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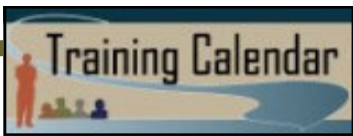
2009 is almost behind us, what a year it has been. We have seen so much happen in state government this past year, most of it has been dealing with the current budget situation and from what the trends are saying, 2010 may lead to even more challenges. Regardless of what the challenges are, we must still strive to have workplaces free from discrimination and the Office of Diversity and Equality is prepared to offer the support and tools you will need to get this done.

This year ODE will be offering two courses a month at the Governmental Services Center. Each month we will offer the Diversity Awareness course and the Anti-Harassment course, each is a half day session with a break for lunch in the middle so now your staffs can take both courses in the same day. This will allow us to reach double the number of employees and will allow employees in the state the opportunity to take all of our training in one single trip to Frankfort. This effort is an attempt to continually serve the needs of our employees and state agencies.

One thing we have changed in our course offerings is we are phasing out the Sexual Harassment Prevention module from the GSC curriculum. We have incorporated this workshop into the Anti-Harassment course and feel this is a more inclusive course for employees. We still have the capacity to offer the aforementioned Sexual Harassment Prevention course on an as needed basis so if there is a specific issue in your agency that requires the use of this course contact our office and we will work with you to rectify this situation.

As the New Year unfolds, ODE will continue to find better ways to serve the needs of all state employees. If you have a suggestion for us that lead to improved services let us know. You are our eyes and ears in the state and we value any and all contributions from you in order to meet the needs of the Commonwealth and its employees. After all, our motto says what we are here for, "Serving the People Who Serve the People"!!!

Yours,
Singer Buchanan



For the 2010 Calendar Year the Office of Diversity & Equality will be providing the following training opportunities for Anti-Harassment and Diversity. To register contact Singer Buchanan at Singer.Buchanan@ky.gov.

Date	Audience	Title	(GSC) Room	Time
01/13/10	State Employees	Anti-Harassment	539	9am - 12 pm
	State Employees	Diversity	539	1pm - 4 pm
02/17/10	State Employees	Anti-Harassment	542	9am - 12 pm
	State Employees	Diversity	542	1pm - 4 pm
03/17/10	State Employees	Anti-Harassment	539	9am - 12 pm
	State Employees	Diversity	539	1pm - 4 pm
04/14/10	State Employees	Anti-Harassment	542	9am - 12 pm
	State Employees	Diversity	542	1pm - 4 pm
05/19/10	State Employees	Anti-Harassment	539	9am - 12 pm
	State Employees	Diversity	539	1pm - 4 pm
06/16/10	State Employees	Anti-Harassment	539	9am - 12 pm
	State Employees	Diversity	539	1pm - 4 pm
07/21/10	State Employees	Anti-Harassment	539	9am - 12 pm
	State Employees	Diversity	539	1pm - 4 pm
08/18/10	State Employees	Anti-Harassment	539	9am - 12 pm
	State Employees	Diversity	539	1pm - 4 pm
09/08/10	State Employees	Anti-Harassment	539	9am - 12 pm
	State Employees	Diversity	539	1pm - 4 pm
10/20/10	State Employees	Anti-Harassment	539	9am - 12 pm
	State Employees	Diversity	539	1pm - 4 pm
11/10/10	State Employees	Anti-Harassment	539	9am - 12 pm
	State Employees	Diversity	539	1pm - 4 pm





EEOC Launches Guides to Spur Federal Hiring of Individuals with Disabilities
“The ABCs of Schedule A” Guides Tailored to All Involved in Federal Hiring Process
<http://www.eeoc.gov/eeoc/newsroom/release/12-14-09.cfm>

**Albertsons Agrees To Pay \$8.9 Million For Job Bias Based On Race,
Color, National Origin, Retaliation**
EEOC Says Employees Subjected to Swastikas, Lynching Drawings, Epithets
<http://www.eeoc.gov/eeoc/newsroom/release/12-15-09.cfm>

**Bahama Breeze to Pay \$1.26 Million to Settle Suit for Racial
Harassment of Black Workers**
EEOC Said Restaurant Managers Repeatedly Used Racist Slurs, Including N-word
<http://www.eeoc.gov/eeoc/newsroom/release/12-14-09a.cfm>



EEOC PRESS RELEASE
12-22-09

**EEOC Solicits Comments on Proposed Improvements To Federal Employee
Discrimination Complaint Process**

WASHINGTON – Advancing its efforts to improve the federal complaints process, the U.S. Equal Employment Opportunity Commission (EEOC) has published in The Federal Register a Notice of Proposed Rulemaking on a series of discrete changes to discrimination complaint regulations. The agency is soliciting comments from the public and other interested parties by Feb. 19, 2010.

The proposed changes represent consensus measures identified in the report of an internal federal sector work group run by Acting Chairman Stuart J. Ishimaru when he was an EEOC Commissioner. The changes include allowing agencies to conduct pilot projects for complaints processing, conforming the standard for bringing complaints of retaliation in the federal sector to private sector standards, and requiring agencies to notify complainants of their right to request a hearing when an agency investigation has gone on for more than 180 days.

