

Minority Environmental Leadership Development Initiative

MELDI

Presents

NATIONAL SUMMIT ON DIVERSITY
IN THE ENVIRONMENTAL FIELD

“Thirty-five Years After
Earth Day.... Where Do
We Go From Here?”

August 28-30, 2005

The University of Michigan
School of Natural Resources and Environment
Dana Building
Ann Arbor, Michigan 48109

<http://sitemaker.umich.edu/meldi>
<http://www.umich.edu/~meldi>





Welcome to SNRE



A MESSAGE FROM THE DEAN

Welcome to the School of Natural Resources and Environment and to the National Summit on Diversity in the Environmental Field! University leaders often discuss the challenges that face education in the 21st century. Such conversations repeatedly circle a central topic: the urgent need for academia to help society understand and meet emerging problems. One of the most pressing is the pursuit of a sustainable global environment. In order to understand and address the increasingly complex and interrelated environmental issues that face our planet, we must educate and equip the next generation with an array of tools that far exceed those acquired in traditional disciplinary-focused degree programs.

Interdisciplinary education has been the hallmark of the School of Natural Resources and Environment (SNRE) for more than half a century. We train students to become the next generation of environmental leaders, policymakers, and educators necessary to manage and conserve the earth's resources. We have a long-standing commitment to environmental study and a strong tradition of research that combines depth with breadth.

If we expect new knowledge to effect change, every researcher must be able to explain to their family members and their colleagues and politicians why what they do is important, and that means translating data into useful information. The Minority Environmental Leadership Development Initiative's (MELDI's) National Summit on Diversity in the Environmental Field follows in that tradition. The conference is aimed at bringing together researchers and practitioners from around the country to share the results of their studies, report on diversity initiatives, compare strategies, and think about important next steps in an area that environmentalists have pondered for years. The issue of diversity in the environmental movement first came to the fore in the mid-nineteenth century. Today, SNRE faculty, students and staff are joining leaders from around the country to focus on this topic and articulate new ways of thinking about diversity.

Our school has always been a place to come together to think about and devise ways of dealing with issues like these. Over the years SNRE has had important gatherings on variety of environmental problems such as global change, sustainable systems, ecosystem management, and environmental justice, to name a few. The National Summit on Diversity in the Environmental Field promises to be another landmark event where the SNRE community joins the national conversation about enhancing diversity in the environmental movement--a key issue that is of vital importance in the twenty-first century.

Sincerely,

Rosina M. Bierbaum
Dean



Welcome to the Conference



A MESSAGE FROM THE PROGRAM DIRECTOR

On behalf of the Minority Environmental Leadership Development Initiative (MELDI), I would like to welcome you to the National Summit on Diversity in the Environmental Field. This conference brings together students, leaders of environmental nonprofits, faculty in environmental programs, leaders of government environmental agencies, and representatives from other environmental institutions to discuss the state of diversity in the environmental field and strategize about how to enhance it in the future. We chose the theme of the conference, "Thirty-five Years After Earth Day.... Where Do We Go From Here?", because we want to use 2005 as a real milestone (the way Earth Day 1970 was) to change the movement in ways that will make it more sustainable and effective. To achieve this, the environmental movement has to recognize the potential of a wider array of people and learn how to tap their potential. Hence, the conference focuses on the issue of creating a diverse workforce within a wide range of environmental organizations because racism and other factors still create significant barriers for minorities wanting to access and take advantage of job opportunities in the environmental workplace. Though there have been advances on this score, many impediments still hinder minority participation in the environmental workforce as well as in other aspects of the movement.

The issue of diversity in the environmental field is still shrouded in myths about the shortcomings of minorities. Consequently, we have collected baseline data that will help respond to some of the questions, myths and concerns regarding diversity and minority participation in environmental affairs. Similar studies are being conducted elsewhere. The conference serves as a mechanism to bring these disparate studies together and disseminate them publicly. We hope that the intense focus on diversity that this conference provides will help to stimulate a new wave of discussion and action around the issue of diversity.

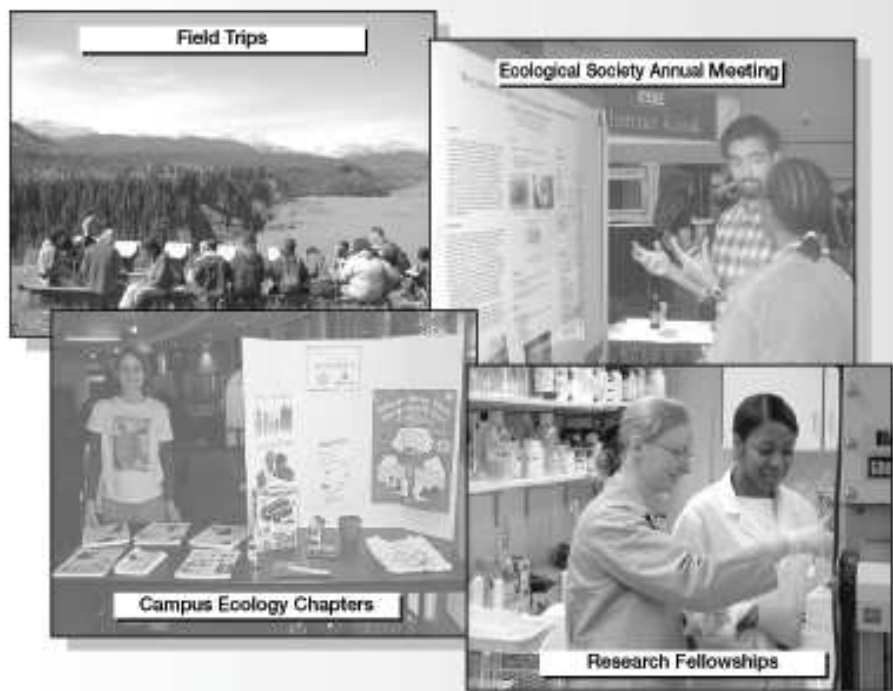
The conference examines diversity in the feeder systems that train potential workers for the environmental workforce as well as the way potential workers are incorporated into the environmental workforce. The conference will help to identify critical areas of the "pipeline" that we need to focus attention on to maintain a robust pool of minority students who will have the requisite training to enter the environmental workforce in a professional and leadership capacity.

This conference will also tap into the expertise that exists nationwide on institutional diversity. We have invited experts in the field of diversity to present at the conference. They will discuss the latest theories and practices in diversity; share their experiences about techniques that work and others that fail; analyze the logic, rationale and financial imperatives for diversifying institutions; as well as examine the changes that institutions have to undertake to support diversity efforts. Some environmental practitioners are not familiar with these experts, so the conference will provide the important function of bringing these two different groups together and fostering future collaboration. Thank you all for your participation, and I look forward to meeting you.

Sincerely,

Dorceta E. Taylor
Program Director

Strategies for Ecology Education, Development and Sustainability



Seeds

*Promoting Ecology
Opportunities for
Underrepresented
Students*

A Program of the
Ecological
Society of America

esa

www.esa.org/seeds
seeds@esa.org

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* diversidad * mannigfaltigkeit * diversity *

What's Fair Got To Do With It: Diversity Cases From Environmental Educators

Administrators, program leaders, educators, and others will find these cases fascinating reading and a powerful tool for professional development. The cases address the challenges of fairness, respect, expectations, and communication that arise when people who share goals but not cultures interact. The casebook includes facilitator notes and commentary about each case. It is designed to promote rich discussion and thoughtful reflection that users can apply to their own work or volunteer setting.

Tania J. Madfes, Editor - EETAP, NAAEE, and WestEd 2004

ORDERING INFORMATION: Available through WestEd and NAAEE

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NAAEE: Online: <http://naaee.org/publications/index.php>. NAAEE members ordering through NAAEE receive a 10% discount

For information about EE and diversity workshops using the cases

contact: Gus Medina - gmedina@niagaradsl.com





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Brief Overview of MELDI

The Minority Environmental Leadership Development Initiative (MELDI) is a project at the University of Michigan's School of Natural Resources and Environment (SNRE). The initiative aims to enhance the leadership and career development opportunities available to minority students and minority environmental professionals. The project seeks to provide information that will help more minority students embark on careers in the environmental field. It is also designed to help minority students and professionals in the environmental field take advantage of networking and mentoring opportunities.

Though the number of minorities in the population has been rising steadily, relatively small numbers of minorities are hired in a professional capacity in the environmental field. A number of factors may account for this. The Minority Environmental Leadership Development Initiative believes that career and leadership development is an important factor that can enhance the status of minorities in the environmental field. Consequently, the project staff has undertaken a series of activities including:

- Identifying and recommending minority students to university environmental programs and to jobs in environmental organizations.
- Conducting research to find out more about the status of minority environmental professionals and university-level minority students enrolled in environmental programs.
- Hosting conferences, workshops and other leadership and career development activities.
- Developing a minority environmental leadership group at the University of Michigan.

Currently, information about minorities in the environmental field or diversity efforts are scattered in disparate locations. MELDI has compiled information from various sources to make it easier to find and utilize such information. To this end MELDI's staff has developed a web site that centralizes and organizes this information, making it more accessible to larger numbers of people.

For more information about the Minority Environmental Leadership Development Initiative, see: <http://www.umich.edu/~meldi>.



Photo by: Dorceta E. Talor

“It’s important to get diversified work experience in the environmental field. Strive to meet your potential and go beyond. Be sure to get good mentors to help you be as powerful as possible. And make allies of people who are really interested in you and your work.” - Gaylord Gaylord, 2004.

“Talk with people in the field who have careers similar to the one you want to pursue.” - Carlos Suarez, 2005



Welcome to Ann Arbor

Founded in 1824, Ann Arbor is home to 114,000 people and has been cited as one of the best medium-sized cities in the Midwest. As a popular story goes, the city was named after its two founders' wives, Ann Allen and Mary Ann Rumssey and a burr-oak opening, having the appearance of an arbor, so they all agreed to call the settlement "Ann Arbor."

The city is home to the University of Michigan, founded in 1817. The University of Michigan was one of the first public universities established in the nation. It was first built on 1,920 acres of land ceded by the Chippewa, Ottawa, and Potawatomi people "...for a college at Detroit." The school moved from Detroit to Ann Arbor in 1837, when Ann Arbor was only 13 years old. At the time, the city had a booming population of 2,000, a courthouse and jail, a bank, four churches and two mills.

