

KCP Initiative
Michigan Department of Career Development
P.O. BOX 30008
Lansing, MI 48909

Equity Within the Classroom X "Diversity in the New Millennium: Creating A Future of Excellence!"

Speakers

Mary Frances Berry, Chairperson of the U.S. Civil Rights Commission, Geraldine R. Segal Professor of American Social Thought at the University of Pennsylvania

In addition to serving as the Chairperson of the United States Civil Rights Commission since 1993, Professor Berry is the Geraldine R. Segal Professor of American Social Thought at the University of Pennsylvania, where she teaches history and law. As Assistant Secretary for Education in the U.S. Department of Health, Education and Welfare during the Carter Administration, she coordinated and gave general supervision to nearly thirteen billion dollars of federal education programs. Dr. Berry is one of the founders of the Free South Africa Movement, which instigated protests at the South African Embassy in the struggle for democracy in South Africa. Her involvement and dedication to this important cause led to her arrest and imprisonment on several occasions. As a result of her dedication to public service and scholarly activities, Dr. Berry has received twenty-seven honorary doctoral degrees and numerous awards, including the NAACP's Roy Wilkins and Image Awards, the Rosa Parks Award of the Southern Christian Leadership Conference and the Ebony Magazine Black Achievement Award. She is one of the seventy-five women included in *I Dream A World: Portraits of Black Women Who Changed America*. The Women's Hall of Fame designated her as one of "America's Women of the Century."

Alma Wheeler Smith, Senator of the 18th District, including Ann Arbor and Ypsilanti

In addition to representing the 18th Senatorial District of Michigan, Senator Smith is the Vice Chair of the Senate Appropriations Committee and also serves on the Higher Education, Community Health, Department of Environmental Quality and Corrections subcommittees. In her first term, Senator Smith passed legislation regulating personal protection orders between juveniles and their parents or guardians. She guided into law a fifty-bill technical package and an important constitutional amendment which replaces the term "handicap" with the term "disability," bringing Michigan into conformity with federal terminology. She also has worked on key budget amendments on health care and the environment and has seen them adopted into law. In the current session of the legislature; Senator Smith has introduced legislation to provide for a free community college education.

Juan Roberto Job, Trainer, Facilitator, Speaker, Change Management Consultant

As a recognized trainer, facilitator, author, speaker, and change management consultant, Mr. Job is known for his important work in multicultural settings. He is also a principal of las americas Professional Achievement Group, Inc., a multicultural consulting and leadership development firm based in Denver, Colorado. Mr. Job has written training manuals on worksite diversity, ethnic recruiting, and cross-cultural business protocol. He develops and implements culturally-sensitive and community-focused target marketing, target recruiting, and cultural diversity initiatives designed to directly impact a company's bottom line. A frequently featured motivational speaker and workshop facilitator for business and community organizations throughout the country, Mr. Job presents to employees of Fortune 500 firms, public sector agencies, entrepreneurs, members of professional associations, and student organizations. His book *Just Because I'm Latin Doesn't Mean I Mambo A Success Guide for Hispanic Americans*, spells out a successful system for Hispanics to enter critical networks within companies that lead to the inner circle of decision-making and power.

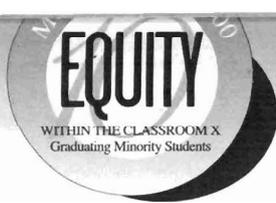
Patricia Russell-McCloud, Professional Orator and Former President of The Links, Inc.

Patricia Russell-McCloud is a Professional Orator identified as one of the top ten speakers in America in *Success Runs in Our Race*, the bestseller by George C. Fraser. Her dynamic oratorical style of delivery is rooted in a foundation of research and statistical data, a component which led Black Enterprise Magazine to name her as one of the top five Business Motivational Speakers. Dr. Russell-McCloud's analytical and substantive ability to address issues such as achieving excellence, assuming leadership, sexual harassment, managing workplace diversity, virtual teams, women and youth issues, and business ownership and operation, has motivated numerous audiences to make a positive difference. Her notable speech "If Not You, Who? If Not Now, When?" is recorded in the Congressional Record of the United States (H3661), May 14, 1980. As former President of The Links, a 52-year-old civic-minded organization of 10,000 empowered African American women who provide volunteer service, Dr. Russell-McCloud was visionary and purposeful in her leadership. She continues to shine as a leader and speaker whose work is sponsored by a number of organizations, including The Coca Cola Company and the Eli Lilly Foundation.

