



**Diversity Leadership Academy® of Greater Indianapolis
SPRING 2009**



GREATER INDIANAPOLIS





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www.dlagi.org

A program of the



AMERICAN
INSTITUTE FOR
MANAGING
DIVERSITY INC.

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SPONSOR ACKNOWLEDGMENTS

The American Institute for Managing Diversity, Inc. would like to recognize and thank the following organizations for their generous support in making the Diversity Leadership Academy® spring 2009 program possible.

ABOUT CITIZENS ENERGY GROUP

Recognizing a broadening business model and a renewed focus on conservation, Citizens Gas & Coke Utility was recently renamed Citizens Energy Group. At Citizens, diversity is one of our core values. This starts with treating each employee and customer with courtesy and respect. We value the contributions of each individual in an inclusive culture. We believe that our success depends on valuing diversity in our work force, business partners and community. Operated by a not-for-profit Public Charitable Trust, Citizens either returns profits to you in the form of lower rates or reinvests profits to make its facilities more reliable and efficient. The unique Citizens Trust simply means everything we do is focused on serving you. For additional information please visit: www.CitizensEnergyGroup.com.

ABOUT CLARIAN HEALTH

Clarian Health is an Indiana-based, private, non-profit organization offering a broad base of tertiary services, specialized pediatric care and a Level 1 Trauma Center. Clarian is Indiana's most comprehensive health center and one of the busiest hospital systems in the nation. Clarian owns or is affiliated with 18 hospitals and health centers throughout Indiana, including Methodist and Indiana University Hospitals, Riley Hospital for Children, Clarian West Medical Center and Clarian North Medical Center, and Clarian Health Cicero. Clarian Health is also affiliated with the Indiana University School of Medicine, the nation's second largest medical center and a national leader in medical education and research. Clarian Health operates the Methodist Hospital, Indiana University Hospital and Riley Hospital for Children campuses as a single hospital under Indiana law. Visit www.clarian.org for more information.

ABOUT ELI LILLY AND COMPANY

Lilly, a leading innovation-driven corporation, is developing a growing portfolio of first-in-class and best-in-class pharmaceutical products by applying the latest research from its own worldwide laboratories and from collaborations with eminent scientific organizations. Headquartered in Indianapolis, Ind., Lilly provides answers – through medicines and information – for some of the world's most urgent medical needs. Additional information about Lilly is available at www.lilly.com.

ABOUT NATIONAL CITY

National City Corporation (NYSE: NCC), headquartered in Cleveland, Ohio, is one of the nation's largest financial holding companies. The company operates through an extensive banking network primarily in Ohio, Illinois, Indiana, Kentucky, Michigan, Missouri and Pennsylvania, and also serves customers in selected markets nationally. Its core businesses include commercial and retail banking, mortgage financing and servicing, consumer finance and asset management. For more information about National City, visit the company's Web site at www.nationalcity.com.



Diversity Leadership Academy® of Greater Indianapolis

Overview

The Diversity Leadership Academy® of Greater Indianapolis (DLAGI) is a community-based leadership development program that provides diversity management leadership skills to Indianapolis business, civic, and community leaders. The spring 2009 program, reserved for qualifying leaders who are chosen by application, is made possible through a consortium of sponsors which include: **Citizens Energy Group; Clarian Health; Eli Lilly and Company; and National City.**

The DLAGI was launched in the fall of 2003 with the founding sponsorship of Anthem Blue Cross Blue Shield, a WellPoint, Inc. company. Together with the Indianapolis Urban League and WellPoint, the American Institute for Managing Diversity, Inc. commenced the DLAGI inaugural class with overwhelming community support. The DLAGI has graduated 227 leaders from all sectors of the community, including business, nonprofit, education, government, and religion.

The spring 2009 program includes a series of five full-day sessions with at least one session per month, during which leaders representing various sectors in the community engage in instructional, experiential, and action-oriented learning opportunities. Selected leaders attend on fellowships funded by the contributions of the consortium sponsors, so there is no cost to them or their organizations. Each program includes a mixture of lectures, case studies, videos, interactive exercises, project planning, skills practice, and application. Each class session has assigned homework to reinforce learning, as well as the preparation of a special project, or Capstone, presented during the final class. The Academy requires participants to attend all five sessions and participate in all activities and assignments in order to graduate.

Participants are divided into Learning Circles of approximately six to eight people. The Learning Circles will meet at least four times (outside the normal class sessions) during the course of the Academy to reinforce their learning, complete assigned projects, and work on their selected capstone project. During the course of each class session, participants work in different groups so they can experience diverse perspectives and practice collaborating across multiple industries and varied styles.

