



ISSUE 5

VOLUME 3

FROM THE EXECUTIVE DIRECTOR

Greetings EEO/ADA Coordinators and HR Practitioners,

In order to “Serve the people who Serve the People” and continue with ODE’s responsibility to educate the Commonwealth’s EEO and HR professionals in the area of EEO and Diversity, I am happy to announce this year’s 25th Annual Governor’s Equal Employment Opportunity Conference will take place **Tuesday, October 18 at the Kentucky International Convention Center in Louisville**. Currently, ODE is in the planning stages of what we believe will be another effective and impactful conference.

So, please mark your calendars’ and stay tuned for more information to come as we get geared up and prepare for this year’s EEO Conference. As always we appreciate each of you for your part in making state government and the Commonwealth of Kentucky a better place to work!



Yours truly,
Arthur Lucas

SAVE THE DATE



TUESDAY, OCTOBER 18, 2011

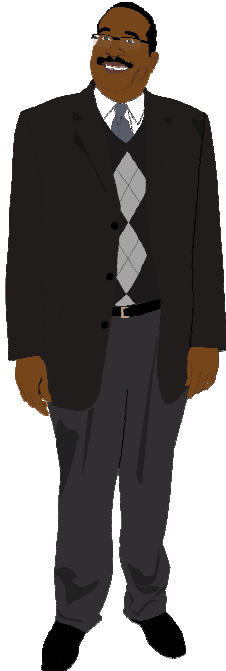
FROM THE STATE EEO COORDINATOR

Greetings,

The Office of Diversity & Equality is excited about the upcoming 25th Annual Governor's EEO Conference! This year's event will include top notch presenters on a variety of topics related to equal opportunity and diversity. With the support of Secretary Longmeyer, our Executive Director Arthur Lucas has Colene, Clint and I working diligently to make this year's program worthy of the silver anniversary.

We have confirmed commitments for our general sessions from Jane Sanders of Gender Smart Solutions out of Mount Vernon Illinois. She is the author of "Gender Smart®- Solving the Communication Puzzle Between Men and Women." We also have confirmed Attorney Kenneth Brown from the EEOC to give us updates on EEO legal cases. Workshop highlights include presentations from Personnel Cabinet General Counsel Dinah Bevington on complaint investigations, Department of Human Resources Commissioner Dr. Sissy Meredith and GSC Consultant Kimberly Bynes are doing a workshop on generational issues, Michael Price of the state data center will be presenting the latest information on the recently released census data and Linda House-Patrick will be presenting on the Kentucky Employees Mediation Program (which will include a mock mediation).

We are also sending out nominations for the Prestigious Charles Anderson Laureate Award, this Award recognizes Kentuckians, either native or adopted who have made statewide contributions on one of the protected classes recognized by state government. There is additional information on this in this newsletter.



On another note, let me say a few words about our GSC workshops on Anti-Harassment and Diversity Awareness. From January through June, we have trained over 200 state employees and the evaluations have been outstanding. Of course there are a few folks who wish we had not opened their minds to getting along with co-workers but it seems that each class had it own way of letting them know they were not in the majority and their thought processes were out of line. The point I would like to make is this training is really good for employees. Many people dread the thought of sitting through 6 hours of training, that is until they actually get there and find out is it good information that will help them at work as well as in life in general. Our workshops are normally held on the second Wednesday of each month and we are also open to working with agencies for special training dates. Give us a call or email us to sign up employees from your office. We look forward to seeing you in the future and especially on October 18 at the Commonwealth Convention Center!

