

STAND TALL To Lead New Jersey

American Conference on Diversity | Valuing Diversity, Educating Leaders, Promoting Respect

Winter 2015

Diversity Leaders Take Center Stage at the State Humanitarian Dinner



2014 Humanitarian Award Honorees

(left to right):

New Jersey Natural Gas COO Kathleen Ellis,

New Jersey Devils President of Business Operations Hugh Weber,

and award-winning journalist and CEO of Starfish Media Group Soledad O'Brien.



Dionne Warwick, Grammy Award-Winning Music Legend (Legacy Humanitarian Award)



Kevin Cummings, CEO of Investors Bank (Corporate Humanitarian Award)



Carol Evans, President and Founder of Working Mother Media, CEO of Diversity Best Practices and NAFE (Diversity Ambassador Award)



Barbra Casbar Siperstein, Deputy Vice Chair of the NJ Democratic State Committee and Political Director, Gender Rights Advocacy Association of NJ (Advocacy Humanitarian Award)



Nadine O. Vogel, Founder of Springboard Consulting, LLC (Bridge Builder Award)

Nearly 250 corporate, academic, and community/government leaders flocked to the American Conference on Diversity 2014 State Humanitarian Dinner in West Orange, NJ, last April to pay tribute to U.S. Senator Cory Booker, award-winning journalist Soledad O'Brien, the New Jersey Devils, and New Jersey Natural Gas COO Kathleen Ellis for their unwavering commitment to diversity and inclusion. This premier annual event is one way that our nonprofit organization raises funds to provide leadership-development scholarships for students and schools throughout New Jersey to participate in our signature Lead for Diversity (LFD) youth leadership-development initiative. The 2014 State Humanitarian Dinner would not have been made possible without

the generous support of Horizon Blue Cross Blue Shield of New Jersey, New Jersey Natural Gas, Prudential Financial, New Jersey Devils, BASF, Berkeley College, L'Oréal USA, NASCO, New Jersey Manufacturers Insurance Company and NJM Bank, PNC Bank, PSEG, The Leon and Toby Cooperman Family Foundation, Verizon, ADP, Day Pitney LLP, Drinker Biddle & Reath LLP, Genova Burns Giantomasi Webster, IBM OmniClaim, and Wells Fargo.

To celebrate the 20th anniversary of our LFD program in 2015, the American Conference on Diversity will be hosting an extraordinary State Humanitarian fundraiser on April 2 honoring the following diversity legends:

The 2015 event will be held at the spectacular Pleasantdale Château in West Orange. To purchase tickets, contact our Gala Coordinator Barbara Getze at bgetze@aol.com or (800) 626-8097. Tickets must be purchased in advance. Special Anniversary ads and sponsorship opportunities are also available.

Take the STAND TALL Challenge

Are you up for the challenge? STAND TALL **S**tudents, **T**eachers, **A**llies **N**avigating **D**iscrimination: **T**ake **A**ction, **L**earn, and **L**ead – and help us raise \$100,000 to continue to deliver life-changing leadership-development programs. You can start with a donation of as low as \$5 at www.AmericanConferenceonDiversity.org/donate, and then challenge friends and family via social media to do the same. Here's how:

- 1.) Take a selfie holding a #StandTall-tagged poster telling how you're helping to fight discrimination.
- 2.) Upload your #StandTall image to Twitter, Facebook, or Instagram and tag five friends to follow your lead and help us reach our goal!





Message from the President and CEO

Elizabeth Williams-Riley

Recipient of the Girl Scouts of Jersey Shore 2015 Women of Distinction Award

The recent cries for justice have revived a greater sense of urgency to break down barriers that divide us and don't allow room for individuality. The world is watching and taking note on how this nation will handle its unfinished business around race relations. The notion of purity of motive is challenged in our neighborhoods, schools, court rooms, board rooms, institutions, and communities. The constant devaluing of humanity by stereotypes, myths, and misinformation hinders people's ability to present their authentic self without prejudice.

We are dedicated to educating and empowering leaders to continually promote respect among all people. The mandate for our programs and services is greater than ever. The American Conference on Diversity is working to increase the opportunities for open, honest dialogue and problem solving on the playground, around the water cooler, on and off the court, and in our congregations. The generosity of our donors allows us to provide more than \$65,000 in scholarships to schools that need inclusive leadership training and development. Our core work is centered on youth leadership development and diversity and inclusion education in schools, workplaces, and communities.

