

Unity First

Volume 16

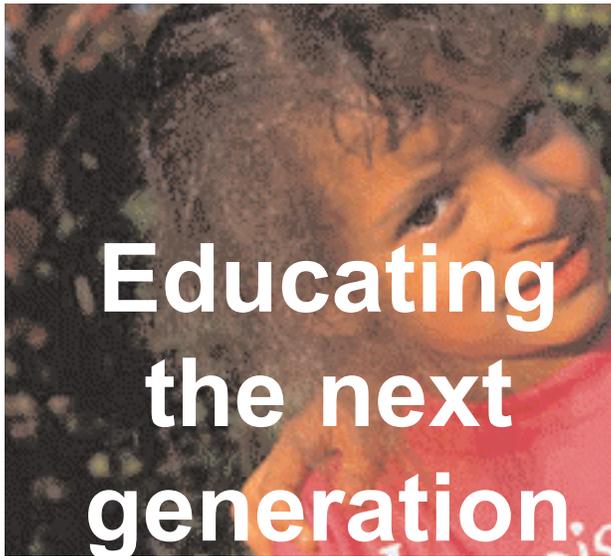
Number 6

Summer 2010



Common Ground

2010



Participate in
UnityFirst.com's
upcoming features
on Diversity in
Education.

August 2010 Issue

Deadline: July 30, 2010
Back to School

September 2010 Issue

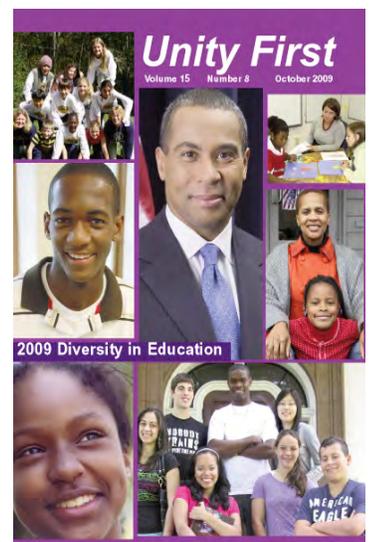
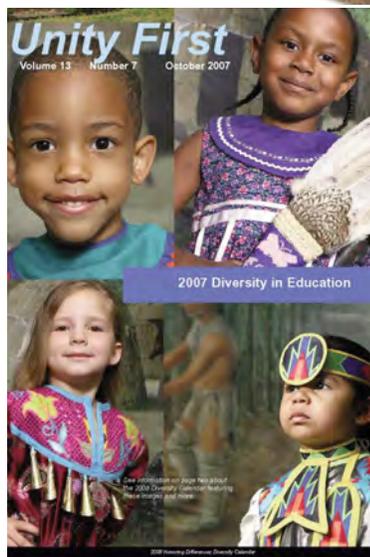
Deadline: August 20, 2010
--Opportunities, Resources and School Profiles
--Independent Schools

October Issue

Deadline: September 20, 2010
--Independent School Guide

November/December Issue:

Deadline: October 20, 2010
--College Overview



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Talking with Governor Deval Patrick

It was great to hear Massachusetts Governor Deval Patrick address the questions from Worcester residents during a recent Urban Town Hall Meeting. The community-sponsored event was held at

acknowledge success, from our high bond rating to effectively managing budgets to being in the top ranks across the country in education and healthcare as well as ending abuse in the state pension



UnityFirst.com's Janine Fondon with Gov. Patrick.



Lt. Gov. Tim Murray and Gov. Patrick

Christ Tabernacle Apostolic Church in Worcester, MA to an engaged audience. Also, joining the Governor was Lieutenant Governor Tim Murray and other locally elected officials and community leaders.

Governor Patrick said he wanted feedback from Central Massachusetts and attendees heeded the call with respectfully enthusiasm. In the opening remarks, he acknowledged that "these are hard times for households and businesses as well as local and state governments." Along with the tough times, he noted that we must also

system.

He pledged to continue to work to address the state's achievement gaps and address the issues faced by small businesses.

"This is the most productive legislature in some 30 years," says Governor Patrick.

The Executive Office of Labor and Workforce Development reported recently that the state unemployment rate declined from 9.3 percent in March to 9.2 percent in April. The Massachusetts economy added 19,100 jobs in April, the single largest monthly gain

in 17 years. The labor force grew for the fourth consecutive month, as construction, scientific, financial and several other sectors reported significant job gains.

Looking ahead, Patrick says, "We have got to finish what we have started."

Recognizing the state's challenges on the job front, Governor Deval Patrick

commented: "With 19,000 new jobs in April, Massachusetts had the single biggest monthly gain in 17 years. We are on the mend and on the move. Since day one, we have focused on investing in the projects and industries that put people to work right now and make the Commonwealth stronger for the long-term. The significant gains we're seeing in the construction, scientific, financial and manufacturing sectors show that our strategy is working. Still, I understand that positive statistics mean little to the person who is out of work and looking for a job. For them and for our future, we will keep pushing."

commented: "With 19,000 new



Gov. Deval Patrick (right)



President Barack Obama greets students from Kalamazoo Central High School's graduating class, during a surprise appearance in a gym at Western Michigan University in Kalamazoo, Mich., June 7, 2010. The President later delivered the school's commencement address after they won this year's Race to the Top High School Commencement Challenge. (Official White House Photo by Pete Souza)

President Obama recently applauded the success of Kalamazoo Central High School as the Race for the Top winner after three rounds of competition, with more than a thousand schools, and more than 170,000 votes were cast. He said, "Now, together as a community, you've embraced the motto of this school district: "Every child, every opportunity, every time."
 ...because you believe, like I do, that every young person, every child -- regardless of what they look like, where they come from, how much money their parents have -- every child who walks through your school-house doors deserves a quality education. No exceptions."
 Noting that he thinks that America has a lot to learn from

Getting to the next level of success

Kalamazoo Central about what makes for a successful school in this new century, President Obama said, "You've got educators raising standards and then inspiring their students to meet them. You've got community members who are stepping up as tutors and mentors and coaches. You got parents who are taking an active interest in their child's education -- attending those teacher conferences, yes, turning off the TV once in a while, making sure homework gets done."
 "But the most important ingredient is you: students who raised your sights, who aimed high, who invested yourselves

in your own success. It's no accident that so many of you have received college admissions letters, Class of 2010. That didn't happen by accident. It happened because you worked for it. As the superintendent said, you earned it."
 In confirming the success, Obama added, "No one is going to go follow you around making sure that you're getting to class on time, making sure you're doing your work. Nobody is going to be doing that for you. Going forward, that's all on you -- responsibility for your success is squarely on your shoulders."
 "But meaningful achieve-

ment, lasting success -- it doesn't happen in an instant. It's not about luck, it's not about a sudden stroke of genius. It's not usually about talent. It's usually about daily effort, the large choices and the small choices that you make that add up over time. It's about the skills you build, and the knowledge you accumulate, and the energy you invest in every task, no matter how trivial or menial it may seem at the time."
 He also noted encouraged students to not make excuses. "Take responsibility not just for your successes; take responsibility where you fall short as well," he said.