In its first year in Ann Arbor, the University had two professors and seven students. There were more Regents (nineteen) than faculty and students combined. The reorganized University did not have a president, but the faculty elected a presiding officer each year from their own ranks.

Freshmen entering in 1841 (women were not admitted to the University until 1870) took admissions examinations in mathematics, geography, Latin, Greek, and other subjects. They also had to furnish "satisfactory testimonials of good moral character." Students paid an initial admissions fee of ten dollars but no tuition.

In 1866, twenty-five years after the move to Ann Arbor, the University of Michigan became the largest university in the country, with 1,205 enrolled students. Today, the University of Michigan remains one of the most distinguished universities in the world and a leader in higher education. It is one of only two public institutions consistently ranked in the nation's top ten universities, with over 51,000 students and 5,600 faculty at three campuses. The University of Michigan boasts of one of the largest health care complexes in the world, one of the best university library system in the country, and the some of the best computer access for students and faculty of any campus in the world. Over 5,500 undergraduate courses are taught each term in over 100 programs. Undergraduate, graduate and professional students have a choice of 17 separate schools and colleges, 588 majors, over 600 student organizations, 350 concerts and recitals every year, as well as hundreds of speakers, symposia, films, and readings. The students at the University of Michigan come from all 50 states and over 100 foreign countries.

Close to Central campus, you'll find unique gift shops, cafes, restaurants, the Matthaei Botanical Gardens, and the Museum of Natural History. Known for its downtown charm, Ann Arbor's Main Street area offers an array of galleries, bookstores, gift shops, clothing stores, and over 50 restaurants. Just north of the University of Michigan central campus, the Kerrytown district features brick streets, galleries, a concert house, antique and gift shops, and Ann Arbor Farmer's market. There is much to entertain you in Ann Arbor, whether you're window shopping, visiting museums, or dining in one of the many unique restaurants.



School of Natural Resources and Environment

When the University of Michigan's faculty taught one of the nation's first courses in forestry in 1881, it was offered through the School of Political Science. To professors, it was only natural to study forests not only as a physical feature, but also as an important influence on society, public policy and the economy. From the 1881 "Science of Forestry" course to today's fully-established school of almost 600 students and 50 faculty, the School of Natural Resources and the Environment has continually been at the forefront of environmental education. Our roots are in forestry, the one of the earliest major environmental concerns of a nation rapidly consuming timber to meet its development and expansion. The U-M Department of Forestry was established in 1903, giving us reason to celebrate our centennial in 2003.

In 1927, the Department grew into the School of Forestry and Conservation to become the first of its kind in the country. The word "conservation" was added to stress forestry's relevance to the national economy - a philosophy we continue to embrace as we promote environmental stewardship. We established another academic first when, in 1950, we became the School of Natural Resources. We added "Environment" to our name in 1992 to better reflect our range of activities.

Today over 7,000 people have earned degrees from the School of Natural Resources & Environment. Our alumni can be found around the world, leading non-profit environmental organizations, government environmental agencies, working in academia, fashioning critical public policies, and helping business and industry achieve a proper balance between economic stability and protection of natural resources. Today we are embarking on new approaches to environmental research and conservation at the University of Michigan. This is both our legacy and our challenge for years to come.



"We are responsible for what we know and for teaching it to others."
- Carl Anthony, 2005.

"Environmental work is rewarding; you can make a difference. But it can be fun too! We laugh, play and socialize. There is a sense of community that is rewarding both professionally and personally."
- Joseph Lyou, 2005.



Conference Planning Committee

Dorceta Taylor, Program Director

Latonia Payne, Program Coordinator

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Amy MacDonald

Lana Herbert

Candice Macon

Kevin Hill

Kate McCabe

Mustafa Khawaja

Brandi Nelson

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Kristie King, Diversity Manager,
Environmental Careers Organization

Robert Stanton
Former Director of the National Park Service

We have also received help, support and guidance from:

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Philip M. Ray, SNRE Information Technology Services Office

Susan Schaefgen, U. of Michigan Conference Planning Services

Bill Vlisides, U. of Michigan Conference Planning Services



Conference Partners and Contributors

MELDI wishes to thank the following organizations and individuals for their generous support for the program and the conference.

Partnership Level: \$20,000 or More Contributed

The Joyce Foundation
University of Michigan -- School of Natural Resources and Environment

Supporter Level: \$5,000-15,000 Contributed

Environmental Careers Organization (ECO)
The Noyes Foundation
The Surdna Foundation
University of Michigan -- Office of the Vice Provost for Academic Affairs
The William and Flora Hewlett Foundation

Contributor Level: \$500-\$4,000 Contributed

Ecological Society of America/SEEDS
Environmental Defense
Environmental Education Training Partnership (EETAP)
Environmental Leadership Program -- Jessica Mistak
National Wildlife Federation
Natural Resources Defense Council (NRDC)
Sierra Club
United States Fish and Wildlife Service
United States Forest Service
University of Michigan -- ADVANCE
University of Michigan -- Center for Afroamerican and African Studies
University of Michigan -- Institute for Research on Women and Gender
University of Michigan -- Michigan Sea Grant
University of Michigan -- Office of the Vice Provost for Research
Weyerhaeuser Company



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Senior Vice President and
Chief Diversity Officer
Sodexo

Kenneth Bailey

Office of the Secretary of the
Interior/OCIO

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Director, Recruiting, Staffing
and Diversity
Weyerhaeuser Company

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Program Director, LSAMP
National Science Foundation

Natalie Huff

Diversity Manager
NOAA - National Marine Fisheries
Service

Betty Hung

Directing Attorney of Employment
Legal Aid Foundation of
Los Angeles

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Roundtable Associates

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Section Director
Section of Environment, Energy, and
Resources,
The American Bar Association

Pamela Johnson

Founder, Director
NIA Consulting/Amberton Univ.

Jason Kim

Researcher
Systemic Research

Kristie King

Diversity Manage
Environmental Careers Organization



Speakers and Moderators Contd.

Glen E. Lamberg

American Indian Liaison
United States Department of Agriculture - Natural Resources Conservation Service

Alvin Larke

President
Minorities in Agriculture, Natural Resources and Related Sciences

Vince Leggett

President
Blacks of the Chesapeake Foundation, Inc.

Leslie Lowe

Energy and Environment Program Director
Interfaith Center for Corporate Responsibility (ICCR)

Felicia Marcus

Executive Vice-President, Chief Operating Officer
The Trust for Public Land

Levester Spearman

Director of Civil Rights
Environmental Protection Agency Region 5

Mary McKenna

Founder, Diversity in Biology
Howard University

Jessica Mistak

Senior Fisheries Biologist
Michigan Department of Natural Resources

Paul Mohai

Professor
University of Michigan-SNRE

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Director for Outreach
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Monica Nuvamsa

Internship Coordinator
Morris K. Udall Foundation

Christine O'Brien

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Na'Taki Osborne

National Leadership Development Coordinator
National Wildlife Federation

Rajul Pandya

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SOARS University Corporation for Atmospheric Research

Angela Park

Consultant
Diversity Matters: Resources for Environmental and Social Change

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Principal
Environmental Charter High School

Ashanti Pyrtle

Assistant Professor
College of Marine Sciences, University of South Florida

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Assistant Director of Diversity and Communications,
College of Natural Resources, North Carolina State University

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Roger Rivera

President
National Hispanic Environmental Council

Arlene Rodriguez

The San Francisco Foundation

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Kim Sproat

Internships and Fellowships
Smithsonian Environmental Research Center

Robert Stanton

Former Director of the National Park Service

Rhea Suh

Program Officer
The William and Flora Hewlett Foundation

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University of Michigan

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Director of Education
Ecological Society of America

Cristina Valdez

Executive Director
Cross Cultural Environmental Leadership Academy

Mark Van Putten

President
ConservationStrategy LLC

Max Weintraub

PCB Coordinator
EPA/Director of Environmental Justice and Health Union

Iantha Gantt Wright

Founder
The Kenian Group

David Yarnold

Executive Vice President
Environmental Defense

Kolu Zigbi

Program Officer
Jessie Smith Noyes Foundation



Conference Schedule

SUNDAY, AUGUST 28

1:45-3:00 p.m. Buses to leave Sheraton Hotel for SNRE - Dana Building (North University bus stop)

2:00-5:00 p.m. Registration held at SNRE – Dana Building

2:00-3:00 p.m. Exhibit Booth Set Up – Dana Building Room 1028

3:00-5:00 p.m. OPENING PLENARY

This plenary has been sponsored by the Weyerhaeuser Company

Room 1040 Diversity in the Workplace: The Impetus for Change

Welcome: **Dorceta E. Taylor**
Program Director, MELDI University of Michigan

Presenters: **Jeff Cook**
Internship Programs as a Means of Achieving Diversity
President, Environmental Careers Organization

Pamela Johnson
Beyond the Glass Ceiling
President, NIA Consulting and Development
Professor at Amberton University

Vincent M. Cramer
Diversity and the Financial Bottom Line
President, Winchester Consulting Group

5:00-5:45 p.m. Buses leave SNRE for the Courtyard Marriot

6:00-8:00 p.m. Dinner at the Courtyard Marriott

Speaker: **Jerome Ringo**
Chair of the Board of the National Wildlife Federation

MONDAY, AUGUST 29

7:00-8:30 a.m. Busses leave Sheraton for SNRE (North University Bus Stop)

7:30-3:00 p.m. Registration

7:30-8:15 a.m. Breakfast

This Continental Breakfast has been sponsored by the Natural Resources Defense Council

8:15-10:00 a.m. PLENARY TWO

This plenary has been sponsored by the U.S. Fish and Wildlife Service

Room 1040 Diversity in the Environmental Field: The Journey Continues

Moderator: **Paul Mohai**
Professor, University of Michigan, School of Natural Resources and Environment



Conference Schedule Contd.

