

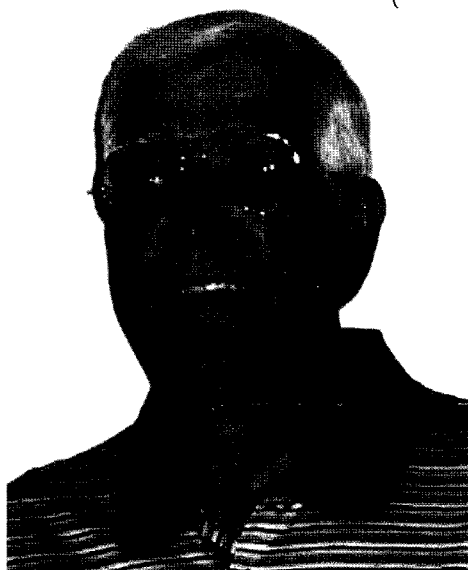
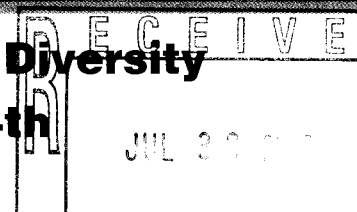
Annual NETJETS and American Conference on Diversity

Pro/Am Golf Classic Set for September 4th

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Baltusrol's Bob Ross to be Honored



Honoree Bob Ross

On September 4, 2008 the annual NETJETS and American Conference on Diversity Pro/Am Golf Classic will be held

at the Mountain Ridge Country Club in West Caldwell, New Jersey. It promises to be another exciting outing that will have as this year's honoree, Bob Ross, whose name is well known in the golf world. Bob Ross is an outstanding award winning golfer and a true humanitarian deserving of the 2008 Annual Thomas D. Sayles, Jr. Humanitarian Award. Bob is a member of the Professional Golf Association and former Head Professional at the legendary Baltusrol Golf Club. While at Baltusrol, he worked to ensure the noted success of three U.S. Open Championships and also competed in three PGA Championships. He is now an Honorary Member and Emeritus Professional at Baltusrol.

An exceptional teacher and avid golfer, Bob is the recipient of numerous golf awards including the NJSGA Senior Champion 1994 and 1996; PA Open

Champion, 1967, and the Philadelphia PGA Champion in 1967. Currently, Bob is a Principal and Director of Golf at Hawk Pointe Golf Club in Washington, N.J. Bob is co-founder of the Hawk Pointe Foundation, a non-profit organization dedicated to raising money for community causes and organizations that are in need of support.

Bob exemplifies Tom Sayles' spirit and passion for golf and we are proud to recognize him for his many contributions, not only to the golf world but also to the community at large.

For more information, please contact Diane Schwartz at diane@americanconferenceondiversity.org or by telephone at (732) 745-9330.

Educator's Institute Expands to Summer Session

The American Conference on Diversity Educators' Institute, in partnership with the Peter Sammartino School of Education at Fairleigh Dickinson University and with funding from the New Hampshire Charitable Trust Foundation, will provide the first annual Summer Institute entitled "Creating Multicultural Learning Environments." This professional development series is open to K-12 teachers, administrators, counselors, and

other individuals interested in building more inclusive and affirming classrooms through exploration and development of strategies and skills to effectively navigate diversity issues in schools. The four-day Institute being held at Fairleigh Dickinson University's Metropolitan Campus, will focus on skills and strategies for managing issues of race, religion, sexual orientation, and immigration in the classroom and overall educational setting.

For the past three years, the American Conference on Diversity Educators' Institute, funded by the Wachovia Foundation, has impacted thousands of high school and middle school students as educators have brought their new information and skills back to their classrooms and communities. Educators have impacted students, colleagues, parents, and community organizations. and educators receive CEU hours for participation in the Summer Educators' Institute.