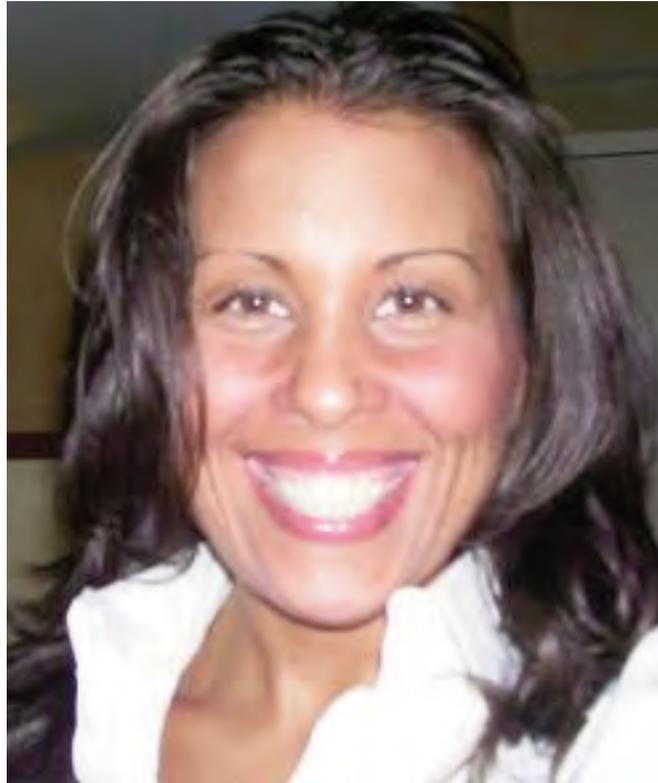
Online

Oprah's "Next TV Star" may be Jacqueline Wattimo

The online votes for the "Your OWN Show: Oprah's Search for the Next TV Star" competition have been verified, and the top five finalists have been chosen. The online finalists, in order of verified vote count, are:

1. Jacqueline Wattimo of Watertown, MA with 9,360,096 votes.
2. Dr. Phyllis Tucker-Wicks of Tampa, FL with 8,453,803 votes.
3. Stacia Pierce of East Lansing, MI with 7,604,501 votes.
4. Kornelius Bascombe of Raleigh, NC with 5,856,075 votes.
5. Dr. Tony Roach of Abilene, TX with 3,842,648 votes.
6. Maria Holloway of Miami, FL with 3,796,219 votes.
7. Zach Anner of Austin, TX with 3,484,018 votes.
8. Jasbina Ahluwalia of Oak Brook, IL with 2,728,232 votes.

From the total pool of hopeful superstars to Hollywood, 10 will be selected to participate in the reality series, "Your OWN Show: Oprah's Search for the



Jacqueline Wattimo

Next TV Star." At least one of the top five from the online popular vote is guaranteed a spot among the 10 on the series.

When auditions closed June 26, 2010, there were more than 9,500 online videos and more than 6,100 contestants who came to open casting calls in New Jersey, Texas, California and Georgia. Over 143 million votes were cast online and the results were carefully verified by a third party before the winners of the online competition

were announced.

During the verification process, the final vote counts fluctuated, as votes that could not be authenticated were eliminated from the competition. The verification process did not change the top 8 applicants with the most votes online.

"The response was amazing with over 15,000 people having auditioned," said Executive Producer Mark Burnett.

"Oprah Winfrey is such an inspiration and motivates peo-

ple to seek their dreams. This response shows the enormity of those who wish to communicate their ideas on television."

"Your OWN Show," presented by Kohl's and premiering on OWN in January 2011, will be a reality series in which contestants compete in a "host boot camp." Challenges will range from booking interviews and researching story ideas, to successfully completing an actual screen test. The person selected to be the winner will receive a 6-episode commitment for his or her own show, executive produced by Mark Burnett, and scheduled to premiere on OWN in 2011.

About OWN: THE OPRAH WINFREY NETWORK

A joint venture between Harpo, Inc. and Discovery Communications, LLC, OWN: THE OPRAH WINFREY NETWORK is a multi-platform media company designed to entertain, inform, and inspire people to live their best lives. OWN will debut on January 1, 2011 in approximately 80 million homes, on what is currently the Discovery Health Channel.

From the total pool of hopeful superstars coming to Hollywood, 10 will be selected to participate in the reality series, "Your OWN Show: Oprah's Search for the Next TV Star."

Roxbury International Film Festival to open July 29

The 12th Annual Roxbury International Film Festival (RIFF), New England's largest film festival dedicated to celebrating people of color, premieres Thursday, July 29th and runs through Sunday, August 1st.

Presented by The Color of Film Collaborative and ACT Roxbury, a program of Madison Development Corporation, RIFF will screen more than 50 films including features, shorts, documentaries and youth-produced works over the course of four days.

"We are very excited about this year's festival, with a new name and a new logo, we embrace a global community of filmmakers celebrating people of color," said Lisa Simmons, co-producer of the Roxbury International Film Festival, "coupled with our continued commitment to local filmmakers, the Roxbury International Festival gives us the best of both worlds and an array of work that showcases the vision, voice and vitality of people of color here and abroad."

Jeanne Pinado, Chief Executive Officer & Executive Director of Madison Park Development Corporation says, "The Festival attracts more than 4000 people to Roxbury to view



an outstanding range of films by and about people of color. The RIFF is just the kind of event Boston is proud to actively support - it energizes urban neighborhoods, celebrates diversity and promotes the arts."

This year's film festival will offer a dynamic mix of entertainment networking, international film screenings and community-based programming for families and filmmaking enthusiasts.

Amongst the numerous films screening included this year are "Off and Running," the audience favorite finalist at the Tribeca Film Festival; the Cape Verdean film "Contract," Robert Patton-Spruill's "Do It Again," and "Children of Invention," winner of 16 festival awards including Outstanding International Feature at ReelWorld Film Festival.



To purchase festival passes and for more information on special guests, panels, awards and other festival events, please visit:

www.roxburyfilmfestival.org.

HIGHLIGHTS Roxbury International Film Festival 2010

Speed Dating - Narrative Feature. Opening Night Film. A high-energy romantic comedy that follows three bachelors, speeding through life and scheming on women. When it comes to the opposite sex, it's about the "chase" and "finish line."

American Faust : From Condi to Neo Condi -

Documentary Feature. A hard-hitting documentary about Condoleezza Rice, an extraordinary but little-understood



woman who rose from segregated Alabama to become the most powerful woman in the world. Incisive and shocking, this is the first retrospective film on the Bush Administration.

Machete Joe - A group of out-of-work actors decide to take their careers into their own hands by shooting a low-budget horror film about an urban myth.

Soul Sisters - An African medical student seeking better professional opportunity in the United States finds herself caught up in the American immigration war.

Jacob's Pillow recognizes award-winning Bill T. Jones

2010 JACOB'S PILLOW DANCE AWARD PRESENTED TO BILL T. JONES, CHOREOGRAPHER, ARTISTIC DIRECTOR, AND TONY AWARD WINNER

Jacob's Pillow in Beckett, MA is the home of America's longest-running international dance festival. Recently, Executive Director Ella Baff presented the fourth annual Jacob's Pillow Dance Award to Bill T. Jones, acclaimed choreographer, co-founder, and artistic director of Bill T. Jones/Arnie Zane Dance Company, Tony Award winner for *Spring Awakening*, and director of the current Broadway hit *FELA!*

The Jacob's Pillow Dance Award honors outstanding visionary artists and carries a prize of \$25,000, one of the largest cash awards in the dance industry, to be used by the choreographer to enhance their artistry in any way they choose.

