



## 10th Annual Higher Education Conference



*Conference Panel (left to right): Eleanor Glazewski, Associate Registrar, Brookdale Community College; Robert Latimer, Senior Fellow, Edward J. Bloustein School of Planning & Public Policy, Rutgers, The State University; James Harris, Moderator, Associate Dean of Students and University Ombudsman, Montclair State University; Dr. James Sulton, Jr., Keynote Speaker and Executive Vice President, Brookdale Community College; Sally Nadler, College Relations Manager, PSEG; and Edward Bullock, Vice President of Diversity and Inclusion, L'Oréal USA.*

The 10th Annual Statewide Conference on Diversity Issues in Higher Education was held in partnership with Brookdale Community College. The conference explored the theme, "Celebrating a

Decade of Inclusion: Transitioning Troops to College and the Workplace."

Co-sponsors included representatives from: Bergen Community College,

Bloomfield College, College of St. Elizabeth, Drew University, Georgian Court University, Monmouth University, Montclair State University, New Jersey City University, PSEG, Rider University, Rowan University, Rutgers University, Saint Peter's College, Seton Hall University, UMDNJ, and William Paterson University.

The day began with keynote speaker, Dr. James E. Sulton, Jr., Executive Vice President for Administration, Operations & Information Technology at Brookdale Community College. Dr. Sulton's extensive background includes four years of service as Executive Director of the State Higher Education Coordinating Board and

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## Horizon Funded Health Disparities Conference

Addresses "Delivering Quality Care for Diverse Patients;"  
Cultural Competency Training reaches 37% of New Jersey Hospitals

*"Great course; opened my eyes to cultural diversity."*

*"Each year that I attend this conference I am able to learn something new, reinforce what I know or believe and strengthen my commitment to valuing diversity."*

These are just two of the many comments from participants who attended one of two recent American Conference on Diversity statewide programs, focused on delivering quality care for diverse patient

populations. The programs were held in Fall 2010 for staff of NJ hospitals and other health professionals and were funded by the Horizon Foundation for New Jersey.

The great diversity of language, cultures, faith beliefs and healthcare practices represented by our diverse NJ population presents unique opportunities and challenges for our healthcare system. The first program, the annual "Train the Trainer" program, focuses on fostering self-



*Left to Right: Frederick V. Bryant, Ph.D., Bryant Associates Consulting; Katherine Schneider, MD, VP Health Engagement, AtlantiCare; Cassandra Martin, UMDNJ; Joan Hollendanner, Program Officer, The Horizon Foundation for NJ; Cheri C. Wilson, MA, MHS, CPHQ, Johns Hopkins Center for Health Disparities Solutions; Colette Lamothe-Galette, MPH, Acting Executive Director, NJ Department of Health and Senior Services, Office of Minority and Multicultural Health; Anna Trautwein, RNC, Saint Peter's University Hospital; and Diane Schwartz, President & CEO, American Conference on Diversity.*

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## SAVE THE DATE

American Conference on Diversity

*2011 Humanitarian of the Year Awards*  
**MARCH 29, 2011**

PLEASANTDALE CHATEAU  
WEST ORANGE, NJ

H O N O R I N G

L'Oréal USA  
Lowenstein Sandler PC  
Congressman Bob Franks  
*(posthumously)*



## Message from the President & CEO

Diane P. Schwartz

### What We Can be Proud Of...

There is nothing more rewarding than seeing your labors bear fruit.

For those of us who work on diversity issues, challenges and tensions, the work is ever-changing, in great need and demand and very rewarding.

The rewards are sometimes slowly felt because our work is truly the "journey" we describe it to be. Helping people, schools, students, companies and non-profits deal with change is difficult.

It's personal to all of us who do it, believe in it and to those who support it with time and treasure.

Whether we are helping a company or college develop their Diversity Culture, setting them on a path for enhancing their organization's diversity and maximizing and growing inclusion; training all employees in a large museum, statewide utility or volunteers for a national non-profit, educators from around the state and high school and college student leaders, the work we do is timely, very relevant and rewarding.

Through research, conferences and "up close and personal" trainings and consultations, the American Conference on Diversity is helping to build a more inclusive and civil society in our most diverse state.

In addition to the meaning, value and skill of our work, I am most proud of our staff, Board of Trustees, Chapters, financial supporters, and volunteers.

In a challenging economy, we are continuing to grow our work thanks to strong financial and emotional support and, most significantly, Board leadership.