2015 is a monumental year for us as we celebrate our 20th anniversary of **Lead for Diversity** and the 15th anniversaries for **Diversity Stride Walk-a-Thon** and **Diversity Issues in Higher Education Conference**. We remain focused on our goal to provide educational opportunities for leaders. It is our belief that diversity is our greatest asset – not liability. Invest in this mission and you will receive a ROI that is beyond measure. The participants pay forward their experiences to their spheres of influence.

Our call to action is best captured in the following quote from Hillel, a first-century Jewish scholar, "If not you, then who? If not now, then when?"

Lead for Diversity: Celebrating 20 Years of Opening Minds



2015 marks the 20th anniversary of our Lead for Diversity (LFD) youth education program (formerly known as Anytown)! For two decades, the American Conference on Diversity has helped open the minds of thousands of high-school students throughout the Garden State. "Lead for Diversity makes a huge impact in our community," said Spotswood High School Principal Tom Calder during last year's action-planning day. New Jersey high-school administrators: Please register a delegation from your school today by contacting our office.

"It's an incredibly intense experience. It made me a better person who can relate better with others," says Bergenfield High School Anytown graduate Sandy McCaw, who now serves as on-site nurse during our summer institute sessions.

Would you like to build a pipeline of diversity-minded youth in your community? Want to help students develop diversity

Action Plans that will address challenges specific to schools and/or school districts within your neighborhood? Join us on July 16 for our special "**Corporate Volunteer Day**"! You can work with the student teams and their advisors to develop the Action Plans and experience the powerful impact LFD has on our participants first-hand.

Thanks to the generosity of New Jersey Manufacturers, New Jersey Resources, Shor Family Foundation, and other Partners in Education during 2014, we were able to provide 21 schools with scholarships. To become a LFD Partner in Education, please contact our office.



Welcome New Board of Trustee Members!

The American Conference on Diversity is honored to announce several new state board of trustee members and appointments. Please welcome:



Daniel Eatman Jr.
Assistant Vice President
Branch Manager
Investors Bank



S. Craig Mourton
Assistant Provost,
Metropolitan Campus
Fairleigh Dickinson
University



Vanessa Nazario
VP, Community
Development
Program Manager
PNC Bank



Ryan Patrick Parker
Chief Diversity Officer
Robert Wood Johnson
University Hospital



Linda A. Savino
CEO
HealthSouth
Rehabilitation
Hospital of
Tinton Falls

Diversity Stride Walk-a-Thon: 15 Years On Pace for Change!



Ribbon-cutting kickoff with American Conference on Diversity's former Board member Robert Rose, Esq., flanked by BASF Corp.'s Talent Acquisition and Diversity Leader Tammy Nunn-Haynie (left) and ADP's Chief Diversity & Corporate Social Responsibility Officer Rita Mitjans.

On June 6th, a special **15th Annual Diversity Stride Walk-a-Thon** celebration will be held at Liberty State Park in Jersey City to bring diverse communities together. Participants will enjoy a leisurely walk along the waterfront promenade, live entertainment, music, and refreshments. Registration for the annual Diversity Stride Walk-a-Thon will begin at 10:30 a.m. and the step off and ribbon cutting at 11:30 a.m.

The American Conference on Diversity encourages corporations, places of worship, schools, universities, government agencies, and community organizations to form fundraising teams. To start a Walk team, select a team name, a fundraising goal, and register online. For a Team Captain Kit and sponsorship opportunities, contact pjones@jcreativeenterprises.com.

jcreativeenterprises.com. Complimentary team photos will be taken at the event. Walkers who raise \$75 or more will receive a Diversity Stride t-shirt on Walk Day.

Employees can also maximize their gift at no extra cost through their employer matching gifts program.

Special thanks to the Diversity Stride 2014 Leading Sponsor, Horizon Blue Cross Blue Shield of New Jersey, as well as New Jersey City University for hosting a silent auction of artwork that helped raise nearly \$2,500 last year. In addition, gratitude to the following for organizing teams and/or sponsoring Diversity Stride 2014: ADP, BASF, BJ's Wholesale, Costco, CRUNCH Fitness, Day Pitney, Investors Bank, Jersey 101.5,

L'Oréal USA, NAACP (Edison Branch), New Brunswick City Market, Presidential Heights of East Orange, NJ, PSEG, Psi Sigma Phi Multicultural Fraternity, Robert Wood Johnson University Hospital, ShopRite, St. Peter's Healthcare System, Walmart, and Wegmans.