"Bill is quite simply one of

the greatest artists of our time," comments Ella Baff, Jacob's Pillow Dance Executive Director. "Fearless in his thinking and aesthetic investigations, he has taken his art, and his audiences along with it, to illuminating places. He will continue to make an enormous contribution to the arts and the Pillow is proud to honor him."

Bill T. Jones/Arnie Zane Dance Company will perform the multilayered collage of movement, live music, and American history, *Serenade/The Proposition*, in the Ted Shawn Theatre until July 25. Tickets on sale now. Call the Box Office at 413.243.0745.

In addition, "Arnie Zane on Bill T. Jones," a photography exhibit of images featuring a young Jones by late Arnie Zane, a provocative photographer, choreographer, and company co-founder, will be featured through the end of August. The exhibit is free and open to the public.

In addition to the cash



Bill T. Jones

award, the honoree receives a custom-designed glass sculpture by Berkshire-based artist Tom Patti, whose work is in the collections of the Metropolitan Museum of Art and the Museum of Modern Art in New York, among other prominent collections worldwide.

The Jacob's Pillow Dance Award emphasizes the Pillow's

commitment to support choreographers at various stages of their careers, and to support the creation of new work through the Pillow's Creative Development Residency Program. During these residencies, artists are invited to spend one to three weeks at the Pillow creating or rehearsing new work, with free housing for the company, unlimited use of studio space, and access to the Pillow's rare and extensive Archives and other Pillow resources.

Notable artists who have created or premiered dances at the Pillow include choreographers Antony Tudor, Agnes de Mille, Alvin Ailey, Donald McKayle, Kevin McKenzie, Twyla Tharp, Ralph Lemon, Susan Marshall, Trisha Brown, Ronald K. Brown, Wally Cardona, Andrea Miller, Kimberly Bartosik, and Trey McIntyre; premiered by such artists as Mikhail Baryshnikov, Carmen de Lavallade, Mark Morris, Dame Margot Fonteyn, Edward Villella, Rasta Thomas, and hundreds of others.



Bill T. Jones/ Arnie Zane Dance Company



Dance Theatre of Harlem Ensemble at Jacob's Pillow

Jacob's Pillow Dance, home of America's longest-running international dance festival, has enjoyed a long history with Dance Theatre of Harlem. Founded to create opportunities for minority dancers at a time when they were not welcome in established classical companies, Dance Theatre of Harlem made its first professional appearances at the Pillow in 1970, the same year the company was launched. While the main company of DTH has been dormant, the Dance Theatre of Harlem Ensemble has been created. DTH Ensemble kicked off the Pillow's 2010 Festival in the Doris Duke Theatre, performing contemporary ballet works infused with classical technique.

Jacob's Pillow Executive Director Ella Baff comments, "The Dance Theatre of Harlem Ensemble is part of a legacy that has made an enormous contribution to dance. The Ensemble is fresh, sharp, and accomplished. Their energy is contagious and will add to the excitement of the opening week of the Festival."

While at Jacob's Pillow, Dance Theatre of Harlem hosted a Master Class (shown above). Check out Jacob's pillow to participate in dance classes, community efforts and other special events.



Greater Springfield Chapter of the Links inspire young women

The Greater Springfield Chapter of the Links recently shared the art of quilting with young women as part of a mentoring program. Quilt artist Angela Westbrook worked with youth on a quilt that was displayed during the organization's Spring Soiree and Scholarship Recognition event entitled, "Radiance: Celebrating the Shoulders on Which We Stand." A special thanks to Dora Robinson, President and CEO of the United Way of the Pioneer Valley, who hosted the young women at her home.



Community Matters at Baypath College

Community Matters! was more than the theme of this year's Bay Path College 15th Annual Women's Leadership Conference—there was a call to action challenging attendees to get involved in their communities and volunteer.

In collaboration with the Community Foundation of Western Massachusetts, Bay Path College continued the spirit of community by holding the first-ever Community Matters! Day on Thursday, June 17. Area residents took to organizations in Springfield and Holyoke to lend a helping hand and make a difference in the lives of local residents. While digging in the dirt, Community Matters! Day Volunteer Kellie Lavoie shows a worm to Holyoke Chicopee Springfield Head Start students Berenice Trejo (left) and Andres Pascual (second from right) and Mary Rice (right), mental health/disabilities manager for Head Start.



UnityFirst.com's **Common Ground
Recognition Awards**



2010

comcast[®]



Springfield TV 22's Elysia Rodriguez

Inspiring the next generation of success -- UnityFirst.com's Common Ground Diversity and Leadership Awards -- A Multicultural Celebration

Congratulations to the awardees who were recently recognized by UnityFirst.com as "Leaders by Example". The recognition was given during the Common Ground Diversity and Leadership "academy awards" themed program.

"This was a heart-felt event to really recognize some of those great people who are doing phenomenal things in our communities to uplift oth-

ers," said Unityfirst.com CEO Janine Fondon. "Common Ground - Leaders by Example" have taken the lead to promote excellence and are known as fine examples of leadership and champions of diversity and

inclusion."

Tom Fondon, UnityFirst.com COO adds, "The event, showcasing the wisdom of experience and the vibrance of youth, inspires us all to keep doing great things. Each person's efforts really make a difference."

"We thank our sponsors, including Comcast, Peoples Bank, MassMutual, The Affiliated Chambers of Commerce of Greater Springfield, Inc. The MacDuffie School, Dream Studios, the Pan African Historical Museum, and Thousand Cranes Art Studio." These supporters are champions along with the leaders who are achievers at various levels and stages of their careers and across a variety of disciplines.



UnityFirst.com's Janine and Tom Fondon



A special thanks to awardee Dr. Derald Wing Sue and MacDuffie's Admission's Officer Linda Keating, Kathryn Gibson, MacDuffie Head of School (recently retired), and Tom Addicks, Interim Head of School.



Congrats



A Comcast representative stands (far left) with Janine Fondon second from left and Tom Fondon, second from right.

Common Ground Recognition



PAHMUSA's Lujanna Hood pays tribute to the Jawralak awardees

The Common Ground Awards united almost 200 attendees -- from performers to awardees, to family and friends from the community. Shown above are many of the youth who attended from Massachusetts and Connecticut. Shown below are author Bill Person (left) and Amy Hughes (right), who announced Bill's newly published poetry book. Stay tuned for information on the upcoming book signing. Amy and UnityFirst.com's Janine and Tom Fondon congratulate Bill on his fabulous work and salute the Jawralak awardees.



Common Ground Awards

During the course of the awards, the speeches and examples of leadership inspired families, professionals and also seasoned executives and business owners to keep their 'eyes on the prize' of diversity, leadership, excellence and success.

One attendee said, "It's amazing that I never knew many of the people in the room, but I am glad that I met them and learned about them today."

As publishers, we want you to keep reading our publication, attend the special events, and share the good news with others," says Janine Fondon. "This is networking and knowledge for your success.

"At the same time, we encourage you to share your story with us by giving us a call at (413) 221-7931 or sending an email to info@unityfirst.com.



Awardee Martha Johnson

received recognition for her book, "Why Not Do What You Love." The book is an invitation to "calling" and contribution in a world hungry for a gift. Martha, has had a long life of doing what she loves as a Peace Corps volunteer, public school teacher and management consultant. Martha says, "...acknowledge your own best gifts by choosing to share them with others."