What more can we ask for than a canvas to draw upon and the tools and brushes to paint the picture which accomplishes our mission and work?

The level of commitment from all aspects of our organization is meaningful and gratifying.

It's something of which we can all be proud.

## Chapter Programs

American Conference on Diversity's eight volunteer chapters are the organization's ambassadors to NJ's communities. Through community-based programs, chapter board members bring to their communities the organization's expertise and mission to value diversity, educate leaders and promote respect. The Bayonne and Essex County Chapters reach out to high school students through their annual essay contest. Through the Central Jersey and Hudson County Chapters' poster art contests, students have the opportunity to artistically depict a diversity-related theme. Each year the Atlantic County Chapter honors Dr. Martin Luther King, Jr.'s memory by bringing together Atlantic County students, educators, business community and a guest speaker to discuss Dr. King's teachings and their relevance for today's world.

School Swap, developed by the Essex County Chapter and adopted by many others, enables groups of students from demographically and often socio-

economically diverse schools to share a school day in one another's school, followed by rich dialogue aimed to assist the students in understanding the differences and their root causes and to find common ground.

Focusing on the adult community, the Hudson County and Jersey Shore Chapters sponsored Spotlight on Diversity for members of their business community. The two hour introductory workplace diversity training workshop engaged participants in dialogue and interactive exercises designed to encourage introspection and sharing on various diversity-related and work-related issues.

Funding provided by Goldman Sachs and Fidelity Investments enabled the American Conference on Diversity to bring work with Jersey City youth to hold the Jersey City Youth & Community Summit. Student teams of 15 from each of Jersey City's high schools and community leaders were invited to attend this one-day human relations program.

## Research Highlights Lead for Diversity Impact

During the 2009-2010 school year, the American Conference on Diversity surveyed Lead for Diversity (LFD) school-based advisors regarding their own experiences, their students' experience and the Action Plans developed as a result of the program.

The impact of LFD reaches beyond the youth that attend and the advisors who work with them. It extends to other youth, as well as adult professionals.

- Over half of all Action Plan initiatives were specifically targeted to educate high school students or provide peer mediation to them.
- One-quarter of advisors described Action Plans that, in part or in their entirety, have focused on educating middle school students.

- Nearly eighteen percent of plans have involved educating adults and youth within the larger community.
- Twelve percent of plans have specifically focused on teaching educators or other district representatives.

Typically Action Plans directed at pupils reach the whole student body. Those that do not, are usually targeted to all students within entire grade levels. At just one school, an advisor estimated that her delegates' Action Plans impact 1,400 students annually. Likewise, educational initiatives directed at teachers are typically delivered to the entire faculty of a school, department, or grade level.

Presentations at Back to School Nights and at Board of Education meetings reach a significant portion of parents, and Board and community members, respectively.

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## Plans Underway for the 2011 Educator's Institute Funding is provided by the Wachovia/Wells Fargo Foundation

The American Conference on Diversity Educators' Institute series, open to school teachers, administrators, counselors, and other individuals interested in building more inclusive and affirming classrooms, helps to build strategies and skills to effectively navigate diversity issues in schools. The 2011 schedule has been set. CEU credits are awarded through our teaching alliance with Fairleigh Dickinson University.

**Fri., February 25, 2011**

*1-day workshop -Focus: Cyberbullying*

**Tues., July 5, 2011 – Fri., July 8, 2011**

*Summer Educators' Institute*

*4-day workshop -*

**Focus: Fostering Multicultural Learning**

**Environments** – Location: Fairleigh

*Dickinson University, Teaneck campus*

In challenging and ever-changing times, the goal and objectives of the American Conference on Diversity Educators' Institute series are:

**GOAL:** To increase educators' sensitivity to and awareness of diversity issues so that they can create school environments free from the distractions of prejudice, stereotypes, and bigotry.

**OBJECTIVE 1:** *Be better prepared to advocate on behalf of individuals and groups facing bias and discrimination*

**OBJECTIVE 2:** *Develop lesson plans that are more reflective of and responsive to the diversity that exists in their classrooms, schools, and communities*

**OBJECTIVE 3:** *Provide training on the best practices for responding to incidents of intolerance and bigotry in the classroom*

### Longitudinal Data

The American Conference on Diversity Educators' Institute has the potential to impact thousands of students as our educators bring their new information and skills back to their classrooms and communities. In schools alone, we project that each educator will reach approximately 125 students in a school year (assuming 5 classes of 25 students per class), in addition to the colleagues, parents, and community

organizations with which they are in contact. Since its inception in 2006 to date, over 100 educators have participated in the American Conference on Diversity Educators' Institutes, impacting an estimate of at least 12,500 students across the states of New Jersey and New York.