Regards,
Singer

CHARLES W. ANDERSON LAUREATE AWARD



Charles W. Anderson, Jr.
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 Nations 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: September 16, 2011

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

FOR MORE INFORMATION:

Clinton Morris
Office of Diversity & Equality
Commonwealth of Kentucky
Personnel Cabinet
(502) 564-5313
(502) 564-0182 (Fax)

ODE TRAINING NEWS

— 2011 ODE Training Schedule —

Date	Audience	Title	GSC Room	Time
2/09/11	State Employees	Anti-Harassment	5th Floor	9am - 12 pm
	State Employees	Diversity	5th Floor	1pm - 4 pm
3/09/11	State Employees	Anti-Harassment	5th Floor	9am - 12 pm
	State Employees	Diversity	5th Floor	1pm - 4 pm
4/13/11	State Employees	Anti-Harassment	5th Floor	9am - 12 pm
	State Employees	Diversity	5th Floor	1pm - 4 pm
5/11/11	State Employees	Anti-Harassment	5th Floor	9am - 12 pm
	State Employees	Diversity	5th Floor	1pm - 4 pm
6/15/11	State Employees	Anti-Harassment	5th Floor	9am - 12 pm
	State Employees	Diversity	5th Floor	1pm - 4 pm
7/13/11	State Employees	Anti-Harassment	5th Floor	9am - 12 pm
	State Employees	Diversity	5th Floor	1pm - 4 pm
8/10/11	State Employees	Anti-Harassment	5th Floor	9am - 12 pm
	State Employees	Diversity	5th Floor	1pm - 4 pm
9/14/11	State Employees	Anti-Harassment	5th Floor	9am - 12 pm
	State Employees	Diversity	5th Floor	1pm - 4 pm
10/12/11	State Employees	Anti-Harassment	5th Floor	9am - 12 pm
	State Employees	Diversity	5th Floor	1pm - 4 pm



EEOC SPOTLIGHT

Pepsi Settles EEOC Disability Discrimination Suit

EEOC Obtains \$120,000 for Driver With Disability Denied Accommodation and Fired
<http://www.eeoc.gov/eeoc/newsroom/release/8-2-11a.cfm>

Rock-Tenn To Pay \$160,000 To Settle EEOC Sexual Harassment Lawsuit

Manufacturer Failed to Stop Co-Worker's Harassment of Women, Federal Agency Charges
<http://www.eeoc.gov/eeoc/newsroom/release/8-2-11.cfm>

Taco Bell Owner Sued by EEOC for Religious Discrimination

Restaurant Unlawfully Fired Nazirite for His Refusal to Cut His Hair, Federal Agency Charges
<http://www.eeoc.gov/eeoc/newsroom/release/7-28-11.cfm>

DIVERSITY CORNER

From State ADA Coordinator Norb Ryan:

Kentucky's Job Accommodation Network (JAN) Webinar **Understanding and Applying the ADAAA and Its Regulations**

Date: August 23, 2011
Time: 1:30 Eastern

Learn the basic changes the ADAAA made to the definition of disability. Understand what the final regulations added. Leave the session understanding how you can successfully apply these changes in your workplace. Come and hear what you need to know about the ADAAA and the Job Accommodation Network (JAN)!

Objectives:

- Learn the basic changes made by the ADAAA.
- Hear what the final regulations added.
- Understand how the ADAAA applies to your workplace policies and procedures.
- Specifics will include the expansion of the definition of who has a disability (especially "regarded as," and mitigating factors) and new major life activities (such as sleeping and reproductive functions).
- Learn about JAN as a resource.

Speakers:

Linda Carter Batiste, JAN Principal Consultant
<http://askjan.org/staff/Linda.html>

Beth Loy, Ph.D. JAN Principal Consultant
<http://askjan.org/staff/Beth.html>

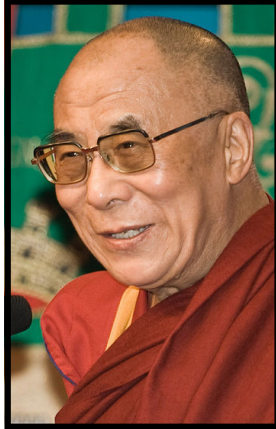
Handouts will be provided as well as a copy of the PowerPoint presentation.

Registration:

Contact Lisa Fort at 502-564-2333 or LisaK.Fort@ky.gov by August 12, 2011.

For accurate state records, please provide names of all participants at each computer station.

QUOTATION OF THE MONTH



If you want others to be happy,
practice compassion. If you want to be
happy, practice compassion.

Tenzin Gyatso
14th Dalai Lama



CONTACT ODE

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