Square One's Joan Kagan also shared her words of inspiration with awardees. One of Square One's employees of 31 years, Gail Smith, was also saluted.



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Awardee Denise Jordan spoke in honor of the family legacy she represents. Denise, Chief of Staff for the City of Springfield, is a fine example of leadership, especially as she takes the lead to create a better city for all. Congratulations Denise - We applaud your example and your leadership.



Honorees shown above are saluted for their diversity leadership and inclusive inspiration. The phenomenal awardees include (Left to Right): Lifespan's Gertrude Jones, The Women's Place Sharon Riley, Square One's Gail Price, Autism Activist Jacqueline Williams-Hines, Childrens Equitation Center's Roberta Wilmore and Singer/Choreographer Mary Taylor.



Youth awardees were recognized for their achievements

Area students were recognized with distinction. The awardees included:

--some of the top students from the Robert M. Hughes Academy Charter School in Springfield

--Kamau Crawford who is a top Sabis student who saved his sister's life

--Krystal Montserrate, an excellent singer and student

--Sinead and Sade Murray, two sisters who have maintained their bond along with success. Sinead is the first in her family to graduate from an independent school and Sade recently completed several tours with Broadway's *Lion King*.

--New York University's Ta Nika Slater, a graduate of The MacDuffie School, who continues to be a role model for students at the Springfield-based independent school.



Dream Studios, with the leadership of Benjamin Smith, danced us through history with passion and presence.



MacDuffie School graduate Jonathan Delgado performed. Bravo for this unforgettable performance.



Area leaders recognized for their contributions on many levels

Area leaders were recognized for their contributions on many levels:

- Bobby Rodriguez, chief diversity officer, Baystate Health, for his leadership of the organization's diversity initiative bearing the the theme, "Diversity Includes Everyone."
- Maurice Hobson, of UMASS DuBois Library for his role in preserving the legacy of DuBois.
- Cedric Turner, for his business leadership as an MBE
- MassMutual, for its legacy of providing scholarships at independent schools, such as The MacDuffie School.
- Dr. Christopher Lathan from Dana Farber Cancer Institute, who has made significant strides in closing the gaps in cancer care
- Vanessa Hall Peyton, who celebrated 15 years in business. She is the owner of Beaute Within, one of the top salons in Springfield, MA.
- Dr. Carol Leary (right), who could not be with us but had a former student represent her. Dr. Leary is an inspirational role of model of success in the world of education. She has brought innovation and style to educating the next generation at BayPath College.
- Kathryn Gibson, recently retired Head of School for MacDuffie, was recognized for her 10 year legacy and leadership.
- Jackie Glenn of EMC Corporation could not attend, but we salute her for her leadership and example.

"It is those who are inclusive, with the vision to see the unity of humanity, that become the true peacemakers."

Roger Klisch



Maurice Hobson



Dr. Carol Leary



Roberta Wilmore

Photo by; Fred Collins

equestrian center in Huntingdon England. In 1969 while living and attending an all Black Presbyterian high school in Keysville Georgia she managed to secure four horses from a Pa. camp to start a riding club. Roberta was the sole instructor for her fellow students at the age of 17.

As President and founder of the Children's Equitation Center, Roberta is creating a challenge for urban youth by encouraging their involvement in the equestrian world. In this work, she teaches children who want to learn to ride horses how to tackle a host of issues. She encourages participants and their families to resist the notion that only certain people live in certain areas. They are taught to push aside self-limiting beliefs and see themselves in a variety of lifestyles.

Determined to create a home base for the Children's Equitation Center and after years of serving a predominantly White affluent clientele Roberta saved money for over

Awardee Roberta Wilmore of the Children's Equitation Center in Ashfield, MA

The Children's Equitation Center (CEC) is a non-profit organization whose mission is to stimulate, support, and encourage the involvement of children of color and other underserved urban children in the equestrian world, and to find a place for them in horse related activities.

Committed to supporting a multicultural environment in equestrian sports C.E.C. was founded in late 2001 by an African American horsewoman Roberta Lee Wilmore. An engaging speaker and devoted horsewoman Wilmore embraces a simple philosophy of support-

ing children on issues of self-hood, diversity, and intercultural understanding. She believes that all children are curious about differences and that it is the responsibility of the adults in their lives to lead them gently out of their comfort zone to experience lifestyles and cultures different from their own. Such experiences, Roberta believes, teaches children what it means to be human and to recognize the worth and humanity of others.

Roberta was born in Philadelphia Pa. and spent her earliest years living in a Quaker community in Pa. surrounded

by farms and large animals. It was there that her love affair with equines began. Although she went through most of her life without a horse of her own, Roberta worked with great focus from a young age to get training and opportunity in a world that was far from her reality.

Roberta Wilmore has worked in the equestrian industry teaching and managing equestrian facilities for over forty years. She has trained hundred of riders in Massachusetts, Vermont, California, New Jersey, Georgia, and Pennsylvania and received her most formal training at an

ten years to purchase a 60 acre farm in Western Massachusetts and to work on diversity in the world of equestrian sports. She arrived alone in Ashfield, MA. to create a very special place in a farm community of 1700 people where a diverse group of children train, plan, organize, and support each other while getting a sense of ownership of a rural horse farm. Roberta Wilmore is the daughter of Gayraud Wilmore a scholar, author, and theologian and Lee Ella Wilmore, her devoted mother for whom the farm was named.

*Dedicated to Discovery.
Committed to Care.*

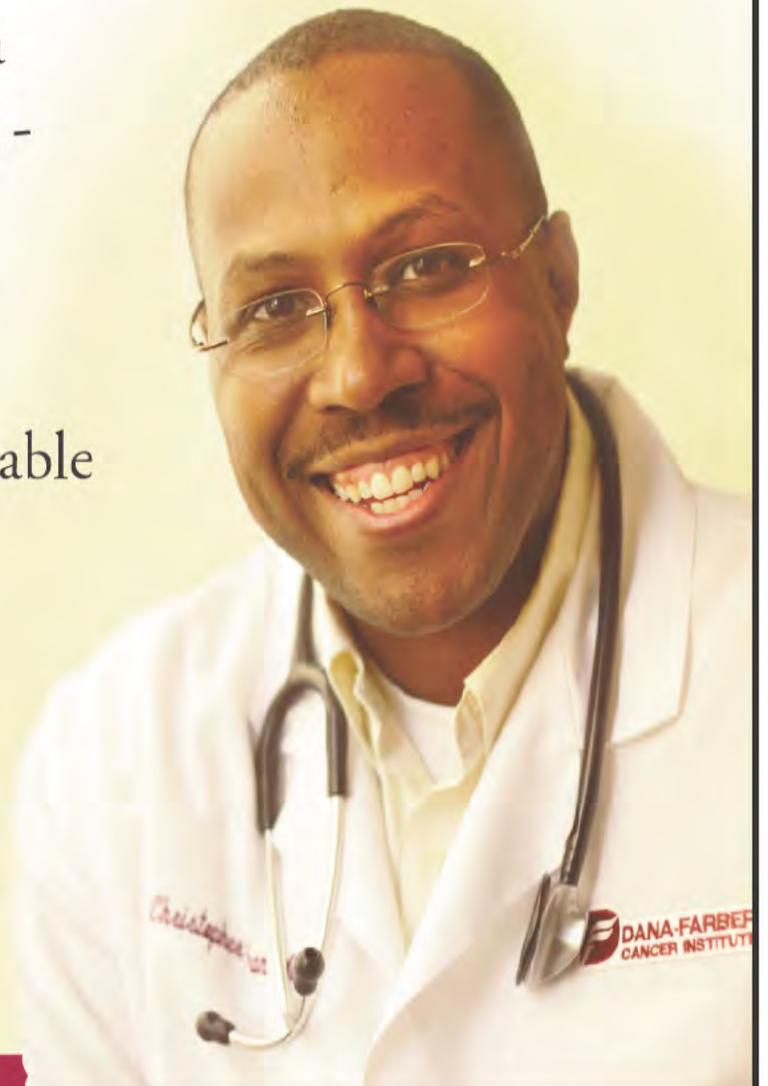


Dana-Farber Cancer Institute congratulates

DR. CHRISTOPHER LATHAN

for being recognized as a
2010 Common Ground -
Leader by Example.

