

Conference Workshop Sessions

	Diversity/EEO	HR/Leadership/ Management	Legal
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Wednesday, October 24

Session I 2:00 PM - 3:10 PM	<u>Intersectionality: Bridging the Identity Gap</u> <i>Demetria Miles, CEO Decide Diversity</i>	<u>TRUST LEADERS: A Novel Way to Address Relationship Detoxification in Organizations</u> <i>Tony Belak & J.R. Curtin, 4Civility Institute</i>	<u>#MeToo: A Frank Discussion about Responding to Sexual Harassment in the Workplace</u> <i>Mark Sipek, Exec Director KY Personnel Board, Matthew Barszcz, Dinsmore Vanessa Rogers, Dinsmore</i>
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Session II 3:20 PM - 4:30 PM	<u>Avoiding Unconscious Bias in Hiring, Management and Promotions</u> <i>Marietta Watts, Office for Institutional Diversity, University of Kentucky</i>	<u>Facilitated Networking: A How-To for Establishing Meaningful Connections for Professional Growth</u> <i>KY Personnel Cabinet Office of Diversity, Equality and Training Staff</i>	<u>A Conversation on Due Process: The Public Servants Who Work for Us Must Use Procedures that Work for Us</u> <i>Carmine Iaccarino, Public Protection Cabinet Justin Walker, Univ. of Louisville School of Law, Robert Swisher, Commissioner, KY Department of Workers Claims</i>
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Thursday, October 25

AM Session I 9:30 AM - 10:30 AM	<u>Mindfulness—Managing the Emotional Brain</u> <i>Zack Culver, Personnel Cabinet</i>	<u>Becoming the Leader Your Team Wants to Follow</u> <i>Asa Swan, Chief of Staff KY Transportation Cabinet</i>	<u>Equal Pay Act/Recent Developments in EEO Law</u> <i>Courtney Samford, Wyatt, Tarrant and Combs</i>
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AM Session II 10:40 AM - 11:40 AM	<u>Substance Abuse in the Workplace: Impacts on Kentucky</u> <i>Beth Kuhn, Cabinet for Health and Family Services, Office of the Secretary and Tena Robbins, CHFS Department for Behavioral Health and Developmental Disabilities</i>	<u>Women in Leadership: Turning Authenticity into Impact</u> <i>Cynthia Knapke, President Leadership Louisville Center</i>	<u>Ethical Implications/Professional Responsibility</u> <i>Katie Gabhart, Exec Director Executive Branch Ethics Commission Carmine Iaccarino, Exec Dir., Office of Legal Services, Public Protection Cabinet</i>
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PM Session 1:30 PM - 2:30 PM	<u>Mental Health Issues in the Workplace</u> <i>Zack Culver & Donna Shelton, State ADA Coordinator KY Personnel Cabinet</i>	<u>Innovation and Motivation Drive Success</u> <i>Heather Howell, Director of Emerging Brands, Brown-Forman Corporation</i>	<u>Challenging Workplace Disability Scenarios</u> <i>Jay Inman, Michael Hornback, Sarah Laren Little Mendelson P.C.</i>
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Governor's
Equal Employment
Opportunity, Diversity
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Conference Workshop Sessions

Day 1: Session 1

Intersectionality: Going From Good to Great – Demetria Miles

Today's version of diversity covers, among many other things: gender, race, age, disability, sexual orientation, religion, and veteran status. Everyone fits nicely into these groups. According to statistical reports, people fit into only one of these categories at a time. We compare men to women, white people to people of color, and cis gender and straight to LGBTQ. What happens when people identify with more than one of these groups? Business leaders have traditionally assumed that every person who identifies with one of these groups experiences the world and workplace similarly. However, people are complex and rarely identify with only one group. It's time to expand our definition of diversity and get back to its roots: uniqueness and individuality. It's time to talk about intersectionality. Click [here](#) to return to the schedule overview.

TRUST LEADERS: A Novel Way to Address Relationship Detoxification in Your Organization – Tony Belak and J.R. Curtis

This is a challenging time for organizations, business, governmental, or any affiliation or association of people who must work together in a productive and goal oriented manner. Regulations, laws, policies, and social norms create shifting sands and often a storm of protest in the workplace where we may feel disoriented because our foundation of standards and old ways of conducting ourselves has crumbled. There is no solid ground some days due to external forces that impact the workplace culture, and damaging stress can replicate itself internally impacting relationships, communication, and productivity. Can state government leadership create a set of attitudes and processes to develop a more positive workplace environment? The answer may be as simple as developing better listening skills as the foundation for the Trust Leaders skill set. Click [here](#) to return to the schedule overview.

#MeToo: A Frank Discussion About Responding to Sexual Harassment in the Workplace – Mark Sipek, Matthew Barszcz, and Vanessa Rogers

We've seen a significant change in the way workplaces around the country must respond to allegations of all types, most especially sexual harassment. It is clear that no matter the setting, be it public or private sector employment, leaders at all levels must clearly understand the repercussions of this still new 'sea change' with respect to what is and is not acceptable. What trends have become evident since this 'change' has become clear. How are agencies responding? What are private sector employers doing to be more responsive to these kinds of allegations? How might the public and private sector learn from each other in order to protect the employees we serve? Come listen, engage and offer your thoughts about how to respond to sexual harassment in workplaces across Kentucky. Click [here](#) to return to the schedule overview.

Conference Workshop Sessions

Day 1: Session 2

Avoiding Unconscious Bias in Hiring, Management and Promotions – Marietta Watts

Discover how the University of Kentucky's Unconscious Bias Initiative, designed especially for all faculty, staff and students is developing a culture of inclusivity and appreciation throughout the organization.

