



Celebrating 10 Years of Diversity:
A Look at Yesterday, Today, and Tomorrow

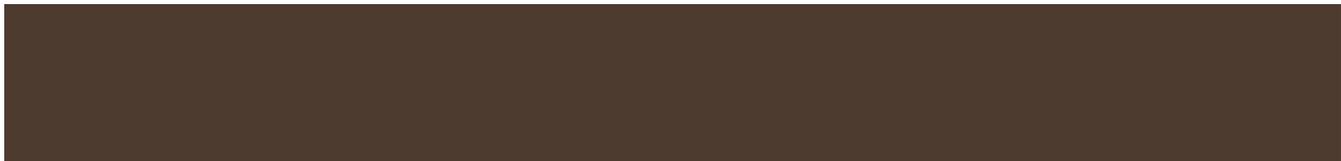


*Cultural Insight Council 10 Year Anniversary and
Diversity Through Your Lenses Photo Contest Reception*

DeVos Place Convention Center

Wednesday, October 12, 2011

7:00 p.m. – 8:30 p.m.



Celebrating 10 Years of Diversity:

A Look at Yesterday, Today, and Tomorrow

Refreshments/Mix and Mingle

Welcome

Darius Quinn, Human Resources Manager

Emcees

Wayman Britt, Assistant County Administrator

Eva Aguirre-Cooper, Wood TV 8

Special Guests

Acknowledgement of Kent County CIC Founding Members

Cultural Performance

Grupo Tarasco Dancers

Video Presentation

Cultural Performance

Asian Pacific Island Dancers

Guest Speakers

A Look at Diversity in Kent County:

“Why It Is Still Important Today”

Yesterday: ... Steve Heacock, Former Kent County Board of Commissioners Chairperson

Today: ... Daryl Delabbio, Administrator/Controller

Tomorrow: ... Sandi Parrish, Board of Commissioners Chairperson

Photo Contest Award Presentation

Jon Hess, Undersheriff, Sheriff's Office

Teresa Branson, Public Health Program Supervisor, Health Department

Cultural Performance

Step Up Productions

Closing Remarks

Darius Quinn, Human Resources Manager

Cultural Performance - Poetry

Matthew Budd, Juvenile Detention Shift Supervisor

Diversity Through Your Lenses Photo Contest



PHOTO CONTEST PARTICIPANTS

Gerard Akkerhuis, 17th Judicial Circuit Court

Rebecca Edwards, 63rd District Court

Brodey Hill, Information Technology

Hannah Joyce

Marie Koetje, 17th Judicial Circuit Court

Tracy Kryzanowski, Health Department

Christine Nyberg-Morris, Friend of the Court

Chris Robinson, Department of Public Works

Kirk Smith, Department of Aeronautics

Amanda Smith

Eric VanderStel, Department of Aeronautics



JUDGES PANEL

Carolina Lopez-Ruiz - Instructor, West Michigan Center for Art and Technology

Jonathan Ritter - Printing Specialist II, Kent County Central Services

Emily Zoladz - Photographer, Grand Rapids Press



PRIZES

First Place - \$125

Second Place - \$75

Third Place - Season Pass to John Ball Zoological Garden



CONSISTENT AND STEADY PROGRESS

In order to fully understand the progress that Kent County has made in establishing a culture where diversity and inclusion are accepted and valued, it is important to know the history of our evolution in this area.

Below is a timetable highlighting many of the significant milestones in our quest to become a more diverse, inclusive employer of choice:

- 1996: Kent County conducted its initial diversity/cultural awareness training
- 1997: Kent County improved its recruitment efforts through the increased use of minority publications
- 1998: Human Resources staff established a County presence at various minority group functions (job fairs, special events, etc.)
- 1998: The Kent County Board of Commissioners developed a more inclusive process for appointments to citizen boards and commissions
- 1999: Senior Human Resources Specialist for Equal Opportunity position created
- 1999: Managers' Speaker Series held – "Unintentional Intolerance"
- 2000: Senior Human Resources Specialist position upgraded to Human Resources Manager for Employee Relations and Diversity
- 2000: Board of Commissioners/Staff Insight Subcommittee established "to study, provide necessary information and make recommendations to the Board of Commissioners regarding the County's interaction and relationship with people of color in employment, purchasing and otherwise"

Issues Addressed by Subcommittee:

Studied the County's purchasing and recruiting effort and processes to determine whether there are inherent barriers for people of color.

Reviewed the County's culture and environment to determine whether there are unintentional inhibitors to the success of people of color.

Subcommittee Conclusions:

Kent County has made a significant effort to ensure that its employment and purchasing practices are open, competitive and offer equal opportunity.

The County has seen a commitment and steady increase in the number of minorities represented in its workforce.

Recognize there is room for improvement. The creation of a countywide employee committee is expected to ensure that the County's "cultural competency" is raised to a further level of understanding throughout the organization.