Message from the President & CEO

Diane P. Schwartz

The following is adapted from a NJ Voices Blog posted by Diane Schwartz

Beginning a Conversation on Diversity

The presidential race between candidates Barack Obama, Hillary Clinton and John McCain began a conversation nationally on race, gender and diversity. But while these conversations are elevated to a national level on TV and in newspapers and by our candidates, it's in local communities, schools and businesses where the "rubber meets the road" on these issues. Issues of discrimination, prejudice and stereotypical behaviors, mutual respect and overcoming barriers most often happen in places where we come together and intersect in our daily lives. There exists a concern felt among many Americans that discussions on people's race, gender, religions and cultures are a "taboo" subject; bringing to light conflicting thinking and deep divisions that race, in particular, has brought to our country. However, at the American Conference on Diversity, we call it the "unfinished business" of living in a diverse society, and it is a conversation that needs to begin locally.

Schools are one of the first places where these conversations begin, as we have the opportunity to interact socially with others (various authority figures and peers). Schools are also important places for these conversations because as our nation becomes more diverse, schools are the first institutions to experience these population changes in our society. Institutions of higher learning are also becoming more diverse, and can also work to create initiatives and social groups that foster conversations on understanding diversity. Within the corporate sector, diversity training, networking and workshops throughout the state are examples of how businesses and organizations can connect people on multicultural issues, giving them an environment where sensitivities and experiences can be shared and give-and-take dialog can flourish. Employers can enhance team work and capture the value of different views and experiences as they work to expand sales or better serve clients.

Through, the American Conference on Diversity and its programs, we have seen first hand how these coordinated and moderated forums are successful in addressing sensitive matters within companies, institutions and schools. Tensions or misconceptions related to our identities, from the color of our skin to our beliefs and abilities, can best be understood and explored through small group and local discussions. So while race is being discussed on the national agenda, it is only one aspect of the overall conversation on stereotyping and prejudicial behaviors in our society. I encourage all of us in New Jersey to look inward and investigate how we can initiate these conversations constructively. Our goal, as a diverse society in a very "global" world, is to move beyond stereotypes, beyond prejudice and bigotry toward a recognition that, yes, we do need to talk about race along with other areas of discrimination and difference. By doing so, we can create respect and dignity for all.

It is truly a journey we can all take together.

Chapter Comments

E-Newsletter Launched

The American Conference on Diversity Board of Trustees happily acknowledged and congratulated members of the eight Chapter Boards for programming and fundraising efforts during this past fiscal year. Noting that our eight chapters' fundraising efforts are important to the American Conference on Diversity staff's ability to continue its fine work designing, developing and implementing creative programs to create inclusive communities throughout the state, the Board expressed appreciation for volunteer efforts across the state.

This was an unprecedented year for our American Conference on Diversity chapters. Our chapters' fundraising dinners and luncheons took creative turns and community programs were held by most of our chapters. Members of chapter boards were instrumental in furthering the American Conference on Diversity mission beyond the work of their respective chapters. Chapter members were responsible for encouraging their own company's gifts to sponsor and support youth work with specific schools and communities; introductions to foundations that resulted in grants and gifts to support statewide and local program work; referrals resulting in workplace diversity training contracts; and contacts to local media leading to radio and cable television interview opportunities.

As a tool to share our chapter boards' respective initiatives, we're pleased to share that we have initiated a periodic e-newsletter that will be sent to chapter board members. We hope Chapter Comments will serve as an effective way for chapters to share their successes and build upon each others' ideas.

YOUTH LEADERSHIP INSTITUTE

Who Are We? Lead for Diversity Grad Answers that Question



Phillip Handy
American
Conference on
Diversity Student
Leader & Volunteer

Who Are We?
New Dialogue on Mixed Race

Published March 31, 2008 in *The New York Times*

Phillip Handy, a junior at Rutgers University and a 2004 graduate of Lead for Diversity, our flagship Youth Leadership Institute Program, has been volunteering with the American Conference on Diversity Youth Leadership Institute's Lead for Diversity since 2005 and interning at our main office in New Brunswick since September 2007.

In 2006, Phil formed an organization called "Fusion" on the Rutgers University New Brunswick Campus, as a support system for students of mixed ethnic and racial backgrounds. The mission of the organization is to create a safe space for mixed students to come together and talk about their shared multicultural experiences. In March 2008, Phillip and other members of Fusion were interviewed and videotaped as a part of *The New York Times* article "Who Are We? New Dialogue on Mixed Race" and video, "Being Multiracial in America," published on March 31, 2008. These news pieces appeared shortly after presidential hopeful Barack Obama made a speech on the issue of race in our country.

