



Department of
Job and Family Services

Ted Strickland, Governor
Douglas E. Lumpkin, Director

TO: ODJFS Deputy Directors and County ODJFS, PCSA and CSEA Directors
FROM: Douglas E. Lumpkin, Director 
DATE: March 23, 2010
SUBJECT: Cultural Diversity: A Matter of Civil Rights Training Conference

The Ohio Department of Job and Family Services Bureau of Employee Services, Civil Rights/Labor Relations Section will hold a training conference entitled *Cultural Diversity: A Matter of Civil Rights*, on Thursday, May 20, 2010, at the Ramada Plaza Hotel & Conference Center, Columbus, Ohio 43229. This training conference will offer you a unique opportunity to learn about Ohio's cultural diverse communities, their civil rights, and our efforts in addressing their needs and concerns.

As Ohio's population becomes more diverse, it is essential that social and other service provider agencies keep pace by developing skills and strategies to respond to the needs of the families we serve. In Ohio, and in the rest of the nation, our demographics are changing every day. New opportunities for our growth come with the arrival of new immigrants and their specific needs. It is important that we all join in the effort to promote awareness, understanding, and competence when serving all Ohio families while upholding their civil rights.

ODJFS will cover the training fees. County agencies are asked to cover their staff's overnight if necessary, and travel expenditures. For hotel accommodations you may contact the Ramada Plaza Hotel & Conference Center at (614) 846-0300. No formal agreement has been made with the hotel for overnight accommodations.

With this memorandum we are including an agenda and registration form. We are asking that you return this form no later than **April 30, 2010**. Registrations received after this date, will not be considered. ***This training will serve as the official training for civil rights coordinators at the county agencies.***

Please send your registration form by mail to ODJFS Civil Rights/Labor Relations, Cultural & LEP Initiatives, 30 East Broad Street, 37th Floor, Columbus, Ohio 43215, or fax it to (614) 752-6381. If you have any questions about this training, please contact our office at (614) 387-0310 or e-mail Julia Arbini Carbonell at julia.arbini-carbonell@jfs.ohio.gov

