

Kansas Diversity Network

October 9, 2008

Docking State Office Building

Members in Attendance: Robbie Berry (SRS), Susan Pfannenstiel (KHP), Michael Smith (KDOT), Dwight Garman (KDOT), George Vega (DOA), Jeremy Deckard (KHRC), Joel Schuckman (SRS), Anthony Fadale (SRS), Elias Garcia (DOC), LeAnn Moore (SRS), Lisa Locke (SRS) and Debbie Lang (SRS).

NOTE: Diversity Network meetings are going to be the 3rd Thursday of the month starting at 1:30.

Welcome and Introductions

Cultural Celebration Update: Debbie Lang gave an update on the latest information regarding the May 7, 2009 Cultural Celebration. We went over the Entertainment thus far. Mention was made to have participants from the German Heritage background. Elias Garcia offered to contact someone from the German community to see if they would like to be available to participate in the May 7 Celebration. Robbie Berry will be contacting Karen Gutzwiller to see if someone from the Irish community would be available. Jeremy Deckard will be contacting Swedish dancers from the Lindsborg community. Don Dew from Hays, KS LGBT would also be invited to attend.

Joel Shuckman from SRS agreed to serve as our Public Relations Chairperson. Robbie will be contacting Maury Sullivan for air time

Conversations: comments were brought up about changing the Cultural Celebration to Diversity Celebration. The word Diversity reflects more of an inclusion of everyone. For the time being we would leave the word Cultural Celebration in our correspondence. Debbie Lang will bring this topic up at the next Cultural Celebration team meeting to see if the team would be in agreement with the change. For example: 3rd Annual Cultural and Diversity Celebration

Funds: George felt that as long as our monies go to State efforts then we should be able to ask for dollars for our Diversity Network efforts.

Strategic Plan Review: Recruiting at High Schools and updating the DN Listserve. A request was made to e-mail the Strategic Plan to the Diversity Network.

Special Events Committee – Co-chair Jeremy Deckard

The Future Business Leaders of America will be meeting on March 25, 2009 here in Topeka. They have contacted Jeremy to see if State agencies would like to have a booth and to help with mock interviews. We would be able to talk to the Business Leaders about State employment and our job opportunities. To reserve a hotel room would cost \$450.00.

Discussion of what our Diversity Network Mission is. What is our mission? Why can't the DN have Mini-Fairs have active recruiting (hold onto some vacancies); Show me the Diversity - step up our game; Work as one agency; Need to ask for money from each agency; Open jobs external; Respecting others training – KDOT Mike Smith; Start network efforts with people of color; Have young people on our teams

ADA Update – Anthony Fadale

2008 Amendment passed take effect in January, 2009.

- Cost – what people ought to know
- Anthony Fadale, Mike Smith and Martha Gabehart training – spend more time on what qualifications are needed to do the job.
- Asked the court to comply with
 - Obligations
 - Budget Issues - need to partner; can offer basics on-line to supervisors waiting for guidance from EEOC.
- Resources

LGBT Diversity Training – George Vega

- Pat Writt attended and said the training was very informative. We would like to have Pat attend a future DN meeting and talk to us.
- Don Dew – Trainer
 - Executive Order – are we pulling in policy and including training?

Other Discussions – the DN meetings will now be the 3rd Thursday of each month starting with the November 20, 2008 meeting. The meeting location will be the Brown Foundation.

In order to promote cultural awareness the Network thought we could have one announcement about specific cultures (for example: Disability Awareness Month; Hispanic Awareness Month, etc.) and send to all agencies. Agencies could have the discretion to go ahead and send the announcement to their employees. We would also link to the Diversity Network website. More discussion to follow.

Next Steps/Action to be taken:

Debbie Lang to ask Cultural Celebration Committee to change the name of the Event to: 3rd Annual Diversity Celebration

Elias Garcia – to contact German dancers to participate in our Diversity Celebration

Robbie Berry – contact Karen Gutzwiller to see if Irish performers could participate

Jeremy Deckard – contact Swedish dancers

Invite Don Dew to participate and spread the word for us about the Diversity Celebration

Debbie Lang - update the Diversity Network Committee regarding the changing of the name Cultural Celebration to Diversity Celebration

DN needs to let Jeremy Deckard know if we will be participating in the Future Business Leaders conference in March

Make sure the Diversity Network Strategic Plan has been e-mailed to the Network

Update our DN e-mail listing

Continue our discussion on how to identify our mission and what the Network would like to accomplish

Invite Pat Writt to attend and give a short presentation on the LGBT Diversity training she attended

Update on the Minority Scholarship Workshop (October 18 at TWHS)

Anyone want to take the lead on writing or researching articles on Diversity to disseminate to agencies for sending out to employees?