School Swap Visit



Asbury Park High School visited Freehold Township High School in a School Swap sponsored by the Jersey Shore Chapter.

South West Manytown



The Southwest Manytown, one of six one-day youth forums conducted across the state saw students from 5 high schools in Gloucester and Burlington Counties gather for the day at Rowan University in Glassboro, NJ.

Jersey City Youth & Community Summit



The Jersey City Youth & Community Summit, sponsored by Goldman Sachs & Co. and Fidelity Investments, was the culmination of one year of learning and discussion which began with the 2007 summer Lead for Diversity experience for Jersey City High School student leaders. Students from 7 of Jersey City High Schools planned and facilitated the day-long program involving community leaders. The Summit featured a performance by Dr. Michael "Mykee" Fowlin and remarks by Superintendent of Schools Dr. Charles Epps and Mayor Jeremiah T. Healy.

SUMMER 2008 LEAD FOR DIVERSITY

Pocono Environmental Education Center

Dingman's Ferry, PA 18328

SESSION

Session 1: July 13-18, 2008
Session 2: July 20-25, 2008
Session 3: August 3-8, 2008

VISITING DAYS & TIMES

Anne Evans Estabrook: Tuesday, July 15 (9 a.m. – 1 p.m.)
Tuesday, July 22 (9 a.m. – 1 p.m.)
Tuesday, August 5 (9 a.m. – 1 p.m.)

PARTNERS IN EDUCATION

We are grateful to our Partners in Education for their support of Youth Leadership Institute Programming.

Benefactors

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Commercial Real Estate Luncheon Honors David T. Gockel



2008 Commercial Real Estate Luncheon recognizes David T. Gockel. (L-R) Michael L. Rodburg, Chair, American Conference on Diversity; Anne Evans Estabrook, Owner of Elberon Development Co. who presented the award on behalf of the organization; David T. Gockel, President/CEO, Langan Engineering; Lynn Gockel and Jim Petrucci, Founder & President of J.G. Petrucci, Inc., 2007 Honoree and 2008 Luncheon Honorary Chair.

Annual Diversity
Conference on Diversity
Issues in Higher Education

Please
SAVE THE DATE
and plan to join us!

November 14, 2008
9:00am - 4:00pm

Drew University
Madison, NJ

Annual Diversity Issues in Higher Education Set for November 14th at Drew University

The American Conference on Diversity, in partnership with administrators and educators from New Jersey colleges and universities present the annual statewide conference on diversity issues in higher education

This year's conference, co-sponsored by Drew University, where the conference will be held, will explore the theme, "Celebrating Community with a Purpose: From the Environmental to Interpersonal." The conference is scheduled for Friday, November 14, 2008, from 9:00am - 4:00pm.

The keynote speaker will be Barbara Heisler Williams, Executive Director of Fund for an OPEN Society.

Morning breakout sessions will engage participants from New Jersey institutions of higher education, state-wide corporations and interested individuals in dialogue to discuss and explore the connections between diversity and community. These two concepts come together

in significant and powerful ways. Community and Public Policy have always been important considerations around the issue of diversity, from neighborhood gate-keeping tactics to environmental racism. As a relatively new development, "Green" issues have joined the conversation. From the greening of college campus to training in "green" careers, the Planning Committee seeks to draw attention to ways to sustain the environment and, by very close association, enhancing the possibilities of diverse interpersonal relationships.

Civic Engagement is growing as an important goal for many institutions of education; New Jersey Universities are no different. Afternoon breakout sessions will explore some of its possible manifestations of diversity and civic engagement (an interweaving of in-class learning with off-campus activity). As standards in academic outreach Interfaith diversity-oriented efforts to engage communities inside and outside of academia will

be broached. Concerns of how higher education can assist or enhance healthcare and corporate responsibility will also be discussed. Perhaps most importantly, Civic Engagement, itself, will be discussed: its impact in the classroom; its effects on students and their views of diversity; the programs, already running, that foster Civic Engagement.

Planning committee institutions for the conference are Bergen Community College, Bloomfield College, Centenary College, Drew University, Monmouth University, Montclair State University, New Jersey City University, Rider University, Rutgers: The State University of New Jersey, Saint Peter's College, Seton Hall University, William Paterson University, and UMDNJ.

