



Center for Leadership Development Get Involved this Spring!

For more information about these upcoming opportunities contact us at leadership@uncc.edu or call 704-687-2703

Leadership Fellows

Leadership Fellows is an exceptional group leadership experience for sophomores, juniors and seniors. If you are interested in continuing to develop your leadership skills, this program is for you. Applications for the Fall 2007 Leadership Fellows program will be available in March!

LEAD Team

This Spring the LEAD Team will be accepting applications for NEW TRAINERS! The LEAD Team is a select group of UNC Charlotte student leaders who are talented public speakers and ambassadors for the Center for Leadership Development. **To apply** you must dedicate a minimum of a year to the program, be interested in leadership development, be comfortable giving presentations and enthusiastic about communicating with other students.

PILOT

PILOT is a move at your own pace, leadership development program open to all interested UNC Charlotte students. The program is free and easy to join. Stop in anytime!

Multicultural Resource Center Highlighted Events

Black History Month - February 2007
Women's History Month - March 2007
Asian Heritage Month - April 2007



Look for details about how you and your student organization can participate!

2007 MLK, Jr. Birthday Celebration

Community Service-January 15
Panel Discussion-January 16
Spoken Word Contest-January 17
Formal Program & Unity March-January 18
Black & White Ball-January 19
Civil Rights Timeline Exhibit Displayed
January 15-19, 2007

For information on any of the programs, services or events, please contact:
Multicultural Resource Center
(704) 687-3865
382 Cone University Center
Email: mrc@uncc.edu
Website: mrc.uncc.edu

For more info, click on MLK, Jr. Link from the MRC Website

2006 Multicultural Leadership Conference **Extend. Embrace. Empower.**



**WELCOME to the
2006 MULTICULTURAL LEADERSHIP CONFERENCE:
*Extend. Embrace. Empower.***

Saturday, November 11, 2006



Keynote Speaker: Elisa Rodriguez
Bilingual Division Manager, Customer Information Center
Allstate Insurance Company

Elisa Rodriguez, originally from Venezuela moved to Charlotte 12 years ago with a Bachelors Degree in Business and a Financial Background. Elisa had a very diverse upbringing having lived in Europe, Latin America and Asia. Before her arrival in Charlotte she was involved in managing an Oil and Dairy Business in Ecuador and was the Regional Latin American Sales Director for Max Omega Pharmaceutical Company, Headquartered in Caracas, Venezuela. After arriving in Charlotte, Elisa worked at Bank of America for 8 years where she held different positions as Customer Relations Executive, a Compliance Officer for Bank of America Investment Services, and Vice President and Regional Sales Manager for the Consumer Bank. Elisa also has held the position of Director of Sales and Marketing for La Noticia, Inc. the Spanish language newspaper; founded her own marketing firm and most recently is the Bilingual Division Manager for Customer Information Center at Allstate Insurance Company.

Her involvement with the Charlotte community started with the founding of the Latin American Chamber of Commerce of Charlotte (LACCC), which she chaired until July of 2006. She currently chairs the LACCC Foundation from where scholarships for students and entrepreneurs will be awarded on a yearly basis. Elisa is active in many sectors of the regional community including the Board of Ambassadors of the Girls Scouts, Founder and current Board of Advisors of ALPFA (Association of Latino Professionals in Finance and Accounting, Charlotte Chapter, Member of the Diversity Business Council of the Charlotte Chamber of Commerce and Board Member of the Levine Museum of the new South. She is involved with the Latino Pathways program supporting the workforce development of the Latinos in the community. She was a 2005 participant of the Mexico Trip with the University of North Carolina, Center for International Understanding and was the host of the first commercial Bilingual TV show, *Caminando*. She was recognized in 2005 with the Excelente Award as Latina Business Woman of the Year during a Gala at the Westin Hotel with over 500 guests attending. Recently, she was awarded the Diversity in Business Award by the Business Journal during the Diversity Conference at the Charlotte Convention Center. Elisa is passionate about diversity, her community and her family.

SPECIAL THANKS...