We salute him for his
commitment and invaluable
contributions toward
advancing cancer care
and research.



Awardee Jackie Glenn, EMC

Chief Diversity Officer Jackie Glenn is a seasoned executive in Strategic Planning, Human Resources, Talent Development, Diversity and Inclusion. She is currently the Chief Diversity Officer and Senior Director of Human Resources for EMC Corporation. In this position, she leads the Corporate Diversity strategy for the company's global operations insuring an innovative and inclusive workforce as well as the advancement of a cross cultural experience for EMC's 42,000 employees.

Jackie joined EMC in 2000, following a stellar 26-year career in various areas of HR and healthcare administration. She has held positions across the HR spectrum including Employee Relations, Training and Development, Recruiting,



Jackie Glenn

Organizational Development, and Consulting and Coaching. Prior to her current position, she provided strategic and tactical Human Resources support to EMC sales groups comprising more than 1200 employees across both domestic and international sites.

She is a founding member of EMC's Black Employee Affinity Group (BEAG) and



has previously served as advisor to the group. Jackie completed the BEAG Mentoring Program for Managers and serves as a mentor to several EMC employees.

Jackie received her undergraduate degree in Healthcare Administration from Emmanuel College and a Masters Degree in Human Resources management from Lesley University. She has also earned advanced certificates in Human Resources from the University of North Carolina's Kenan-Flagler Business School and Northeastern University. She has been nominated by the Girl Scouts as a leading woman, by the YMCA for the Black Achiever Award and by EMC for the President's Award. She is also a 2004 graduate of The Partnership's Fellows program.

She has a passion for community advocacy and civic leadership and is a champion for issues affecting children and families. She serves as the Human Resources liaison on the Children's Services of Roxbury Board of Directors and is an active member of Jubilee Christian Church of Boston. In her spare time, she practices Bikram Yoga.

Jackie's mantra is, "It's better to be respected than to be liked."

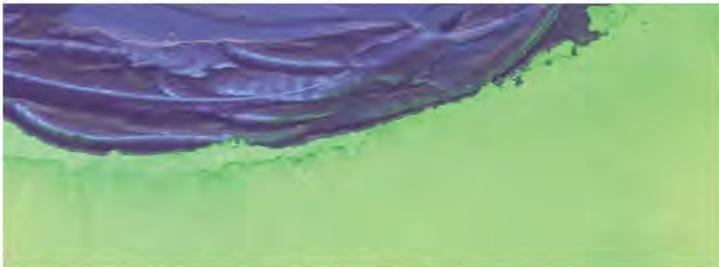


EMC is committed to inclusion and sustainability.

Every day we work to leverage the dedication and passion of our employees to create business and personal success through fulfilling work and boundless opportunities. We are shaping the workplace of the future by cultivating diversity, inclusion, and sustainability now.

Learn more at www.EMC.com.

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UnityFirst.com salutes national book prize winner, Dr. Derald Wing Sue

Book focuses on microaggressions

Derald Wing Sue, professor of psychology and a leading expert on discrimination issues, was awarded the first-ever UnityFirst.com National Diversity and Inclusion Book Prize in recognition of his recently published book, *Microaggressions in Everyday Life: Race, Gender and Sexual Orientation* (John Wiley and Sons).

The book is Sue's latest entry into published scholarship on "microaggressions," a term coined by psychologist Chester Pierce in the 1970s, which Sue has since refined as

a description of unintended slights or social cues by members of a dominant group that make members of minority groups uncomfortable. As Sue has documented in his new book and elsewhere, microaggressions take a collective toll on their mental, emotional and even physical health.

Janine Fondon, President and CEO of UnityFirst.com, said Sue's book was chosen "because of its ability to expertly re-cast the traditional thoughts and expectations about diversity and inclusion in the workplace and beyond—and its focus on microaggressions as a behavior that significantly impacts the success of inclusion."

Sue was honored June 3 at UnityFirst.com's 2010 Common Ground Diversity Roundtable and Learning Session in Springfield, Mass. On June 4, thought leaders and corporate executives who work with diversity issues will come together to hear Sue's comments and discuss some of the issues in and around this book.

The Learning Session was designed to highlight signifi-



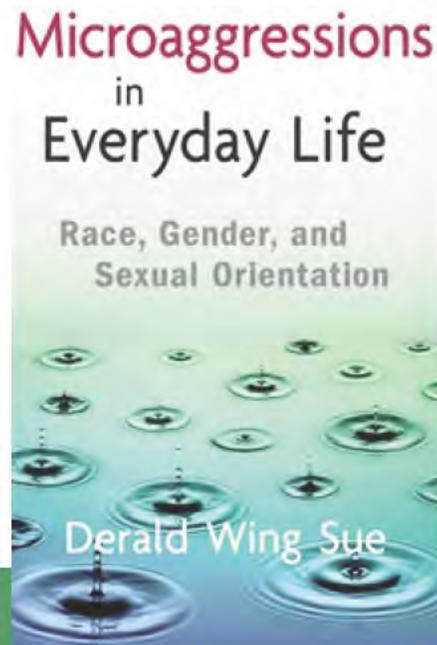
Dr. Derald Wing Sue

cant trends relating to diversity and inclusion in the workplace and marketplace, and to promote the sharing of best practices and experiences of inclusive leaders.

Sue, born to a Chinese-American family in Portland, Oregon, is the author of several previous books, including "Counseling the Culturally Diverse: Theory and Practice, Overcoming our Racism, and Understanding Abnormal Behavior." He is a past president of the Society for the Psychological Study of Ethnic Minority Issues, a co-founder

and first president of the Asian American Psychological Association, and the past president of the Society of Counseling Psychology of the American Psychological Association.

He has written over 150 publications, including many on microaggressions, and consulted with a wide range of organizations on ways of acknowledging, confronting and eliminating microaggressions.



Microaggressions in Everyday Life

Race, Gender, and
Sexual Orientation

Derald Wing Sue

In his book, *Microaggressions in Everyday Life: Race, Gender and Sexual Orientation*, Dr. Sue presents this first-ever analysis of the unintended slights that take their toll on people of color, women, gay/lesbian/transgendered and other groups

Sue, one of the world's most frequently cited multicultural scholars and an expert on issues of discrimination, defines microaggressions as a description of unintended slights or social cues by members of a dominant group that make members of minority groups uncomfortable. As Sue has documented in his new book and elsewhere, microaggressions take a collective toll on their mental, emotional and even physical health.

