



# EEO MATTERS

## 2007 Diversity Luncheon Delectably Delightful!

S J C – E E O

Issue 9

November 2007

This year's Diversity Luncheon was a tremendous success. The event was highlighted by the record attendance of 260 people, and was sold out several weeks in advance. The level of interest for this year's luncheon has already generated a search for an even larger venue for next year's luncheon; so that even more people will be able to join in the celebration. The EEO Office would like to thank the Diversity Luncheon Committee and the EEO Advisory Committee for their tremendous job in planning, organizing, hosting, and general assistance in bringing about this year's event.

Most of you in attendance expressed your pleasure in the performance and Motown sounds of entertainer and County employee, William Smith, who looked absolutely stunning and dapper in his festive red suit. The generosity and creativity of the 20 sponsors who donated gift baskets for the door prize raffle was immeasurably appreciated. In addition, we would also like to thank Victor Mow, Chairman of the Board of Supervisors, who donated a \$100 gift certificate to Dave Wong's Restaurant. We also want to give special recognition to the Sheriff's Department Color Guard, whose presentation of the colors brought a true sense of honor and nobility to the celebration. Last, but certainly not least, we would like to thank Angelina's Spaghetti House for its outstanding job of catering, and for the stupendous lunch, which was both plentiful, and scrumptiously delicious, or in vernacular more suitable to the palate, "Now that's Italian!"

Finally, we want to recognize the superb performance of the featured keynote

speaker, John Carvana, Assistant Vice President of Diversity & Community Engagement for the University of the Pacific, whose message, "Diversity Through the Eyes of Education," was thought provoking and profoundly insightful. Mr. Carvana spoke on how the needs of today's students of color will have a direct impact on the County and other organizations, with regard to their success in creating and maintaining a workplace that truly values and accentuates diversity.

Mr. Carvana's words of advice and awareness are a true source of inspiration for all of us as we continue our individual and collective pursuits of the highest echelons of diversity attainable. I hope that you all had a wonderful time and look forward to seeing you at next year's 2008 Diversity Luncheon celebration.

*Don't Miss Out On The  
Excitement!*

*A New Training  
Just For  
YOU*

***EEO: DISCRIMINATION  
& HARASSMENT FOR  
THE GENERAL EMPLOYEE***

Canlis Building, Rm. 110, November 9th  
Call the EEO Office at 468-3374  
for more information

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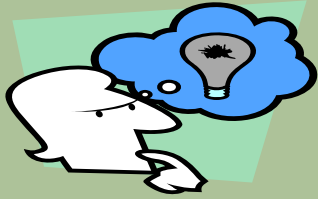
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*"When you do the  
common things in life  
in an uncommon  
way, you will  
command the  
attention of the  
world."*

*- George  
Washington Carver*



## Did you know?

There are 16 percent more male workers (82.1 million) than female workers (70.7 million) in the United States. Men earn, on average, \$41,385 annually - 30 percent more than women, who earn \$31,858.

In 1996, 4.7 percent of the United States workforce was 75 and older. By 2006, their representation was 6.4 percent. Workers ages 80 and older comprised 2.7 percent of the United States workforce in 1996, compared with 3.4 percent in 2006.

About 20 percent of school-aged children (ages 5 to 17) speak a language other than English at home. About 71 percent of those 10.5 million students speak Spanish with their families.

(Source - Diversityinc.com)



During a county-wide drive to round up all unlicensed dogs, a patrolman signaled a car to pull over to the curb. When the driver asked why he had been stopped, the officer pointed to the big dog sitting on the seat beside him. "Does your dog have a license?" he asked. "Oh, no," the man replied, "He doesn't need one; I always do the driving."

## ★ Congratulations! ★ 2007 Mentor Partnership Program Participants

On September 18, 2007, the Mentor Partnership Program concluded its tenth program year. All of the program participants worked hard throughout the year and voluntarily gave time, effort and commitment towards achieving their goals.

On behalf of the County EEO Program, we would like to congratulate the following mentees and mentors for their participation and successful completion of the 2007 Mentor Partnership Program:

**Mentees:** Sunni Brown, Valerie Brown, Michael Callegri, Doria Carpenter, Scott Cassinelli, Karen Christensen, Rashidah Chukwueke, Rachel Dawson, Mark Ellenburg, Julie Evans, Aaron Hughes, Brandon Jimenez, Dezarae Menor, Lana Mungle, Renee Neal, Linh Ngo, Janet Perez, Donnelle Tamayo, Cheryl Thomas-Diehl, Charlesa White.

**Mentors:** Bonnie Adams, John Austin, Judy Beasley, Jerry Becker, Judy Beitz, Sharel Campbell, Joe Chelli, Ken Cohen, Tom Flinn, Joy Flowers, Lori Freitas, Danelle Hohe, Rosemary Jhao-Cathcart, Kathy Lopez, Robin Moore, Natalie Rencher, Lois Sahyoun, Debra Sanders, Kerry Wasson, Jim Willett.

Again, congratulations and best wishes for success!

*The deadline for submitting applications for the 2008 Mentor Partnership Program is Friday, November 9th. For more information, call 468-3374.*

## Celebrate Diversity



Veterans Day is an American holiday honoring military veterans. Both a federal holiday and a state holiday in all states, it is celebrated on the same day as Armistice Day or Remembrance Day in other parts of the world, falling on November 11th, the anniversary of the signing of the Armistice that ended World War I.

November 11th was declared Veterans Day in 1919 by President Woodrow Wilson to honor the soldiers of World War I. We now celebrate this day to honor all veterans that have served for the United States of America. Veterans Day is largely intended to thank living veterans for their service, to acknowledge our nation's appreciation for their contributions in maintaining our national security, and to underscore the fact that all veterans, past and present, fought valiantly and sacrificed much, in honor and duty to their country.

The County proudly joins the nation on November 11th in celebrating Veterans Day.

### Quarterly Diversity Calendar

#### November 2007

National American Indian Heritage Month  
November 11 - Veterans Day  
November 23 - Thanksgiving Day

#### December 2007

December 10 - Human Rights Day  
December 25 - Christmas Day  
December 26 - January 1 - Kwanzaa