2006 MULTICULTURAL LEADERSHIP CONFERENCE

COMMITTEE MEMBERS:

Anthony Brumfield
Kate Burnside
Sharon Jones
Candace Pride
Kelly Smith
Mikki Vega

Ginny Hunter, Chair, Multicultural Resource Center
Stephanie Schmidt, Chair, Center For Leadership Development

Many thanks to the Conference Committee for their dedication and commitment! The conference would not be possible without you!

SPECIAL THANKS TO:

All the Wonderful Presenters
The Conference Volunteers
Mrs. Kim Alexander
Ms. Elisa Rodriguez
Mr. Eric Rowles
Ms. Mindy Sides-Walsh
Mr. W. Vidal Dickerson
Ms. Marcia Kennard Kiessling
Resident Students Association
Cone University Center
Chartwell's Catering Service



Center for Leadership
Development



GUEST SPEAKERS

Opening Speaker

Minister Kim Alexander

Kimberly Nash Alexander, is one of God's precious daughters, and a woman of excellence. She is a preacher, teacher, youth advocate, and a businesswoman. She leads the Women's Ministry of University Park Baptist Church in Charlotte, North Carolina with her husband the Rev. Dr. Claude R. Alexander, Jr.

Ms. Alexander was born in Lawton, Oklahoma and reared in Charlotte, North Carolina. She received her Bachelor's degree in Speech Pathology from the University of North Carolina at Greensboro, and her Master's degree from George Washington University. Her education and God-given talents benefit many children in the Charlotte Mecklenburg School System as a Speech and Language Pathologist. Minister Alexander is a successful business woman leading a group of over 100 Mary Kay Consultants, which work to enrich the lives of others.

Kim Alexander is an inspiring and exuberant Monday Night Bible Study teacher. She has a passion for women's issues and is instrumental in planning women's retreats and conferences. She is also a highly sought after speaker, frequently asked to lead various professional and spiritual workshops to benefit women.

Minister Alexander exhibits excellence in her church, community and family, but what she strives for most is favor and excellence in serving God. She is the proud mother of two young daughters, Camryn Rene' and Carsyn Richelle.

Closing Speaker

Mr. Eric Rowles, President, Leading To Change, Inc.

Energetic, passionate, and completely different! Eric is a nationally recognized keynote speaker, trainer and consultant whom has worked with over 30,000 college students and administrators within the past 15 years. His 15+ years of training and presenting experience, coupled with his advanced degrees in curriculum development and design, have lead to the creation of Leading To Change, Inc. As President of Leading To Change, Eric runs a customized consulting and facilitation practice that works with profit and non-profit organizations and educational institutions to achieve progressive and dynamic change.

Eric's previous experience includes his work as Senior Director of Training with the Youth Leadership Institute where he designed a national training institute that provided over 1,000 days of training in five years. Prior to his work with the Youth Leadership Institute, Eric was the Director of Leadership Development at Rutgers University (NJ) from 1997-1999, and for ten years directed and managed his own private training and educational theater organization; Leadership Through Motivation Productions. He has designed over 100 different interpersonal and cultural leadership training curriculums that have been presented throughout the country. Additionally, Eric is a faculty member at the University of North Carolina, Charlotte (Dept. of Communications & Dept. of Management) and has over a decade of innovative and cutting edge classroom instruction and facilitation experience.

Eric holds a double Bachelors of Arts degree from the University of California (Riverside) - one in Ethnic & Cultural Studies, and a second in Sociology/Psychology/Anthropology/Philosophy. In addition, he also holds a Masters of Science degree from Central Connecticut State University in Educational Leadership & Design.

Eric lives in Charlotte, NC with his wife, daughter, and a very spoiled cat.