Sue has also consulted with a wide range of organizations on ways of acknowledging, confronting and eliminating microaggressions.

Have you ever experienced a microaggression?

by Sue and his students in their "microaggressions laboratory" at Teachers College where they have interviewed a wide cross-section of faculty, students and staff about their experiences and perceptions of microaggressions.

The book includes what Dr. Sue describes as a "taxonomy of microaggressions," classifying these slights into categories such as microassaults (conscious and intentional actions or slurs, such as using racial epithets), microinsults (verbal and nonverbal communications that subtly convey rudeness and

insensitivity) and microinvalidations (communications that subtly exclude, negate or nullify the thoughts, feelings or experiential reality of a person of color). The book also features a five-phase model for deconstructing the microaggression process.

Sections also examine manifestations of various microaggressions and their psychological effects on both the perpetrators and target person. The book closes with a discussion of microaggressions in education, employment, and health care along with sugges-

tions and guidelines for combating microaggressions.

Microaggressions in *Everyday Life* is written with an unusual combination of scholarly care and accessibility for a lay audience – a feature that owes much to Sue's own connection to his topic.

"There is a marked synergy between Dr. Sue as a scholar and author and as an individual, authentic person," writes Fordham University professor Joseph G. Ponterotto, in his forward to the book. "One definable characteristic of his work and role modeling is his openness and courage. Dr. Sue has personally experienced countless microaggressions (as well as blatant macroaggressions) in his personal life and career, a number of which he candidly, vividly, and poignantly describes in his published life story as well as in the current text. Dr. Sue discusses the impact of these racist incidents on himself and his family and he describes the actions he took and the resources he drew on to cope with these experiences."

"Our psychological studies indicate that it is racial microaggressions that have the most devastating impact on people of color, even more terrible than overt acts of conscious racism or hate crimes"

Dr. Derald Wing Sue

"Our psychological studies indicate that it is racial microaggressions that have the most devastating impact on people of color, even more terrible than overt acts of conscious racism or hate crimes," Sue has said. "Their life is most affected by ordinary, well-intentioned decent individuals who are unaware that they are giving microaggressions."

Microaggressions in *Everyday Life* is the product of five years of research conducted



Dr. Derald Wing Sue, Juliette Mayers (BlueCross Blue Shield of Massachusetts) and Al Lizana (University of Connecticut)

Common Ground Panel Session on Diversity and Inclusion



Russell Denver, The Affiliated Chambers of Commerce of Greater Springfield, Inc.



Al Lizana



City of Springfield's Denise Jordan, UnityFirst.com's Janine Fondon



Session Co-Leader Vincent Licenziato



Lifespan's Gertrude F. Jones



Juliette Mayers



Center Focus International's Dani Monroe and Baystate Health's Kim Williams

IBM Study: Education Lags in Preparing Students for Globalization and Sustainability

Today's university students are extremely concerned with issues of globalization and sustainability, but only four out of 10 believe their education has prepared them to address these issues, according to a new IBM study designed to gauge the attitudes and opinions of the next-generation global workforce and business leaders.

This first-of-its-kind survey -- which asked university students the same questions posed to global business leaders in IBM's 2010 Global CEO Study -- finds that both students and CEOs believe creativity is the most important emerging competency of future leaders; and reveals clear confidence about the ability of information technologies to address looming issues in business or society.

Conducted through IBM's Institute for Business Value, the Study, "Inheriting a Complex World: Future Leaders Envision Sharing the Planet," reflects the consolidated view of

more than 3,600 students in more than 40 countries.

The study reveals a discerning and decidedly optimistic new ethos -- based on an integrated view of globalization, sustainability and belief in technology as a path to solutions to emerging and existing problems. Almost 50 percent of students said that organizations should optimize their operations by globalizing, rather than localizing, to meet their strategic objectives.

At the same time, these students describe a gap in this generation's training to cope with issues that will arise in an increasingly interconnected and complex world, but a strong belief that information technologies can bridge the gap.

Within four years, this "Millennial generation" will make up half of the global workforce. Despite the economic environment and the challenges students may face entering the current job market, the findings from this study were characterized by an unmistakably optimistic outlook about what's ahead -- and their capacity to affect change in the world they will inherit.

Students surveyed indicated that they will lean more heavily on data analysis -- over gut instinct or existing "best practices" -- to reach their strategic and operational goals as business leaders in their own right. And as fact-based decisions begin to prevail, they may need to pioneer an entirely new management style -- one that

continually enriches personal experience and education with new sources of insight based on a new ability deal with the explosion of real-time information.

The study revealed broad-based confidence that increased access to information, analysis, and the resulting insight can reduce uncertainty about the future.

Clearly, the students' experience regarding globalization is different. Growing up more connected globally, students see the shocks and threats, but are more prone to view globalization as an opportunity to solve increasingly global problems. They are strongly committed to a global view of shared responsibility for both environmental issues and societal prosperity.

The new IBM survey was conducted as an extension of the 2010 IBM CEO Study, "Capitalizing on Complexity," which discovered that today's chief executives are charting new courses of action in response to the increasing complexity of the world's business and competitive environment.

Global Thinking, Local Views

Students' attitudes toward globalization were reflected in their expectations of leadership as well. Like CEOs, students selected creativity as the top emerging leadership quality for the successful enterprise of the future. But among the nine leadership traits CEOs and students were asked to select, stu-

dents placed a higher emphasis on only two qualities -- global thinking and a focus on sustainability.

Given students' concerns about globalization and sustainability, the Study found a gap in educational experiences, as well as business expectations. Asked how well their education has prepared them in a number of areas, only four out of 10 students believe their education has prepared them well to address these issues.

In China, 76 percent of students value global thinking as a top leadership quality, more than students anywhere else. Yet, only 38 percent of students in China believe their education has prepared them for global citizenship, which is lower than students in any other region.

Only 17 percent of students in Japan, less than any other region, believe their education has prepared them well to benefit from the growth of emerging markets.

Understanding these and other sharp differences emerging by geography is increasingly important as economies and societies become more closely linked. Students will confront these differences as they increasingly become the future leaders of business and organizations.

Diversity - Inclusion

'The State of the American Family'

Recognizing a need for new insights into the changing definition and dynamics of families in this country, Massachusetts Mutual Life Insurance Company (MassMutual) has introduced the "State of the American Family" program, consisting of a series of research studies conducted over the months and years ahead.

This multi-year initiative will bring a deeper understanding to the different forms families take, how family members interact on matters financial and otherwise, how factors like ethnicity and income affect family dynamics, and trends that will shape families in the coming decade. The initial research study from this new series, Families, Financial Attitudes & Planning, conducted by Forbes Consulting group for MassMutual, focuses on women and finance.

"This new initiative is an important step forward in understanding family dynamics to better provide America's adults and children with the information and guidance to make responsible financial decisions," said Kelley Gay, an assistant vice president, MassMutual's U.S. Insurance Group.

The first study released under this platform, about women, their families and finance, shows the importance and value of this initiative. "The results of our study show that women, who according to the Boston Consulting Group now control \$12 trillion in global consumer spending, rec-

ognize the need to get their finances in good order -- whether professionals, executives, mom-preneurs, household CEOs or caregivers," said Gay. "A clear path to the future is often paved with sound financial guidance and action-planning," she continued.

