

## **Advancing the HR Profession Award**

### **Format & Criteria**

Please include the following information in the electronic nomination: Program/Effort Title, State, Contact Person, Title, Agency, Mailing Address, Telephone and E-mail. Nominations should be submitted via e-mail to Leslie Scott at [lscott@csg.org](mailto:lscott@csg.org) in Word or PDF. You may also provide links to websites as part of your nomination.

**Program Nominated:** Kentucky's EEO Diversity & Inclusion Conference, Advancing the HR Profession Through Education, Conversation, and Growth

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#### 1. Please provide a brief description of this program.

The Equal Employment Opportunity (EEO), Diversity and Leadership Conference is Kentucky's premier conference for human resources professionals and employment law attorneys, advancing the HR profession by offering professional development and continuing education credits on behalf of SHRM, IPMA, the Kentucky Bar Association, and the Kentucky Personnel Cabinet. The professional development tracts include programming in the areas of human resources, equal employment opportunity, diversity and inclusion, disabilities and ADA, leadership, and contract compliance. This conference truly seeks to enhance the skillset of the Commonwealth's HR professionals by giving them legal updates, best practices, and a forum to connect with their peers.

The size of Kentucky's conference has more than tripled in the last three years to over 700 attendees in 2018, combining speakers from the highest levels of state government along with representatives from large corporate entities, including Yum! Brands, Inc., Brown-Forman, Norton Healthcare, Humana, regional news media personalities and more. The conference is one of the longest running of its kind in the country, entering its 33<sup>rd</sup> year of celebrating the diversity of the

Commonwealth and serving as a learning opportunity for those in leadership, management, and human resources. The event draws a cross section of attendees, including practitioners in the areas of human resources, diversity, management, law, and education.

2. How long has this program or effort been operational? This year will be the 33<sup>rd</sup> year of the EEO Diversity and Leadership Conference

3. Why was this program/effort created? This program was created for human resources professionals, management, and leaders to focus on diversity in the workforce as well engage in professional development in the areas of inclusion, disability, and leadership. Kentucky Personnel Cabinet Secretary Thomas Stephens has said, “The event’s popularity has been phenomenal. Every year it proves to be a premier source of professional development with powerful, thought-provoking discussion of timely topics facing business and HR today.”

4. What are the costs of this program/effort? In 2018, attendees paid \$100 for early bird registration, and \$125 for regular registration to attend the two-day conference. The costs included a key note address with luncheon.

5. How is the program/effort funded? The cost of the conference is self-sustaining, covered by registration fees.

6. How do you measure the success of this program/effort? The success of the conference is measured by the number of attendees from public and private employers, as well as by the increased popularity and continued growth of the event.

7. How has the program/effort changed since its inception?

This conference celebrates and strengthens our investment in a diverse workforce. Our efforts to involve private sector partners in these conversations has be rewarding and has provided a national level conference with continuing education credits at a fraction of the cost of most external trainings. The event has tripled in size based upon popularity and added tracts which address the

topics most sought after by human resources professionals, leadership, and legal counsel.

Representative tracts include:

Breakout sessions in each of the following tracks: HR/Leadership, EEO/Diversity, or Legal. Participants will be awarded continuing education credits based upon sessions attended.

## BREAKOUT SESSIONS

**DIVERSITY/EEO  
ROOM L005/L009**

**HR/LEADERSHIP  
ROOM L010/L014**

**LEGAL  
ROOM L015/L019**

### WEDNESDAY, OCT. 24

<b>SESSION I 2:00PM</b>	Intersectionality: Bridging the Identity Gap <i>Demetria Miles, Decide Diversity</i>	Trust Leaders: A Novel Way to Address Relationship Detoxification in Organizations <i>Tony Belak &amp; J.R. Curtin, 4Civility Institute</i>	#MeToo: A Frank Discussion about Responding to Sexual Harassment in the Workplace <i>Mark Sipek, KY Personnel Board, Matthew Barszcz &amp; Vanessa Rogers, Dinsmore CLE 1.0</i>
<b>SESSION II 3:20PM</b>	Avoiding Unconscious Bias in Hiring, Management & Promotions <i>Marietta Watts, UK Office for Institutional Diversity</i>	Facilitated Networking: A How-to for Establishing Meaningful Connections for Professional Growth <i>KY Personnel Cabinet Office of Diversity, Equality &amp; Training</i>	Due Process: Public Servants Who Work for us Must Use Procedures that Work for us <i>Justin Walker, UofL School of Law Robert Swisher, KY Dept. of Workers Claims CLE 1.0</i>

### THURSDAY, OCT. 25

<b>SESSION I 9:30AM</b>	Mindfulness: Managing the Emotional Brain <i>Zack Culver, KY Personnel Cabinet</i>	Becoming the Leader your Team wants to Follow <i>Asa Swan, KY Transportation Cabinet</i>	Equal Pay Act/Recent Developments in EEO Law <i>Courtney Samford, Wyatt Tarrant and Combs CLE 1.0</i>
<b>SESSION II 10:40AM</b>	Substance Abuse in the Workplace: Impacts on Kentucky <i>Beth Kuhn &amp; Tena Robbins, KY Cabinet for Health &amp; Family Services</i>	Women in Leadership: Turning Authenticity into Impact <i>Cynthia Knapek, Leadership Louisville Center</i>	Ethical Implications / Professional Responsibility <i>Katie Gabhart, Executive Branch Ethics Commission Carmine Iaccarino, KY Public Protection Cabinet Ethics CLE 1.0</i>
<b>SESSION III 1:30PM</b>	Mental Health Issues in the Workplace <i>Zack Culver &amp; Donna Shelton, KY Personnel Cabinet</i>	Innovation and Motivation Drive Success <i>Heather Howell, Brown-Forman</i>	Challenging Workplace Disability Scenarios <i>Jay Inman, Michael Hornback, Sarah Laren, Littler Mendelson P.C. CLE 1.0</i>

The conference has been approved for a total of 7.25 hrs of Continuing Legal Education by the Kentucky Bar Association. Please refer to program for approved sessions with CLE credit. Include activity #192516. Additional educational credits are pending and documentation will be provided to attendees upon approval.

