



WINNING THE FIGHT FOR EQUITY, OPPORTUNITY AND INCLUSION!

*35th Annual AAAA Conference and
Professional Development and Training Institute*

APRIL 1 - 4, 2009

LINCOLNSHIRE MARRIOTT RESORT

LINCOLNSHIRE, ILLINOIS

2009 CONFERENCE AND PDTI REGISTRATION

American Association for Affirmative Action
www.affirmativeaction.org

WINNING THE FIGHT FOR EQUITY, OPPORTUNITY AND INCLUSION!

NATIONAL SPEAKERS



Dr. Juan Andrade, Jr.
President
United States Hispanic
Leadership Institute



Shanta Driver
National Co-Chair
Coalition to Defend Affirmative
Action, Integration & Immigrant
Rights and Fight for Equality By
Any Means Necessary (BAMN)



John C. Hendrickson
Regional Director
Equal Employment
Opportunity Commission



Thomas N. ("TNT") Todd, Esq.
Civil Rights Lawyer and Activist

Join us for the **35th Annual Conference of the American Association for Affirmative Action (AAAA)** April 1-4, 2009 at the Lincolnshire Marriott Resort in Lincolnshire, Illinois in the Chicago area. The conference theme "Winning the Fight for Equity, Opportunity and Inclusion!" speaks to a time of great change in our country as we prepare for new leadership within the executive ranks of our government. What will be the impact upon the segments of our society that work tirelessly to bridge the gap of disparity and foster pathways in the quest for equal opportunity? Explore with us all of the possibilities as we prepare for new leadership and develop new strategies for the future.

Nationally ranked speakers and workshop presenters from business, education and government sectors will engage participants in thought-provoking dialogues and activities. Seasoned professionals, as well as the newly appointed EEO/AA practitioner, will have an opportunity to participate in up to date, informative educational sessions, which will address issues vital to EEO/AA/diversity administrators. There will be many opportunities to network with colleagues from the across the United States and other countries. The conference will include a "Diversity in Chicago Excursion."

To register for the 35th Annual AAAA Conference and/or the AAAA Professional Development Training Institute go to www.affirmativeaction.org. Early Bird and Advanced registration for the annual conference are highly encouraged in order to confirm participation and secure desired sessions.



35TH ANNUAL AAAA CONFERENCE REGISTRATION FEES

Advanced (ends March 11, 2009)	Late	On-Site
\$750 Members	\$800 Members	\$850 Members
\$875 Non-members	\$925 Non-members	\$975 Non-members

**All registrations after March 15, 2009 must be paid with credit card.*



John Trasvina
President and General Counsel
Mexican American Legal Defense
and Educational Fund



Joyce E. Tucker
Vice President of Global Diversity &
Employee Rights
The Boeing Company



Nontombi Naomi Tutu
International Activist and
Diversity Consultant

CONFERENCE AT A GLANCE

WHY SHOULD YOU ATTEND?

This conference is designed for professionals who are responsible for diversity and EEO/AA administration within organizations of all sizes. Equal opportunity directors, affirmative action officers, human resource professionals, diversity consultants, EEO and labor lawyers, industrial relations specialists, labor relations advisors, career planning specialists, prospective managers and other professionals will benefit from attending this conference.

TUESDAY, MARCH 31, 2009

1:00 p.m. – 6:00 p.m. Conference Registration

WEDNESDAY, APRIL 1, 2009

8:00 a.m. – 6:00 p.m. Conference Registration
9:00 a.m. – 10:15 a.m. Official Conference Opening and Welcome
10:30 a.m. – 11:45 a.m. Concurrent Workshops I
12 noon – 1:45 p.m. Luncheon with Speaker
2:00 p.m. – 3:00 p.m. Leadership/New Member Orientation
2:00 p.m. – 3:15 p.m. Concurrent Workshops II
3:30 p.m. – 4:45 p.m. **Plenary Session:**
35th Anniversary Vietnam Era Readjustment Act and the New ADA Amendments Act: How Far Have We Come?
5:00 p.m. – 6:00 p.m. Regional Meetings
6:00 p.m. – 7:00 p.m. Sponsors and Exhibitors Reception

THURSDAY, APRIL 2, 2009

6:30 a.m. – 8:00 a.m. 5K Run-Walk
7:30 a.m. – 8:45 a.m. Breakfast with the Speaker
9:00 a.m. – 10:15 a.m. **Plenary Session:**
45th Anniversary of the Civil Rights Act of 1964
10:30 a.m. – 11:45 a.m. Concurrent Workshops III
12:00 p.m. – 8:00 p.m. "Diversity in Chicago" Chicago Excursion

FRIDAY, APRIL 3, 2009

7:30 a.m. – 8:45 a.m. Federal Agency Panel Breakfast
9:00 a.m. – 10:15 a.m. **Plenary Session:**
The Future of Diversity and Affirmative Action — Challenges and Opportunities
10:30 a.m. – 11:45 a.m. Concurrent Workshops IV
12:00 p.m. – 1:45 p.m. Awards Luncheon with Speaker
2:00 p.m. – 3:15 p.m. Concurrent Workshops V
3:30 p.m. – 5:00 p.m. Business Meeting
6:00 p.m. – 9:00 p.m. Social Event:
Motown's 50th Anniversary