It is important to note the emphasis on “instruction” vs. “problem solving.” Although the program culminates with a practical application in the community, the primary objective is not to bring people together to solve problems, but rather to equip them with a particular approach – The Strategic Diversity Management Process™ (SDMP) – that they may use with diversity opportunities and challenges as they deem appropriate. The Strategic Diversity Management Process™ (SDMP) was developed by Dr. R. Roosevelt Thomas, Jr., founder of the American Institute for Managing Diversity and the nation’s foremost authority on diversity management. Dr. Thomas will be a facilitator of the sessions.



CLASS I: Laying the Foundation

The first day of the Academy is an exciting day of briefings and interactive exercises as the participants begin the journey toward becoming Effective Diversity Respondents. Key diversity concepts are introduced including an expanded definition of diversity, which is explored in the context of the workforce, the workplace, and the community. Participants are introduced to new frameworks, processes, and tools as they participate in a series of activities and group discussions.

Dr. Thomas presents “America: A Historical Context” which examines pluralism, desegregation, and segregation and the impact they have had on the American experience. As community leaders, Academy participants will explore how these three movements influenced the evolution of Indianapolis and the impact the three have had on their own organizations.

CLASS II: Developing Diversity Perspective

The key focus of this session is to encourage participants to examine their perspectives and to recognize those of others and understand how their perspectives may create barriers to becoming Effective Diversity Respondents.



This day requires closer personal introspection as participants begin to examine their own organizations’ mixtures (groups, issues, and initiatives). The Giraffe and Elephant Fable is presented, depicting an insider-outsider phenomenon that creates unexpected tension and complexity. The animated story provokes participants to begin looking at what actions are necessary to create a mutually beneficial work environment and healthy working relationships while meeting organizational requirements.

Four fundamental approaches to diversity mixtures are presented and participants share their perspectives on a wide range of complex and controversial diversity topics while meeting others with differing opinions and communication styles.



CLASS III: Maturity Development

Participants begin this day by revisiting concepts previously covered on strategic diversity management (core skills, diversity action options, understanding requirements). They will then analyze four case studies in the context of an effective diversity respondent. Each of the cases will be examined in the context of Diversity Maturity Behaviors, where the individuals involved have or have not been successful, and what they need to do to address their situations.

Next, participants will discuss their experience, based on a homework assignment around the “Giraffe and Elephant Diversity Fable”, sharing insights gained about themselves, their colleagues, and/or their organization.

They then practice “walking in someone else’s shoes” during an activity that asks them to role-play a new identity, and then discuss the experience. Participants are given time at the end of the day to break out in their learning circles to meet and discuss their capstone projects.

CLASS IV: Community and Organizational Diversity Maturity - Leadership Practice

Class IV is from the perspective of the leader. During this session, participants spend the majority of their time applying the Strategic Diversity Management Process™ (SDMP) tools to contemporary and organizational issues, including examining an issue critical to their own organization or community. The goal of the session is to equip leaders to help their organizations and communities to address diversity issues more effectively; to consider traditional and Strategic Diversity Management approaches in their organizations; and to familiarize them with a change model that can be applied to organizations and to communities.

Participants also conduct individual, group, and collective assessments of the level of diversity maturity of the Indianapolis community and explore implications for Indianapolis’ community leaders. Preparation for the capstone project presentation (Class V) is discussed at the end of the day.

CLASS V: Capstone Project Presentation

During this final session of the Academy, Learning Circles will demonstrate their comprehension of the SDMP™ concepts presented throughout the course and their ability to apply the processes, tools, and skills they have acquired.





Each Learning Circle will develop a Capstone presentation, which will focus on application of the Strategic Diversity Management Process™ to a real community issue. The Capstone presentations are given before a panel of community leaders and diversity experts who provide feedback to the groups on their analyses and recommendations. The day ends with graduation recognition for all participants who complete the course.

[Eligibility Requirements](#)

Candidates for participation in the DLAGI program are those who are able to affect major change within their organizations and/or communities and cascade the knowledge of diversity management.

DLAGI participants are chosen through an application process. The application is available online at www.dlagi.org or by contacting AIMD. Class participants will be chosen from all sectors of the Indianapolis community including business, civic, nonprofit, government, education, religious, and others. **The application deadline for the spring 2009 program is Tuesday, December, 30, 2008.** All applications received will be reviewed by the DLAGI Board of Admissions the week of January 4, 2009. The objective is to create a diverse class of approximately 50 fellows that is representative of the community and its varied sectors. Fellowship Award letters will be mailed and awardees notified the week of January 11, 2009.