Registration for the Diversity Issues in Higher Education conference is \$65 per person and \$25 per student and includes continental breakfast and lunch buffet. Registration materials will be mailed in September.

Humanitarians Honored at State Dinner



2008 Humanitarians of the Year – (L-Right) Diane Schwartz, President & CEO of the American Conference on Diversity; Ralph Izzo, Chairman, President & CEO of Public Service Enterprise Group, Inc.; Ann M. Limberg, President, Bank of America, NJ; Emlyn H. Koster, Ph.D. President of Liberty Science Center; and Michael L. Rodburg, Chair of the American Conference on Diversity. This annual award recognizes outstanding individuals who promote the values of diversity and humanitarianism throughout their endeavors.

Health Disparities Business Network Being Developed

The American Conference on Diversity has spearheaded a multiphase body of work to address the bottom line impact of racial and ethnic health disparities on NJ's employers. The proceedings of the American Conference on Diversity's March 2006 Business Leaders' Roundtable, *Racial and Ethnic Disparities in Healthcare: Engaging the New Jersey Business Community* – funded by Pfizer, and subsequent Issue Brief examining the strategies, opportunities and barriers to employers working to address health disparities informed the June 2007 *Inaugural Business Leaders' Series: Your Health Disparities Scorecard*, funded by Harrah's Entertainment. This program brought together NJ key stakeholders

from business, government, education, nonprofit and policy organizations to inform and serve as a catalyst to stimulate action relevant to eliminating racial and ethnic health disparities through employer initiatives. Video highlights from this program are available at http://americanconferenceondiversity.org/acod_statewide.html. The American Conference on Diversity paper, *Quality, Race, Ethnicity, Health And Health Care Outcomes And The Role Of Business*, prepared for American Conference on Diversity by Joanne Fuccello, MSW, LCSW explores the business sector's role in addressing the complex issues regarding health disparities is available on the website. A Tool Kit to

assist NJ employers in dealing with health disparities is being developed.

Building upon this work, The American Conference on Diversity is now forming *The New Jersey Business Network Addressing Health Disparities*, a network of stakeholders with an interest in working to enhance awareness of and stimulate action to address the impact of health and healthcare disparities on NJ business. Co-chairing this initiative are American Conference on Diversity Board of Trustees Vice Chair and Princeton Area Capital Chapter board member Katherine Kish, president of Market Entry, Inc. and Wayne Boatwright, Vice President of Cultural Diversity at Meridian Health in Neptune, New Jersey.

Staff Updates

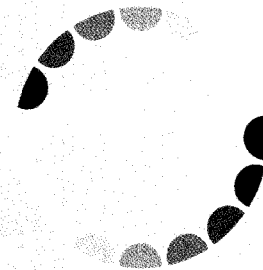


Staff Promotions Announced – Melissa Sandler, Events Manager and Damica Williams, Executive

"I am pleased to announce two staff promotions," said Diane Schwartz, President & CEO. Damica Williams has been promoted to Executive Assistant and Assistant to the President and Melissa Sandler has been promoted to Events Manager. "Damica and Melissa have been an important part of our many successes and their continued good work and outstanding efforts have been integral to our efforts," Schwartz continued. In their new roles, Damica reports to the President and support her efforts statewide. Melissa will handle several fundraising events including the Diversity Stride Walk and chapter events programming as well. She reports to Linda Tondow, Vice President

Visit the

**American Conference
on DiversitySM**



on the web for more information about programs, services and diversity issues.

www.americanconferenceondiversity.org

Diversity Stride – A Great Day

Thanks to our Sponsors and Walk Teams



Face Painting is fun for all



The Horizon Blue Cross Blue Shield Team gather before the 1 p.m. Step Off to lead the way.



Walk Chair Pat Geraghty, Senior VP, Horizon Blue Cross & Blue Shield of NJ cuts the Ribbon with assistance from daughter Kiera and (L-R) Board members Bob Rose, senior partner, DayPitney LLP; Peggy Pego Senior VP Human Resources & Chief HR Officer, PSEG Services Corp.; and Diane Schwartz.

Thanks to OUR SPONSORS & WALK TEAMS

2008 DIVERSITY STRIDE SPONSORS

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- Calypto Healthcare
- McKesson Corporation
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