Presenters: **Rosina Bierbaum**
Welcoming Remarks
Dean, School of Natural Resources and Environment, University of Michigan

Dorceta E. Taylor
Diversity in Environmental Organizations and College Environmental Programs: Preliminary Results of the MELDI Studies
Associate Professor and Program Director of MELDI
University of Michigan, School of Natural Resources and Environment

David Yarnold
Diversity in the Media
Executive Vice President, Environmental Defense

10:00-10:15 Break

This break has been sponsored by the Natural Resources Defense Council

10:15-12:15 CONCURRENT SESSION 1

Room 1046 Panel 1: Measuring Diversity

Moderator: **Marcelo Bonta**
Kyra Consulting

Presenters: **Robert Stanton**
The 2002 Diversity Study: What's Happened Since Then?
Former Director of the National Park Service

Melanie Griffin
Programming for Diversity
Program Director, The Sierra Club

Karen D. DeCuir-DiNicola
Setting Goals and Measuring Outcomes
Manager of Diversity Initiatives, General Motors Corporation

Tracy Brown
Building Trust and Valuing Diversity
President, Diversity Trends

Room 2024 Panel 2: Understanding the Pipeline

This break has been sponsored by the Sierra Club

Moderator: **Leslie Lowe**
Energy and Environment Program Director
or Interfaith Center for Corporate Responsibility (ICCR)

Presenters: **Jason Kim**
The Status of Native American and African American Science Students
Researcher, Systemic Research

Rory Fraser
Black Students in Forestry; Recruitment and Retention
Faculty, Alabama A&M University



Conference Schedule Contd.

Larry Brown

Student Environmental Development Program: Recruitment, Retention and Career Development in a Pre-High School Environmental Program

Team Leader

Environmental Information Education and Outreach Team, EPA, Region 3

Max Weintraub

Collaborative Efforts – Why They Succeed or Fail

Director, Environmental Justice & Health Union

Room 1024 Panel 3: Diversity Councils and Affinity Groups as Means of Promoting Diversity

This panel has been sponsored by the Weyerhaeuser Company

Moderator:**Carey Rogers**

Director, Education Programs Eastern and Southern Regions.
National Wildlife Federation

Presenters:**Sharon Alpert**

Affinity Groups and Diversity in Foundations
Associate Program Officer for the Environment
Surdna Foundation

Mary McKenna

Diversity in Biological Sciences (DIBS)
Associate Professor
Howard University

Paula Faulkner

*"Agricultural Extension Administrators Perceptions of People in their Service Area:
An Examination of the Factors That Give Rise to Under-served Populations"*
Graduate Student
Pennsylvania State University

Sandy Close

Executive Director
New California Media

12:15-1:30 Lunch

1:30-3:30 p.m. CONCURRENT SESSION 2

Room 1046 Panel 4: Diversity Efforts in Government Environmental Agencies

This panel has been sponsored by Jessica Mistak of the the Michigan Dept. of Natural Resources

Moderator:**Kenneth Bailey**

Office of the Secretary of the Interior, OCIO

Presenters:**John Kusano**

Diversity Efforts in the Forest Service
Assistant Director for Workforce Planning, Recruitment, Employee Development, and Technology
U.S. Forest Service



Conference Schedule Contd.

William Gwaltney

Diversity Efforts in the National Park Service

Assistant Regional Director for Workforce Enhancement, National Park Service

Natalie Huff

Diversity in NOAA

Diversity Manager, NOAA-National Marine Fisheries Service

Levester Spearman

Diversity Efforts in the Environmental Protection Agency

Director of Civil Rights, Environmental Protection Agency, Region 5

Room 2024 Panel 5: Industry, Laboratories, Environment, and Diversity: The Consortium Model

This panel has been sponsored by the Weyerhaeuser Company

Moderator:

Irina Cortez

Internship Coordinator, National Parks and Conservation Association

Presenters:

Effenus Henderson

Recruitment, Retention and Diversity

Director, Recruiting, Staffing and Diversity, Weyerhaeuser Company

Leigh Hayden

Building the Pipeline by Developing a Consortium

Director of Marketing, The National Consortium for Graduate Degrees for Minorities in Engineering and Science (GEM)

Myliissa Buttram

Diversity in the Workplace

Diversity Manager, Oak Ridge National Laboratory

Ashanti J. Pyrtle

Minorities Striving for and Pursuing Higher Degrees of Success in Earth System Science

Assistant Professor of Chemical Oceanography

College of Marine Sciences, University of South Florida

Room 1024 Panel 6: The Role of Pre-College Environmental Schools in Furthering Diversity

Moderator:

Clarice Gaylord

Former Director of Research Grants and the Office of Environmental Justice,
Environmental Protection Agency

Presenters:

Antoinette Dendtler

Environmentally-Focused Charter Schools: Vehicles for Increasing Academic Achievement and Enhancing Environmental Awareness and Activism in Communities

Founder and Head of School, Environment Community Opportunity (ECO) Charter School

Cristina Valdez

Preparing Students to Pursue Science Careers

Executive Director, Cross-Cultural Environmental Leadership (XCEL) Academy

Joanna Paul

Environmental Charter Schools: Recruitment and Retention

Principal, Environmental Charter High School



Conference Schedule Contd.

M'Lisa Bartlett

Director of Friends of High School for the Environment
H.S. 400 High School for Environmental Studies

3:30-3:45 p.m. Break

3:45-5:45 p.m. CONCURRENT SESSION 3

Room 1046 Panel 7: Internships as Pathways to Diversity

Moderator: Y. Armando Neito

Director of Outreach, Communications and Community Engagement

Presenters: Kristie King

Diversity in the Internship Program
Diversity Manager, Environmental Careers Organization

Reginald (Flip) Hagood

Recruitment and Retention of Urban Minority Students
Senior Vice President for Strategic Initiatives, Student Conservation Association

Kim Sproat

Minority Student Participation in Smithsonian Environmental Programs
Internships and Fellowships
Smithsonian Environmental Research Center

Monica Nuvamsa

Recruitment and Retention of Native American Students
Internship Coordinator, Morris K. Udall Foundation

Room 1046 Panel 8: Funding, Fellowships and Diversity Efforts

Moderator: Felicia Marcus

Executive Vice-President and Chief Operating Officer, The Trust for Public Lands

Presenters: Chris O'Brien

Ford Fellows Program, National Research Council

Nettavia Curry

Coordinator, McNair Scholars Program, Michigan State University

Vincent Leggett

President, Blacks of the Chesapeake Foundation, Inc.
Maryland Department of Natural Resources

Yolanda Richards

Recruiting Manager
Natural Resources Defense Council

Room 3556 Panel 9: Diversity in Environmental Grantmaking Foundations

Moderator: Jessica Mistak

Senior Fisheries Biologist, Michigan Department of Natural Resources

Presenters: Vic DeLuca

President, Jessie Smith Noyes Foundation



Conference Schedule Contd.

Torri Estrada

Program Officer, Unitarian Universalist Veatch Foundation

Arlene Rodriquez

San Francisco Foundation

Rhea Suh

Program Officer, William and Flora Hewlett Foundation

5:45-6:30 p.m. Buses Leave for the Sheraton Hotel

Dinner on your own

TUESDAY, AUGUST 30

7:00-8:30 Busses leave the Sheraton Hotel for SNRE (North University bus stop)

8:30-11:00 Registration

7:30-8:15 Breakfast

8:15-10:15 PLENARY THREE

This plenary has been sponsored by Environmental Defense

Room 1040 Diversity Audits and the Process of Achieving Diversity

Moderator: John Garder
Public Lands Associate, Bureau of Land Management
The Wilderness Society

Presenters: Mark Van Putten
Conducting Diversity Audits
President, Conservation Strategy

Tim Carmichael
Building Diversity into Coalition Building
President, Clean Air Coalition

Rohini Anand
Measuring the Outcomes of Diversity Initiatives
Senior Vice President and Chief Diversity Officer, Sodexo

Craig B. Clayton, Sr.
Leadership, Cultural Assessment and Diversity Certification
Founder and CEO of the Spartacus Group
University of Houston, Institute for Diversity and Cross-Cultural Management



Conference Schedule Contd.

10:15-10:30 **Break**

10:30-12:30 **CONCURRENT SESSION 4**

Room 1046 **Panel 10: Career Development, Professional Associations and Minority Students' Preparation for the Environmental Workforce**

Moderator: **Jason Taylor**
Director of SEEDS Program, Ecological Society of America

Presenters: **Roger Rivera**
President, National Hispanic Environmental Council (NHEC)

Sally Guterrez
Director, Water Supply and Water Resource Division, EPA,
The Society for Advancement of Chicanos and Native Americans in Science (SACNAS)

Pamela Silas
Executive Director, American Indian Science and Engineering Society (AISES)

Alvin Larke, Jr.
President, Minorities in Agriculture, Natural Resources and Related Sciences (MANRRS)

Room 2024 **Panel 11: Career Development, Professional Associations and Minority Students' Preparation for the Environmental Workforce**

Moderator: **Bunyan Bryant**
Professor, School of Natural Resources and Environment, University of Michigan

Presenters: **Na'Taki Osborne**
National Leadership Development Coordinator, National Wildlife Federation

Angela Park
Consultant

Rajul Pandya
Director, Significant Opportunities in Atmospheric Research and Science (SOARS)
University Corporation for Atmospheric Research, National Center for Atmospheric Research

Benjamin Cuker
Director of the Hall-Bonner Program for Minority Doctoral Scholars in Ocean Sciences
Hampton University

Room 3556 **Panel 12: Mid-Career Leadership Development, Minority Professional Associations, Networking, and Diversity**

Moderator: **Betty Hung**
Directing Attorney of Employment, Legal Aid Foundation of Los Angeles

Presenters: **Glenn Lamberg**
American Indian Liaison, American Indian and Alaska Native Employee
Association for Natural Resources Conservation Service, Natural Resources Conservation Service



Conference Schedule Contd.

Alfonso Norwood

*National Organization of Professional Blacks in Natural Resources Conservation Service
Michigan Chapter, Natural Resources Conservation Service (NRCS)*

Dana Janusaitis

*Section Director,
Minority Environmental Law Fellowships
Section of Environment, Energy, and Resources, The American Bar Association*

Celeste Richie

*Recruitment, Retention, Career Development and Diversity in College Environmental Programs
Assistant Director of Diversity and Communications,
College of Natural Resources, North Carolina State University*

12:30-1:30 Lunch

1:30-3:00 p.m. PLENARY FOUR

Room 1040 Walking the Talk: Creating a Culture of Diversity

Moderator: **Beryl Fernandes**
President, Fernandes & Associates

Presenters: **Kevin Doyle**
*Towards Creating a Culture of Diversity
National Program Director*

Alan Spears
*Assessing Institutional Diversity
Associate Director of the National Park Legacy Campaign National Parks and Conservation Association*

Melanie L. Harrington
Executive Director, American Institute for Managing Diversity

3:00-3:30 p.m. CLOSING SESSION

3:30-4:30 p.m. Buses leave SNRE for the Sheraton Hotel.



