

The ARL Diversity Program 1997 Seminar and Workshop Schedule

Affirmative Action: Current Implications for Higher Education

May 12, Albuquerque, NM

Few issues are as hotly debated or as ambiguously defined as affirmative action. This program presents an historical overview of affirmative action as a basis for understanding the current debate about its implications. Presenters also describe language for the various components of affirmative action legislation and explore current practices for recruiting a diverse workforce in higher education.

ARL Members: \$250 Nonmembers: \$275

Cross-Cultural Communication Skills

June 24-25, San Francisco, CA

October 9-10, Washington, DC

Clear and effective communication skills are key for productive internal relations and customer satisfaction. This program uses presentations, experiential learning activities, and group interaction to explore "culture general" as well as "culture specific" content and issues. Participants begin to develop the skills needed to communicate across cultures, such as: engaging in dialogue rather than debate, effective listening skills, and cross-cultural conflict resolution. Resource notebooks are provided.

ARL Members: \$300 Nonmembers: \$325

Fostering a Climate for Diversity

September 4-5, Washington, DC

While recruitment of a diverse workforce is a priority for many organizations, the development of creative retention mechanisms is crucial for libraries investing in the creation of a more efficient and responsive workplace. This seminar defines the qualities encouraging holistic professional development and assessing leadership skills across cultures of such a workplace and explores strategies for tapping into the full potential of current human resources.

ARL Members: \$300 Nonmembers: \$325

Organizational Cultures: An Exploration

July 10-11, Chicago, IL

November 13-14, Washington, DC

This program is designed for institutional teams (limit 6 persons). Working together with other institutional teams, participants explore the elements of their current institutional cultures as they relate to the future needs and demands of their organizations and their customers. Teams have the opportunity to plan and develop both incremental and dramatic changes to the culture in their institution. Data and context are based on current forecasts of the future workplace, as well as the future customer, and are provided as springboards to this important work.

\$1000 per institutional team

[Online registration](#) is possible.

For more information please contact [Marianne Seales](#), OMS Program Assistant at 202-296-2296.