Conference Purpose

This year marks the 10th annual conference focusing on achieving parity in enrollment, retention, and graduation for underrepresented minorities in higher education. The first nine conferences resulted in increased awareness, campus networks being established, identification of successful teaching methods specific to sciences and mathematics, and a growing base of support as we recognize the crisis that exists as it relates to helping minorities, and the consequences if we fail to achieve it.

The conference seeks to achieve full participation levels of underrepresented minorities in Michigan's Institutions of Higher Education. If retention rates are not improved, minorities will never reach parity in terms of bachelor's degrees.



"Diversity in the New Millennium: Creating A Future of Excellence!"

Ypsilanti Marriott

Eastern Michigan University

Thursday, March 16, 2000

9:00 a.m.-11:30 a.m.

Registration

11:30 a.m.-12 Noon

Greetings/Setting the Context: State and University Administrators

12 Noon-1:00 p.m.

Opening

Plenary

Keynote

Speaker

Affirmative

Action: Are

Political

Opportunities

Exploiting

Racial Fears?

Dr. Mary

Frances

Berry,

Chairperson of the U.S. Civil Rights Commission, Geraldine R. Segal, Professor of American Social Thought at the University of Pennsylvania and author of The Pig Farmer's Daughter and Other Tales of American Justice.



Dr. Mary Frances Berry

1:00 p.m.-1:45 p.m.

Networking Lunch/Buffer

2:00 p.m.-3:15 p.m.

Plenary Session

Opening the Doors of Opportunity—

A Familiar Topic with a New Twist

Michigan's college and university leaders will host a panel discussion on the challenges that public institutions face in the new millennium. University leaders will focus on topics, which aid in keeping the doors of opportunity open for diverse student populations. Topics include increasing multicultural awareness, mentoring programs and academic support systems, all of which promote a global view of education.

3:30 p.m.-4:30 p.m.

Concurrent Sessions

I-A: Strategies for Academic and Social Success in College

Dr. Nora Martin, Professor of Special Education, Eastern Michigan University

This workshop will focus on strategies for assisting traditionally underrepresented students in Higher Education with techniques which guarantee success academically and socially. The major focus of the workshop will center on: (1) How to study for various subjects; (2) General information for successful test taking; and (3) Effective interactive skills for getting along with faculty, staff and fellow students. Lecture-discussion and role playing activities will be utilized.

I-B: Multiculturalism/ Working Together with Urban Schools

Dr. Barbara Diamond, Professor of Teacher Education, Eastern Michigan University

For many students, the transition between high school and college is a difficult one. An important component of the success of minorities on college campuses is an increase in multicultural awareness in their primary and secondary educational experiences. This workshop explores the ways in which colleges and universities can work with urban schools to ensure the success of future minority students.

I-C: The Importance of Mentoring

Dr. David James, President, International Mentoring Association

Mentors can play an important role in the development of successful college students. This is perhaps especially true for minority students, as mentors can serve not only as role models, but also as invaluable pieces of the support systems needed to ensure minority students a growing place in colleges and universities in the future.

I-D: The Challenge of Preparing All Students for Successful Postsecondary Experiences

Dr. Glenn R. Stevens, Executive Director, Presidents Council, State Universities of Michigan

For years the American College Test Corporation has documented the positive effect that a "Core Plus" high school curriculum has on students' college aptitude test scores and on their chances of first year college success. A recent report published by the U.S. Department of Education, *Answers in the Toolbox: Academic Intensity, Attendance Patterns and the Bachelor's Degree Attainment*, reaffirms the critical importance of a high school curriculum of substantive quality and intensity, particularly for non-white students. In light of this and other research, what can Michigan's colleges and universities do to promote positive behavior on the part of schools and students to increase the likelihood of a successful postsecondary experience?

3:00 p.m.-5:00 p.m.

Open Registration

4:30 p.m.-5:00 p.m.

Break

5:00 p.m.-6:00 p.m.