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Facilitated Networking: A How-To for Establishing Meaningful Connections for Professional Growth – KY Personnel Cabinet Office of Diversity, Equality and Training

Networking is a hallmark of establishing meaningful relationships of all types. Understanding the nuances involved in establishing meaningful connections, not to mention understanding how to nourish those connections for future growth can be the difference between landing that ‘awesome’ opportunity, or quite simply...not. Whether working in the public or private sector, understanding how to network with peers is an often undervalued leadership skill.

This session will allow for the opportunity to learn the do’s, don’ts, cans and cant’s associated with established a strong professional network that can be leveraged for success. Session presenters will lead participants in networking exercises and various ‘ice breakers’ designed to leave attendees with the ability to work any kind of event, whether it be social or professional.

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A Conversation on Due Process: The Public Servants Who Work for Us Must Use Procedures that Work for Us – Justin Walker and Robert Swisher

Due process can be time consuming and cumbersome, but it’s essential to ensuring that citizens are treated fairly by the administrative agencies that work for them. This conversation explores what due process means and why it matters. Topics that will be explored:

1. What is due process?
2. What is minimally required and when?
3. Why do the requirements of due process change depending on the interest involved?
4. How does due process ensure consistent outcomes/results?
5. What is the value of consistent outcomes/results?
6. How is due process a check on government?
7. Why is it important to have a check on government?

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Conference Workshop Sessions

Day 2: Session 1

Mindfulness - Managing the Emotional Brain – Zack Culver

Emotional regulation is our ability to adapt to a given situation effectively, so that we experience minimal negative impact to our moods and limit behaviors that we might later regret. This is a leadership skill we all strive for and can benefit us greatly at work, but is difficult to master. Mindfulness may play a big role in the acquisition of this ability as we see it get increasing attention by researchers and the popular press. This workshop is a basic introduction to mindfulness and will cover the possible wide ranging impact it has on depression, anxiety, stress management, chronic pain, and improved brain functioning.

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Becoming the Leader Your Team Wants to Follow – Asa Swan

In an increasingly angry, entitled culture, leaders often struggle to lead the disparate people in their workplace. Effective leaders understand that the cues they give off set the example for their teams to follow, and they unlock their team's potential by creating healthy cultures that honor and empower their employees.

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Equal Pay/Recent Developments in EEO Law – Courtney Samford

The Equal Employment Opportunity Commission states that the Equal Pay Act ‘requires that men and women in the same workplace be given equal pay for equal work.’ In 2018, is discrimination in compensation an issue worth examining? Are there differences in the way public and private employers should address potential issues? How might you identify and navigate the potential landmines associated? In addition, this session will include a rundown of recent developments in Equal Employment Opportunity law, and the associated implications for legal professionals and human resource practitioners.

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Conference Workshop Sessions

Day 2: Session 2

Substance Abuse in the Workplace: Impacts on Kentucky – Beth Kuhn and Tena Robbins

It is no secret that substance abuse is an epidemic of epic proportions. Perhaps most notably, the opioid crisis continues to touch people of all types and from all walks of life. Substance abuse is indeed a major threat to our workplaces because it knows no age, color or socioeconomic status. How is this crisis affecting our state? What relevance does it have to the work that we do each day? And what should working professionals do to try and respond to this crisis? Come and engage in a thoughtful conversation with presenters who witness the tragic effects of substance abuse through their work each day.

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Women in Leadership – Cynthia Knappek

Research shows that now more than ever women naturally have the competencies required to succeed as leaders. This workshop will explore how women can nurture these authentic strengths and gain tools for removing barriers to success. Along the way we'll bust some stereotypical myths and we'll look at how men can play a role in advancing women into more leadership roles too.

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Ethical Implications/Professional Responsibility – Katie Gabhart and Carmine Iaccarino,

This session focuses on various codes of ethics and general principals of propriety that should be followed in both state service and the private sector, being mindful that these codes do not allow match every situation. The speakers will be addressing scenarios for which they will offer advice on how to handle such situations as they arise and techniques for how to protect your agency or business from violating these codes in the future.

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Conference Workshop Sessions

Day 2: Session 3

Mental Health Issues in the Workplace – Zack Culver & Donna Shelton

As of 2017, the World Health Organization (WHO) labeled depression as the leading cause of disability worldwide. Connecting employees with supportive services is integral for symptom management and to inhibit the evolution of depression, or any other mental health diagnosis. Awareness and minimal involvement can have a significant and positive influence on a person's life. This session will review the impacts mental health difficulties have in the workplace, the warning signs that would indicate the need for intervention and strategies to help connect that employee to the appropriate support. The role of accommodations in ensuring the success of employees suffering from mental health issues will be discussed and the Kentucky State ADA Coordinator will be on hand to assist during a brief Q&A at the end of the session.

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Innovation and Motivation Drive Success – Heather Howell

Innovation does not have to be in your job title to motivate yourself and your team to drive successful business outcomes. Innovation is about taking risks, asking difficult questions and learning the valuable lessons associated with failing. This session is geared toward those who have a desire to color outside the lines and push beyond boundaries to boldly make your career your passion.

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Challenging Workplace Disability Scenarios – Jay Inman, Michael Hornback, & Sarah Laren

This interactive session will address how to handle some of the most challenging scenarios involving disabilities in the workplace. Topics will include “invisible” disabilities and mental disabilities. The session will also include how to handle complaints by co-workers and customers/clients about an employee's potential medical condition, where the employee has not made any disclosure or sought any accommodations. The presenters will share their experiences and advice regarding these challenging scenarios, and attendees will leave with additional ideas and practices for handling such scenarios legally and respectfully when they appear in the workplace.

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