2006 Multicultural Leadership Conference

Schedule of Events:

9:00-9:45	Check in and light breakfast McKnight Lobby, Cone Center
9:45-10:15	Opening and Welcome Kim Alexander, Guest Speaker McKnight Hall, Cone Center
10:15-11:15	Program Session #1 Cone Center Rooms 111, 112, 113, 208, 210A, 210B, 348B
11:30-12:15	Keynote Speaker: Ms. Elisa Rodriguez Bilingual Division Manager, Customer Information Center, Allstate Insurance Company McKnight Hall, Cone Center
12:15-1:00	Lunch Lucas Room, Cone Center
1:00-2:00	Program Session #2 Cone Center Rooms 111, 208, 112, 210A, 210B, 265, 268
2:15-3:15	Program Session #3 Cone Center Rooms 112, 113, 208, 210A, 210B, 268, 348A
3:30-4:00	Closing Session Eric Rowles, Guest Speaker Door Prizes Lucas Room, Cone Center

Session #1
10:15-11:15

Emotional Intelligence
Cone Center Room 111

Presented by: Anna Wilkinson, LEAD Team

(PILOT-Leadership/Ethics)

It takes more than IQ to be successful in today's organizations. Learn what Emotional Intelligence is and how you can improve your quotient and improve your work and personal relationships.

Domestically Speaking: Does Offering Benefits Harm? *(PILOT-Diversity)*
Cone Center Room 112

Presented by: Scott Lail, Graduate Assistant for Sexual/Gender Diversity, Multicultural Resource Center

We all remember the attention that was given to corporations that first began offering domestic partner benefits to their employees. There were individuals suggesting boycotts and forecasting the doom of the corporations that offered the benefits. This year marks an important milestone for domestic partner benefits. It is the first time that over half of the Fortune 500 companies offer domestic partner benefits. In this workshop, we will take a look at some industries that have Fortune 500 companies that do and do not offer domestic partner benefits. We will then take a look at how they have performed financially in the last few years. By doing so, we will be able to see if corporations that offer the domestic partner benefits are actually being harmed compared to their counterparts that do not offer domestic partner benefits. Come and learn about some "open minded" Fortune 500 corporations that we should be supporting!

Take Me as I Am
Cone Center Room 113

Presented by: Sonyia Richardson, MSW, LCSW

(PILOT-Diversity)

Are people accepting of who you really are? Are you accepting of others? In this workshop, become aware of a range of personal attitudes in regard to gender, race, disability, age, sexual orientation and religion. Learn how to reduce prejudice and stereotypes by confronting personal biases and mistaken beliefs. Engage in an open dialogue of cultural issues and cultural assumptions.

Examining Cultural Artifacts on the UNCC Campus
Cone Center Room 210B

Presented by: Terry Fassanella, Housing & Residence Life at UNC Charlotte

(PILOT-Diversity)

Walk around campus. What do you see? What do you hear? The University of North Carolina at Charlotte is supposed to be inclusive to everyone. But how do we show inclusiveness? Participants in roundtable discussion will identify a combination of physical (indoor/outdoor spaces, art), verbal (language, slang), and behavioral (rituals, traditions) artifacts on campus and discuss how we can work collaboratively to help make the campus feel more inclusive to everyone.

"I Said It, I Meant It, Now I Want To Represent It: A Guide for Straight Allies"**Cone Center Room 268**

Presented by: Amy Sifford and Josh F. Pearson

(PILOT-Diversity)

This workshop will feature discussions and activities for student leaders who are interested in developing more confidence as advocates for their GLBT colleagues, families, and friends. The workshop will also highlight the findings and implications of current scholarly research on GLBT issues that will enhance student leaders' awareness of this population. Participants will be encouraged to share their

Coming Out of the Hamper
Cone Center Room 348A

Presented by: Scott Lail, Graduate Assistant for Sexual/Gender Diversity, Multicultural Resource Center

(PILOT-Diversity)

A lot of times "society" tells us that the only thing worse than being gay/lesbian/bisexual/transgender is being an ally of people who fall into those categories. They get labeled as "dirty" and are thrown into a "dirty clothes hamper" where they are never to be removed. Since the "hamper" is often kept in a closet, even members of the gay/lesbian/bisexual/transgender communities end up in it. The result is a bunch of individuals that look up and see the "lid" closed and no way out. So, what happens- "stinking thinking" about themselves and their fellow "hamper mates". In this workshop, we will look at how individuals become thrown into the hamper. We will look at how being thrown into the hamper can make themselves feel "dirty" and the impact that feeling has on their lives. Finally, we will look at ways to (1) help keep new individuals from falling in the hamper and (2) offer support to those already in the hamper and assist them in "COMING OUT OF THE HAMPER!"

