

“LeadDIVERSITY provided a foundation of leadership and an understanding of diversity that created positive change in my approach and style in the organization where I work and on the boards where I serve. I gained valuable tools to effectively implement, drive, and manage organizational change.”
 — Adam Roth, StreamLink Software, Class of 2002



LeadDIVERSITY Class of 2011

The Diversity Center of Northeast Ohio is a human relations organization that is dedicated to eliminating bias, bigotry, and racism. Founded in 1927 as The National Conference of Christians and Jews (NCCJ), The Diversity Center has been working in the greater Cleveland area for over 80 years to help create communities that are safe, respectful, and inclusive for all. The Diversity Center is a founding member of The National Federation for Just Communities, a network of more than 20 diversity focused organizations across the country.



3659 Green Road, Suite 220 Cleveland, OH 44122
 p. 216.752.3000 f. 216.752.4974

www.diversitycenterneo.org



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LeadDIVERSITY

A Program of The Diversity Center of Northeast Ohio

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**APPLICATION
 MATERIALS
 ENCLOSED**



Developing DIVERSITY LEADERS for Our Community

LeadDIVERSITY

A Program of The Diversity Center of Northeast Ohio

2011-2012

Generously Supported By:



Jamila Chambers
 PNC
 Class of 2011

Humberto Sanchez
 Northeast Ohio Regional Sewer District
 Class of 2011

Jennifer Opphile
 InfoCision
 Class of 2010

Eddie Chyun
 Little Mendelson
 Class of 2009

Roxia Boykin
 Summa Health System
 Class of 2008

Eric Clark
 NASA
 Class of 2007

Charmaine Brown
 Forest City Enterprises
 Class of 2006

Rupinder Singh
 Case Western Reserve University
 Class of 2005

Developing Diversity Leaders for Our Community

LeadDIVERSITY is a program in which a select group of professionals engage with regional leaders and the greater community to raise their awareness of diversity issues, build their leadership skills, and enhance their network. Each session is designed to help participants explore the concept of diversity leadership and to analyze its personal, workplace, and community impact.

CLASS COMPOSITION

Participants of *LeadDIVERSITY* are from various corporate, non-profit, governmental, and community organizations. The program is for anyone who has an interest in the impact of diversity at work, in their personal lives and communities, including Managers, people from Human Resources, Diversity Councils, and many others.

PROCESS

The *LeadDIVERSITY* program approaches diversity and leadership issues from a no-fault, interactive foundation with the goal of affecting positive change. Emphasis is placed on personal and professional growth through group participation as well as knowledge and practical skill enrichment. The class visits locations and organizations around Northeast Ohio to engage with regional leaders in the corporate, non-profit and civic arenas who hold diversity as a high value. Group members also look to one another throughout the year as a source for information, experience, and dialogue.

PROGRAM GOALS

Participant's Gain:

- A greater awareness of personal identity as well as the impact of in-group and out-group dynamics.
- An expanded knowledge of local experts, organizations, and resources.
- A tool kit for addressing issues of diversity in personal and professional settings.
- Ability to be an advocate for diversity and inclusion.

Organizations Gain:

- An increased pool of involved and educated diversity leaders.
- Employees with an increased understanding of the connection between inclusion and organizational success.
- Employees with enhanced organizational leadership skills and vision for the future.

APPLICATION AND SELECTIVITY

Each year's class of 30-35 women and men is selected through a competitive application process. The selection committee seeks applicants with proven leadership skills who have exhibited a strong community commitment. For questions, please contact Jessica Daigler at jdaigler@diversitycenterneo.org or 216.752.3000. **Applications must be submitted by Friday, August 19, 2011.**

PARTICIPATION REQUIREMENTS

LeadDIVERSITY's program consists of 9 full-day sessions, 1 half-day session, 1 evening event, 1 Saturday morning event, and graduation. The first session is mandatory. Program days will consist of site visits, seminars, personal reflection, discussions with Northern Ohio's prominent leaders and policy makers, and in-depth facilitated group discussion. Program days are essential to the *LeadDIVERSITY* program. Recognizing that illness and changes in business schedules can occur, **participants may miss no more than 1 session.** Attendance at *LeadDIVERSITY* sessions entails participation for the entire day. Missing more than one session will jeopardize participants' eligibility for graduation.

LeadDIVERSITY ALUMNI ASSOCIATION

LeadDIVERSITY is a program of The Diversity Center and reflects The Diversity Center's emphasis on building communities and improving intergroup relations. Upon completion of the program, graduates are encouraged to become active members of the *LeadDIVERSITY* Alumni Association which provides ongoing leadership development opportunities and community educational forums benefiting class members and the Northeast Ohio community. Tuition for the *LeadDIVERSITY* Class of 2012 includes the first year of dues in the Alumni Association.