The study shows that one quarter of the women surveyed said they wished they were more in control of their finances, and 34 percent wished they were more confident in making financial decisions.

Thirty-four percent of the women surveyed were overwhelmed by all the information available regarding investments and finances, and only 37 percent said they can make financial decisions with a little guidance.

To help over-extended and overwhelmed women to start thinking about their financial futures, MassMutual offers the following Five Financial Success Strategies for today's busy women:

Be Honest with Yourself

Families need to take a good, hard look at where they spend money and identify whether each expenditure is motivated by a short-term desire or a long-term goal. Budgets should be adjusted -- or established, if one is not in place now -- and spending patterns altered to reflect a vested interest in their financial future. Try to identify the extra "stuff" that might seem important now, but won't matter much to you down the

road. However, be sure to keep some "fun" money in the budget so family members don't feel deprived.

Manage your Money -- and your Debt -- Wisely

The economic uncertainty of the past two years has resulted in many families over-spending on their credit cards and finding themselves paying the minimum balance each month. Consider getting your use of credit under control. It is critical to have a good handle on both your budget and your credit score. Be sure to check out valuable consumer-oriented Web sites, such as "Money Matters" from the Federal Trade Commission. It's an excellent resource for those who are looking to manage their money -- and their debt -- for greater long-term financial security.

Plan for the Unexpected

Over the last year and a half, many Americans began saving more, when they realized that job security was not something they could rely on. Others faced the harsh reality of trying to pay their bills with substantially less income, thanks to a layoff or reduced work schedule. Make sure to have enough money stashed away for a rainy day. Families should consider saving enough money to cover up to six months of expenses, in case of an emergency. It won't take long if a savings plan is adhered to. Start small, if you have to, but start now.

Talk About the Hard Stuff

It is never easy to have difficult conversations about the "what ifs" in life. But the unexpected can -- and unfortunately does -- happen. Whether married, divorced, never-married, with children, childless, caring for aging parents or a disabled loved one, death or disability can be painful subjects to bring up. However, it is important to think about these life events and how they would impact the family, if they were to occur. Preparing for the unexpected is a good decision; it can help protect the lifestyle that only has been achieved with so much hard work.

Start a Family Finances Action Plan

With a to-do list a mile long, families may be struggling to keep everything together. But despite busy schedules, it's important to talk to family members about your finances and concerns. Consider setting aside an hour once a week -- or every other week at the very least -- to talk through current expense issues, financial goals and savings plans. A weekly or bi-weekly checkpoint can be a good way to start a healthy dialogue about the family's financial goals.

Job Opportunities

Open Position

Paralegal and Legal Administrator University of Connecticut Office of Diversity and Equity

The University of Connecticut seeks a Paralegal and Legal Administrator who will provide a broad range of legal administrative management and legal research support to ODE Director and unit case managers, ensure effective coordination, integration and efficient operation of the major organizational components of ODE, with particular emphasis on the Discrimination Complaint Management System and related file management activities.

The incumbent will manage administrative and operational matters for the office and staff, including case managers, support staff, interns and student workers, and formulate and implement policies and procedures, participate in collective bargaining negotiations and activities, and promote activities to support the University's affirmative action and diversity goals, and monitor compliance with civil rights laws. Serve as liaison to office staff at other campuses and locations.

Further responsibilities will include assisting ODE in facilitating the achievement of the University's diversity initiatives, goals and objectives. Salary is \$50,000 plus competitive benefits package.

For application instructions, list of minimum and preferred qualifications and detailed job duties, please view <http://www.ode.uconn.edu/Paralegal%20and%20Legal%20Administrator.pdf>.

The University of Connecticut is an EEO/AA employer."

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Office Manager / Marketing Assistant

Responsibilities

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Qualifications include:

Bachelor's degree in marketing, communications or related field; digital marketing campaign experience is desirable, but not required; excellent interpersonal, critical thinking, and organizational skills; experience in digital graphic layout and graphic design principles with the Adobe Creative Suite programs, specifically Indesign, is required. It is expected that the candidate will need to periodically travel within New England and interact with both existing and potential clients.

Project Engineer

Responsibilities

The engineer will be responsible for managing small projects through design and development of specifications and assisting Sr. Engineers with large scale projects.

Qualifications include:

Bachelor's degree in civil engineering required; Professional Engineers License in the State of Massachusetts, Minimum six years experience with MADOT standards and requirements; Experience in the permitting of both public and private site development projects in Massachusetts is preferred. Strong knowledge of AutoCAD, Land Desktop 2009 and Civil 3D 2009.

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2010

Special
Update

Diversity - Inclusion

Census Bureau News - The Next Four Decades: The Older Population in the United States: 2010 to 2050

The U.S. Census Bureau reported today that the dependency ratio, or the number of people 65 and older to every 100 people of traditional working ages, is projected to climb rapidly from 22 in 2010 to 35 in 2030. This time period coincides with the time when baby boomers are moving into the 65 and older age category. After 2030, however, the ratio of the aging population to the working-age population (ages 20 to 64) will rise more slowly, to 37 in 2050. The higher this old-age dependency ratio, the greater the potential burden.

The projections are not based on 2010 Census results. Rather, they project 2000 Census counts forward using components of population change — births, deaths and net international migration.

The expected steep rise in the dependency ratio over the next two decades reflects the projected proportion of people 65 and older climbing from 13 percent to 19 percent of the total population over the period, with the percentage in the 20 to 64 age range falling from 60 percent to 55 percent.

"This rapid growth of the older population may present challenges in the next two decades," said Victoria Velkoff, assistant chief for estimates and projections for the Census Bureau's Population Division. "It's also noteworthy that those 85 and older — who often require additional caregiving

and support — would increase from about 14 percent of the older population today to 21 percent in 2050."

The findings are contained in the report, "The Next Four Decades: The Older Population in the United States: 2010 to 2050," which presents information on how the age structure of the overall population and the composition of the older population in terms of age, sex, race and Hispanic origin are

15 percent in 2010. (In the report, the minority population refers to people who are other than non-Hispanic, single-race white.)

Other highlights include:

- The percentage of the 65 and older population that is Hispanic would rise from 7 percent today to 20 percent in 2050. In absolute terms, it would increase more than six-

2010.

- The least populous race groups are projected to see large growth relative to their populations. The older multiracial population, for instance, would increase from 278,000 in 2010 to 1.3 million in 2050.

- The multiracial population will continue to be the youngest population, as the 65 and older percentage would rise from 5.1 percent today to 7.8 percent in 2050.

"This rapid growth of the older population may present challenges in the next two decades."

Victoria Velkoff

expected to change over the next four decades. The report provides an analysis of national population projections released in August 2008.

According to the report, minorities would comprise 42 percent of the 65 and older population in 2050, more than double the proportion they comprise today (20 percent). Likewise, among those 85 and older, 33 percent are projected to be minority in 2050, up from

fold — from 2.9 million to 17.5 million. At the same time, among those 85 and older, the Hispanic population would increase more than ninefold, from 305,000 to 2.9 million.

- Among those 65 and older, 12 percent are expected to be single-race black and 9 percent Asian in 2050, up from 9 percent and 3 percent, respectively, in 2010. In addition, 77 percent are projected to be white alone, down from about 87 percent in

- With the projected more rapid increase in the life expectancy for men over the next several decades, women would comprise a smaller percentage of older people: 57 percent of those 65 and older today, 55 percent in 2050. Among those 85 and older, the drop would be even larger (from 67 percent to 61 percent).

