



AAAA SPEAKERS

"ACCESS, EQUITY AND DIVERSITY"

SPEAKERS' PROFILES*

ReNeé S. Dunman
AAAA President (2006 -2010)



Speaker's Topics:

- Managing an EEO and Diversity Office
- Managing an OFCCP or OCR Audit
- Affirmative Action Law and Policy
- Affirmative Action and Diversity: Making Them Work

ReNeé S. Dunman, Esq. has blended her leadership and management skills with a comprehensive knowledge of employment law, which has developed into a professional reputation respected by academe and industry throughout the nation.

Ms. Dunman graduated with a Bachelor of Science degree in Mass Communications from Virginia Commonwealth University in 1985. In 1987, she received her Master's degree in Communications from Norfolk State University and in 1993 she received a Juris Doctor degree from the University of Baltimore School of Law where her focus of study was employment law. She is presently serving as the Assistant to the President and Director of Equal Opportunity and Affirmative Action at Old Dominion University where she is responsible for advising the President, monitoring and coordinating all equal opportunity, affirmative action and diversity efforts of the University. She is also President of the American Association for Affirmative Action. Based in Washington, D.C., it is a national professional organization for equal opportunity, affirmative action and diversity practitioners with over 900 members. She is the immediate past Chair of the Hampton Roads Industry Liaison Group.

Currently, she is a member of the Virginia State Bar, the American Bar Association, and the National Association of College and University Attorneys.

She is a highly sought trainer and consultant having conducted sessions for national and international clients in business, government, military, industry and higher education. She has

been interviewed by the media on related topics and has made appearances on the international, national, state and regional level including the British Broadcasting Network, CNN, Court TV, Time Magazine, Inside Higher Ed, Diversity, Inc., and Diverse Issues. Her personal motto is “Making a Difference - One Individual at a Time”.

Gregory T. Chambers

**AAAA Regional Director
(2008 - 2010 and President-Elect
(2010 – 2012)**



Speaker’s Topics:

- Authentic dialogue on equal employment opportunity and fair treatment for all people
- Human and civil rights has made us a great country

Gregory T. Chambers has been the EEO/AA Manager for the State of Delaware for the past 24 years. He has been in public service for 37 years, having spent 13 of those years in a variety of capacities with the City of Wilmington, most notably director of community affairs in the Office of the Mayor. Gregory is a graduate of Wilmington University with a Bachelor’s of Arts Degree in Behavioral Science. He is a Certified Conflict Partnership Catalyst (CPC) trained in facilitating resolution to differences and preserving relationships at work and in the community. Gregory is a 22-year member of the American Association for Affirmative Action serving as state coordinator, regional director and now 2010 president-elect. He founded and formerly chaired the Delaware Work Force Diversity Group (DWFDG). Established in 1989, DWFDG is a mechanism for networking and sharing information on equal employment opportunity, affirmative action, and diversity in the workplace for public and private sector employers. Gregory retired from his State of Delaware EEO position after being offered an EEO Manager position with the Delaware River and Bay Authority (DRBA). The Authority is a non-state agency that operates like a private employer. The DRBA President/CEO selected Gregory to use his proven skills and abilities to address the organization’s pressing EEO/AA needs and concerns. He will begin his new job on October 12, 2009.

Joni Baker

**AAAA Secretary
(2008 -2010) and First
Vice President (2010 – 2012)**



Speaker's Topics:

- Internet Diversity Recruitment
- Office of Civil Rights (DOE) Compliance Reviews
- Title IX Compliance Reviews
- Race Code Collection and Reporting
- Veteran Status Collection and Reporting

Dr. Joni Baker is currently Director of Equal Opportunity and Diversity for The Texas A& M University System, a consortium of 11 universities, seven state agencies, and a comprehensive health science center. She has been with the A&M System since September 1995. From 1984 to 1995, Joni was a Diplomat with the U.S. Department of State, serving at embassies in Africa and Asia.

Joni is a graduate of American University (B.S.), Georgetown University (M.A.), and Texas A&M University (Ph.D.). She has traveled throughout 49 countries and speaks four languages in addition to English (French, Swahili, Chinese, and Spanish). Joni is the National Secretary and 1st Vice President-Elect of the American Association for Affirmative Action. She is also a member of the Texas Association of Mediators, the Association for Conflict Resolution, and the College and University Professional Association for Human Resources.

Julia Mendez Fuentes, PHR, CELS

**AAAA Board Member
(2008 – 2010)**



Speaker's Topics:

- Principles of Affirmative Action
- Beyond the Affirmative Action Plan
- AAP for Veterans and Disabled
- Web Accessibility for Persons with Disabilities
- National Origin and Religion
- EEOC, AAP and Diversity....What are the Legal Requirements

Julia Mendez Fuentes is Director, Workforce Compliance and Diversity Solutions for Peopleclick Authoria, Inc. for the New Orleans office. Ms. Fuentes' current duties include overseeing the training programs for customers as well as creating content and delivering training in areas such as equal employment opportunity (EEO) and affirmative action (AA) compliance, EEO-1, VETS-100A, web accessibility for disabled, and reviewing responsibilities of AA and EEO to management. She also has 15 years experience in preparing affirmative action plans, assisting clients through OFCCP compliance reviews, and offering technical assistance both to clients and internal customers. She is editor of Peopleclick Authoria's PRI Digest electronic newsletter as well as the Diversity Chairperson for the Workforce Compliance and Diversity Solutions. She has also been invited to speak at conferences such as the American Association for Affirmative Action and Southwest and Rocky Mountain Regional conferences as well as for local professional organizations such as the Human Resource Management Association of New Orleans, Greater Baton Rouge SHRM chapter, Waco Industry Liaison Group, Louisiana Liaison Group, and Minneapolis Industry Liaison Group. She has also presented numerous webinars regarding topics such as new veteran classifications, EEO-1 and VETS-100A requirements, web accessibility, preparing for an OFCCP compliance review, and EEO/Affirmative Action/Diversity legal requirements.

