



Special Issue: EEO Conference

Volume 2, Issue 9



Greetings,

Please allow me to take this opportunity to invite all senior management staff, EEO & ADA Coordinator's, EEO Counselors and HR Practitioners to the 24th Annual Governor's EEO Conference. This year's theme will be **"Courage to Move the Commonwealth Forward."** The conference will be held in partnership with KYTC and take place at the Kentucky Transportation Cabinet in Frankfort on Tuesday, November 9.

The Governor's Office and Personnel's Office of Diversity & Equality continue to realize the important role the conference plays within state government by providing some of the necessary training for HR management teams in the areas of EEO and Diversity.

With the EEO Coalition's EEO Conference Planning Committee, we are looking forward to one of the more uplifting and educational conferences held in recent years. Trainings will include topics on generational diversity, conducting investigations, ADA, leadership development as well as EEO legal updates. The conference will conclude with a general session panel discussion on EEO best practices. We currently have commitments from attorneys with the Equal Employment Opportunity Commission (EEOC), Kentucky Commission on Human Rights (KCHR), the Personnel Board and the Personnel Cabinet's Office of Legal Services.

This year's seating capacity will only be 250, so once registration begins please do not hesitate or wait to register because you just might miss out.

I would like to leave each of you with a couple of quotations related to having the "Courage to Move the Commonwealth Forward:

Don't wait until everything is just right. It will never be perfect. There will always be challenges, obstacles and less than perfect conditions. So What. Get started now. With each step you take, you will grow stronger and stronger, more and more skilled, more and more self-confident and more and more successful."
- Mark Victor Hansen

A leader is one who knows the way, goes the way and shows the way."
- John C. Maxwell

The Office of Diversity & Equality is excited about your participation in this year's conference!

Yours Truly,
Arthur B. Lucas, Jr.,
Executive Director

24th ANNUAL GOVERNOR'S
EEO CONFERENCE
Courage to Move the Commonwealth Forward



November 9, 2010

**Transportation Cabinet Conference Center
200 Mero Street
Frankfort, Kentucky**

CONFERENCE SCHEDULE

8:00-8:30 **Registration**

8:30-10:00 **General Session I:**

Welcome & Introductions
Presentation of Awards
Keynote Address: **Frank X. Walker**

10:15-11:30 **Breakout Series I**

A. Americans with Disabilities Act (ADA) & Genetic
Information Nondiscrimination Act (GINA) Updates
B. Teaching People How to Treat You
C. How to Conduct and Investigation
D. Leadership in a Changing Environment

11:30-1:00 **LUNCH** (on your own)

1:00-2:15 **Breakout Series II**

A. Four Generations at Work
B. Equal Employment Opportunity Legal Updates
C. Leadership in a Changing Environment

2:30-3:45 **General Session II: Panel Discussion**

What are the FAQs? Best Practices for Your Workplace

REGISTRATION INFORMATION:

Registration Opens **October 15, 2010**

To register please visit:
<http://personnel.ky.gov/diversity/2010EEOConference>

The cost to register is **\$40.00***
**(Price does not include lunch.)*

24th ANNUAL GOVERNOR'S EEO CONFERENCE

Courage to Move the Commonwealth Forward



WORKSHOPS

Americans with Disabilities Act (ADA) & Genetic Information Nondiscrimination Act (GINA) Updates Discussion on how updates to ADA regulations and the recently implemented Genetic Information Nondiscrimination Act (GINA) effect your workplace. *Presented by Norb Ryan.*

Equal Employment Opportunity (EEO) Legal Updates The Equal Employment Opportunity (EEO) Legal Updates session is intended as an interactive review of recently decided Supreme Court and Federal Circuit Court decisions that have had an impact upon employment discrimination law. This session will assist employers and employees with the latest legal guidance on issues of employment discrimination regarding sex, race, religion, age, national origin, pregnancy and disability. *Presented by Kenneth Brown.*

Four Generations in the Workplace: How do we blend the years, experiences and values? Today's workforce has four generations in the workplace. What are the diversity issues of the multigenerational workforce? Is the workplace allowing each group to contribute and be part of the organization? Are people using stereotypes of the different generations to make decisions, allocate resources, and providing feedback? This session will assist you in working with people who are from different age groups, with varied experiences, and by understanding their work values. *Presented by Katy Cave.*

How to Conduct an Investigation Tips and tools from a former EEOC Investigator on conducting an effective EEO investigation. *Presented by Roosevelt Gholston.*

Leadership in a Changing Environment Change is inevitable. This workshop discusses how to manage and lead an organization during the difficult times of change. What strategies will you implement to help others adapt to the changes? This will also discuss dealing with individual reactions' to change (both positive and negative), and how to foster an environment where creativity, innovation, and engagement are key. *Presented by Al Cornish.*