Diversity - Inclusion

Americans Plan to Give Less

Despite signs that some sectors of the economy are slowly recovering, the outlook for non-profit organizations is still grim.

According to recent results from the 2010 Fenton Forecast: Leadership and Effectiveness Among Nonprofits, nearly two-thirds of survey respondents report they plan to either reduce their giving or keep it the same as last year. This is on top of already reduced giving levels for 2008 and 2009.

Although Americans generally believe that nonprofits are doing a good job – 80 percent of survey respondents have a positive view of nonprofit performance – they are notably cautious about their charitable giving now and in the near future. Giving will decrease or remain static this year, a trend that remains steady even among those with higher incomes. Of those who planned to decrease their giving, 56 percent say they will cut donations by 25 percent or more.

Underscoring this problem is the finding that older Americans ages 50 and older, who are typically a reliable fundraising base, intend to reduce their giving the most.

Serious Gaps in CEO Succession Planning

More than half of companies today cannot immediately name a successor to their CEO should the need arise, according to new research conducted by Heidrick & Struggles and Stanford University's Rock Center for Corporate Governance. The survey of more than 140 CEOs and board directors of North American public and private companies reveals critical lapses in CEO succession planning.

"The lack of succession planning at some of the biggest public companies poses a serious threat to corporate health – especially as companies struggle toward a recovery," says Stephen A. Miles, Vice Chairman at leadership advisory firm Heidrick & Struggles and a global expert on succession planning.

Key findings from the 2010 Survey on CEO Succession Planning include:

- *While 69% of respondents think that a CEO successor needs to be "ready now" to step into the shoes of the departing CEO, only 54% are grooming an executive for this position. "This statistic, combined with the finding that more than half couldn't name a new permanent CEO if the current chief became incapacitated tomorrow, is a total disconnect," says Mr. Miles. "It's hard to imagine that the CEO would be 'ready now' if he or she is not being groomed today."*
- *A full 39% of respondents cited that they have "zero" viable internal candidates. "This points to a lack of talent management and not paying enough attention to your 'bench,'" says Mr. Miles.*
- *On average, boards spend only 2 hours a year on CEO succession planning. "The full boards of respondents' companies meet, on average, five times a year. Succession planning is discussed at only two of these meetings, at one hour apiece," says Professor Larcker. "The nominating and governance committee – who often take primary responsibility for succession planning – did not fare much better; respondents reported that only four hours of meeting time is typically devoted to this topic each year."*
- *Only 50% have a written document detailing the skills required for the next CEO. Professor Larcker thinks this seems rather low: "If nothing is written down, how do we know that the board really understands what these skills should be?"*
- *Seventy-one percent of internal candidates know they are in the formal talent development pool, but there is regular communication (typically yearly or bi-yearly) for only 50% of these internal candidates. "There is a large communication gap, which can cause retention issues," says Mr. Miles. "Executives who don't know they are even in the running to be CEO might be easily lured elsewhere, where they believe they have room for advancement."*
- *The majority of firms – 65% – have not asked internal candidates whether they want the CEO job, or, if offered, whether they would accept. "Many firms simply assume that their top choices want the job, but that is not always the case," says Mr. Miles. "More and more, we see executives who don't want to be in the spotlight as the CEO, given the extreme public scrutiny associated with the position. Making this assumption without checking can cause real problems down the road."*
- *Once viable internal candidates for the CEO job are identified, 38% of firms think that the external search should continue at the same pace. "This is a big mistake," Mr. Miles warns. "Companies lose strong candidates when they keep the outside search open too long even though they have perfectly capable internal talent."*
- *While 48% of respondents think they have an extremely strong or very strong understanding of the capabilities of internal candidates, only 19% have extremely or very well established external benchmarks to measure their skills against. "It is another disconnect between perception and reality," says Professor Larcker. "How do you know that a candidate is strong unless you compare him or her against the marketplace?"*
- *Only 50% of companies provide on-board or transition support for new CEOs. "This is the most important job at the company," Professor Larcker observes. "Not having the support in place for on-boarding the executive can put the entire organization on unstable ground."*

Diversity - Inclusion

Women Missing From Corporate Boards and Top Executive Offices Fail to Mirror Marketplace and Talent Pool

Companies are still lagging in appointing women to board seats and very few women hold Executive Officer positions, according to the 2009 Catalyst Census: Fortune 500 Women Board Directors and the 2009 Catalyst Census: Fortune 500 Women Executive Officers and Top Earners. "The time is up for 'give it time.' Women are approximately 50 percent of the labor pool and influence over 70 percent of household spending in the United States. It's just smart business to include women in the decision-making process, and companies should implement strategies that set targets and timetables to do so," said Ilene H. Lang, President & Chief Executive Officer of Catalyst.

This latest research shows women's share of board positions stagnated:

Women held 15.2 percent of board seats, a number that reflects little growth over the past five years. Women of color held 3.1 percent of all board director positions, compared to 3.2 last year. Almost 90 percent of companies had at least one woman director, but less than 20 percent had three or more women serving together. Women's share of nominating/governance committee chairs is the only board leadership position in which women are keeping pace with

their share of overall board seats.

Women's share of board chair positions remained flat at 2.0 percent.

This year, Catalyst examined the Fortune 500 Executive Officer pool, a segment of the Corporate Officer pool used in previous Catalyst Census reports. Women's representation among this group was unimpressive:

Women made up 13.5 percent of Executive Officer positions and 6.3 percent of top earner positions.

Almost 30 percent of companies had no women Executive Officers.

Less than one-fifth of companies had three or more women Executive Officers.

"It's not enough to recognize the need to advance women into leadership positions. It's time to execute on it," said Ms. Lang. "You cannot be a successful global business leader without women in your leadership. Catalyst research shows that companies with more women in leadership, on average, outperform those with fewer women, and those with three or more women board directors do even better. It's time businesses take action and leverage the talent that women bring to the workplace. It's good for women, good for men, and as our research demonstrates, good for business."

Women Experience Inequities at Every Career Stage, Even After Decades of Well-Intentioned Efforts

Catalyst's latest global report on MBA graduates shows that women lag behind men right from the first job

Women lag behind men in both job level and salary starting from their first position post-business school and do not catch up, according to Catalyst's Pipeline's Broken Promise, the latest report examining high potential graduates from top business schools around the world. The study, released today, reveals that the assertion that women advance in compensation and level at the same pace as men is overstated and, in many cases, completely wrong.

The report, part of a broad, ongoing study of thousands of women and men MBA alumni in the United States, Canada, Europe, and Asia, provides a global analysis of the pace of progress for these high potential employees. Even after taking into account experience, industry, and region, the report found women start at lower levels than men, make on average \$4,600 less in their initial jobs, and continue to be outpaced by men in rank and salary growth. Only when women begin their post-MBA career at mid-management or above do they achieve parity in position with men. However, this accounts for only 10 percent of the women and 19 percent of the men surveyed.

"'Give it time,' has run its course," said Ilene H. Lang, President & Chief Executive Officer, Catalyst. "In a world where women comprise 40 percent of the global workforce and are earning advanced and professional degrees in record numbers—even surpassing men in many cases—gender inequity is a waste. Companies without parity for women at all levels are unsustainable. Smart leaders will act now or risk falling behind."