cc: Sonnetta Sturkey
Carolyn Borden-Collins

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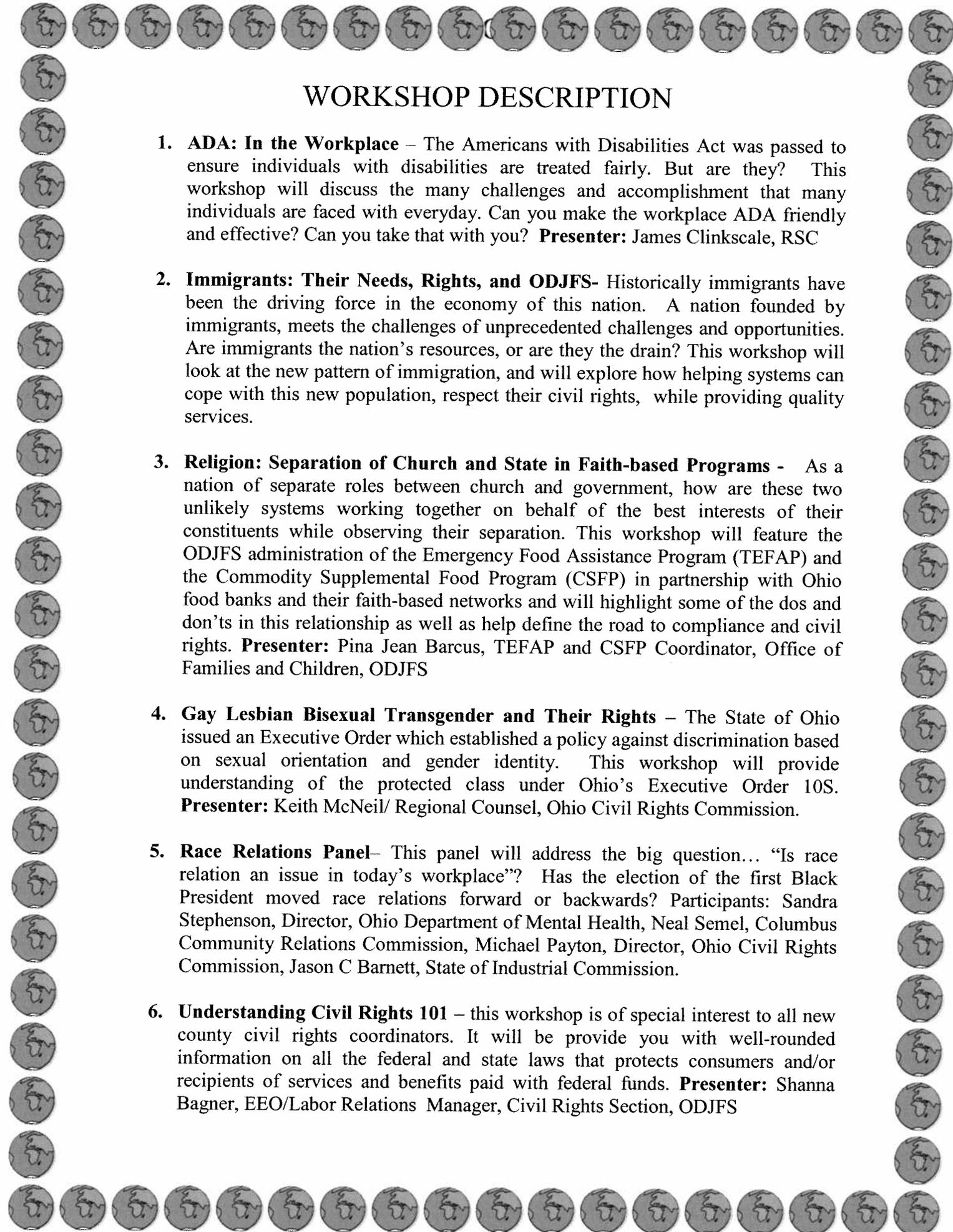
Ohio Department of Job and Family Services
Civil Rights/Labor Relations
Cultural Diversity: "A Matter of Civil Rights"
Training Conference
AGENDA

Ramada Plaza Hotel & Conference Center
4900 Sinclair Road
Columbus, Ohio 43229
May 20, 2010

