

Statewide EEO/ AA Representatives Committee Newsletter

2nd Annual Governor's EEO & Diversity Summit "Remember the Titans"

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Members of the Committee

- Loretta Brase (DHSS)
- Jim Brooks (DNREC)
- Debbie Carey (DDA)
- Gregory Chambers (HRM)
- Norwood Coleman (DSCYF)
- Rhonda L. Davis (DSP)
- Beverly Ennis (DEDO)
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- John Smart (DOC)
- Sharon Windsor (OMB)
- Mary Jane Donnelly (Finance)
- James Williams (DeIDOT)



Evaluation Results

Number in attendance: 162

Overall Summit rating:

- Excellent: 95
- Good: 56
- Fair: 10
- Poor: 1



Future Summit Recommendations

- Diversity programs should not be second class
- Diverse panel of real people for next year
- Would like for elected officials to address the topic
- Discussion beyond the right thing to do—economic imperative
- Keynote address from a successful diversity employer
- A roundtable discussion of what works and what to avoid
- Explore more deeply how people see things differently
- Hear viewpoint from prominent Delawareans

Provided by: Summit Participants



2005 AAAA Region III Conference

Gregory Chambers is the Region III Director for the American Association for Affirmative Action. He has been leading an effort since February of this year by joining forces with the leadership of the Philadelphia "Liberty" Liaison Group (LILG) to present a powerful two and one-half day conference at the Crowne Plaza Hotel, 1800 N. Market St, Philadelphia, PA, from September 26-28, 2005. The conference theme is Equal Opportunity * Affirmative Action * Diversity: Still A Sound Investment. The conference is to provide employers with insight on techniques to enhance diversity efforts in:

- Utilizing vast assortment of talent;
- Cementing current diversity foundation;
- Guiding culturally compe-

tent staff recruitment, training and retention;

- Building workplace relationships;
- Influencing diversity from a leadership perspective; and
- Gaining generational insights.

Registration cost for the conference is \$175 per person. The room rate is \$149 per night stay. Anyone interested should contact Gregory Chambers at 577-8977 or gregory.chambers@state.de.us or visit LILG's website at <http://libertyilg.homestead.com/index.html>

Titan Highlights

- Diversity is a fact – it's about being different.
- Some people see diversity as adversity. They see difference as a problem.
- You're advised to have a diversified portfolio—you should also be diversified in your work and life as well.
- As leaders you have to accept diversity. Everyone thinks differently.
- All men/women are created equally and deserve to be treated equally.
- To be a successful leader you have to motivate people to be the best they can be.
- As a leader, your job is to fire them up—not fire them.
- Don't just focus on the weak links to make them better. Work with the strong links to motivate them to be better.
- Failure makes you wiser, success makes you stronger.
- The real success of their program is what they are doing now—promoting diversity. Their success was not in the development of the players' talents. It was in the development of the coaches' talents.
- Their original training wasn't about football—it was about finding out about each other.
- Talent isn't any good if you can't develop it.
- Sometimes you have to swallow your pride for the betterment of the whole program and do what's best for the team.
- 69 out of 84 players went to college and only 29 played college football.
- Our team wasn't only made up of good athletes—it was made up of good students.

Provided By: Coach Glenn Furman

For suggestions, ideas and questions about the newsletter please contact:
Gregory Chambers, 820 N. French Street, Carvel State Building, Wilmington, DE 19801

Phone: 302-577-8977

Fax: 302-577-3996