[Spring 2009 Schedule, Times, and Locations](#)

- Orientation and Reception: January 29, 2009
 - Orientation (mandatory for class participants) is from 2:00 - 5:00 p.m.
 - Reception (includes DLAGI alumni and other invited guests) is from 5:00 - 7:30 p.m.
- Class I: February 12, 2009
- Class II: March 12, 2009
- Class III: April 2, 2009
- Class IV: April 30, 2009
- Class V: May 21, 2009 (Capstone Day)

Classes will be held from 8:30 a.m. to 4:30 p.m. A continental breakfast will be available at 8:00 a.m. Logistics for the orientation/reception and class sessions will be announced in January 2009. All programs will be held in Indianapolis, IN.

[Attendance Requirements](#)

In order for participants to get the most out of the DLAGI, participation in the orientation session and all five class sessions is required. If a participant misses Class Session I, they are not permitted to participate in the Academy; if a participant misses a total of two class sessions,



they are not allowed to graduate from the Academy. It is recommended that applicants applying for a fellowship “pencil in” the dates on their calendar to avoid any scheduling conflicts due to the strict attendance requirements of the DLAGI program.

Diversity Leadership Academy® of Greater Indianapolis Alumni

Since the establishment of the Diversity Leadership Academy® of Greater Indianapolis in 2003, the American Institute for Managing Diversity, Inc. has been humbled by the gracious reception it has received from the Indianapolis community. When WellPoint, Inc. and the Indianapolis Urban League joined with AIMD to bring the Academy to Indianapolis, it was with great expectation about the potential positive impacts the program could have on the community. Over the five years since the launch of the program, we have graduated 227 leaders from the business, government, faith-based, nonprofit, and education sectors. These alumni are taking their newfound awareness and skills back to the decision-making tables in the Indianapolis community and doing great things.

Following is a listing of the organizations who have graduated leaders from the DLAGI. Please visit the website at www.dlagi.org for a complete list of the DLAGI Alumni.

100 Black Men of Indianapolis
A.I.M. / IUPUI (Aftercare for Indiana through Mentoring)
A2SO4 Architecture
Alliance for Cooperative Energy Services (ACES) Power Marketing LLC
American Red Cross of Greater Indianapolis
Anthem Blue Cross and Blue Shield
Asian American Alliance, Inc.
Baker & Daniels
Bank One
Bose Treacy Associates, LLC
Boys & Girls Clubs of Indianapolis
Brightpoint Inc.
Brookside Community Church / Northview Christian Life Church
Butler University
Cabello Associates Inc.
Carmen, Inc.
Center for Leadership Development
Central Indiana Community Foundation
Children's Bureau, Inc.
Chinese Community Church of Indianapolis
Christ Christian Community Church
Christamore House, Westside Community Ministry Inc. Haugville Council
CICOA Aging & In-Home Solutions
Citizens Gas & Coke Utility
City of Indianapolis
Clarian Health
Clarian West Medical Center
Coburn Safe Place Haven
Coleman Graham & Stevenson, LLC
Community Health Network



GREATER INDIANAPOLIS



National City

Conner Prairie Museum, Inc.
Covance Laboratories
Covenant Community Church
Crossroads of America Council / Boy Scouts of America
Cummins Engine Co.
Cummins Inc.
Department of Justice - United States Attorney's Office
Diversity and Race Relations Institute, Indianapolis Urban League
Dolan Media
Eli Lilly and Company
Doyle & Friedmeyer, P.C.
Family Development Services/Head Start Program
Family Service of Central Indiana
Farm Bureau Insurance
FedEx Freight
Fifth Third Bank
Flanner House of Indianapolis
Garcia Construction Group, Inc.
Gaylor, Inc.
Girl Scouts of Hoosier Capital
GM Construction Inc.
Greater Indianapolis Chamber of Commerce
Greater Indianapolis. Progress Committee / Office of the Mayor, Bart Peterson
Hawthorne Community Center
Health and Hospital Corporation of Marion County
Healthnet - A Clarian Partner
HealthNet Foundation
hhgregg, Inc.
Huntington National Bank
IBJ Media Corp.
Ice Miller
Indiana Black Expo, Inc.
Indiana Civil Rights Commission / Office of the Governor, State of Indiana
Indiana High School Athletic Association
Indiana Minority Health Coalition
Indiana Office of the Governor
Indiana Primary Health Care Association
Indiana Repertory Theatre
Indiana University Foundation
Indiana University Purdue University Indianapolis (IUPUI)
Indiana University School of Medicine
Indiana Youth Services Association (IYSA)
Indianapolis Airport Authority
Indianapolis Black Chamber of Commerce
Indianapolis Business Journal
Indianapolis City Market Corporation
Indianapolis Colts
Indianapolis Convention & Visitors Association
Indianapolis District Office, U.S. Equal Employment Opportunity Commission
Indianapolis Downtown Inc. (IDI)