Session #3

2:15-3:15

Global Perspectives Cone Center Room 112

(PILOT-Skill Building)

Presented by: International Programs at UNC Charlotte

Come learn about the many opportunities for study abroad at UNC Charlotte! Summer, semester long, and year-long programs are available in over 35 countries in many different fields of study. Your financial aid goes with you and the credits taken abroad will count toward your degree. You'll meet new people, see beautiful places, and make a lifetime of memories. Four UNC Charlotte students will share their own cultural experiences with you and will reveal how you can plan the most amazing experience of your life!

Welcome One and All to Erutan Cone Center Room 113

(PILOT-Diversity)

Presented by: Michael Denton and LaTasha Jones, Housing & Residence Life, UNC Charlotte

Welcome to Erutan! Come prepared to participate in a cultural experience where you enter a world different from your own. This simulation is designed to help you think outside your cultural context and understand how a person from a different culture may feel entering into our (American) society. If you choose to visit us, your participation is required.

I'm Right, You're Wrong! Cone Center Room 208

(PILOT-Leadership/Ethics)

Presented by: Zane Reif, Associate Director, Office of Student Activities, UNC Charlotte

This workshop is designed to make you think about your own personal values and characteristics as it relates to ethics and ethical decision-making. Activities will focus on ethical problem-solving for yourself and for your student organization. Additionally, the workshop will examine cultural aspects of ethical decision-making.

"Privilege Defined: Unpacking Privilege the Word and Privilege the Concept"

Cone Center Room 210A

(PILOT-Self-Development)

Presented by: Tomika Rodriguez, Residence Director & Clyde Wilson, Residence Director, University Housing, North Carolina State University

Discussions regarding privilege are hard to facilitate and for student audiences, even harder to conceptualize. Students have difficulty with the concept of privilege versus the word privilege. This session serves to distinguish the subtle differences between the two. This session also presents the origin of the concept of privilege, by defining it and illustrating the concept as it relates to race, sexuality, and gender. "Privilege Defined: Unpacking Privilege the Word and Privilege the Concept," provides tools to help navigate this tough topic and concludes with an experiential activity, "The Culture Card."

Cross-cultural Management and its Impact on Organizations

Cone Center Room 208

(PILOT-Skill Building)

Presented by: Carlos Sandoval, Vice President, Global Operations Quality & Productivity, Bank of America

Objectives of the workshop are:

- To become self aware of cross-culture management
- To understand global strategies and management approaches from the perspective of people and cultures
- To understand when and how to be sensitive to culture

The workshop will be interactive and a perfect venue to provide cross-cultural management training to students and people in charge of diversity initiatives. The workshop will also be fun for the participants as they learn about this important topic.

Get Over It! Overcoming the Fear of Public Speaking!

(PILOT-Skill Building)

Cone Center Room 210A

Presented by: Laura Edelman, LEAD Team

Do you want to learn how to speak with ease in front of an audience? This program will allow participants to explore the phobia of public speaking and the impact it has of society. You will also learn ways to cope with and overcome public speaking fears.

The Tipping Point

(PILOT-Skill Building)

Cone Center Room 210B

Presented by: Kristen McManus-Withers, AIMS Office

The Tipping Point, (a book written by Malcolm Gladwell), is when change is created due to a social or medical epidemic. Things happen suddenly and unexpectedly. An idea or product becomes infectious overnight for specific reasons. The phenomenon can be replicated and applied constructively to ignite positive changes, new ideas and means to help the cause of diversity. Moreover, leaders can use this initiative to guide their groups so their impact will be direct, instrumental, rewarding, and have longevity.