SATURDAY, APRIL 4, 2009

8:00 a.m. – 9:00 a.m. Breakfast
9:15 a.m. – 11:15 a.m. AAAA Town Hall Meeting
11:15 a.m. – 11:30 a.m. Conference Closure

ABOUT AAAA

Founded in 1974, the American Association for Affirmative Action (AAAA) is comprised of individuals and organizations in the public and private sector that are dedicated to the development and enhancement of equal opportunity, affirmative action, human resources, diversity and legal affairs programs, as well as professional development. The mission of the AAAA is to promote understanding and advocacy of affirmative action to enhance access and equity in employment, economic and educational opportunities.



Jim Ward
Founder and President
ADA Watch/National Coalition for
Disability Rights



Riki Wilchins
Executive Director
Gender Public Advocacy Coalition



Michael Yaki
Commissioner
U.S. Commission
on Civil Rights



Sandra S. Zeigler
Regional Director
for OFCCP/ESA
U.S. Department of Labor

PROFESSIONAL DEVELOPMENT AND TRAINING INSTITUTE (PDTI)

Federal and state legislation and executive orders have led to increased demand for trained professionals and managers responsible for formulating and implementing affirmative action, equal employment opportunity, and diversity policies. The American Association for Affirmative Action (AAAA) Professional Development Training Institute (PDTI) has developed courses to meet the needs of both employers and professionals seeking to fill these roles. The three-part, 54-hour course for the Level I certification in EEO/AA, the Level II courses and the 40-hour course leading to certification in Workplace Mediation were designed with practitioners in mind. These programs prepare individuals to:

- Demonstrate competence to employers and colleagues alike
- Improve salary and promotional opportunities
- Enhance their technical and administrative skills in the following areas:
 - AA/EEO
 - Diversity
 - Legal Affairs

AAAA courses qualify for the Certified Affirmative Action Professional (CAAP) credential. The CAAP, which can be added as a suffix after one's name, demonstrates one's commitment to excellence in the affirmative action and EEO profession. AAAA's PDTI program offerings are also eligible for certification under the HR Certification Institute (HRCI). For more information about HRCI, go to www.hrci.org. Some course offerings may be also eligible for continuing legal education (CLE) credit. Institute registration fees include all course materials. The deadline to register for PDTI is **MARCH 7, 2009**.

Date	Course Title	Time	Cost
March 30-31	AA/EEO Law (I)	8 a.m. - 5 p.m.	M - \$750 NM - 900
March 30-31	Complaint Processing (I)	8 a.m. - 5 p.m.	M - \$750 NM - 900
March 30-April 1	Mediation Part A (II)	8 a.m. - 5 p.m. 8 a.m. - 12 p.m. (Wed.)	M - \$850 NM - 950
March 30-31	Functional AA Program Development (II)	8 a.m. - 5 p.m.	M - \$750 NM - 900
March 30-31	Systemic Discrimination (II)	8 a.m. - 5 p.m.	M - \$750 NM - 900
March 30-31	Best In-Class Diversity Management Strategy (II)	8 a.m. - 5 p.m.	M - \$750 NM - 900
March 30-31	Federal EEO Management (II)	8 a.m. - 5 p.m.	M - \$750 NM - 900
March 30-31	AA Plan Development (I)	8 a.m. - 5 p.m.	M - \$750 NM - 900

CANCELLATION POLICY: PDTI and Conference cancellations are subject to a 30% service charge and must be received in writing no later than 21 business days prior to the event. Cancellations received within 21 business days of the above said events will not be eligible for a refund.

SUBSTITUTION POLICY: Substitution of registrants for PDTI and the Conference can be made at any time, but must be made in writing and submitted to AAAA. However, **ONLY THE ATTENDEE** will receive course credit for Institute training.

AAAA shall not be held liable or assume any responsibility for any travel arrangements or cancellation fees incurred by the participant for the cancellation or change of such said courses offerings or any other programs or events. By completing the registration process the participant assumes all responsibility for fees incurred should an any events cancel or change, and hereby indicates that he/she have fully read and understands the policies set forth by the American Association for Affirmative Action.

CONFERENCE LOCATION

LINCOLNSHIRE MARRIOTT RESORT

Experience this truly unique destination, with something for everyone. Situated on 175 wooded acres, minutes from downtown Chicago and O'Hare Airport, this renowned Chicago golf resort caters to every need. Relax in well-appointed accommodations at this suburban hotel resort, with upgraded bedding and ergonomic work areas. Enjoy abundant recreation - including our George Fazio PGA golf course, tennis center, pools, and highly acclaimed live musical theatre. Six Flags Great American is nearby.



HOTEL CUT-OFF DATE

The Lincolnshire Marriott Resort is providing a group discount rate of \$119 (+applicable taxes) per night for single or double occupancy. To receive this special conference rate, reservations must be made by Friday, March 2, 2009. To make your reservations, call the Lincolnshire Marriott Resort at (847) 634-0100 and mention the AAAA conference to secure the discount rate.