Photo by: Dorceta E. Talor

“It is such a broad field that it can accommodate many interests, including policy, science, advocacy, consulting, and so forth. It is possible to find your niche.” - Jennifer Roberts, 2004.

“The environmental field is more a way of life than a career direction. If [individuals] have [environmental science] as a personal interest, they’ll be successful in terms of finding a niche in the environmental arena.” - Donald Rodriguez, 2005.



Speakers' Biographies

Rohini Anand:

Rohini Anand is Senior Vice President and Chief Diversity Officer at Sodexo, the leading provider of food and facilities management in the US and Canada. She is responsible for the strategic direction, implementation and alignment of Sodexo's integrated global diversity initiatives and strategy including compliance, inclusion and culture change and external alliances. In her role, she provides leadership for Sodexo's diversity strategy and its integration into Sodexo's strategic imperatives and its HR and business structures, strategies and processes, ensuring that diversity is a competitive advantage for the Company and leads to business growth. Anand is a leading expert in the field of diversity and inclusion, a frequent presenter at national and international conferences and has made numerous appearances on national TV as a subject matter expert on organizational change and diversity.

Prior to joining Sodexo, she served as the Vice President for the National MultiCultural Institute (NMCI). At NMCI, she designed, developed and implemented organizational change initiatives for domestic and global clients including Fortune 500 companies, non-profit organizations, educational institutions, and government agencies. Her consulting work involved organizational assessments, training, strategic planning, benchmarking and coaching.

Anand is a published author and a noted conference presenter. She has authored several manuals and written many articles for trade journals. Her works include texts on cultural competency and diversity training such as *Customizing Diversity Training Using Case Vignettes* (2001), *Multicultural case Studies: Tools for Training* (1999), *Teaching Skills and Cultural Competence: A Guide for Trainers* (1997) and *Cultural Competency in Health Care: A Guide for Trainers* (1997).

Anand is on the board of the MultiCultural Foodservice and Hospitality Alliance, a national non-profit organization that promotes the economic benefits of diversity in the food service and hospitality industry, and the Women's Foodservice Forum, the largest membership organization for women in the food service industry. She also chairs the Professional Competencies Committee for the Diversity Leadership Forum, a national organization for diversity practitioners, and is on the board of the National MultiCultural Institute, a non profit organization in DC. Anand has a doctorate from the University of Michigan.

Kenneth Bailey :

Kenneth Bailey began his college education at the University of Tulsa as a pre-medical student. There he studied biological oxygen demand and natural water systems. Bailey later transferred to the University of Cincinnati where he graduated with a Bachelor's in Environmental Science in 1997. He went on to attend Miami University of Ohio where he obtained a Masters in Environmental Science, with a focus on remote sensing technology in 2004.

In 2002, Bailey went to work for the Bureau of Indian Affairs (BIA) in Sacramento, California. During his tenure as the regional natural resources specialist, he developed and promoted a program entitled "Tribal Master Planning." This program was created (and later accepted) to help the tribes to plan for the future and manage their resources more effectively.

He currently works in the Office of the Secretary of the Department of the Interior as the Geospatial Information Technology Specialist and Community Development Officer. He is responsible for overseeing the (the Tribal Master Planning Program) initiative, developing a budget for the program and inter-agency cooperation.

Rosina Bierbaum:

In October 2001, Dr. Rosina Bierbaum was named Dean of the School of Natural Resources and Environment (SNRE) at the University of Michigan. Bierbaum was Acting Director of the White House Office of Science and Technology Policy (OSTP) from January 2001 through

October 2001, and, preceding that, she directed the Environment Division at OSTP. She served as the Administration's senior scientific advisor on environmental research and development, with responsibilities for scientific input and guidance on a wide range of national and international environmental issues. These included global change, air and water quality, endangered species, biodiversity, ecosystem management, endocrine disruptors, environmental monitoring, natural hazards, and energy research and development. She co-chaired the Committee on Environment and Natural Resources for the President's National Science and Technology Council (NSTC) and coordinated the \$5 billion federal research and development portfolio in this area, including the Global Change Research Program. Bierbaum led several U.S. delegations to the Intergovernmental Panel on Climate Change (IPCC) and headed the U.S. Delegation for the U.S./China bilateral conference on Climate Science. She currently Co-Chairs the United Nation's Scientific Expert Group on Mitigation and Adaptation to Climate Change which will advise the Commission on Sustainable Development.

Bierbaum's tenure in the OSTP, from 1993 to 2001, followed twelve years of service to Congress in the Office of Technology Assessment where she produced nine published reports on a wide range of environmental issues. Bierbaum received her B.S. in Biology and B.A. in English from Boston College, and earned her Ph.D. in Ecology and Evolution at the State University of New York, Stony Brook. In 1980, she became a Congressional Science Fellow -- an honor that evolved into her twenty-two year career of science policy service in the nation's capital.

Bierbaum was awarded the AGU Waldo E. Smith Medal in 2000 for her service to geophysics, and the Environmental Protection Agency's Climate Protection Award in 1999. She also serves on the Boards of the University Corporation for Atmospheric Research (UCAR), the American Association for the Advancement of Science (AAAS), the National Research Council Board on Atmospheric Sciences and Climate, the Federation of American Scientists, the Environmental and Energy Study Institute, the Energy Foundation, the Design Committee for The Heinz Center's The State of the Nation's Ecosystems project and the International Advisory Board of the journal *Frontiers in Ecology and the Environment*. Bierbaum is on the Advisory Council of the Aldo Leopold Leadership Program and on Michigan's Governor Jennifer Granholm's Chronic Wasting Disease Task Force, and she co-chairs the University of Michigan's Campus Sustainability Task Force.

Marcelo Bonta:

Marcelo Bonta consults with environmental organizations and institutions on diversity issues, including outreach, partnerships, recruitment, retention, and pipeline issues. He has organized workshops and given presentations to various audiences, like the Land Trust Alliance and the Association of Partners for Public Land. He serves on a steering committee that is looking to create an environmental diversity alliance in Portland that would include conservation, environmental justice, environmental health, and social justice organizations, the faith community, agencies, and universities. Bonta is helping to plan a national Environmental Diversity Leadership Summit that will convene professionals from the various environmental segments to work together to build a more inclusive environmental movement. He also serves on the advisory board of *Emergence*, an organization that develops future politicians, especially young people, people of color, and women, who support environmental and social justice issues in the Portland metro area.

Prior to going into environmental consulting, Bonta worked for Defenders of Wildlife. There he focused on conservation planning and policy issues. As one of the few people of color on the professional staff, he co-led an effort to start a diversity council. He also worked for the National Park Service's Rivers, Trails, and Conservation Assistance Program, the Massachusetts Audubon Society, and the Center for Conservation Medicine. Bonta is an Environmental Leadership Program

Senior Fellow. He received a joint master's degree in environmental policy and biology from Tufts University and a bachelor's degree in psychology from Yale University. He is a published author in the journal, *Conservation Biology*.

Tracy Brown:

Tracy Brown is President of Diversity Trends, LLC. She's the author of "Breaking the Barrier of Bias", "71 Ways to Demonstrate Commitment to Diversity" and several audio-learning programs, including "Diagnosis Diversity." Since 1991 she has worked with clients that range from well-known Fortune 50 companies to community-based non-profit organizations.

Recent clients include Texas Health Resources, Harvard University, Burlington Northern Santa Fe Inc., Dr Pepper Seven Up, California Pacific Medical Center, Denton Area Texas Credit Union, Northeast Human Resources Association, and Texas Instruments.

Tracy is a graduate of Ottawa University. She pursued graduate studies at Northern Illinois University and completed the Health Care Executive Program at Stanford University. She worked in corporations, becoming a Human Resources executive before building a successful business. She has been interviewed or featured in *Money Magazine*, *Texas Business Monthly*, *HR Magazine*, *Florida Today*, and other publications. Tracy has served on the Board of Trustees for more than a dozen organizations. She currently serves as President-Elect for the National Association for African Americans in Human Resources.

Bunyan Bryant:

Bunyan Bryant earned his Bachelors Degree in 1958 from Eastern Michigan University, continued with his education by completing a Master of Social Work from the University of Michigan in 1965 and rounded off his education by earning a Ph.D. in Education from the University of Michigan.

Following the completion of his Ph.D., Bryant began his post-doctoral work as an assistant project director with the University of Michigan Institute for Social Research. Much of his work focused on the Civil Rights Movement and providing intervention, mediation, and negotiation in racial conflicts within schools and educational arenas. Bryant eventually found himself as a Professor of Natural Resources at the University of Michigan School of Natural Resources and Environment.

In addition to teaching in SNRE, Bryant has also been involved in hosting workshops regarding racism and race relations for the Medical School and the School of Social Work. He is also active with a host of community groups working to increase capacity in minority areas.

Myliissa S. Buttram:

Myliissa has over 15 years of experience in Human Resources, with more than 10 years in the area of diversity management where she has been responsible for EEO, Affirmative Action, diversity programs, and employee concerns. She also has extensive experience in the area of training, employee development, and conflict resolution. She has a B. S. degree in Organizational Management.

Myliissa has served on several boards of directors of social justice and community service organizations within her community. She currently serves on the executive committee of the board of directors of the Race Relations Center of East Tennessee and is a volunteer mediator for the Anderson County Community Mediation Center. Myliissa received the Knoxville YWCA's Tribute to Women Award in 1998 for outstanding service in the area of human services.

Tim Carmichael:

Tim Carmichael is President and Chief Executive Officer of the Coalition for Clean Air; he serves as the organizational leader and principal spokesperson. Prior to becoming president, Carmichael was the policy director, representing the Coalition at conferences, symposia and in negotiations with the South Coast Air Quality Management District, the California Air Resources Board, and the U.S. Environmental Protection Agency. Carmichael has worked for the Coalition since 1995.

Carmichael has a wide range of environmental and transportation policy experience. From 1992-1995, he worked for an environmental consulting firm, educating the public on a variety of environmental issues including recycling, water pollution, advanced transportation systems and air pollution reduction strategies. He has also

worked on public and school education programs that included: educating the media on urban run-off pollution; the link between air quality and our transportation systems; and the air quality and economic benefits of Zero-Emission Vehicles. Prior to that, he worked in the aerospace industry.

