



For Immediate Release

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SW Iowa ECI: “Workplace Discrimination Issues and the Relevance of Diversity & Inclusion”

COUNCIL BLUFFS, IOWA – A company that favors certain characteristics about its employees runs the risk of lawsuits, turnover and reduced productivity. Workplace diversity is broadly defined as an inclusive company culture that strives to respect variations in employee personality, work style, age, ethnicity, gender, religion, socioeconomics, education and other dimensions in the workplace. The Southwest Iowa Employers’ Council (ECI) will be hosting an informational session on “Workplace Discrimination Issues and the Relevance of Diversity and Inclusion” on Wednesday November 17, 2010 from 10:30 am to 1:30 pm at the Holiday Inn at Ameristar in Council Bluffs. The Holiday Inn at Ameristar is located at 2202 River Road.

Pre-registration is requested by Friday November 12th to Carol Morgan at 712-242-2131 or carol.morgan@iwd.iowa.gov. There is a registration fee of \$25 to attend; this program has been approved for 2.5 (General) recertification credit hours towards PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI). A certificate of attendance will be provided at the training session.

Featured speaker will be Tom Good who is a Trainer with the Iowa Civil Rights Commission, Des Moines. Topics include:

- Inclusion is More than Being Nice
- Properly Handling Employee Complaints of Discrimination
- Avoiding Discrimination Claims
- Diversity and Inclusion couldn’t be more relevant during a time of unprecedented economic challenges
- Prevailing Issues such as retention and employee engagement, multigenerational workplaces, women in the workforce, building sustainable diversity strategies, measuring what matters, addressing bias in the workplace, and building new skills and competencies for the future are top of mind for most human resource leaders

All business owners, human resource personnel, managers, line supervisors, attorneys, paralegals, recruiters, human resource outsourcing companies and accounting firms are invited to attend. Due to the complex nature of this topic, employers are encouraged to send multiple staff.

Tom Good is a Training Specialist II Resource Services Unit, Iowa Civil Rights Commission, Des Moines. Tom has worked for the Iowa Civil Rights Commission since 1990. Tom has investigated complaints of discrimination in credit, housing, education, employment, and public accommodations. He has also coordinated testing programs for the Commission using both internal and external resources and has acted as a tester in the areas of housing, credit and public accommodations. From answering the initial phone inquiry to mediating final agreements between the parties to a complaint, Tom has been involved in every aspect of the civil rights process. In addition to editing the agency newsletter, updating and composition of Fact Sheets and brochures; he is also frequently called upon to assist in the computer training of co-workers at the Commission.

Since 2000, Tom has been working full-time as a Training Specialist II in the Resource Services unit of the Commission. He develops and presents customized training experiences for groups of employers, community groups, housing providers, students, and employees. Presentations have been as diverse as speaking to 2nd grade students about harassment and diversity, to presentations for EEO and HR personnel regarding immigrant rights in employment. Tom has a degree in Industrial Administration from Iowa State University and spent a number of years in finance and banking. Tom also served with the U.S. Army Security Agency as a German linguist/translator-interpreter, stationed in West Berlin, Germany.

The Southwest IA Employers’ Council is a local employer group supported by Iowa Workforce Development Region 13 including Harrison, Shelby, Pottawattamie, Mills, Cass, Fremont and Page counties, and is part of the statewide Employers’ Council of Iowa system. All businesses, including Iowa, Nebraska and Missouri employers are welcome to attend ECI events. This employer’s group addresses workforce issues, and provides both educational and networking opportunities for employers and human resource professionals.

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