Indianapolis Fire Department
Indianapolis Hispanic Chamber of Commerce
Indianapolis Housing Agency
Indianapolis Marion County Public Library
Indianapolis Marion County, City County Council
Indianapolis Museum of Art
Indianapolis Muslim Community Association Inc.
Indianapolis Neighborhood Housing Partnership (INHP)
Indianapolis Police Department
Indianapolis Private Industry Council
Indianapolis Public Schools (IPS)
Indianapolis Star
Ingersoll-Rand and Ingersoll-Rand Security Technologies
Internal Revenue Service
International Center of Indianapolis
International School of Indiana
Irwin Mortgage Company
Ivy Tech Community College
Ivy Tech State College
Lawrence North High School
Lee Hecht Harrison
Light of the World Christian Church
Local Initiative Support Corporation (LISC)
Lutheran Child and Family Services
Madame Walker Theatre Center
Marion County Commission On Youth, Inc.
Marion Superior Court
Martin Luther King Jr. Multi-Service Center
McDonald's Corporation
Messer Construction Company
Mexican Consulate
Mezzetta Construction, Inc.
Midwest ISO
National City Bank
National Coalition of 100 Black Women
National FFA Organization
NCAA (National Collegiate Athletic Association)
Near North Development Corporation
Noble of Indiana
Nur-Allah Islamic Center
Obvious Choices
Office of the Governor, State of Indiana
Ogletree, Deakins, Nash, Smoak and Stewart, P.C
Park Tudor School
Peace Learning Center
Pillow Express Logistics
Planned Parenthood of Indiana
Presidents Roundtable
Purdue University
Purdue University / College of Agriculture



Radio One
RepuCare Inc.
Roche Diagnostics
Sallie Mae / Education One Group
Shiel Sexton Company
Simon Youth Foundation
St. Luke's United Methodist Church
St. Richard's School
Stanley K. Lacy Leadership Association (SKLLA)
State of Indiana, Health and Hospital Corporation
The Health and Hospital Corporation of Marion County
The Hispanic Center, Inc.
The Indiana Plan for Equal Employment, Inc. / Construction Training Program
The Media Wise Communication Group, Inc.
The Salvation Army
Turning Point Consulting, Inc.
Unitarian Universalist Church of Indianapolis
United Negro College Fund
United Water
United Way of Central Indiana
University of Indianapolis
Vida Nueva United Methodist Church
WellPoint, Inc.
Westlane Christian Church
WIIH Univision
WISH TV
Wishard Memorial Hospital
Witherspoon Presbyterian Church
WTHR-TV
YMCA of Greater Indianapolis



American Institute for Managing Diversity, Inc.

Mission: Advancing diversity thought leadership through research, education and public outreach.

Goal/Vision: AIMD is a source of pioneering and creative thinking on the issues of diversity and diversity management and the desired destination for individuals and organizations around the world seeking access to a comprehensive array of resources on cutting-edge perspectives and approaches to diversity.

Position Statement: AIMD is one of the nation's first and leading nonprofit think tanks dedicated to the advancement of diversity management. AIMD has educated community leaders, the general public, and the business community about the power and potential of diversity management for over two decades. For more information about AIMD, visit www.aimd.org.

Year Founded: 1984

Founder: Dr. R. Roosevelt Thomas, Jr., leading diversity expert and author of six books on managing diversity and numerous articles.

President: Melanie Harrington

Diversity Leadership Academy® (DLA)

Year Founded: 2001

Mission: Provide educational programs for leaders that build competencies and capabilities which support improved dialogue and quality decisions about diversity.

Position Statement: DLA focuses on society's leaders, helping to build the skills of those in the best position to influence real progress in government, education, philanthropy, religion, community and business.

Benefits of the Academy:

- Enhance readiness to provide leadership around diversity issues in his/her organization
- Enhance readiness to participate in and influence community dialogue on diversity issues
- Enhance understanding of what will be required to increase his/her organization's capability to address diversity effectively
- Enhance readiness to address personal diversity issues such as those related to family and neighborhood

Program Impact: The impact of DLA is rippling throughout communities in which there are active DLA Programs. The Atlanta Journal-Constitution, The Indianapolis Star, The Greenville News, and other media have reported stories documenting the effect that DLA is having on leaders, organizations and communities. Since 2001, the DLA has graduated over 1200 leaders from its various programs.

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