



Diversity and Inclusion Learning Track

Sponsored by BWC's Inclusion & Diversity Leadership Team

The **Ohio Safety Congress & Expo 2019 (OSC19)** is your connection for workplace diversity and inclusion educational opportunities!

Attend the Midwest's largest congress and expo dedicated to keeping your workforce safe, healthy and productive. Meet with vendors and choose from 200 educational sessions, including this roster of diversity and inclusion topics. **Register online at www.ohiosafetycongress.com. Admission is FREE!**

Thursday, March 7

8:15 to 9:15 a.m.

Diversity Via Improved Recruitment (#631B)

The Baby Boomer generation is retiring at a fast rate, the population is becoming more diverse and a strong economy is making the job market more competitive, which makes recruitment efforts critical to organizational success. Through interactive methods, this session explores diversity recruitment strategies. The presenters inspire and energize managers to partner with diversity and inclusion specialists, recruiters, managers and leaders to build a winning organization via improved recruitment.

Presenters: Toby Chambliss, EEO manager, Ohio Department of Public Safety, Traci Luers, workforce diversity recruitment manager, Ohio Department of Transportation

Noon to 1 p.m.

Diversity and Inclusion Impacts Your Bottom Line (#633B)

Working in today's diverse workplace, it is inevitable that you will work with people who are different from you. Today's environment creates many challenges regarding inclusion in the workplace. In this session, the presenter discusses why it is important to work across differences and to be inclusive. The presenter designed this interactive session for participants to explore how inclusion impacts their personal and professional experiences while interacting with others. Employers find that building those bridges leads to innovation and connectivity within organizations.

Presenter: Tameka Taylor, Ph.D., CDE, president, Compass Consulting Services LLC

1:30 to 2:30 p.m.

The Science and Power of Gratitude in the Workplace (#634B)

The active practice of gratitude and appreciation can increase a person's well-being, increase bet-

ter sleep habits, increase metabolism and lessen stress. This directly impacts work results and employee interaction. Research has revealed that people are less likely to express gratitude in the workplace than anywhere else. Hear how employee appreciation boosts performance and engagement, and cultivates the single most important ingredient to living a successful and fulfilling life.

Presenter: Angelee Richards, vice president of operations, Alyfe Wellbeing Strategies

Training Engagement for the Multi-Generational Workplace (#194B)

This session demonstrates how to incorporate childhood games, game shows and cell phone applications to engage a multi-generational workforce to be excited and look forward to a company's training programs.

Presenter: Sheri White, PHR, SHRM-CP, human resources, Golf Galaxy GolfWorks Inc.

#YouToo The Impact of #MeToo on the Workplace (#294B)

Sexual harassment claims are on the rise. This presentation covers the trends in jury awards and court cases with respect to these claims. The presenters discuss what juries look for and expect when evaluating these claims.

Presenter: Tami Hannon, attorney, Mazanec, Raskin & Ryder Co. LPA

Getting a Full Perspective on Our Aging Workforce (#394B)

This panel discussion addresses the benefits and challenges of an aging workforce. The panelists focus on the physical aspects of aging on a worker's body, accommodations you can make to the workplace environment and the benefits for both the employer and the worker. They also discuss the legal implications aging workers may pose for employers.

Panelists: Jerry Sallee, J.D., attorney, Dinsmore & Shohl LLP, Peggy Weaver, controller, Esther Price Candies Corp.,

David Kessler, M.D., medical director, CompManagement Health Systems, Bruce Preston, client services manager, CompManagement Inc.

2:45 to 3:45 p.m.

Employee Engagement Best Practices (#635B)

This session addresses how engagement through inclusion helps the organization and the employee discover the best of each other through periodically applying diverse perspectives, thoughts and ideas to issues that need addressed. Hear how engagement through involvement unleashes employee satisfaction, loyalty and fulfillment that enables employees to bring their best self to work, and to perform their best while at work. Learn how engagement through investment in employees with training, leadership development, mentorship and sponsorship programs helps ensure that high potential diverse leaders see themselves in the future growth plans of the organization.

Presenter: Stephen Francis, J.D., president & lead strategist, Franchise D&I Solutions LLC

4 to 5 p.m.

Diversity in Safety (#636B)

Diversity is an important aspect of any organization. Whether you're managing a multigenerational or multicultural workforce, diversity is a source of enrichment and opportunity that can bring a wealth of benefits. Assembling talent from diverse cultural backgrounds helps develop a team with broad knowledge, varied viewpoints and innovative ideas. However, diversity can also create challenging situations. In this session, learn how building a team of diverse individuals will make your team a force to reckon with.

Presenters: Eddy Biehl, president, D Byers & Associates, Liz Carter, owner, Elizabeth Carter Consulting