“The federal EEO process is vital for government workers, who have fewer available remedies than private-sector workers,” Ishimaru said, “and I’m pleased that we’re moving forward on implementing some key improvements recommended by our workgroup.”

Acting EEOC Vice Chair Christine M. Griffin said, “This is an important step in the Commission’s ongoing efforts to make the complaints process more fair and equitable for federal employees.”

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The proposed regulations also authorize administrative judges to make final decisions on class complaints and provide for expedited processing of appeals from class certification decisions. Other changes include mandating agencies comply with management directives and bulletins issued by the EEOC, and requiring agencies and encouraging complainants to submit filings electronically, to expedite the process and move from paper-intensive files.

The EEOC will consider the public comments received and may make changes in the proposed rule based on those comments. The proposed final rule will then be coordinated with other federal agencies and reviewed by the Office of Management and Budget, before becoming effective.

During fiscal 2008, the latest year for which data are available, federal agencies completed some 39,000 counseling sessions regarding employment discrimination, and handled nearly 17,000 complaints.

The EEOC is responsible for enforcing federal laws prohibiting employment discrimination. Further information about the EEOC is available on its web site at www.eeoc.gov.



2010 ODE Strategic Plan *(Third in a Four Part Series)*

As our partners in creating a workforce that values diversity and equal opportunity, the ODE staff feels it is important and necessary to share with you our strategic vision. Over the course of the next four months we will be including in this newsletter ODE's answers to the Personnel Cabinet's Four Big Questions. Please feel free to share with us your ideas on how we can move forward and actualize these goals!

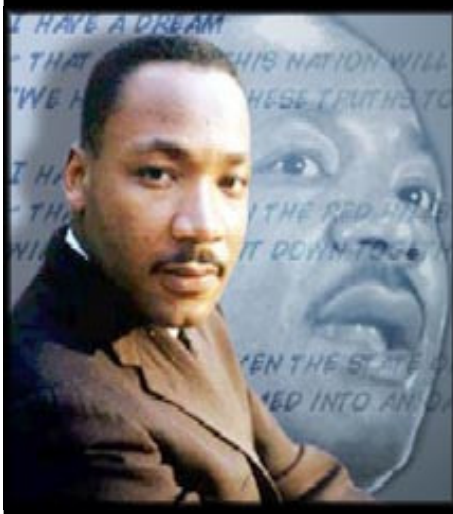
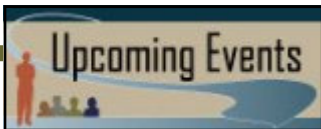
Question 3: How will we promote a one-employer concept across Kentucky state government?

We will strive for a state government workforce that reflects the diversity of the Commonwealth

1. Develop a statewide Diversity Plan.
2. Produce a recruitment resource guide detailing workforce demographics of various regions across the Commonwealth .
3. Increase statewide female and minority utilization.

We will aim to standardize the EEO practices of Cabinets and Agencies throughout state government.

1. Analyze the number of employees trained in the areas of EEO and Diversity based off of information provided from the EEO Monthly Report.
2. Provide resources and educational information in a monthly newsletter (*The Evolution*).
3. Provide continuing education opportunities through a series of EEO Quarterly Forums.
4. Foster collaboration through participation in the EEO Coalition Committees.

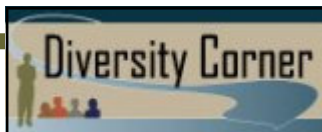


Martin Luther King Jr. Commission &
Kentucky State University
will host the annual

Dr. Martin Luther King Jr. Celebration

Thursday, January 21, 2010 at 4 p.m.
KSU Student Center Ballroom
400 East Main Street
Frankfort, KY 40601

For More Information:
Yvette Smith
(502) 564-2874



From Color-Blind to Color-Rich

2008 Cultural & Linguistic Competency Conference
Cheree Hammond, M.A., Ed.S., Ph.D.

“We know that culture plays a pivotal role in people’s lives and that being able to recognize and act on this knowledge is important. However, in our work and in our private lives most of us are aware of the social rules against talking openly about race *especially* with people who are different from ourselves. This taboo is based in societal values around being “color-blind.” But is color-blindness the best approach? Consider the following:

What are Color-Blind Attitudes:

- Belief that being human means people are all basically the “same” or “equal.”
- Belief that race and culture don’t (and shouldn’t) play a significant role in a person’s life.
- Belief that when it comes to success, the most talented should (and do) rise to the top (meritocracy).
- Belief that only people of color have “culture” or are “diverse.”

Draw-backs of Color-Blind Attitudes:

- Down-plays the values and beliefs that form the core of who we are.
- Tends to ignore social systems that create obstacles to fulfilling basic needs: (belonging, security, love, meaning in life).
- Elevates majority group beliefs, values and experiences by absorbing all people into one “human” or “same” group.

Color-Rich Attributes:

- Acknowledge universal human qualities and needs (belonging, safety, love, meaning in live, etc)
- Recognizes that to really know another human being means acknowledging and appreciating their uniqueness.
- Acknowledge the reality of racism (individual and systemic) and the continued need for racial equality and justice in society.



Quotes



“There never were in the world two opinions alike, no more than two hairs or two grains; the most universal quality is diversity”

- Michel de Montaigne

Contact Information

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<https://personnel.ky.gov/diversity>