Anecdotal evidence from past Educators' Institutes has shown that many participants were sent by their districts with the intent to turn-key lessons learned for their departments and colleagues. Increasingly, many schools/institutions have sent cohorts of professionals to attend the Educators' Institute as a team to work together to bring back resources and share skills gained as a result of participating in the American Conference on Diversity Educators' Institute, program. Indeed, over time, over 75% of Educators' Institute participants have:

- Turn-keyed activities and knowledge gained with departments and colleagues at their workplaces

- Lead professional development/ in-service sessions for colleagues/ fellow educators utilizing Educators' Institute activities and materials
- Utilized new teaching strategies, approaches and ideas to enhance classroom curriculum



*The Wachovia/Wells Fargo Foundation has again funded the Educators' Institute programs. Wells Fargo Senior Vice President Toby Babeuf presents a check to Diane Schwartz, President & CEO of the American Conference on Diversity.*

## LEARN THE ABCs

The American Conference on Diversity offers a powerful program for students, educators, families and communities - Learning the ABCs: Lessons for Anti-Bullying Communities. The program focuses on bullying prevention education, including cyber bullying.

The program allows participants to:

- Explore perceptions of bullying behavior
- Examine the unique features and impact of cyber bullying
- Receive strategies for responding effectively to bullying and other bias-related conflicts.

For more information visit  
[www.americanconferenceondiversity.org](http://www.americanconferenceondiversity.org)

**Golf Classic honored  
Joseph A. Trunfio, PhD  
President & CEO  
of Atlantic Health System**



*Joseph A. Trunfio, PhD (left) accepting the award from Golf Classic Chair John Kessler*

Continued from Cover

awareness and knowledge of prejudice and stereotyping. Participants left the program with the tools and skills to replicate program modules in their respective hospitals. Thirty-seven percent (37%) of NJ's acute care hospitals and systems have sent at least one – and at times many – staff members to the program through the five years it has been offered.

The second program is the annual *Improving the Quality and Safety of Care for Diverse Patient Populations*

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## Research Highlights Lead for Diversity Impact

- Over 81% of advisors described their 2009-2010 Action Plans as specifically targeting education initiatives within their schools or districts. These educational initiatives have varied in scope, audience, and specific topics addressed.
- Over half of advisors identified being able to witness student growth and change, as being the most rewarding aspect of their roles in the program.
- Three-quarters of all respondents felt most rewarded for their service as school-based advisors because of the impact LFD has had on delegates.

## Mountain Development Corp. named 2011 Commercial Real Estate Honoree

Accepting the award will be President Michael Seeve and Chairman Bob Lieb.

SAVE THE DATE

JUNE 1, 2011

## Annual Commercial Real Estate Luncheon

Mayfair Farms, West Orange, NJ

HONORING

### Mountain Development Corp.

Pictured Left to Right Honorees:

Michael Seeve, President and Robert Lieb, Chairman



For more information call the American Conference on Diversity (732)-745-9330

## Horizon Funded Health Disparities Conference

conference, focused on creating a diverse and inclusive culture of care. This year, nationally renowned speakers shared their expertise, guiding conference attendees in methods to assess their respective facilities relevant to meeting the needs of culturally and ethnically diverse patients and families and innovative ways to meet the healthcare needs of diverse communities.

The American Conference on Diversity has been addressing the diversity education and training needs of healthcare

professionals since 2005, after the release of the landmark Institute of Medicine report, *Unequal Treatment: Confronting Racial and Ethnic Disparities in Health Care* (2003). Funding by the Horizon Foundation for New Jersey has enabled the American Conference on Diversity to continue its work helping hospitals on their journey to becoming culturally competent, inclusive facilities, meeting the healthcare needs of NJ's diverse residents.

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## 10th Annual Higher Education Conference

member of the Governor's Executive Cabinet. During his tenure on the New Jersey Commission, Dr. Sulton had overall responsibility for statewide higher education planning, policy and advocacy, and collaborated with the New Jersey Presidents' Council to implement and sustain the trilateral governance structure for statewide higher education. The Community Leadership Panel followed (pictured on cover).