Teaching People How to Treat You Often in relationships, particularly with supervisors or co-workers, we feel powerless to address difficult situations. The good news is we all have the power to teach people how to treat us. This workshop will explore how negative behaviors become established and how to train others using non-destructive, positive principles. *Presented by Trina Koontz.*

What are the FAQs? Best Practices for Your Workplace (Panel Discussion)

One of the highlights of the EEO Conference will be a panel discussion on the areas of EEO, Diversity, ADA, and other relevant issues. Panelist will include national and state level experts who will respond to questions from the Conference attendees through a moderator. As the final workshop of the Conference, this will allow attendees the opportunity to fine tune any information received in earlier sessions and get that answer to questions they have had in mind but never had the chance to ask.

Panel Members: Dinah Bevington, Kenneth Brown, Roosevelt Gholston, Morgan Ransdell, Mark Sipek.

ODE Now Accepting Nominations for the 2010 Charles W. Anderson Laureate Award



**Charles W. Anderson
1907-1960**

Charles W. Anderson, Jr. joined the Kentucky General Assembly in January 1936 and served five consecutive terms. He became the first African-American Legislator in Kentucky, and the South, sworn into office since the Reconstruction Era. Throughout his tenure, Anderson was the catalyst for legislation guaranteeing opportunities for African-American students and the prohibition of racial discrimination in hiring on public building projects. He dedicated his career to equal treatment, and spearheaded a movement to allow female teachers to keep their positions after marriage. Charles Anderson, Jr. also served as an Assistant Commonwealth's Attorney for Jefferson County in 1946 and culminated his public service in 1960 when he was named as an Alternate United States Delegate to the United Na-

tions General Assembly by the President of the United States. Because of his dedication and commitment to racial and social issues, the Department of Personnel (now the Personnel Cabinet) created this award in his honor. The Department of Personnel first presented the Charles W. Anderson Award in 1989. Since that time, there have been 55 recipients. Charles W. Anderson, Jr. was a true pioneer and in his honor the Personnel Cabinet is proud to present the Charles Anderson Award for achievements in promoting equal employment opportunities.

AWARD CRITERIA:

- Nominee must be a Kentuckian, either native or adopted.
- Nominee may be either living or deceased.
- Nominee's contribution(s) must directly address socioeconomic issue(s) affecting members of at least one of the seven federally protected classes (race, color, national origin, disability, religion, gender and age). The nominee will be judged based on their achievements over an extended period of time.
- Nomination must specify the level of impact the nominee has made to their community, state or nation.

DEADLINE: October 22, 2010

NOMINATION FORM: <http://personnel.ky.gov/diversity/eo/laureate.htm>

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October is National Disability Employment Awareness Month. The 2010 theme is:

**“Talent Has No Boundaries:
Workforce Diversity INCLUDES Workers With Disabilities”**

Please take a few moments to visit the National Disability Employment Awareness Month webpage hosted by the Library of Congress.

<http://www.loc.gov/disabilityawareness/>



**Vegas Western Cab to Pay \$30,000 for Rejecting a
Disabled Applicant in EEOC Suit**

Company Refused to Hire Single-Arm Amputee as a Taxi Driver and Failed to Keep Medical Records Confidential, Federal Agency

<http://www.eeoc.gov/eeoc/newsroom/release/10-7-10a.cfm>

American Apparel Sued by EEOC for Disability Discrimination

Garment Worker Fired While on Medical Leave to Treat Cancer, Federal Agency Charges

<http://www.eeoc.gov/eeoc/newsroom/release/10-5-10a.cfm>

**EEOC Sues U.S. Steel Corporation for Nationwide
Disability Discrimination**

Steel Producing Giant Unlawfully Subjects Probationary Employees to Random Alcohol Tests, Federal Agency Charges

<http://www.eeoc.gov/eeoc/newsroom/release/10-5-10.cfm>

**Glenn O. Hawbaker Will Pay \$200,000 to Settle EEOC
Disability Discrimination Lawsuit**

Construction Company Refused to Hire Equipment Operator With Diabetes, Federal Agency Charged

<http://www.eeoc.gov/eeoc/newsroom/release/10-5-10c.cfm>

**Maverik Country Stores Sued for Violation of
Americans with Disabilities Act**

Store In Afton, Wyoming Fired Employee After Learning of His HIV Status, EEOC Alleges

<http://www.eeoc.gov/eeoc/newsroom/release/10-4-10b.cfm>

*“One can never consent
to creep when one feels an
impulse to soar.”*
-Helen Keller



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We look forward to seeing you
at this year's EEO Conference!