Craig Clayton:

Craig B. Clayton, Sr., is the founder and CEO of the Sp@rtacus Group based in Houston, Texas. A global consulting and software firm, the Sp@rtacus Group specializes in providing organizations with analytical tools that measure the connection between the ROI from managing diversity and the organization's bottom line. He also created the Center for Human Management, which is a Sp@rtacus Group company providing business-focused research and studies in the field of human capital management. Since 1999, Clayton has also been the Director and Diversity Strategist of the International Institute for Diversity & Cross-Cultural Management. The Institute is located in the University of Houston's C.T. Bauer College of Business. In his diversity management work, Craig has created key tools for diversity practitioners, including the Diversity Earnings Per Share Metric™, a measurement tool, and created Project Boardroom, a program to develop women and minorities for positions on corporate boards. He has also launched the Joshua Project, an initiative to help American educators tear down walls through diversity dialogue and education.

Vincent Cramer:

Vincent M. Cramer is the developer of the Cramer's Cube methodology and the founder of Winchester Consulting Group. Vincent has over three decades of experience in leading the sales organizations of cutting-edge semiconductor companies. Although these companies were examples of "innovative thinking", the term was narrowly applied to the engineering innovations of product development. The operating methods did not break any new ground. Schooled in Electrical Engineering, Cramer examined the shortcomings of team innovation as a "problem" of workgroup dynamics. Constraints on the team could be removed by establishing the best working environment for the specific workgroup and the particular assignment. The process he developed facilitated the potential of the individual and the contribution of the workgroup. The methodology drove the team members to the limits of their insight and uniqueness. Successfully utilizing his methods has lead to the development of the methodology that he calls Cramer's Cube. Applying Cramer's Cube to his own organizations resulted in sales teams of confidence and capability. Those teams of empowered employees created a working environment that yielded innovative solutions to meet non-traditional challenges. His teams were prepared to seize lucrative sales opportunities. He now trains corporations on the application of these principles so they may realize a return on their most precious asset - their people. Utilizing Cramer's Cube, organizations attain the level of performance and innovation that they require.

Benjamin Cuker:

Benjamin Cuker earned his bachelor's and master's degrees from the University of Michigan, School of Natural Resources (1972-1978) and a Ph.D. from North Carolina State University (1981). He taught at Shaw University from 1981-1988, and then moved to Hampton University, where he is now a Professor of Marine Science. He started his scientific life as an Arctic freshwater ecologist, moved on to the study of the influence of suspended clay on lake community structure, and is now working on the planktonic community in the Chesapeake Bay.

At Hampton Cuker teaches marine biology and ecology courses. In 1990, he founded the American Society of Limnology and Oceanography Minorities Program, which has had 16 years on continuous funding from NSF. In 1999 I was awarded a Pew Fellowship in Marine Conservation and used that funding to found the Minorities At Sea Together (MAST) program. After three years of Pew funding expired; the program is now supported by NOAA. It is called Multicultural Students At Sea Together. In 2002, I created the NSF funded, Hall-Bonner Program for Minority Doctoral Scholars in the Oceans Sciences. He serves on the advisory committees for the Mid-Atlantic COSEE (Center for Ocean Science Education Excellence), University of Rhode Island Sea Grant, Savannah State Univ. CIRE program, and California State LA's C-CREST programs. Cuker is active on numerous other government and agency panels, including the NSF effort to found COSEE. He is also faculty

advisor to the Hampton University Sailing Team – Hampton University is the only historically Black college to have such a team.

Victor De Luca:

Victor De Luca is the president of the Jessie Smith Noyes Foundation. Established in 1947, the Foundation promotes a sustainable and just social and natural system by supporting grassroots organizations and movements committed to this goal. It funds nationally and in New York City. De Luca started at the Foundation in 1991 as a program officer and became its president in 2000.

De Luca was selected in 2004 to fill a vacancy on the board of the New York Regional Association of Grantmakers and currently chairs its Task Force on Values and Professional Practices. In 2004, De Luca also began a three year term on the board of the Funders Network for Population, Reproductive Health and Rights. In 2005 he was elected as the Network's treasurer. Prior to joining the Noyes Foundation, De Luca was director of the Ironbound Community Corporation, a Newark, N.J., community organizing and social service organization. He began with the Community Corporation in 1974 as a VISTA Volunteer and left in 1991.

De Luca served two three-year terms on the Maplewood Township Committee, elected in 1997 and 2000. From January 2001 through December 31, 2003, he served as Maplewood's Mayor. He currently serves as president of the Springfield Avenue Partnership, a local economic development organization in Maplewood. In 2004, Vic was appointed to the New Jersey Citizens' Clean Election Commission.

A graduate of Montclair State University, De Luca is a founding member, former chair and current board member of New Jersey Citizen Action, a statewide citizens watchdog coalition working on a host of social and economic justice issues. He is married to Janey De Luca, who is the director of the Montclair State University Child Care Center. His stepson, Michael, lives in Houston with his wife Nancy and daughter, Isabelle.

Antoinette C. Dendtler:

Antoinette C. Dendtler is the Founder of and Head of School at the Environment Community Opportunity (ECO) Charter School in Camden, New Jersey. An educator for the past ten years, Dendtler has taught and held a variety of administrative positions within independent and public school communities in Pennsylvania and New Mexico. Dendtler is a recipient of the Howard Heinz, Building Excellent Schools and Environmental Leadership Program fellowships. She is also the founder, president and CEO of Infinite Dimensions of Education: Advanced Systems (IDEAS), an education consulting firm. Through her recent academic and volunteer work with urban youth, Dendtler has worked to explore the ways in which an interdisciplinary, environmentally-focused course of study can improve urban students' academic achievement, inspire environmental stewardship and initiate community development. An alumnus of the Harvard University Graduate School of Education, Dendtler seeks to create a new "ecology of the school."

Karen DeCuir-DiNicola:

Karen D. DeCuir-DiNicola is currently Manager, Diversity Initiatives, General Motors Corporation. She is responsible for developing company-wide diversity initiatives, including but not limited to strategy, metrics, communication and education and training strategies. DeCuir-DiNicola joined General Motors in 1985 as a first line supervisor and has held numerous positions in supervision, manufacturing, education and training, design and engineering. Her previous assignment was Engineering Group Manager, Electrical Center. Prior to that, she spent 13 years as an Organizational Development consultant for various executive staffs. During her employment with Cadillac, she co-developed a Diversity Awareness Training Program for Central Office employees before a corporate Diversity Initiative existed.

Outside of GM she has done consulting, training and speaking in the areas of diversity, team building, leadership and wellness, including a program at Oakwood Hospital on Rapid Recovery from surgery.

DeCuir-DiNicola earned a Bachelor of Arts degree from University of Michigan-Dearborn in English and Psychology and a Master of Arts in Clinical Psychology with a focus on Child Development from University of Detroit Mercy. She is the very proud mother of Kristin and Dustin and wife of Dario. She enjoys spending time with family, reading, exercise and studying human performance in her free time.

Kevin Doyle:

Kevin Doyle has served the environmental community from executive positions at The Environmental Careers Organization since 1984, and is currently a National Program Director. Before joining ECO, he was the Executive Director of Neighborhood Economic Development Corporation in Eugene, Oregon, and a land use planner in the Seattle metropolitan region. Kevin is the editor/co-author of three popular books about environmental careers, including *The New Complete Guide to Environmental Careers* (1993), *The Complete Guide to Environmental Careers in the 21st Century* (1999), and *The ECO Guide to Careers That Make a Difference: Environmental Work for a Sustainable World* (2004). The ECO Guides have sold over 100,000 copies. He speaks regularly on college campuses about trends in the world of environmental careers.

Doyle has a BA in Geography from the University of Iowa, and was honored as one of six people selected for the first class of Iowa Alumni Fellows.

Torri Estrada:

Torri Estrada earned a Bachelor of Arts in Environmental Science Policy Management and Anthropology from Berkeley in 1992. While in college he was a volunteer in a student group which worked on environmental justice issues. After graduation from Berkeley, Estrada worked in a variety of positions, including work as an environmental educator in Oakland, California; a diversity coordinator for the Environmental Careers Organization (ECO) and a brown-fields redevelopment analyst for the Urban Habitat Program. In 1995 Estrada decided to pursue graduate studies by enrolling in the master's program at the University of Michigan's School of Natural Resources and Environment. While there he specialized in environmental justice. Estrada is currently a Program Officer with the Unitarian Universalist Veatch Program at Shelter Rock.

Beryl Fernandes:

Beryl Fernandes holds an interdisciplinary Ph.D. in urban planning and environmental engineering from the University of Washington and a B.A. from Bryn Mawr College in Pennsylvania. With a unique blend of technical and policy expertise in urban, regional and environmental planning, Fernandes has over 20 years of experience in staff, executive management and consultant positions with state and local government, nonprofit, academic and business sectors. She has designed and conducted citywide strategic and collaborative planning processes; undertaken technical research and analysis for complex, controversial public programs; managed program development and evaluation projects; conducted visioning, policy analysis and policy development projects; and successfully conducted environmental conflict resolution and mediation processes. Her ground-breaking policy and program-development work in recycling and economic development resulted in the successful adoption and implementation of Seattle's first city-wide recycling and economic development plans and programs. This interdisciplinary interest and competence in environmental stewardship together with economic/community development is a hallmark of Fernandes' approach to planning.

A thirty-year resident of Seattle, Fernandes has always been actively engaged in the community. Appointed to numerous boards and commissions, she has served on the Seattle Planning Commission, King County Growth Management Commission, Washington Environmental Council, Coalition for Environmental Justice, Equity in Justice, City Light advisory committee and the first Thornton Creek Advisory Committee. She has volunteered as a mentor for University of Washington students of color, juvenile offenders and inner city youth technology training programs.

Rory Fraser:

Upon graduation, Fraser worked as an Executive Assistant to the Chief Executive Officer of a forestry company in Jamaica for three years. Later, he returned to school and pursued a Master's degree and a Doctorate in Forestry Services from Pennsylvania State University. Fraser graduated in 1993 and in 2000 he took a teaching position at Alabama A&M University's Department of Plant and Soil Science. He has served as Interim Director of their Center for Forest Ecology and is currently the Director of their Center for Ecosystem Assessment.

Fraser has served as Interim Director of their Center for Forest Ecology and is currently the Director of their Center for Ecosystem Assessment. He is the Principal Investigator in several major projects including a major environmental impact assessment study of Bankhead

National Forest and an initiative to increase the number of African Americans involved in science and engineering.