Shirley J. Wilcher

AAAA Executive Director



Speaker's Topics:

- Civil Rights Agency Enforcement Policies
- OFCCP in the Obama Era
- Affirmative Action: What it is; what it's not

- Affirmative Action in the Obama Era
- Diversity and Affirmative Action in a Multicultural Century

Shirley J. Wilcher is a leading authority on equal opportunity and diversity policy. Ms. Wilcher is currently Executive Director of the American Association for Affirmative Action (AAAA). She is also President of Wilcher Global, LLC, a consulting firm that specializes in diversity management, affirmative action, contract compliance, and government relations. During the Clinton Administration, Ms. Wilcher served a seven-year term as Deputy Assistant Secretary for the Office of Federal Contract Compliance Programs (OFCCP), in the Employment Standards Administration of the U.S. Department of Labor. Her more than twenty years of experience include service as civil rights counsel with the Education and Labor Committee, US House of Representatives; as Director for State Relations and General Counsel with the National Association of Independent Colleges and Universities, and as a staff attorney with the National Women's Law Center. Ms. Wilcher is an honors graduate of Mount Holyoke College in South Hadley, Massachusetts; holds a Master of Arts Degree from the New School for Social Research in New York, NY; and a *Juris Doctor* from the Harvard Law School in Cambridge, Massachusetts.

Robert E. Gregg, Esq.
The Boardman Law Firm



Speaker's Topics:

- Human Resource Skills for Managers
 - Are You In the Cross-Hairs? - Your Personal Liability in Employment Cases
 - Spandex Is a Privilege, Not a Right! (Casual Days, Dress Codes and Work Appearance)
- Risky Business—Investigating Employment Issues
- Harassment
- The Respectful Workplace
- How to Present Harassment Training (Prevention is the Answer—Training is the Key!)
- So, You Want a Harassment Policy! (And then what do you do with it?)

- Equal Employment Opportunity (EEO)
- Creating and Operating the Discrimination Complaint and Investigation Process
- Manager's Duty of Care (Beyond Discrimination to Anti-Violence and Civility)
- Other Topics

Bob Gregg, a partner at the Boardman Law Firm in Madison, Wisconsin, has been involved in Employment Relations and Civil Rights work for more than 30 years. He litigates employment cases. His main emphasis is helping employers achieve enhanced productivity, creating positive work environments, and resolving employment problems before they generate lawsuits. Bob has conducted over 2,000 seminars throughout the United States and authored numerous articles on practical employment issues. His career has included canoe guide, carpenter, laborer, Army Sergeant, beer taster, social worker, educator, business owner, Equal Employment Opportunity officer, and employment relations attorney. Bob is a member of the Society for Human Resource Management, the National Speakers Association, and a National Faculty Member of the American Association for Affirmative Action (AAAA).

Ida “Beth” Wilson
Southern Methodist University



Speaker's Topics:

- Equal employment opportunity laws
- Harassment Prevention
- Affirmative Action and Diversity in Higher Education
- Title IX, Sec. 504 and Title VI Compliance

Beth Wilson has served as Associate Vice President for Access and Equity and Executive Assistant to the President at Southern Methodist University since July, 2003. Her responsibilities include developing and implementing policies and programs that ensure both equal access and equitable treatment for the diverse populations of students, faculty and staff at SMU. In addition to addressing access and equity issues, she will be responsible for identifying challenges and problems in these areas and making recommendations for their solutions. Wilson

is an attorney, consulting company president and certified mediator. She served as associate provost of Columbia University from 1995 to 2000 and has held adjunct faculty positions at the University of Oklahoma and Oklahoma City University School of Law. She has administered affirmative action programs for the University of Oklahoma, Oklahoma City Public Schools and University Hospital and Clinics in Oklahoma City. Wilson has served as consultant for numerous clients, including civic organizations, universities, law schools and other education bodies in Oklahoma, New York, Pennsylvania, New Jersey, Vermont and Maryland. She was national president of the American Association for Affirmative Action from 1998 to 2000 and previously was chair of the Affirmative Action Review Council for the State of Oklahoma. She has received numerous service awards and was twice named an Outstanding Young Woman of America. Wilson has appeared on various public service television programs in Oklahoma and has been a panelist and featured speaker on affirmative action issues on several national television broadcasts. Wilson earned bachelors and master's degrees from the University of Oklahoma and graduated fourth in her class with a J.D. degree from the Oklahoma City University School of Law. While a student there, she received American Jurisprudence Awards in labor law and constitutional law.

***This is a representative sample of our speakers.**