

THE ANNUAL STATEWIDE CONFERENCE ON
Diversity *Issues in*
Higher **Education**

Presented By:



In Partnership With:



2009 THEME:

Diversity Initiatives:
Facing the Challenges of Tough Times

FRIDAY, NOVEMBER 13, 2009

9:00AM – 3:00PM

NEW JERSEY INSTITUTE OF TECHNOLOGY

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PROGRAM SCHEDULE

9:00 a.m.	Registration & Continental Breakfast	
9:30 a.m.	Welcome	Shanelle Henry Robinson , Vice President of Programs, American Conference on Diversity Gregory Mass , Executive Director, Career Development Services, New Jersey Institute of Technology
	Greetings & Introduction	Robert A. Altenkirch , President, New Jersey Institute of Technology Diane P. Schwartz , President & CEO, American Conference on Diversity
9:45 a.m.	Keynote Address	Luke Visconti , CEO of DiversityInc Media LLC. Introduction by Richard White , Rutgers, The State University of New Jersey
10:30 a.m.	Break	
10:45 a.m.	Keynote Response Panel	Moderated by James E. Harris , Associate Dean of Students and University Ombudsman at Montclair State University, and President of the State Conference of NAACP branches. Luke Visconti , CEO of DiversityInc Media LLC. Edward Bullock , Vice President of Diversity, L’Oreal USA Lucia DiNapoli Gibbons , Regional President, Wachovia, a Wells Fargo Company Diane P. Schwartz , President & CEO, American Conference on Diversity
12:00 p.m.	Lunch	
12:45 p.m.	Afternoon Workshops	Workshops will be led by professionals focusing on the themes of recruitment, retention and a focus on students:
	Block I	<ul style="list-style-type: none">• Recruiting Diverse Candidates in Higher Education and the Workplace• Importance of Mentoring• “Fitting In” – On Campus and in the Workplace (student-focus)• Current Legal Issues Affecting Diversity in Higher Education and the Workplace
2:00 p.m.	Block II	<ul style="list-style-type: none">• Green Careers and Education• Retention of Diverse Students on Campus• Diversity Toolbox: Students and new professionals brainstorm how to manage diversity issues
3:00 p.m.	Wrap Up and Closing	

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KEYNOTE SPEAKER



Luke Visconti is the CEO of DiversityInc Media LLC. Mr. Visconti and his business partner founded DiversityInc in 1998. He directs all editorial, sales, marketing and business functions of the company, whose products include www.DiversityInc.com, a web site with more than 1 million unique monthly visitors and includes the largest online diversity career center; www.DiversityIncBestPractices.com, a high-level web site strictly about diversity management; a benchmarking service; and a magazine with a circulation of over 340,000. Mr. Visconti developed and directs the methodology for The DiversityInc Top 50 Companies for Diversity®.

His blog, "Ask the White Guy," is a top draw on DiversityInc.com. He is a frequent senior-level lecturer on the business benefits of diversity to corporations, business groups and nonprofit organizations. He is a recognized leader in this field and has appeared on FOX, MSNBC, CNBC and NPR. Mr. Visconti is regularly quoted on diversity issues in publications such as *The New York Times*, *Chicago Tribune*, *BusinessWeek*, *Fortune* and *The Wall Street Journal*.

KEYNOTE RESPONSE PANEL

The Keynote Response Panel will be moderated by **James E. Harris**, Associate Dean of Students and University Ombudsman at Montclair State University and President of the State Conferences of NAACP branches. The panel will bring together representatives from New Jersey's community, corporate, education, and non-profit sectors to address this year's theme in relation to their areas of responsibility.



Edward W. Bullock is the Vice President of Diversity and Inclusion for L'Oréal USA, reporting to the President and CEO. He is also a member of L'Oréal USA's Executive Committee. In his position, Mr. Bullock leads the company's diversity initiatives in its workforce, vendor, and community relations. He is responsible for reviewing human resources representation, supplier diversity, multicultural advertising, philanthropy and all global diversity and inclusion training programs. His team compiles a State of Diversity Report analyzing results in five areas and provides recommendations for improvement.

Lucia DiNapoli Gibbons is the Northern New Jersey/Greater Pennsylvania Regional President of Wachovia, a Wells Fargo Company. Named one of New Jersey's *10 Most Influential Women in Business* (Star Ledger) and one of the *Top 50 Businesswomen in New Jersey* (NJBIZ), Ms. Gibbons is responsible for leading and driving the retail business in the ten Northern Counties of New Jersey, which includes 156 retail stores and approximately 1,500 team members. She is also responsible for leading across all sales teams to provide a "One Wells Fargo" experience for customers and employees and for driving community involvement activities in Northern New Jersey.



Diane P. Schwartz is the President & CEO of the American Conference on Diversity. She manages the organization's community, program, public relations and marketing functions throughout the State of New Jersey. With over twenty five years experience in the field, she is an active participant in the community as a member of the NJN-New Jersey Public Television Diversity in Action Committee, New Jersey Human Relations Council Advisory Board, Monmouth County Human Relations Commission and the Board of Directors of Leadership New Jersey of which she was a Fellow of the LNJ Class of 2002. She has also served on the Long Range Planning Committee for the New Jersey Commission on Higher Education and is a member of the Executive Women of New Jersey.

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TOOLS & RESOURCES EXPO

The Planning Committee is pleased to offer a Tools & Resources Expo as part of the conference. New Jersey businesses, college student and training organizations, and advocacy groups will host tables to share their offerings developed to help you build a more inclusive and affirming organization. Please visit the tables during lunch to learn more about the tools and resources available to assist your institution.

ABOUT THE AMERICAN CONFERENCE ON DIVERSITY

The mission of the American Conference on Diversity is to value diversity; educate and empower leaders; and promote inclusion and respect in schools, workplaces and communities. The work of the American Conference on Diversity is among the most important activities we can do to create a positive, inclusive society. It is the unfinished business of living in a highly diverse state: educating and empowering our next generation of leaders, enhancing NJ workplaces, and helping to create inclusive communities. The American Conference on Diversity takes an historic mission and creates programs and activities relevant and vital to 21st Century life. It is a journey we can all take together.

ABOUT NJIT

NJIT is New Jersey's science and technology university. NJIT offers more than 100 undergraduate and graduate degree programs in six specialized schools instructed by expert faculty, 98 percent of whom hold the highest degree in their field. NJIT attracts amazing students from all over the world, and ranks #1 in New Jersey in awarding engineering degrees to African-American and Hispanic students. The University's extensive Continuing and Professional Education programs and online courses offer important training for professionals already on the job and its competitive industry internships provide major related work experience for students. In the words of President Robert A. Altenkirch, "NJIT's commitment to the future at the beginning of the 21st century is both local and global. Through education and research, we seek to improve life for people throughout New Jersey, across the nation, and around the world."

PLANNING COMMITTEE INSTITUTIONS

ADP; Bergen Community College; Bloomfield College; Brookdale Community College; Centenary College; College of St. Elizabeth; Drew University; Johnson & Johnson; Monmouth University; Montclair State University; New Jersey Institute of Technology; New Jersey City University; PSEG; Rider University; Rowan University; Rutgers, The State University of New Jersey; Saint Peter's College; Seton Hall University; UMDNJ; and William Paterson University.

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