail _____ Phone _____

Affiliation [] VHRA [] GRAPE [] RVHRA [] PHRMA [] No affiliation

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SPEAKER BIOS

Lolita Chandler

Lolita is President of The Chandler Group, an executive resource company. Ms. Chandler is also an adjunct instructor in the Diversity Management Certificate Program at Cornell University School of Industrial Relations in New York City. She combines her many years of experience promoting diversity and multiculturalism in education and business, to offer coaching and consulting services in diversity development to business, education and not-for-profit organizations.

The first twenty years of her professional life were spent as an educator in the New York City Public Schools where she worked as a classroom teacher, administrator and curriculum writer, and later as an instructor in the School of Education at Brooklyn College, City University of New York.

After a successful career in education, Lolita changed careers and entered the educational publishing industry. She joined Macmillan Publishing Company, working as a sales representative in order to understand the business, and later as a National Consultant, Vice President of Marketing and Vice President of Training and Staff development. While there, she made significant contributions to the development of the publication, "Reflecting Diversity: Multicultural Guidelines for Educational Publishing Professionals" published by Macmillan-McGraw Hill School Division. She was later promoted to a corporate position as Vice President of Diversity for The McGraw-Hill Companies. She also worked at Avon Products, Inc. as Director of Diversity.

Throughout her career in educational publishing, she was an advocate for multicultural education, working with authors and editors to ensure that the company's instructional materials were multicultural and inclusive, in order to support educators in preparing students to live, work and compete in a global marketplace. She also became a licensed sales trainer, certified by Carew International, and facilitated sales training for the Sales Division staff.

Lolita served as member of the Conference Board's Council on Workforce Diversity. She received numerous awards and recognition for her work in the area of multiculturalism and diversity. Her rewards have included recognition from Black Women in Publishing, and Plays for Living for her advocacy and contributions to diversity in business. She served as an editorial advisor for Profiles in Diversity Journal and Next Steps Magazine.

In 1995 she was recognized by the Harlem YMCA's National Salute to Black Achievers in Industry and later served as a member of the Board of Managers of the Harlem YMCA. She also served as a member of the Board of Directors for Advanced Academics, Inc. a secondary education company based in Oklahoma that offered accredited secondary education on-line courses, and currently serves as a member of the Board of Directors for Plays for Living in New York City.

Lolita holds a Master of Arts Degree in Curriculum and Teaching from Teachers' College, Columbia University in New York

Dennis DePaul

Dennis DePaul is a managing partner for the Consortium for Inclusion & Equity (CIE), LLC, an integrated diversity management consulting firm committed to helping organizations become more inter-culturally competent. He also serves as the Assistant Dean for Business Operations in the Division of University Relations and Campus Life at the University of Vermont; managing the financial and human resource activities for eleven departments. He also holds a lecturer position in the Higher Education Student-Affairs Administration (HESA) graduate program in the College of Education and Social Sciences. Dennis earned his Bachelor's degree from Johnson State College in Vermont and his Master's of educational leadership from Troy University in Alabama. In addition to his professional life, Dennis spends a considerable amount of time volunteering within his community. He has served as President and Board Member for several organizations including the Make-A-Wish Foundation of Vermont and currently serves as President of the Board for Vermont's Camp Ta-Kum-Ta, a camp for children with cancer.

Stacey Miller

Dr. Stacey Miller is a managing partner for the Consortium for Inclusion & Equity (CIE), LLC, an integrated diversity management firm committed to helping organizations become more inter-culturally competent. Her full time position is at the University of Vermont where she serves as Director of Residential Life in the Division of University Relations and Campus Life. Over the course of her career she has facilitated countless training sessions and workshops locally, regionally and nationally focused on diversity awareness, social justice education, and intercultural competence. She has also served as a lecturer for cultural pluralism for the Higher Education Student-Affairs Administration (HESA) graduate program in the College of Education and Social Services. Stacey received her Doctor of Education in Leadership and Policy Studies at the University of Vermont, and holds a Bachelor of Arts in Social Sciences and Masters of Arts in Liberal Studies from Stony Brook University. She also currently serves as a member of the Board of Trustees for the Howard Center for Children and Family Services.

David V. Ciliberto

Dave Ciliberto is a Senior Human Resources Professional with over 20 years of leadership and expertise in Diversity and Inclusion, Organizational Development, Training and Facilitation, Executive Coaching, Employee Relations, Recruitment and Career Transition. Throughout his career, Dave has taken a pragmatic, creative and collaborative approach through consulting and coaching in Diversity and Inclusion, Career Services and Outplacement, Academia, Governmental Agencies and Financial Services industries. The critical element of his instruction and facilitation is connecting the tactical elements to a strategic vision.

Currently Dave is an adjunct instructor for Cornell University ILR creating and delivering many Diversity and Inclusion programs to a wide variety of organizations. He instructs and facilitates Effective Diversity Councils, Developing and Delivering Diversity Training, Effective Affinity Groups, Training Difficult Issues in Diversity and Diversity Train the Trainer. With a focus on Diversity, Dave has provided guidance and consultation to many organizations and governmental agencies on Affinity Groups, Executive Councils and the tactical efforts integrating Diversity into goal setting and performance management.

Dave is currently a Program Manager at Partners in Human Resources International/OI Partners, managing the Career Transition function. He had recently consulted at Lee Hecht Harrison, assisting clients with career transition and search strategies, interviewing, negotiating and integration into new roles/organizations. Other consulting positions include: the development and delivery of leadership and management training for HSBC, HR Generalist with Credit Suisse, and private clients for executive coaching and public speaking. Dave holds a BA in Business Administration from Lynchburg College located in Lynchburg, VA and is certified in using the Myers-Briggs instrument.

Dave also pursues a part-time entrepreneurial career in photography with an emphasis on Architecture, Landscapes, Seascapes and Travel having had several exhibitions in New York City, where he resides.