Plenary Session

The Importance of Diversity in the New Millennium

Senator Alma Wheeler-Smith, representative of the 18th Senatorial District.

Senator Smith is the Vice Chair of the

Senate

Appropriations

Committee and

also serves on

the Higher

Education,

Community

Health,

Department of

Environmental

Quality and

Corrections

subcommittees.



Senator Alma Wheeler-Smith

6:00 p.m.-8:00 p.m.

Reception/ Entertainment

Modem Tribe: Gwen and Charles Scales

Friday, March 17, 2000

8:00 a.m.-9:00 a.m.

Registration/Continental Breakfast

9:00 a.m.-9:15 a.m.

Greetings/Setting the Context

State and University Administrators

9:15 a.m.-10:15 a.m.

Plenary Session

Diversity and the Effects within College Education

Mr. Juan

Roberto Job,

principal of

Professional

Achievement

Group Inc.,

recognized

Trainer,

Facilitator,

Speaker, Change

Management Consultant

and author of Just Because I'm Latin

Doesn't Mean I Mambo: A Success Guide

for Hispanic Americans.



Mr. Juan Roberto Job

Book Signing available following presentation.

10:30 a.m.-12:00 p.m.

Concurrent Sessions

11-A: Enrollment Management Strategies

Mr. Courtney McAnuff, Vice President for Enrollment Services, Eastern Michigan University

This workshop will explore some strategies and alternatives for increasing the enrollment of minority students in a wide range of university programs. The presentation will approach this issue from the perspective of a variety of exemplary institutions.

11-B: Alternative Pathways for the

Recruitment and Retention of

Minority Students

Ms. Sheri L. Bent, Academic Services

Officer and Ms. Sallie Smith-Brown,

Certification Officer, College of

Education-Academic Services,

Wayne State University

This workshop includes a forty-five minute discussion of the alternative teacher preparation program initiatives undertaken by the College of Education at Wayne State University to recruit and retain underrepresented minorities at the undergraduate and graduate levels. The primary focus of this presentation will be an in-depth discussion of the strategies used to recruit program participants and specific approaches that were developed and used to retain and graduate each group.

11-C: The Road to Tenure: Developing the

Appropriate Support Systems

Dr. Martha Tack, Professor,

Leadership and Counseling,

Eastern Michigan University

Working to obtain faculty status and tenure is a difficult challenge, but minorities may even face a wider, more frustrating range of challenges in this area. The development of strong and varied support systems is one of the best ways for minorities to overcome these challenges. This workshop will explore, from a university perspective, several methods for developing and implementing such support systems to assist on the road to tenure.

11-D: Rap, Hip-Hop, and Being 'Bout It:

Implications for Educators

Aya Fubara Eneli, J. D., President, Kaneli

International Training Institute

Robert S. Smith, M. A., Ph. D. Candidate,

Bowling Green State University

Hip-hop and rap are a rapidly growing part of the cultural landscape in this country. In spite of this, this cultural phenomenon has received very little attention from academia, except for when we are criticizing it. A significant percentage of the youth we are attempting to recruit and graduate from our institutions adhere to it. And yet, whether or not we choose to address this phenomenon, as the hip-hop artist say, "hip-hop rules the world". This presentation will define hip-hop and explain the major components of the culture and its impact on a generation. Pertinent information will be shared that will bridge the cultural gap between educators, administrators, and students. This presentation will greatly benefit those interested in understanding and harnessing the special talents of today's youth.

12:15 p.m.-1:30 p.m.

Lunch/Keynote

Address

Diversity: Aren't We

Supposed to be Here!

Dr. Patricia Russell-

McCloud, Former

President of The Links, Inc. and

spellbinding Professional Orator identified as one of the top ten speakers in

America in the bestseller Success Runs in

Our Race, by George C. Fraser.

Book Signing available following presentation.



Dr. Patricia Russell-McCloud

Equity Within the Classroom X
"Diversity in the New Millennium:
Creating A Future of Excellence!"

REGISTRATION FORM

Please indicate your attendance by checking the appropriate box(s).

Thursday, March 16, 2000

Plenary Sessions

Concurrent Workshops:

Please circle first choice: I-A I-B I-C I-D