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## The Right Talent, Right Now:

**Start Date: 10/24/2019 11:30 AM**

**End Date: 10/24/2019 3:00 PM**

The Right Talent, Right Now: Improving Business and Health Outcomes This event is featuring a variety of Speakers - researchers, workforce development experts, and community leaders Main Contact: Sara Taylor, Contract & Program Coordinator - Heritage Christian Services [sara.taylor@HeritageChristianServices.org](mailto:sara.taylor@HeritageChristianServices.org) This program has been pre-approved for 2.5 Professional Development Credits (PDCs) by the Society for Human Resource Management and 2.5 HR (General) credits by the HR Certification Institute Thursday, October 24th LOCATION: Memorial Art Gallery 500 University Ave Rochester, NY 14607 11:30pm - 12:00pm: Registration 12:00pm - 3:00pm: Program including a working lunch: Human resource leaders will discover how to attract and keep a more diverse pool of employees by learning best practices for more equitable recruitment and sustainable retention. This session will also provide information on job coaching, adaptive equipment, and supports that mitigate emergencies related to childcare and transportation, plus other resources that improve an employee's well-being. This session is in partnership with the Genesee Valley Chapter Society for Human Resource Management. Vision: To assist companies and organizations with becoming an employer who is recognized as a diversity and inclusion change agent in the upstate New York region relative to policies, practices and program partnerships. Mission: Collaborate with community stakeholders to increase employer competencies to attract, recruit, retain and advance the broadest diversity in talent. Key objectives of the event: Provide resources, information, & best practices to help employers improve recruitment and retention strategies to include more diverse candidates. Feature research, strategies and call to action for creating career pathways for diverse pools of candidates in this community. Provide best practices and considerations to ensure organizational readiness for non-traditional employees. Provide practical guidance, strategies and tactics to become more culturally competent and effective. Create a learning environment for organization leaders who recruit, hire, manage, and develop their workforce. Create a greater understanding of the connection between workforce development and social determinants of health. This event will feature researchers, workforce development experts and who community leaders. In addition, we will feature corporate and organizational leaders who have implemented initiatives that address equity, diversity and inclusion from the top down. One featured speaker: Ofronama Biu is the Senior Research Associate at the Building Movement Project (BMP). Ofronama has more than 10 years of experience in higher education and nonprofit organizations, particularly in career and workforce development. Here experience has included research, project management, program evaluation, partnership building, and direct service to participants and employers. She also co-founded a nonprofit organization that connects youth to media professionals for skills-building, internship, and mentoring opportunities. Ofronama is a PhD candidate at the Milano School of Policy, Management, and the Environment at The New School. Her research interests include labor market and workforce development policies and racial and gender stratification. She obtained a BA in Psychology from the NYU College of Arts and Science and an MPA in Public and Nonprofit Management and Policy from

### Location(s)

Memorial Art Gallery