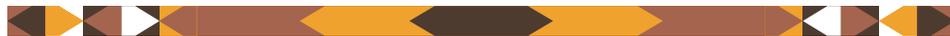
CONSISTENT AND STEADY PROGRESS

- 2001:** **Creation of Cultural Insight Council (CIC)**
- 2001: Incorporated diversity and inclusion training into the County’s formal in-house training program
- 2001: Monthly meeting established between County Administrator/Controller and Employee Relations & Diversity Manger to monitor diversity and equal opportunity efforts
- 2002: Mandatory Cultural Awareness Module added to new hire employee orientation
- 2002: Adopted Covenant for Racial Justice (through the Racial Justice Institute Government Group); distributed framed copies to all County departments
- 2003: Administered Diversity Climate Survey to all County employees
- 2004: Many recommendations of survey were addressed, specifically related to invisible barriers
- 2004: Diversity/Cultural Awareness poster recognizing cultural events created and distributed to County departments for display (ongoing)
- 2004: Creation of employee “Brown Bag Luncheon Series” focused on diversity/cultural content with speakers...events held twice annually
- 2005: Managers’ Speaker Series – “Religion in the Workplace”
- 2005: Findings of the Kent County Invisible Barriers Survey distributed
- 2005-06: Youth Diversity Poster Contest
- 2007: Released “A Taste of Diversity” recipe book created by Kent County employees
- 2008: Creation of the Communicator Articles and Employee Highlights
- 2008: Cultural Awareness Book/Film Club:
 Book - What If? Short Stories to Spark Diversity Dialogue, Steve Robbins
 Film - Bury My Heart at Wounded Knee, Dee Brown
- 2008: Brown Bag Luncheon Series:
 Celebrating American Diversity, Christian G. Carron
 Native Americans, Levi Rickert and DeeAnn Sherwood-Bosworth
- 2009: Cultural Awareness Book/Film Club:
 Book - Asian Pacific Americans – The Good Earth, Pearl S. Buck



CONSISTENT AND STEADY PROGRESS

- 2009: Brown Bag Luncheon Series:
Ireland and the Irish, Dr. Denny W. Maguire
Kennedy Management Resources Diversity Theatre
Hispanic Heritage Month - A Tribute to Kent County's Latin American Workforce
- 2010: Creation of the Kent County Diversity and Inclusion Management Plan
- 2010: Added Diversity and Inclusion based interview questions for all County positions
- 2010: Sub-committee formed to recommend cultural competencies to be added to the Management Pay Plan pay for Performance Evaluation
- 2010: Cultural Awareness Book/Film Club:
Film - Up From the Bottoms: The Search for the American Dream
- 2010: Brown Bag Luncheon Series:
Exploration of the Veterans Culture, Brigadier General Carol Ann Fausone
The German of Grand Rapids, Dr. Wilhelm Seeger
- 2011: Martin Luther King Day of Service - God's Kitchen
- 2011: Brown Bag Luncheon Series:
- Women in Leadership
 - Viva La Causa, Helen Gutierrez
 - Understanding Each Other: Arab and Muslim Americans After 9/11
Dr. Sebastian Maisel



CIC FOUNDING MEMBERS

- Daryl Delabbio - Administrator/Controller
- Frank Klus - Former Kent County Personnel Director
- Gail Glocheski - Human Resources Deputy Director
- Tom Carnegie - Former Human Resources Manager



CULTURAL INSIGHT COUNCIL (CIC)

For many years, Kent County has recognized the value of visionary leadership in the area of diversity and inclusion. Kent County's activities and efforts in this area have not only existed so that we may be viewed as a visionary leader in all aspects of business, but we have also strived to transform this vision into reality by working to create an environment where all employees feel accepted and valued. The County's leadership realized early on that to achieve its vision in the area of diversity and inclusion, it must be shared and owned collectively by many of the approximately 1,700 employees who make up the organization known as Kent County.

In 2000, County Administrator, Daryl Delabbio, led the way for all County employees to embrace a diverse workforce. To help obtain this goal, the Cultural Insight Council was formed in January 2001. The council was and remains comprised of employees from various County departments and levels; bargaining unit employees and members of management. During the formation of the council, each member went through intensive diversity training to equip him or her with additional knowledge to increase their cultural competency.

Subcommittees were formed to identify ground rules, to generate ideas, to discuss expectations and to develop plans on how the council would reach out to employees and the community to let them know that "we" value diversity and inclusion.

The mission of the CIC is "To act as a catalyst to foster a culture which recognizes, accepts and values the individual differences of its employees and is responsive to the changing need of our diverse community." Our vision is "To have a culture where employees understand, value and sustain diversity and inclusion." In order to realize our vision, the CIC hosts several educational and entertaining events designed to create a greater awareness among our employees about the various cultures that exist within our workplace and in our community.

For More Information about the Cultural Insight Council please contact:
Kent County Human Resources Department
300 Monroe Avenue NW, Grand Rapids, MI 49503
616-632-7440

"Kent County...Where Diversity & Inclusion Matter"





CULTURAL INSIGHT COUNCIL MEMBERS

Gerard Akkerhuis, 17th Judicial Circuit Court

Kimberly Alexander, Department Public Works

Jill Bancheri, Human Resources

Jim Bartusch, Sheriff's Office

* Teresa Branson, Health Department

Wayman Britt, Administrator's Office

Matthew Budd, Juvenile Detention

Michelle Burt, Fiscal Services

* Raji Daniel, Fiscal Services

* Sonya Dean, County Clerk's Office

Jon Denhof, Purchasing Department

Anthony Edozie, Juvenile Detention

Sangeeta Ghosh, Administrator's Office

* Helen Gutierrez, Kent/MSU Extension

Lynette Guydon, Circuit Court - Family Division

* Jon Hess, Sheriff's Office

Linda Likely, Community Development & Housing

Michael Loxterman, Information Technology

Stacy McGinnis, Juvenile Detention

Lisa Plowman, Sheriff's Office

Darius Quinn, Human Resources

Rebecca Ramirez-Barnes, Circuit Court- Family Division

Ruben Ramos, Health - Animal Shelter

Cynthia Robinson, Information Technology

Elissa Soto, Department Public Works

* Diane Stancle, Health Department

Kathleen VanderWeert, 17th Judicial Circuit Court - Family Division

Dan Villalobos, Department of Aeronautics

Reunell Ward, Health Department



ACKNOWLEDGEMENTS

John Ball Zoological Gardens Kent/MSU Cooperative Extension

*Original CIC members