Workshops: May 20, 2010

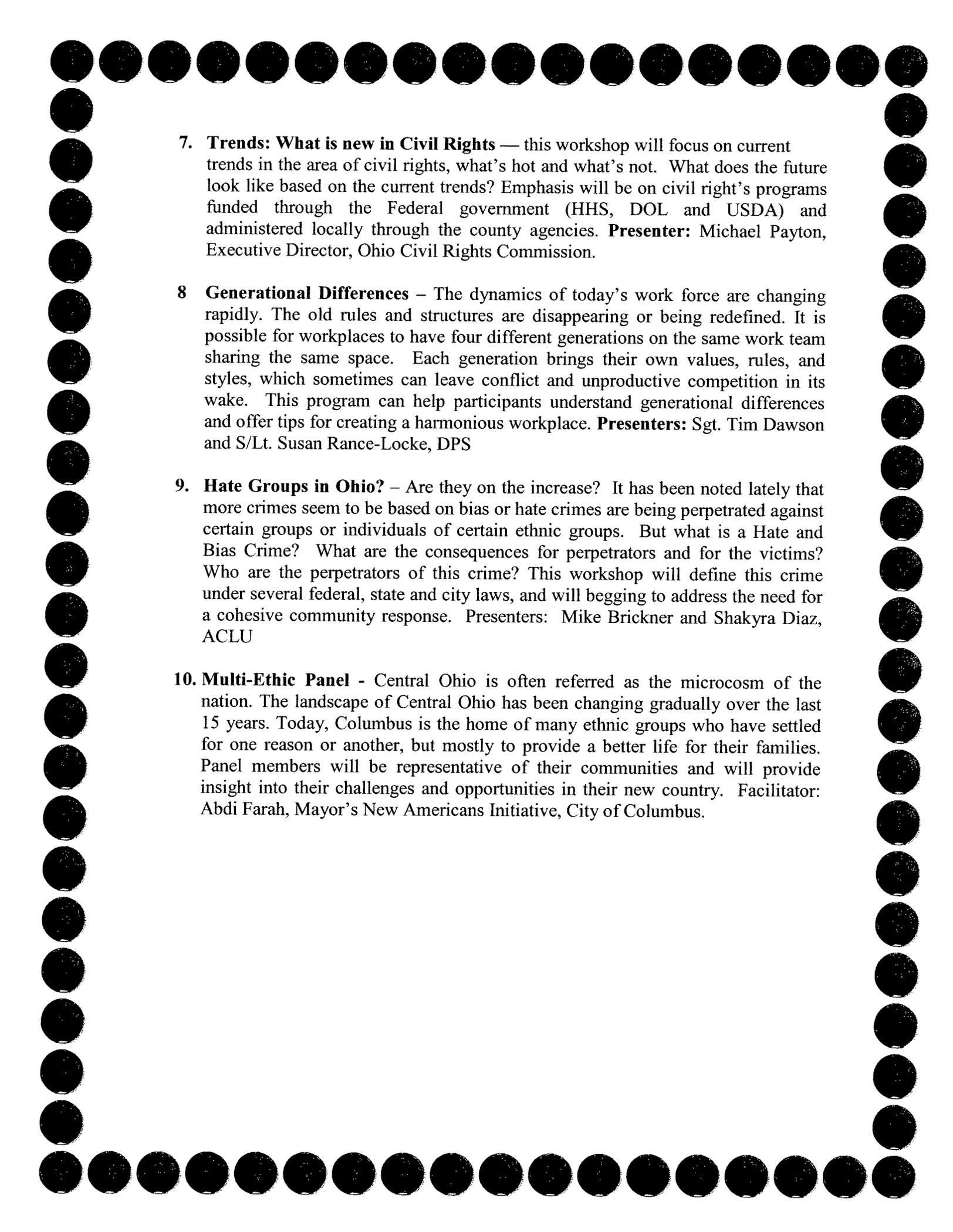
- 8:00 – 8:20 a.m. Registration**
8:30 - 9:00 a.m. Welcoming Remarks – Carolyn Borden-Collins, Assistant Deputy Director, Employee and Business Services
Sonnetta Sturkey – Deputy Director, Employee and Business Services
Douglas E. Lumpkin, Director
- 9:10 – 10:30 a.m. Morning Workshops**
- ADA: In the Workplace
 - Immigrants & Refugees: Their Needs, Rights and ODJFS
 - Religion: Separation of Church and State in Faith-based Programs
 - GLBT: A Legal Perspective
- 10:35 – 11:45 a.m. Race Relations in the Workplace / Panel Discussion**
Is it an Issue? Best Practices in the Workplace
- Noon – 1:30 p.m. Lunch on Your Own**
- 1:30 – 3:00 p.m. Afternoon Workshops**
- Civil Rights 101
 - Trends in Civil Rights Cases
 - Generational Differences
 - Hate Groups in Ohio?
- 3:15 – 4:15 pm. Multi-Ethnic Panel with Members from the Latino, Somali, Asian and Russian communities**
Facilitator: Abdi Farah, Mayor's New Americans Initiative
- 4:15 pm. Closing Remarks** Julia Arbini-Carbonell

*Request for 5.20 hours of continuing education credits (ceu's) has been submitted.
Approval is pending.*



