



The Diversity Daily

Tuesday, March 16, 2010

Training Conference Newsletter

Daily Schedule

- Vendor/Exhibit Area Open
7:30 AM - 6:00 PM
- Joint Opening Session
8:00-10:00 AM
- Joint General Session
10:30 AM - 11:30
- Joint Luncheon
11:45 AM - 1:30 PM
- Joint General Session
1:45 - 2:30 PM
- Joint General Session
2:30 - 3:15 PM
- Joint General Session
3:45 - 5:00 PM
- Organization Board Meetings
5:15- 6:45 PM
- Organizational Business Mtgs.
7:00 - 9:00 PM
- Networking - Hospitality Suites
9:00 - 11:00 PM

(Please check your program agenda for locations.)

WELCOME TO KANSAS CITY, MO

By Mary Shaffer, PAS,
Kansas

Downtown Kansas City is literally reinventing itself. Dozens of improvements have contributed to this revitalization over the last five years, but none more alluring than the arrival of two game-changers: Sprint Center, a large, multi-use indoor arena, and the Power & Light (P&L) District, a nine-block neighborhood with premier dining, entertainment, and shopping in the heart of downtown Kansas City.

Greater Downtown embraces the historic River Market to the jazzy 18th &



Vine; from the hot and spicy Westside to the scintillating Sprint Center, Midland Theatre and P&L District; from the vibrancy of Crown Center and Union Station to the nobility of Liberty Memorial and the National World War I Museum.

Kansas City offers visitors fabulous barbecue and jazz built on a rich history: The oldest and most famous of all barbecue joints in town is

Arthur Bryant's. It put Kansas City BBQ on the map. It is also said that jazz was born in New Orleans and grew up in KC. The jam session originated in Kansas City where jazz musicians would gather after their gigs and play together into the wee hours of the morning. You will want to visit the American Jazz Museum, www.americanjazzmuseum.com.

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RECAP—SEPM TRAINING

By Yuri Plowden & Jolene Lau

What does NRCS have in common with the most successful businesses in this dynamic ever-changing world? "We invest in our greatest resource...you!" said Michael G. Watts, USDA, Director of the Office of Compliance, Policy, and Training. Watts reiterated this and other messages before the crowd of Special Emphasis Program managers from across the United States and its territories. That and other messages about the

importance of the work that SEPMs do and why they do it were the themes of the Monday morning sessions.

The presidents of the three employee organizations voiced their support of SEPMs. "As managers of your states' special emphasis programs, you are aiding the

agency to comply with laws regarding parity, diversity, and equal access," said Peter Bautista, of the Asian Pacific Island Organization. "Your job as SEPMs is to help us



SEPM TRAINING (CONTINUED)

Source/Submitted by: Yuri Plowden & Jolene Lau

look at how we are doing with recruitment, diversity, and retention," added Kalven Trice of the National Organization of Professional Black NRCS Employees. Luis Hernandez of the National Organization of Professional Hispanic NRCS Employees announced, "We are making history here this week by bringing these three employee groups together."

In the afternoon, several SEPMs were recognized for going above and beyond their normal call of duty. The National SEPMs developed a scoring sheet based on the quarterly report and identified eleven program managers to receive special recognition. These individuals received a certificate, presented by Joseph Hairston, Director of the Civil Rights Division, "For your dedication and hard work to the NRCS Special

Emphasis Program. Your commitment continues to help NRCS become even more the employer of choice, moving the agency forward with an inclusive, diverse workforce."

Congratulations to:

- Jill Fannenstiel, Kansas FWPM
- Misty Seaboldt, Washington FWPM
- KaYing Vang, Wisconsin AA/PIPM
- Peter Bautista, Washington AA/PIPM
- Anwar Karin, New York BEPM
- Shaffer Ridgeway, Iowa BEPM
- Clint Miller, Iowa AI/ANPM
- Lee Reeves, Georgia AA/ANPM
- Brunilda Velez, Wisconsin HEPM
- Erasmus Montemayor, Texas HEPM
- Tania Nanna, Louisiana DEPM



Joseph Hairston, Director, Civil Rights Division

WELCOME TO KANSAS CITY (CONTINUED)

Kansas City today is home to the Kansas City Royals and Kansas City Chiefs. Some legendary sports figures in KC include Satchel Paige, George Brett, Len Dawson, Trent Green, Derrick Thomas,

and Buck O'Neil. The longest running baseball franchise (37 seasons) in Negro League history is the Monarchs from Kansas City, Missouri. They were charter members of the Negro National League in 1920.

Discover Kansas City. North, South, East, West. Conference participants will find versatility from art to history to nightlife to music to museums. For a list of Kansas City offerings, visit www.visitkc.com. Enjoy!