Interested in sponsoring the 15th Annual Diversity Stride Walk-a-Thon celebration? Want to volunteer? Please email pjones@jcreativeenterprises.com for ways you can help support this community-building program.



African-Latin Fusion dance performances by students from Soul Xpression School of the Arts entertained and inspired attendees.

Poster Art Contest: And the Winners Are...

During the 2014 Diversity Stride, walkers cast their votes for 15 finalists nominated for the 2014 Student Diversity Stride Poster Art Contest. The winners included:



First place artwork created by Tyler Ballon of Jersey City.

- **David Persaud**, a senior from Lincoln High School and a member of the Art Club, received the Ann Marley Spirit Award for creating a 79-inch-by-96-inch mural on display within the school's corridors. With the help of his peers and art specialist Sona Yeghiazaryan, the artwork serves as a platform to end violence and promote unity within the community. More than 100 students signed the mural as an act of solidarity for social justice.



Ann Marley Spirit Award winner David Persaud displays a work of art created for the Diversity Stride Poster Art Contest with Ann Marley.

"David's actions have spoken volumes and made a difference in bringing awareness to change," says Jersey City Public Schools Visual Arts Supervisor Ann Marley.

- **Tyler Ballon**, a student of Carolyn Frazier at Henry Snyder High School in Jersey City, won first place in the Diversity Stride Poster Art Contest.

DEFINING MOMENTS OF DIVERSITY



Enterprise Rent-a-Car Talent Manager Chris Fitzpatrick (second from the left), Montclair State University Director of Equity and Diversity Dr. Esmilda Abreu-Hornbostel (third from the left), and Montclair State's delegation at the Diversity Issues in Higher Education conference.



Middlesex County Freeholder Charles Kenny and our CEO Williams-Riley at Diversity Stride Walk-a-Thon, flanked by Jersey 101.5 staff.

Photography by Foster Imagery

Thank you CRUNCH Fitness team for supplying water bottles and entertainment during Diversity Stride.



Photography by Foster Imagery

South Central Jersey "Dine for Diversity" Awards event presenters, honorees, and ACOD board of trustee members (left to right): HealthSouth Rehabilitation Hospital of Tinton Falls' Linda Savino, Lakewood High School's Assistant Principal Douglas Riley, ACOD's Williams-Riley, Lakewood HS's Principal Marcy J. Paturzo, L'Oréal USA's SVP of Diversity & Inclusion Angela Guy, Lakewood HS's "Teacher of the Year" Kevin Walters with the school's LFD graduates, and New Jersey Natural Gas' Director of Customer & Community Relations Thomas Hayes.



ACOD's CEO Williams-Riley performs a live reading of the Declaration of Independence at New Brunswick's State Theatre in July.



Photography by Foster Imagery

Higher Education Conference Addresses Issues for Social Change

During the Diversity Issues in Higher Education conference held last November, more than 150 students, faculty, administrators, and corporate leaders explored diversity challenges through workshops, panel discussions, and interactive presentations. Titled "The Changing Face of Diversity: Poverty, Education, Immigration, and Race," the annual event kicked off with a thought-provoking keynote by Shirley J. Wilcher, J.D., CAAP, and the Executive Director of the American Association for Access, Equity, and Diversity and Fund for Leadership, Equity, Access, and Diversity. The presentation was followed by a panel discussion of EEO and diversity leaders from the public and private sectors. In addition, there were four concurrent workshops.

L'Oréal USA Senior Vice President of Diversity & Inclusion and ACOD Board of Trustees Co-Chair Angela Guy rounded out the day with a keynote intersecting education and the business case for diversity.



Dr. Clement Alexander Price (1945 - 2014)

This year's conference was dedicated to the legacy of Rutgers University Dr. Clement Alexander Price (1945 - 2014), an American Conference on Diversity 2004 Humanitarian Award honoree.

Conference-planning committee members included the American Conference on Diversity, Bergen Community College, Bloomfield College, Brookdale Community College, College of St. Elizabeth, Drew University, Georgian Court University, Kean University, Monmouth University,

Montclair State University, NJCU, Rider University, Rowan University, Rutgers: The State University of New Jersey, Saint Peter's University, Seton Hall University, William Paterson University, and Corporate Partners BASF, Enterprise Rent-a-Car, L'Oréal USA, and PSEG.

The 15th annual Higher Education conference will be held this fall. To become a member of the planning committee, contact bari@AmericanConferenceOnDiversity.org. For updates on this and other ACOD events, please join our mailing list by sending an email to info@AmericanConferenceOnDiversity.org.