What the World Needs Now . . .

(PILOT-Skill Building)

Cone Center Room 348B

Presented by: Terre Lucas, Director, The Office of Building Educational Strengths and Talents (B.E.S.T.), UNC Charlotte

Diversity may be the soul's pleasure but few things bring our appreciation of one another's differences to a halt as does conflict. This interactive session on conflict resolution provides us with a lighthearted laugh at ourselves; as well as tips on recognizing the "blockers" to a resolution, turning a standoff into a win-win situation, and more.

Session #2

1:00-2:00

Leadership Excellence Cone Center Room 111

(PILOT-Leadership/Ethics)

Presented by: Felicia Dangerfield Persky, LEAD Team

Every leader has room for improvement! In this workshop participants will explore their leadership knowledge, experience, and history; assess their strengths and areas of improvement.

LGBT Youth: Strength, Power, & Resiliency Cone Center Room 112

(PILOT-Diversity)

Presented by: Time Out Youth, Inc.

LGBT youth are often saddled with society's assumptions that they are suicidal, substance abusing, abandoned by families, and are generally ill-equipped to function as healthy adult members of our community. LGBT youth continue to confront heterosexism, harmful stereotypes, and lack of policies protecting them at school and work, but they are also wonderfully energetic, insightful, and committed to positively impacting our community. Join us as we tackle *real* experiences of LGBT youth, the effects of homophobia, how the community can come together to affirm and support youth, and how you can be an ally.

Multicultural Greek Organizations...What are They Really all About?

Cone Center Room 208

(PILOT-Diversity)

Presented by: Ashley Postell, Assistant Dean of Students & Anthony Brumfield, National Pan-Hellenic Council President at UNC Charlotte

Most of us are aware of the traditional Caucasian and African-American Greek organizations that fall under the National Pan-Hellenic Council, Inter-fraternity Council, and the Panhellenic Association... but where do the multicultural Greek organizations fall? Have you ever wondered what they stand for? Do they participate in Airband? Do they step? This presentation will provide a look at the dramatic increase and growth of multicultural Greek organizations across universities nationwide. In this workshop, participants will learn about the commitment to culture that drives many multicultural Greek organizations, their services and programs, and how they affect Greek communities and other multicultural organizations on campuses.

Hearing Everyone's Voice Cone Center Room 210A

(PILOT-Leadership/Ethics)

Presented by: Kelly Siebenaler, Johnson C. Smith

Leadership in today's society is a tough new challenge. Even leaders who are aware of diversity and multiculturalism struggle to ensure that everyone in their organization has an equal voice at the table. This workshop will enable participants to discuss the challenges of leadership in a diverse society and participants will leave with realistic strategies for ensuring that everyone's voice is heard.

Dissing the Disability Myth Cone Center Room 210B

(PILOT-Diversity)

Presented by: Kristin Kolin, MAEd, LPC, Assistant Director/Counselor, Disability Services at UNC Charlotte

This interactive presentation will focus on dispelling myths surrounding disabilities and how to break down barriers and raise awareness by including individuals with diverse abilities.

"Hot" Topics! Exploring Sources of Conflict Cone Center 265

(PILOT-Self-Development)

Presented by: Lorraine Acker, Assistant Dean of Students at UNC Charlotte

Have you ever wanted to talk about controversial issues without being shot down? Have truly ever listened to both sides of the story? This workshop will provide participants an opportunity to actively listen to experiences and reflections of members of other identity groups by engaging in a structured dialogue on "hot" topics. This workshop will also explore "hot" topics from a relational and social justice perspective; specifically examining both personal experiences and societies influences that lead to conflict.

True Colors Cone Center Room 268

(PILOT-Skill Building)

Presented by: Eric Rowles, trainer

Have you ever noticed how diverse groups of people work with each other? Whether it be in the classroom, as part of a student organization, or even within a family setting – we each have our own predominant "leadership" styles that at times compliment and/or contradict other styles around us. Come to this session to find out what YOUR leadership style is, and how you can best support other leaders around you.