



# HSC WORKSHOP SERIES

A Program of the Human Services Coalition



## **NEW! Creating a Workspace Culture of Inclusion**

**with Delphia Howze**

**Monday, March 23, 2020**

**9:00 am – 12:00 pm**

**Fee \$70, includes light refreshments**

**REGISTER ONLINE at [www.hsctc.org/workshops](http://www.hsctc.org/workshops)**

**Borg Warner Conference Room - WEST, Tompkins County Public Library,  
E. Green St. at S. Cayuga St., Ithaca ([driving and access directions below](#))  
Presented by the Human Services Coalition  
Co-sponsored by the Tompkins County Public Library**

Your organization is diverse –age, ethnicity, world view, religion – and you have worked hard to get there. Is it time to check diversity and inclusion off the list? Not so fast.

Is your workspace ensuring that everyone’s voice is heard? That all opinions are considered valuable to the team? Is that evident to everyone in and outside of the organization?

Don’t neglect the “I” in D&I. This workshop will help you create awareness on how to move the needle on creating workspaces of inclusion.

You will have an opportunity to work through concepts that will help you gain understanding and clarity about the expectations and actions that lead to impactful outcomes in your workplace.

This journey will help you unlock the full benefits of diversity through the creation of an inclusive work environment that empowers *everyone* in your organization to reach their fullest potential, and in turn, the mission of your organization.



### **About the Presenter**

**Delphia Howze** is a forward-thinking Human Resources and Diversity & Inclusion(D&I) leader with nearly 20 years of successful experience in helping organizations leverage human capital and diversity to create and strengthen inclusive environments. Her areas of experience and expertise include developing and implementing HR and D&I strategies, training and development, mentoring and coaching, leadership development, AAP programs, and immigration petitions.

As the Director of Employee Relations and Development at Ithaca College, Delphia is responsible for developing and enhancing leadership acumen for all employees of the college community. Prior to this role, Delphia managed Diversity & Inclusion for The Society of Human Resource Management, the largest global human resources membership association. She now serves a Diversity &Inclusion Expertise Panel Member for SHRM organization as well as the President Elect for SHRMTc.

Throughout her career, Delphia has held positions in various industries including retail, banking, energy, trucking and logistics, consulting, and higher education. She consistently demonstrates her commitment to HR and D&I by serving as a board and trustee member to a variety of organizations. She also works closely with students as Adjunct Professor.

Delphia is the CEO and Founder of D. Howze Solutions, LLC. She holds a BA from the University of Pittsburgh, an MBA from Point Park University, and Project Management Certification from Villanova University. She also maintains PHR certification through HRCI and SHRM-CP certification through the Society of Human Resources Management.

## Registration and Payment

Register online at [www.hsctc.org/workshops](http://www.hsctc.org/workshops). If you are unable to register and pay online please call 607-273-8686 or email [registration@hsctc.org](mailto:registration@hsctc.org).

## Cancellation Policy

**All registration sales are final - we are unable to refund or transfer fees onto a different workshop for missed sessions.** At times a workshop may be cancelled due to inclement weather or other issues. If this occurs, we will post the cancellation on our website: [www.hsctc.org/workshops](http://www.hsctc.org/workshops), email all registered participants, and refund any prepaid fees. If you plan to walk-in, please check our website for the most up-to-date information prior to attending.

## Scholarships

Limited scholarships are available to agencies whose non-profit board and staff members cannot attend without one. To request a scholarship, email: [registration@hsctc.org](mailto:registration@hsctc.org) in advance of the workshop.

## Snacks

Coffee, other drinks, and snacks are provided at all workshops; lunch is not provided. Attendees at sessions in the Borg Warner Room may leave and eat lunch on the beautiful Ithaca Commons.

## Special Needs

Please notify us if you have any special needs; the Coalition wishes to make its workshops accessible to everyone.

**For the comfort of everyone, HSC workshops are fragrance free. We appreciate your cooperation.**

## Driving and access

The Library is located in downtown Ithaca on the corner of East Green and South Cayuga Streets.

## Directions for accessing the Library

The Library does not open its Main door until 9:30 am, please go to the northeast corner of the building opposite the TCAT Green Street Station, turn right and enter at the door on the right under the green canopy. The Borg Warner room is immediately on your right.

## Driving Directions

**From North or South on Rt. 13 or 34:** Proceed to Green Street in downtown Ithaca. Turn East (toward Cornell and downtown) on Green Street. Proceed approximately six blocks to Cayuga St, take a right turn and proceed as below.

**From South on Rt. 96b:** Proceed down hill on Aurora Street to East Clinton Street.

Turn left and proceed to Cayuga Street. Turn right on Cayuga Street and proceed as below.

**From East on Rt. 79 or 366:** Proceed to downtown on State St hill and veer right onto Seneca St at the bottom of the hill. Stay in the left lane of Seneca St until you come to Cayuga St. Turn left on Cayuga St and proceed as below.

**From West on Rt. 79, 96 or 89:** Proceed east to Fulton St. Turn right on Fulton St and stay in the left lane. Turn left on Green St and proceed about seven blocks to Cayuga Street. Turn right and proceed as below.

**From all directions:** Park in the Cayuga St. parking garage behind the Library and across from the Hotel Ithaca, or in the Green St. garage (entrance is past the "Pay and Display" and after the Cinemapolis sign on the left) diagonally across from the Library. Please note that "Pay and Display" parking is an option but the cost is twice that of the Green St. or Cayuga St. garages. The Library does not open the main door until 9:30 am, so go to the northeast corner of the Library building next to the TCAT Green Street Station, turn right and enter at the door on the right under the green canopy. The Borg Warner room is immediately on your right.

## Accessible Parking

We recommend parking on the first floor (it's actually the second floor of the structure) of the Green Street parking garage near the lime green wall labeled "Green Street." There is an elevator that will take you down to the ground floor which outlets at the crosswalk on Green Street. Cross the street, turn right and it's a short distance to the northeast corner of the library, next TCAT's Green Street Station. Enter at the door under the green canopy. The Borg Warner room is immediately on your right. If the accessible parking spots are taken near the elevator you can also go one floor up and there are more spaces next to the elevator on the roof.

**The Coalition is a United Way agency.**