Two Diversity Education Programs Close the Healthcare Disparities Gap

On Thursday, May 14, the American Conference on Diversity will present the **6th Health Equity Conference**. Developed for healthcare professionals and health system administrators, the full-day conference will feature dynamic diversity speakers, panel discussions, and learning sessions to help foster more health literate organizations throughout the tri-state area. The Health Equity Conference in May will be one of two ACOD initiatives in 2015 funded by Horizon Blue Cross Blue Shield of New Jersey and aimed at closing the healthcare disparities gap. Thank you to our community partners: Robert Wood Johnson University Hospital, HealthSouth Rehabilitation Hospital, and Acute Care.



Our interfaith panel discussion intersects healthcare and cultural competency.



Daisy Chan, Director of Enterprise Communications & Employee Engagement at Horizon Blue Cross Blue Shield of New Jersey, shares "3 Things to Know About Healthcare Law" during the 5th Health Equity Conference.



The Train-the-Trainer program provides continuing nursing education activity contact hours from the New Jersey State Nurses Association.

"We're exploring issues of cultural competency and establishing a new standard for giving care. To date, the American Conference on Diversity has worked with more than 80 percent of acute healthcare facilities throughout New Jersey," says our CEO Williams-Riley.

Our **Healthcare Cultural Competency Train-the-Trainer** program will be held on April 15. Designed for healthcare professionals with the responsibility for

staff education, this free program helps participants examine issues of diversity and inclusion within themselves and the healthcare environment. The Train-the-Trainer program is a continuing nursing education activity approved for 6.25 contact hours by the New Jersey State Nurses Association. Advance registration is required. Both programs will be held at the NJHA Conference Center, 760 Alexander Rd., Princeton, NJ.

Student Interns from Christ the King in Newark



Two outstanding student interns – Tamara & Yvie – both from Christ the King Prep School in Newark, NJ, joined us last fall as part of our ongoing internship initiative. Not only did they learn essential office- and database-management skills, but they collaborated on a project to reach out to our LFD alumni for the 20th anniversary celebration. If you would like to learn more about our internship opportunities, please call 732-745-9330.

Annual Commercial Real Estate Luncheon

WEDNESDAY,
JUNE 3, 2015

MAYFAIR FARMS
WEST ORANGE, NJ

HONORING
MICHAEL G. MCGUINNESS
CEO, NEW JERSEY CHAPTER OF NAIOP

Call the American Conference on
Diversity to purchase tickets

THANK YOU TO OUR PARTNERS IN EDUCATION

Special thanks to our 2014 Partners in Education and other donors who provided scholarships to schools that did not have the financial resources to cover the cost of our Lead for Diversity program but knew their schools would benefit from the experience. Each year we award schools \$65,000 in scholarships, allowing 100 students from 20 to 25 schools to participate in our annual Lead for Diversity Leadership Institute. School sponsorships are available! Make 2015 the year that you become a Partner in Education! Contact Elizabeth Williams-Riley at elizabeth@AmericanConferenceOnDiversity.org for more details.

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American Conference on DiversitySM

Valuing Diversity, Educating Leaders, Promoting Respect

109 Church Street
New Brunswick, NJ 08901

SAVE THE DATE
Saturday, June 6, 2015



Diversity Stride Walk-a-Thon
Liberty State Park, Jersey City, NJ

CHECK IN / REGISTRATION
10:30 AM

STEP OFF & RIBBON CUTTING
11:30 AM

To register, visit:
www.AmericanConferenceonDiversity.org

Telephone: 732-745-9330
Fax: 732-745-9419
www.AmericanConferenceonDiversity.org

SAVE THE DATE

Annual State Humanitarian Dinner

APRIL 2, 2015

PLEASANTDALE CHÂTEAU • WEST ORANGE, NJ

H O N O R I N G

Dionne Warwick

*Grammy Award-Winning Music Legend
Legacy Humanitarian Award*

Kevin Cummings

*CEO, Investors Bank
Corporate Humanitarian Award*

Carol Evans

*President/Founder, Working Mother Media & CEO,
Diversity Best Practices & NAFE
Diversity Ambassador Award*

Barbra Casbar Siperstein

*Deputy Vice Chair, NJ Democratic State Committee
& Political Director, Gender Rights Advocacy
Association of NJ
Advocacy Humanitarian Award*

Nadine O. Vogel

*CEO, Springboard Consulting LLC
Bridge Builder Award*

For tickets, email bgetze@aol.com
or call (800) 626-8097

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