Melanie Griffin:

Melanie Griffin has been with the Sierra Club's legislative office in Washington D.C. for twenty three years. She has done environmental advocacy work on a variety of issues, including energy policy, toxic pollution and clean air. She served for nine years as the director of the Club's public land and wildlife protection programs.

Griffin is currently serving as the Director of Environmental Partnerships, where she works to build alliances with non-traditional constituencies and communities, including labor unions, communities of color, hunters and anglers, and the faith community. Before working at the Sierra Club, she was employed with the federal government and worked at a private international consulting firm. Griffin holds a Bachelor of Sciences degree in Environmental Studies and a certificate in International Environmental Issues from the University of Maryland. Griffin serves on the steering committee of the Environmental Diversity Working Group in Washington DC, a coalition of environmental groups seeking to diversify the movement.

Sally Gutierrez:

Sally Gutierrez received her bachelor's degree from the University of Houston in 1980. She then went on to obtain her Master's of Science from the University of Texas, Health Science Center at Houston in 1990. Gutierrez's first job was as a sanitarian with the Houston Health Department where she inspected food establishments for safety compliance. Currently, she is the acting director of the Environmental Protection Agency's National Risk Management Research Lab. In this position, she oversees a national research lab that consists of six divisions with over 350-research scientists who are focused on finding technologies and methods to control contaminants in the environment. Gutierrez is the first woman to lead this group and was hired as the first Hispanic person in a senior executive service position in the thirty-year history of the EPA.

Bill Gwaltney Bio:

William Gwaltney is currently the Assistant Regional Director for Workforce Enhancement for the National Park Service. Gwaltney is a member of The National Association for Interpretation; he founded and chaired their Section for the Interpretation of African American Issues. Gwaltney also served as President of The Association of African American Museums from 2002 to 2004. He wrote and designed "Buffalo Soldiers West," an exhibit about the role played by black soldiers in America's post Civil War frontier Army. The exhibit was on display at the Colorado Historical Society in Denver and at the Nebraska State Historical Society in Lincoln.

Gwaltney also wrote the text for an exhibit on Black Cowboys in the American West titled, "Invisible Heroes: The Untold Story of the Black Cowboy." He collaborated with the Student Conservation Association, the Natural Trust for Historic Preservation and the Colorado Historical Society to create the "Old Stories: New Voices" Project. Gwaltney has been nominated twice for the Freeman Tilden Award, the highest recognition for interpretation in the National Park Service. Gwaltney has been a member of the Western History Association (WHA) for several years. He has presented papers at WHA, the Western Writers of America, The American Association for State and Local History, The National African American Association for Heritage Preservation, the Association for the Study of African American Life and History, and Colorado-Wyoming Association of Museums.

Reginald "Flip" Hagood:

Reginald "Flip" Hagood obtained his first job working for the National Parks Service (NPS) as a member of its police force, after graduating from Howard University in Washington, D.C. with a degree in Criminal Justice. Hagood continued his education at American University, graduating with a master's degree in Administration of Justice in 1972. He left law enforcement to become a park ranger, then later a park manager, and finally an employee development specialist and instructor.

He finished 30 years of service with the NPS as their Chief of Employee Development and Training where he managed professional development training for NPS employees nationwide. Hagood joined the Student Conservation Association in 1995, and for the past three years he served as their Senior Vice President for Strategic Initiatives and Business Development. He is also a Senior Executive for the organization's Washington, D.C. office. Hagood also sits on several boards including the

Wilderness Society, the National Outdoor Leadership School, The Park and History Association, and The Institute for Conservation Leadership.

Melanie Harrington:

Melanie Harrington serves as the Executive Director of the American Institute for Managing Diversity, Inc. (AIMD), a national nonprofit diversity think tank based in Atlanta, Georgia. As Executive Director, Harrington is responsible for managing and directing the operations, fundraising and administration of the organization, including its various research, education, public outreach and curriculum/tool development programs. She has been serving as Executive Director since March 2001.

Previously, Harrington served as General Counsel for D.J. Miller & Associates, Inc. (DJMA), a national management consulting firm that specializes in servicing federal, state and local government. From 1995 to 2001 she was responsible for overseeing all legal matters for the firm and directing various projects including labor and employment matters. From 1999 to 2001 the human resource department of DJMA fell under her purview of responsibility. Harrington also worked with DJMA clients to develop affirmative action and review equal opportunity policies; conduct diversity and disparity studies in both employment and public sector contracting; analyze employment recruitment, selection, promotion, compensation, and termination policies and practices; conduct employment utilization analyses; and provide litigation support to DJMA clients defending affirmative action policies. Prior to joining D. J. Miller & Associates, Harrington was a senior associate at the Ewing Group Law Firm specializing in employment litigation and clerked at the law firms of Day, Berry & Howard in Hartford, Connecticut and Sutherland, Asbill & Brennan in Atlanta, Georgia.

Harrington received her Juris Doctorate from Emory University School of Law in 1992 and her BA from the University of Pennsylvania in 1986 in Psychology. She is a member of several professional and civic organizations in the Atlanta area including State Bar Association, Georgia Association of Black Women Attorney, Georgia Association of Women Lawyers, Society for Human Resource Management, League of Women Voters, Leadership Atlanta's One Atlanta Committee, Atlanta Diversity Management Affiliates Group and represents AIMD as a member of National Society for Human Resource Management, Independent Sector, and Joint Center for Politics and Economic Studies, NABRE How To Forum.

Effenus Henderson:

Effenus Henderson is currently Director, Workforce Representation and Diversity for Weyerhaeuser Company, Federal Way Washington. In this role he is responsible for overseeing diversity, workforce strategies, worklife, EEO and affirmative action and diversity sourcing activities for over 56,000 employees across North America. He currently advises the CEO and senior management team on diversity related matters and is a recognized expert in the area. His previous position was as Director of International Administration and Human Resources where he managed immigration, expatriate compensation, international assignments, and foreign national compensation and benefits practices. He has been employed by Weyerhaeuser since 1973 in a variety of human resource roles.

He serves as a Trustee, National Urban League Board and past Chair, Tacoma Urban League Executive Board. Additionally he serves as Vice President - Urban Emphasis, for the Pacific Harbors Council and the Western Regional Boards, Boy Scouts of America. He was awarded the Whitney Young Award for outstanding service in the community by the Boy Scouts of America. He also serves on the Puget Sound INROADS Board, and the Northwest Advisory Council for the United Negro College Fund.

He is a graduate of North Carolina Central University with a BA in Psychology. He has done further study at East Carolina University in business administration. He is a graduate of the Stanford University Executive Program (SEP-1995). He also has completed Pennsylvania State University's Human Resource Management Program. He is a certified Senior Professional in Human Resources (SPHR) by the Society for Human Resource Management.

A. James Hicks:

A. James Hicks, Program Director, Louis Stokes Alliances for Minority Participation (LSAMP), National Science Foundation (NSF), Washington DC, received his B.S. degree in Biology from Tougaloo

College, earned the Ph.D. in Botany at the University of Illinois-Urbana and received postdoctoral training, at the Missouri Botanical Garden, St. Louis. He acquired administrative training by attending the Institute for Educational Management for College and University Administrators, Harvard University, Cambridge, MA; the Executive Development Seminar for Senior Federal employees at the Western Management Development Center, Denver CO; the Extramural Associates Program at the National Institutes of Health in Bethesda, MD; the Lilly Foundation's Liberal Arts Program for College Administrators in Colorado, Springs, CO; and the Christian A. Johnson Foundation's Leadership Program in New York City.

Prior to becoming the LSAMP Program Director, Hicks served as Chairperson and Professor of Biology from 1977 to 1988, and later Dean of the College of Arts and Sciences from 1988 to 1997 at North Carolina A&T. Under his leadership the research capacity of the Department of Biology was enhanced by the acquisition of major research grants and equipment including two electron microscopes, along with renovations of the facilities to include more research space. As a scientist his research focus has been in the area of plant taxonomy and he has reported his work at various scientific seminars and in peer review journals. While serving as Dean, major renovations for Physics (Fort Research Building), Chemistry (Hines Hall), and Fine Arts (Crosby Theatre Complex, and Dudley) buildings were completed and plans for a \$34 million dollar General Classroom Building were approved. The construction of the latter building is completed and scheduled for occupancy in the fall of 2003.

At the national level, Hicks has served on several panels of proposal evaluators for the National Academy of Sciences, Washington, D.C; the Directorate for Science and Engineering Education/NSF, Atlanta, GA; the Department of Education/Minority Institutions Science Improvement Program (MISIP), Washington, D.C; the NSF Minority Graduate Fellowship Program, and NSF's Research Apprenticeship for Minority High School Students Program. In 1995, he was a member of the North Carolina delegation to Baden-Wurttemberg, Germany, which negotiated a Memorandum of Understanding to allow student and faculty exchanges between North Carolina and Germany.

Betty Hung:

Betty Hung is Directing Attorney of the Employment Law Unit, which advocates on behalf of low-wage workers and the working poor. Through community education, legal representation, policy advocacy, and partnerships with other community organizations, the Employment Law Unit seeks to affirm the rights of workers, and bring dignity and respect for them to the workplace.

Prior to joining the Legal Aid Foundation of Los Angeles (LAFLA), Hung served as a staff attorney at the Asian Pacific American Legal Center, where she represented garment workers in individual cases and impact litigation. She also worked as a community organizer among Long Beach's Cambodian population and as a litigation associate at the law firm of O'Melveny & Myers LLP where she was a leader in diversity efforts. Additionally, Hung serves on the boards of the Jessie Smith Noyes Foundation, the Sexual Assault Crisis Agency, the California Committee on Occupational Safety and Health, and the Fund for a New Los Angeles community funding board of the Liberty Hill Foundation. She is a graduate of Harvard University and the Yale Law School.

Ira Hutchinson:

Ira J. Hutchinson began his career wanting to be a coach. He attend Kansas State University with this goal in mind. It was at Kansas State Hospital that a psychiatrist recognized the potential of his hospital attendant and got him a placement in the Recreation Therapy unit. During the 1950s and 1960s, he worked in various recreational therapy positions. Hutchinson began working with parks in 1967 when he took a position with the National Recreation and Park Association (NRPA).