"Through a program aimed at discussing, reflecting upon and challenging notions of diversity, LeadDIVERSITY helps individuals of all academic, cultural, and economic backgrounds expand their own understandings of diversity and in turn improve their methods of leading others to make similar breakthroughs."

— Jeff Malbasa, Spero-Smith Investment Advisors, Class of 2005

PROGRAM DATES 2011–2012 (*Attendance is Expected at All Sessions.*)

CAMP CHALLENGE

Thursday, September 22, 2011, 8:30 a.m. – 5:00 p.m.

~Mandatory session~

The Institute for Creative Leadership, Camp Wise

IDENTIFICATION, AFFILIATION & IMPACT

Tuesday, October 13, 2011, 8:30 a.m. – 5:00 p.m.

Erica Merritt, Director of Organizational Development and Learning, Case Western University

SURVIVING HATE: JOURNEYS OF HOPE & RESISTANCE

Monday, November 7, 2011, 8:30 a.m. – 5:00 p.m.

Robert Gries, President, Gries Investments, Maltz Museum

2011 HUMANITARIAN AWARD DINNER

Tuesday, November 15, 2011, 5:00 p.m. – 9:00 p.m.

Honorees: Mayor Frank Jackson, City of Cleveland and

Thomas F. Zenty, III, CEO, University Hospitals

Cleveland Renaissance Hotel

ABILITY & COMMUNITY

Wednesday, December 8, 2011, 8:30 a.m. – 5:00 p.m.

Dennis Allen, CEO, Hattie Larlham

Hattie Larlham

DIVERSITY LEADERSHIP

Thursday, January 19, 2012, 8:30 a.m. – 5:00 p.m.

LeadDIVERSITY Alumni Panel

University Hospitals, Main Campus

UNDERGROUND RAILROAD: SIMULATION & IMPLICATIONS

Thursday, February 28, 2012, 8:30 a.m. – 5:00 p.m.

Western Reserve Historical Society, Hale Farm, Cuyahoga National Park

ART, INSTITUTIONS & THE POWER OF CHANGE

Thursday, March 15, 2012

A look into the Progressive Art Collection and how we can enact change

Progressive Insurance

CLEVELAND: CROSSING THE BRIDGE

Thursday, April 19, 2012, 8:30 a.m. – 5:00 p.m.

Frank Jackson, Mayor, City of Cleveland; Matt Zone, Cleveland City Council; Jeff Johnson,

Cleveland City Council, Cleveland City Hall

WALK, ROCK & RUN

Saturday, May 5, 2012, 7:00 a.m. – 11:00 a.m.

Terry Stewart, CEO, Rock and Roll Hall of Fame & Museum and a cast of thousands!

Rock and Roll Hall of Fame & Museum

ETHICAL LEADERSHIP

Wednesday, May 23, 2012, 8:30 a.m. – 5:00 p.m.

Institute for Creative Leadership

University Circle United Methodist Church

GRADUATION

June date to be announced

SERVICE DAY (*You Must Select One*)

ADVOCACY & ACTION

Spring Middle School Conference: March (Date TBA) 8:00 a.m. – 1:00 p.m.

Middle School Students from all over Northeast Ohio, John Carroll University

OR

ADVOCACY & ACTION

Spring High School Conference: April (Date TBA) 8:00 a.m. – 1:00 p.m.

High School Students from all over Northeast Ohio, John Carroll University

TUITION & PAYMENT

- Tuition for each participant in the *LeadDIVERSITY* Class of 2012 is \$1,500.
- Tuition includes your first year's dues in the *LeadDIVERSITY* Alumni Association.
- Applicants may be sponsored by their employer, or may sponsor themselves, with agreement from their employer.
- A limited number of partial scholarships are available based on financial need.
- If you are accepted into the *LeadDIVERSITY* Class of 2012, you and/or your employer will be billed accordingly.
- Payment is due immediately upon receipt of invoice.

For more information or to request an additional application, contact Jessica Daigler at The Diversity Center jdaigler@diversitycenterneo.org or 216.752.3000

Or to download an application visit www.diversitycenterneo.org/leaddiversity.asp

"LeadDIVERSITY transfers an individual from a spectator to a participant in the important topics of diversity and inclusion. The program effectively provides awareness that subsequently instills understanding and ignites passion."

— Frank Ritzert, NASA Glenn Research Center, Class of 2010

The Diversity Center appreciates the generous underwriting of:



The Gries Family Foundation