ACCESSIBILITY

The Lincolnshire Marriott Resort is ADA compliant and has accessible rooms available. If you have any special requirements, please call the hotel at (847) 634-0100. If you require auxiliary aids, services identified in the American with Disabilities Act, special meals due to a medical condition, or if you prefer a vegetarian meal, please contact the AAAA national headquarters at (800) 252-8952 at least two weeks in advance.

10 Marriott Drive, Lincolnshire, IL 60069 - (847) 634-0100

FROM THE MAJOR AIRPORTS

Chicago/OHare - ORD

Phone: (773) 686-1250

Hotel direction: 18 miles NE

Driving Directions: Take 294 North which becomes 94 North to Half Day Road Exit. Turn Left. Approx. 2 miles to Milwaukee Avenue, Turn Left. Turn Left at first stoplight into Marriott entrance on Marriott Drive, 1/4 mile south of Half Day Road.

Alternate Transportation : Your Private Limousine, Inc.

Airport shuttle service: Reservation required, fee: \$29.00 USD (one way)

Estimated taxi fare: 50.00 USD (one way)

Chicago/Midway - MDW

Phone: (773) 838-0600

Hotel direction: 45 miles SE

Driving Directions: North on S Cicero Ave, merge onto I-55 N/Stevenson Exp, take I94 west. Continue to Half Day Road Exit. Turn Left. Go approximately 2 miles to Milwaukee Avenue, Turn Left. Turn Left at first stoplight into Marriott entrance on Marriott Drive.

Alternate Transportation : Your Private Limousine, Inc.

Estimated taxi fare: \$125.00 USD (one way)



WHAT CAN YOU DO IN THE CHICAGO AREA?

- Celebrate the city's diversity by visiting institutions such as the Spertus Institute of Jewish Studies (at left), DuSable Museum of African American History, The Oriental Institute and the Chicago History Museum.
- Get a birds-eye view of Chicago from the 103rd floor Sears Tower Skydeck and the 94th floor Hancock Observatory. Sample free attractions such as Lincoln Park Zoo, home to more than 1,000 mammals, reptiles, and birds, or take in one of the free performances at Navy Pier.
- View outstanding art the Art Institute of Chicago, The Museum of Contemporary Art and The Museum of Contemporary Photography.
- Stop by Close up 2 downtown after 4pm for Jazz or Buddy Buy's Legends downtown after 11am for Blues.
- In the Lincolnshire Area, Lincolnshire Commons, Citypark, and Village Green all have unique options for shopping, restaurants, and entertainment locally. The Cubby Bear, famous for being the place for the ultimate Chicago Cubs Fan, has a Lincolnshire location that serves up great food and live music.

For more information, visit www.choosechicago.com, www.explorechicago.org and www.lincolnshirechamber.org/visiting.shtml.

AAAA NEEDS YOUR SUPPORT - BECOME A MEMBER!

The American Association for Affirmative Action (AAAA) is a non-profit organization dedicated to the promotion of affirmative action as an instrument to fulfill the nation's promise of equal opportunity. Its mission is to nurture understanding of and offer advice on affirmative action to enhance access and equity in employment, economic and educational opportunities.



The Association is composed of individuals and organizations from the public and private sectors, business, social service, legal, government, and education. Founded in 1974, the Association provides training and educational programs to promote the professional growth and development of its 2,000 individual and corporate members.

AAAA GOALS

- * Foster effective affirmative action/equal opportunity programs nationwide.
- * Establish and maintain ethical standards for the profession.
- * Liaison with federal, state and local agencies involved with equal opportunity compliance in employment and education.
- * Promote the professional growth and development of our members.
- * Sponsor education and training programs.
- * Sponsor and conduct research.

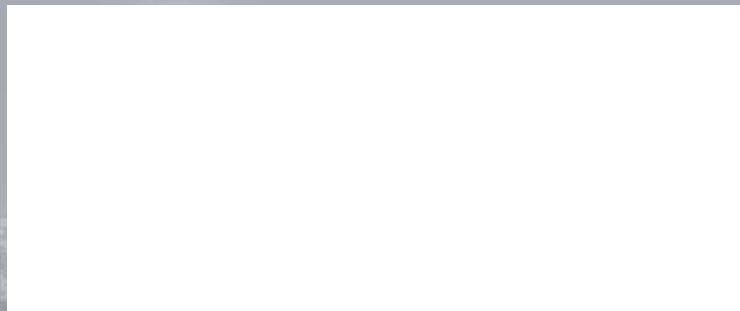
AAAA Fee Structure

Total Employees	Membership Amount
1-300	\$250 (2 members)
301-500	\$325 (3 members)
501-1000	\$400 (4members)
1001 +	\$475 (5 members)
Additional	\$125 (each)
Individual	\$125
Retiree	\$50
Student	\$25

For more information on joining AAAA, visit the organization's website at www.affirmativeaction.org or contact the national headquarters at (800) 252-8952.



American Association For Affirmative Action
888 16th Street, NW, Suite 800
Washington, DC 20006
www.affirmativeaction.org



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