Hutchinson joined the National Park Service in 1972 as Chief of Community Programs of the National Capital Parks. He was appointed Deputy Director of the National Park Service in May 1977. Among the responsibilities of the post, the Service's second highest, are the management and direction of the National Park System. In his capacity as Deputy Director, Hutchinson was committed to expanding the dimensions of service beyond its

focus on natural resources to include the experience of people in the parks.

Under his leadership, a number of new programs were initiated and others upgraded to provide greater opportunities for women and minorities to enjoy, be employed by, and do business with the National Park Service. A Special Park and Recreation Cooperative Education program was started involving 15 predominantly Black colleges and universities. This program provided training and employment for Black youth prior to graduation and career opportunities after graduation. Also during his tenure, a program designed to provide accelerated management training and follow-up career opportunities for women and minorities was organized. Those completing this training moved immediately into management positions in the National Park Service. Hutchinson is also responsible for the creation of a division of programs for special populations within the directorate responsible for overall management and operation of the National Park System.

Hutchinson was a two time Member of the Board of Directors, National Association of Recreation Therapists; President of the National Therapeutic Recreation Society; Editor of NTRS' official journal, "Recreation for Ill and Handicapped", and past member of Board of Trustees, NRPA. He has held professional memberships in local parks and/or recreation societies and associations including the District of Columbia, State of Kansas, City and State of New York, and State of Maryland. He is the founder of Roundtable Associates, Inc., an organization including distinguished African American Park, Recreation and Conservation Professional and lay persons. He has also served as a member of the Board of Directors, the National Student Conservation Association, Inc. and as a member of the Board of Directors of the National Council of the Lewis and Clark Bicentennial.

Hutchinson has received a number of awards including: the Meritorious Service Citation (1993) and the Distinguished Service Citation (1990) from the Department of the Interior. He is a charter member of the United States Senior Executive Service (SES) and recipient of the SES Presidential Rank Award, Meritorious Executive, 1992. He is also a charter member of the Kansas Hall of Fame for Parks and Recreation. Distinguished Service Award of the National Therapeutic Branch of the California State Park Recreation Society, Achievement Award from the Ethnic Minority Society and an Achievement Award from the National Council of the National Recreation and Park Association. In 1979 he received the NRPA's highest professional award, the Distinguished Professional Award.

Pamela Johnson:

Pamela B. Johnson is an expert in multicultural leadership development with more than 20 years of experience as a practitioner, educator, trainer and consultant. As a private practitioner, Johnson has successfully facilitated multicultural individual and group counseling and coaching. As an educator, she is an Associate Professor teaching masters-level courses in multicultural counseling, human behavior, and management development. As a trainer and consultant, Johnson has worked with private and public organizational executives, leadership candidates, and staff on cultural and gender diversity, multicultural leadership development, and discrimination/harassment issues.

Johnson is an author whose most recent article, *Diversititis... Is there a cure?*, has been published in numerous magazines including *Minority Business News USA*, *Diversity*, *Women's Enterprise*, *Diversity Texas*, and *Minority Business News Texas*. She has also developed the *Cultural Continuum Theory* and *Corporate Kaleidoscope*, parts of a Multicultural Leadership Development Process. She is an international speaker and trainer. Johnson presented at the International Association of Career Firms 2004 Conference in Prague, Czech Republic.

Johnson holds a Bachelor of Arts degree in Communications, a Masters of Arts degree in Human Behavior and Business, a Masters of Science Degree in Counseling and Guidance, and a Ph.D. in Education, majoring in Counseling and Guidance with a minor in Business Management. She is a Certified Dispute Mediator, a Licensed

Professional Counselor by the State of Texas, and National Certified Counselor.

Jason Kim:

Kim has been involved in educational reform programs in a research and evaluation capacity for K-12 and post-secondary levels since 1993. Kim has been leading three large-scale long-term evaluative studies for NSF's Urban System Initiative (USI), Comprehensive Partnerships for Mathematics and Science Achievement (CPMSA), and Rural Systemic Initiative (RSI) programs. One of the USI Evaluative Study Reports, Academic Excellence for All Urban Students, was released in June 2001 through a NSF-sponsored internet news conference. Kim has also been leading three post-secondary NSF projects as principal investigator: evaluation design and technical assistance to Model Institutions for Excellence (MIE) program, and development and implementation of a progress indicator system for the Historically Black Colleges and University Undergraduate Program (HBCU-UP), and Tribal College and University (TCUP) program. He has served as a member of a few National Advisory Panels including NASA's Office of Equal Opportunity's (OEO) Minority University Research and Education Program (MUREP), and NSF's Expert Panel for Evaluation within a Cultural Context.

He has conducted numerous educational evaluation and research programs, published papers and books, and provided workshops and consultations in the area of evaluation capacity development, and educational key indicator management systems. Kim founded Systemic Research, Inc. in 1995 to provide expertise in educational evaluation/information management systems. Prior to 1995, he was a faculty member for ten years in the College of Engineering of Northeastern University, Boston.

Kristie King:

Kristie King is a graduate of Central State University, a historically-black college in Wilberforce, Ohio, where she majored in Water Resources Management. King holds a Masters in Public Administration from Cleveland State University. With over ten years of progressive work experience in the area of project management, diversity, recruitment, and environmental career development for aspiring environmental professionals of color, her passion and drive are rooted in the power of diversity, honoring differences, and how this positively and powerfully impacts the environmental field overall.

After working in both state and local government, Kristie is currently serving as Diversity Manager with the Environmental Careers Organization (ECO), overseeing national organization-wide activities relating to the increased exposure and broadening of environmental career opportunities to people of color as well as internal workforce diversification efforts. This work includes assisting the organization's recruitment staff with developing strategies for effective outreach to diverse audiences as well as working with various constituents to assess their diversification needs and how ECO may assist in fulfilling these. She is also involved with cultivating, recruiting, and advising college and graduate students of color for careers in the environmental field and developing effective strategies for ECO's workforce to become more aware, sensitive to, and tolerant of diversity and difference.

King has published articles on the issues of environmental justice, diversity, and career opportunities and through her position on the executive board of Jack & Jill of America, Inc. Bucks County Chapter, as well as her sorority, Alpha Kappa Alpha, she actively participates in community and service projects throughout the year. Happily married for over eight years, she is the mother of two boys, Michael, seven and Myles, five years old.

John Kusano:

John Kusano studied forestry at the University of California at Santa Cruz and the University of California at Berkeley. Upon graduation from Berkeley in 1983, Kusano began working as a forester for the United States Forest Service (USFS) in the Department of Agriculture. He focused on restoring wildlife ravaged landscapes. In addition to his work as a forester, Kusano was also interested in civil rights work. He helped the agency with diversity recruitment, mentoring, and leadership training programs.

In 1990 Kusano formally took on these duties as a member of the Forest Service Civil Rights staff. He eventually advanced to the National

Headquarters in Human Resources and Civil rights in 1993. In 1997 he became the director of Civil Rights of the Southwestern region of the Forest Service. After three years in this position, Kusano was promoted to the position he currently holds, Assistant Director of Human Resources.

Kusano is most proud of creating a recruitment initiative based at the University of California at Davis, which focuses on the recruitment of Asian-Pacific Americans. In other diversity efforts, he currently manages a national program that includes recruitment initiatives at various targeted universities, including historically Black colleges, Hispanic serving institutions, and tribally controlled colleges. Kusano advises minorities considering a career in the environmental field "that there are many opportunities and I think it's a growing field, particularly in the area of providing services to and otherwise representing the interests of minority communities." As the fastest growing segment of the US population, minorities are increasingly impacted by what happens in the environment. "It's very important for minorities that have connections back to their communities to be involved in these issues so that the right decisions get made and the right resources get applied to the right programs." John Kusano's dedication to the US Forest Service, diversity and the environment demonstrates this.

Alvin Larke, Jr.:

Alvin Larke, Jr. obtained a bachelor's of science degree from South Carolina State College in 1968 and a M.Ed. in 1974. He received a Ph.D. from the University of Missouri-Columbia in 1982. Larke joined the Texas A&M faculty in 1984. He is currently a professor of agricultural education at Texas A&M University. Larke is the National President-Elect of the Minorities in Agriculture, Natural Resources and Related Sciences (MANRRS).

Glenn Lamberg:

Glenn Lamberg has been an NRCS employee for 34 years. Lamberg is from the Upper Peninsula of Michigan and has worked in several locations throughout Michigan, starting in Sault Ste. Marie in 1971 and also working in Roscommon County. In 1975, Lamberg transferred to Fremont, Michigan and was a District Conservationist until May 2000. In this capacity, he did much outreach to American Indian landowners and farmers in the county having many WRP, CRP and EQIP contracts with American Indian residents.

In 2000, Lamberg became the first full-time USDA Natural Resources Conservation Service American Indian Liaison for Michigan. In this position the Liaison works closely with the 12 federally recognized tribes in Michigan providing assistance on USDA & conservation programs, cultural resource protection and improving the government to government relations. The responsibility of the position requires much time on the road and on the reservations in Michigan. Providing training to NRCS employees throughout Michigan on tribal relations and working closely with NRCS District Conservationists who are working to serve individual tribes with technical services is the part of his work he enjoys the most. Lamberg also serves as the Midwest Regional director for the American Indian Alaska Native Employees Association; secretary for the Protectors of the Earth youth natural resource camp; and resource member for the Michigan Anishinaabek Cultural Preservation & Repatriation Alliance.

Vincent O. Leggett:

Vincent O. Leggett obtained an undergraduate degree in 1975 in Urban Planning and Community Development from Morgan State University, a historically black college in Baltimore. He continued his education at Central Michigan University, receiving a Master's degree in Administration in 1999.

Leggett is currently the Coordinator of Special Projects in the Maryland Department of Natural Resources' (DNR) Chesapeake Bay Program Division in Annapolis, Maryland. Leggett's many career highlights include creating the Blacks of the Chesapeake curriculum, which is being utilized by school systems in Maryland, Virginia, Pennsylvania, Delaware, and the District of Columbia; the 2000 designation of the BOCF as a "Local Legacy" by the Library of Congress and the U.S. Congress; and authoring two books: Blacks of the Chesapeake: An Integral Part of Maritime History (1997) and The Chesapeake Bay through Ebony Eyes (1999). In 2002, the Maryland Governor Parris Glendening appointed

him an Honorary Admiral of the Chesapeake Bay. This commission is the highest honor that the state of Maryland can bestow upon a private individual in the environmental field. In 2005, Leggett received a nomination by the Annapolis Mayor and Council to the Maritime Hall of Fame.