WORKSHOP DESCRIPTION

1. **ADA: In the Workplace** – The Americans with Disabilities Act was passed to ensure individuals with disabilities are treated fairly. But are they? This workshop will discuss the many challenges and accomplishment that many individuals are faced with everyday. Can you make the workplace ADA friendly and effective? Can you take that with you? **Presenter:** James Clinkscale, RSC
2. **Immigrants: Their Needs, Rights, and ODJFS-** Historically immigrants have been the driving force in the economy of this nation. A nation founded by immigrants, meets the challenges of unprecedented challenges and opportunities. Are immigrants the nation’s resources, or are they the drain? This workshop will look at the new pattern of immigration, and will explore how helping systems can cope with this new population, respect their civil rights, while providing quality services.
3. **Religion: Separation of Church and State in Faith-based Programs -** As a nation of separate roles between church and government, how are these two unlikely systems working together on behalf of the best interests of their constituents while observing their separation. This workshop will feature the ODJFS administration of the Emergency Food Assistance Program (TEFAP) and the Commodity Supplemental Food Program (CSFP) in partnership with Ohio food banks and their faith-based networks and will highlight some of the dos and don’ts in this relationship as well as help define the road to compliance and civil rights. **Presenter:** Pina Jean Barcus, TEFAP and CSFP Coordinator, Office of Families and Children, ODJFS
4. **Gay Lesbian Bisexual Transgender and Their Rights** – The State of Ohio issued an Executive Order which established a policy against discrimination based on sexual orientation and gender identity. This workshop will provide understanding of the protected class under Ohio’s Executive Order 10S. **Presenter:** Keith McNeil/ Regional Counsel, Ohio Civil Rights Commission.
5. **Race Relations Panel**– This panel will address the big question... “Is race relation an issue in today’s workplace”? Has the election of the first Black President moved race relations forward or backwards? Participants: Sandra Stephenson, Director, Ohio Department of Mental Health, Neal Semel, Columbus Community Relations Commission, Michael Payton, Director, Ohio Civil Rights Commission, Jason C Barnett, State of Industrial Commission.
6. **Understanding Civil Rights 101** – this workshop is of special interest to all new county civil rights coordinators. It will be provide you with well-rounded information on all the federal and state laws that protects consumers and/or recipients of services and benefits paid with federal funds. **Presenter:** Shanna Bagner, EEO/Labor Relations Manager, Civil Rights Section, ODJFS

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7. **Trends: What is new in Civil Rights** — this workshop will focus on current trends in the area of civil rights, what's hot and what's not. What does the future look like based on the current trends? Emphasis will be on civil right's programs funded through the Federal government (HHS, DOL and USDA) and administered locally through the county agencies. **Presenter:** Michael Payton, Executive Director, Ohio Civil Rights Commission.
 - 8 **Generational Differences** – The dynamics of today's work force are changing rapidly. The old rules and structures are disappearing or being redefined. It is possible for workplaces to have four different generations on the same work team sharing the same space. Each generation brings their own values, rules, and styles, which sometimes can leave conflict and unproductive competition in its wake. This program can help participants understand generational differences and offer tips for creating a harmonious workplace. **Presenters:** Sgt. Tim Dawson and S/Lt. Susan Rance-Locke, DPS
 9. **Hate Groups in Ohio?** – Are they on the increase? It has been noted lately that more crimes seem to be based on bias or hate crimes are being perpetrated against certain groups or individuals of certain ethnic groups. But what is a Hate and Bias Crime? What are the consequences for perpetrators and for the victims? Who are the perpetrators of this crime? This workshop will define this crime under several federal, state and city laws, and will begging to address the need for a cohesive community response. **Presenters:** Mike Brickner and Shakyra Diaz, ACLU
 10. **Multi-Ethic Panel** - Central Ohio is often referred as the microcosm of the nation. The landscape of Central Ohio has been changing gradually over the last 15 years. Today, Columbus is the home of many ethnic groups who have settled for one reason or another, but mostly to provide a better life for their families. Panel members will be representative of their communities and will provide insight into their challenges and opportunities in their new country. **Facilitator:** Abdi Farah, Mayor's New Americans Initiative, City of Columbus.