PROGRAM UPDATES

Room Changes:

5:15-6:45 pm – Organization Board Meetings with the Chief — **Julia (AB)**

7:00 – 9:00 pm – Organization Business Meetings:

- APIO – **Julia Lee (AB)**
- NOPBNRCSE – **Count Basie Ballroom (AA1)**
- NOPHNRCSE – **Count Basie Ballroom (BB1)**

GUEST SPEAKER—ROLAND MARTIN

Source/Submitted by: Sylvia Rainford



Roland S. Martin, a distinguished journalist and author, reminded conference attendees that they must achieve diversity before they can achieve unity.

He stressed the importance of African-Americans, Hispanics and Asian-American understanding each other, including their culture, before expecting our White colleagues to understand us.

"You have to learn about each other," Martin said. *"We have to learn who we are first. We have to learn how to be a difference maker together."*

He reminded conference participants that a critical role of the employee organizations is to pave the path for future generations of NRCS employees. Current employee organization leaders *"should change things for the better."*

He also said that minority employees should aim for *"the majority of the pie"* over

opportunities and other benefits rather than fight over a small piece of it. Minorities often fight amongst themselves over 10 percent of the pie but overlook the remaining 90 percent.

"Our goal should be to have more of us (minorities) be lifted up and promoted," Martin said. *"All of us must stay together in order to move down the path to growth. It's the only road to unity."*

He encouraged conference participants to be *"difference makers."* *"It is not 'I' or 'my'. It's we or us,"* he said.

"You have the opportunity to change the dynamics of where you work and live."

He reminded his audience that you can make a difference with diversity by living it rather than by saying it.

Martin challenged his audience to actively achieve diversity by being observant of who you talk to and who you meet while at the conference. *"You should make the effort to create the kind of diversity that you speak of."*

He also challenged his audience to meet three new and different individuals while at the conference and gain a better understanding of who they are. During

conversations with these individuals find out how they view your employee organization as not working to achieve diversity and then how they see breaking down barriers to work together in unity.

Martin concluded his talk with three tips in response to a question on leadership.

1. **Integrity.** Never ever lose your integrity or credibility because that's all you have. It goes with you where ever you are.

2. **Leadership is Clarity.** You must know how to lead. You must give your employees clear expectations.

3. **Flexibility.** You do not manage every body the same way. Study the people you manage. Figure out what make each person great.

"If you want to champion diversity you have to start with yourself"

—Roland Martin



EXHIBIT HALL

Be sure to check out the conference exhibitors in the Count Basie Ballroom (CC1) today until 6:00 p.m. Exhibitors range from individual NRCS states, to the NRCS East Remote Sensing Lab, to the NRCS Soil Survey Division and more. Be sure to visit the

display from Agren, Inc. in Iowa. Agren, Inc. is a private consulting firm dedicated to helping agriculture find profitable solutions to environmental challenges.

NRCS states and centers include the following: California, Colorado,

Delaware, Florida, Hawaii, Kansas, Maryland, Michigan, Minnesota, Missouri, Montana, New York, North Dakota, Ohio, Oregon, South Dakota, Vermont, NHQ and Wyoming and the NRCS National Employee Development Center in

HOSPITALITY ROOM UPDATES

After a long day of meetings stop by the three **hospitality rooms: 1856, 2022 and 2122.**

The Hospitality Rooms provide an excellent opportunity for conference participants to gather each night for the purpose of networking within a relaxing

atmosphere. There will be a variety of beverages and snacks offered in each of the rooms.

Cost per person for admittance to the rooms for the entire conference is \$20. Pay at the registration area.

Hospitality Rooms Schedule:

Monday-Thursday:
9:00-11:30 p.m.

**Network
Challenge—
Meet three
people from
each
organization!**

HOSPITALITY ROOM HOUSE RULES

10 "Clean House" Rules:

1. **Get Stamped!!!** All amenities have a cost. We will not serve food or beverage if you are not identified with the paid stamp.
2. **Keep it CLEAN!!!!** Look for the nearest garbage can.
3. **Noise, Keep it down!!!**
4. **If you feel too happy... GO TO SLEEP!!!** There is more to be happy about the

next day.

5. **If your conversation is getting too intense, pause it and continue it the next day** with a clear mind.

6. **Keep it inside!!!** Keep networking in Hospitality Room areas, not hallways.

7. **Rooms will open at 9:00 pm Monday through Thursday.** They will be closing at 11:30 pm sharp.

8. **Prevent accidents!!!** If you see wet floors or

anything that could cause injury give a heads up to the Hospitality Room Representative.

9. **Help the Hospitality Room Representative** in any way you can. Remember that the success of this depends on your cooperation.

10. **If you break the rules, you'll be a part of**