Afternoon breakout sessions engaged conference participants in further dialogue and exploration of diversity issues veterans face when returning to higher education and the workforce.

# YOUTH LEADERSHIP INSTITUTE

## 2010 Lead for Diversity Delegate Survey



Summer 2010 Lead for Diversity Delegates

Lead for Diversity is a yearlong commitment to personal growth, peer leadership development and school improvement. During the summer, teams of up to four students from high schools throughout the state participate in a week-long peer leadership program designed to prepare them to make decisions based on an appreciation of the diversity—including ethnic, racial, faith, and gender identity—within their schools and communities.

### DELEGATE SURVEY

As a Result of Attending Lead for Diversity 2010:	Strongly Agree/ Agree
I am more open to having friends of different races, genders, sexual orientations, religions, and ethnicities	100%
I have an increased understanding and appreciation for people of different races, genders, sexual orientations, religions, & ethnicities	100%
I have an increased understanding of the effects of stereotypes and assumptions	100%
I have a better understanding of the pain some people feel because of discrimination	100%
I am more aware of my own stereotypes and prejudices	100%
I have learned skills that help me to work for causes and issues in which I believe	98.1%
I am more aware of how I deal with conflicts and have good strategies for working through conflict with others	99.0%
I will be able to contribute to people getting along better at my school	98.0%
I feel comfortable that I can use the skills and knowledge I have learned when I return to my school	96.1%
I would recommend Lead for Diversity to a friend	100%

## MANYTOWN Youth Leadership Institute Human Relations Forum

This year's program will be held at two regional locations.

The Northern New Jersey Regional Manytown will take place on **Wednesday, March 16, 2011 from 8:30am–1:10pm** on Fairleigh Dickinson University's Metropolitan Campus in Hackensack.

The Central and Southern New Jersey Regional Manytown will take place on **Thursday, April 7, 2011 from 8:30am–1:10pm** at Georgian Court University in Lakewood.

The Manytown Forum provides the opportunity for students from diverse ethnic, cultural, and socioeconomic backgrounds to discuss relevant issues and identify strategies to improve the climates in their schools and communities. Students will participate in a workshop led by an American Conference on

Diversity trainer. They will then work in student-led discussion groups to identify and practice strategies to effectively create more inclusive school communities. As in the past, there is no fee for your school to attend.

**FOR EDUCATORS:** As an added feature of the Manytown Forum, the AMERICAN CONFERENCE ON DIVERSITY is pleased to offer a workshop for advisors. Please plan to join us for this educational experience and opportunity to network with colleagues from other high schools. Identify and share promising practices to bring back to your school.

Register by phone or on-line at [www.americanconferenceondiversity.org](http://www.americanconferenceondiversity.org)

## THANKS TO OUR 2010 PARTNERS IN EDUCATION

Fidelity Investments.  
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New Jersey Resources  
PSE&G  
Schumann Fund for New Jersey  
Unilever  
Violet Zall Hordes Foundation

Page Hill Foundation  
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Kari Osmond  
Sage Foundation  
Friends of Tom Turney

# UPDATES



*Cutting the start ribbon at Diversity Stride are Diane Schwartz; American Conference on Diversity; Board member A. Zachary Yamba; Board Chair Robert G. Rose, Esq.; Walk Chair Kevin Leasing, Chairman, Berkeley College; and American Conference on Diversity Board member Peggy Pego.*



*Among the entertainment groups at Diversity Stride were the Polish American Dance Company.*

## SAVE THE DATES



### 2011 Diversity Stride Walk-A-Thon Sunday, May 15, 2011

12:00 Registration – 1:00 Step-off  
Liberty State Park – Jersey City, NJ

### 2011 Diversity Stride Kick-off Breakfast Tuesday, January 25, 2011

8:30 a.m. – 10:30 a.m.

The Culinary Conference Center at Hudson County  
Community College

161 Newkirk Street, Jersey City, NJ

### 2011 Diversity Stride Kick-off Luncheon Tuesday, March 15, 2011

12:00 p.m. – 2:00 p.m.

The Liberty House

Audrey Zapp Drive, Jersey City, NJ

Register your Diversity Stride Team Today:  
<http://2011diversitystride.kintera.org/>

For more information about Sponsorship Opportunities  
& to register for Kick-off Events

Email: [melissa@americanconferenceondiversity.org](mailto:melissa@americanconferenceondiversity.org)

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**Linda Tondow**

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Valuing Diversity; Educating Leaders; Promoting Respect

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