Leslie Lowe:

Leslie Lowe, an attorney for over 20 years, has been a frequent speaker on issues of environmental law and policy, and on corporate disclosure for professional audiences and the media. Her work has been published in environmental journals, including *Environmental Finance* magazine. A graduate of Harvard Law School, she received her Bachelor of Arts degree from Bennington College, a Masters of Science from Columbia University's Graduate School of Journalism, and did post-graduate research in economic and social history at the University of Paris. Prior to joining ICCR, she was Executive Director of the New York City Environmental Justice Alliance (NYCEJA). During her tenure, NYCEJA received a \$100,000 award from the Jessie Smith Noyes Foundation for its "important contribution" to the environmental movement. She serves on the Boards of Directors of the Jessie Smith Noyes Foundation, Environmental Advocates of New York, Center for Economic and Environmental Partnership, Housing Works, Inc., and is a Trustee and Co-Chair of the Weeksville Heritage Center.

Felicia Marcus:

In December 2001, Felicia Marcus joined the Trust for Public Land (TPL), a national non-profit organization devoted to conserving land for people. As TPL's executive vice president and chief operating officer, she is responsible for helping manage the organization's 400 employees in over 40 offices across the United States.

Previously, Marcus was appointed by President Clinton and served as the regional administrator of the U.S. Environmental Protection Agency Region IX, from October 1993 until January 2001. The office addresses environmental issues in California, Arizona, Hawaii, former trust territories in the Pacific, and over 140 federally recognized Indian tribes. In addition to managing the region's nearly 1000 employees, Marcus played a leading role in large scale, historic multi-party negotiations such as the Bay-Delta Accords and subsequent Cal-Fed agreements; the Grand Canyon Visibility Transport Commission and subsequent Western Regional Air Partnership; and U.S.-Mexico Border programs and agreements. While at the Agency, she prioritized connecting EPA with the public it serves, particularly community groups, environmental justice groups, and Indian tribes at both the national and local levels.

Prior to joining the EPA, Marcus served as the president of the Board of Public Works for the city of Los Angeles. Appointed by Mayor Tom Bradley, she was responsible for the city's wastewater, solid waste, recycling, street maintenance, street trees, major construction, and other critical programs. Marcus also has extensive background as a public interest lawyer and community organizer. She is perhaps best known in Los Angeles for her contributions toward cleaning up Santa Monica Bay – most notably as a founder and general counsel to Heal the Bay.

Paul Mohai:

Paul Mohai is Professor in the School of Natural Resources and Environment and Faculty Associate in the Social Environment and Health Program at the Institute for Social Research at the University of Michigan, Ann Arbor. Mohai has been studying the pattern of evidence pertaining to the disproportionate burdens of environmental hazards in low-income and people of color communities since the late 1980s. He has also been researching the environmental attitudes, concerns, and actions of African Americans and their influence on the environmental movement. His current research involves national-level studies examining cause and effect relationships in the distribution of environmental hazards by race and class and solving methodological problems in environmental justice research. He is also working with colleagues in the School of Public Health and Institute for Social Research to examine what role environmental factors play in accounting for racial and socioeconomic disparities in health and mortality.

Mohai and his colleagues, Bunyan Bryant, organized the 1990 Michigan Conference on Race and the Incidence of Environmental Hazards, and member of the "Michigan Group", which has been credited for placing environmental justice on the U.S. Environmental

Protection Agency's policy agenda. He is co-editor of the book, *Race and the Incidence of Environmental Hazards: A Time for Discourse*, and author of numerous papers on the subject of race and the environment, including "Black Environmentalism"; "Environmental Racism: Reviewing the Evidence"; "The Demographics of Dumping Revisited"; "Is There a Race Effect on Concern for Environmental Quality?"; and "Race and Environmental Voting in the U.S. Congress". In 1990 and 2002, he was appointed Principal Investigator of the University of Michigan's annual Detroit Area Study.

Mohai served on the National Advisory Committee of the First National People of Color Environmental Leadership Summit held in Washington, D.C. In the early 1990s, he was member of the Michigan Group advising the U.S. EPA. In 1993 and in 1999, he testified before the U.S. Congress about the research and evidence pertaining to environmental inequalities. Mohai teaches courses in Environmental Justice, Environmental Public Opinion Analysis, and Environmental Policy at the University of Michigan.

Monica Nuvamsa:

A member of the Udall Foundation's Education Team, Monica Nuvamsa is responsible for recruitment of Native American & Alaska Native candidates for the Native American Congressional Internship and the Native American Undergraduate Scholarship programs. Each summer, Nuvamsa lives in Washington, DC, with the Udall congressional interns. She does this so that she can coordinate meetings for interns with members of Congress, agency officials and national organizations that serve the greater Native American community. She meets regularly with interns and facilitates discussions about their experiences in the program.

Nuvamsa is a member of the Hopi Tribe, and of the Water Clan from the Village of Songoopavi located in Second Mesa, Arizona. She received her B.A. in Psychology and American Indian Studies from the University of Arizona in 1997.

Prior to joining the Foundation, Monica served as the Coordinator of Retention Programs and Services in the office of Native American Student Affairs (NASA) at the University of Arizona. In addition, Monica also worked four years with her tribal government as the intergovernmental relations staff to the Chairman of the Hopi Tribal Council. In this capacity, she coordinated federal appropriations and policy priorities for the tribe while also serving as the liaison to education, health, and social service programs within the tribe.

Na'Taki Osborne:

Na'Taki Osborne majored in chemistry and environmental engineering at Spellman College. She continued her environmental studies at the Georgia Institute of Technology where she earned a Bachelor of Science in 1996. In 2002, she earned a Master's of Public Health & Environment and Occupational Health from Emory University. Her first environmental job was as an EPA intern in 1994, working for the Superfund & Hazardous Waste Division on remediation projects. She did educational outreach in neighborhoods with waste sites. In 1997 Osborne began working for the NWF full time, serving a primarily low-income, minority community in Atlanta, Georgia.

Today, Osborne holds the position of National Leadership Coordinator for the National Wildlife Federation. She helps to provide community members with technical training, environmental education, and advocacy training so that they have the tools to improve their quality of life. As a member of the National Society of Black Engineers (NSBE), Osborne has worked to expose the people in her association to environmental justice issues. Osborne currently serves on several committees as well as being the Environmental Leadership Program's (ELP) senior fellow. Osborne is working on one of their [ELP] projects, a book about the contributions of women of color to environmental justice.

Joanna Paul:

Joanna Paul is the Principal of Environmental Charter High School (ECHS) in Southern California. ECHS is a small school of about 350 students whose mission is to use real world learning experiences to create life-long learners and quality stewards of the community. Paul is a credentialed secondary social studies teacher and administrator who is also Nationally Board Certified. Currently, Paul is working on her doctorate from the University of London. She is researching the lessons that mainstream education can learn from experiential programs. She

has also taught at LMU, CSULB and CSUN in the teacher education departments. Paul has also worked as the Executive Director of the Boojum Institute for Experiential Education, one of the oldest outdoor education companies in Southern California, where she still serves as a board member. When not in the classroom, you will find Paul living experientially in the outdoors by falling off rock faces or surf boards.

Ashanti Pyrtle:

Ashanti J. Pyrtle is an Assistant Professor at the College of Marine Science, University of South Florida (USF). Pyrtle received her B.S. (1993) in Marine Science from Texas A&M University-Galveston and her Ph.D. (1999) in Oceanography from Texas A&M University. Before joining the University of South Florida she served as a member of the research faculty at Georgia Institute of Technology School of Earth & Atmospheric Sciences and the Savannah State University Marine Science Program. Her research focuses on the utilization of various biogeochemical indicators to interpret past events that have impacted the marine, estuarine and freshwater environments. She is currently examining the distribution and behavior of man-made and naturally occurring radionuclides in Puerto Rico, Tampa Bay (Florida) and Savannah (Georgia) riverine-estuarine-marine systems.

In addition to her research activities, Pyrtle is currently involved in several endeavors designed to facilitate research and professional development experiences for students representing diverse socioeconomic, cultural, gender, racial and academic backgrounds. She serves as the Director of the Minorities Striving and Pursuing Higher Degrees of Success in Earth System Science Initiative (www.msphds.usf.edu), the National Science Foundation (NSF) Florida-Georgia Louis Stokes Alliance for Minority Participation USF Bridge to the Doctorate Program (<http://www.msphds.usf.edu/BDFellowship/>) and the Sloan Foundation's Minority Ph.D. Program in the USF College of Marine Science (<http://www.nacme.org/sloan/>). Dr. Pyrtle also co-directs the USF College of Marine Science OCEANS GK-12 Fellowship Program (<http://www.marine.usf.edu/students/fellowships/GK12/>) and serves on the NSF Advisory Committee on Environmental Research and Education, American Geophysical Union Subcommittee on Diversity, International Safe Water Conference Steering Committee, Digital Library for Earth System Education Annual Planning Committee and the Howard University Science, Engineering, and Mathematics Program External Advisory Board.

Kim Sproat:

Kim Sproat received her B.S. from the University of North Carolina - Wilmington. She worked in the staffing industry prior to taking her position as Fellowship Coordinator at the Smithsonian Environmental Research Center (SERC) in 2000. She manages the professional training program at SERC which supports an average of 45 undergraduate interns per year and a variety of graduate fellows. Participants in her program hail from every state in the U.S. and many foreign nations. The goals of SERC's professional training program include offering students a well-rounded internship experience, working to recruit strong candidates from underrepresented minority groups, and increasing the number of program participants.

Dorceta E. Taylor:

Dorceta Taylor is the Program Director for the Minority Environmental Leadership Development Initiative (MELDI) at the University of Michigan's School of Natural Resources and Environment. The three-year-old program is currently hosting the National Summit on Diversity in the Environmental Field. Taylor is also an Associate Professor of Environmental Sociology at the University, where she teaches courses in environmental history, environmental inequality, social theory, gender, and development. She holds a joint appointment in SNRE and in the Center for Afroamerican and African Studies at the University of Michigan.

Taylor obtained her bachelor's degree in environmental studies and biology from Northeastern Illinois University in Chicago. She completed all her master's degrees and doctoral studies at Yale University in the School of Forestry and Environmental Studies and the Department of Sociology.

She is member of the board of the Jessie Smith Noyes Foundation and the Yale School of Forestry and Environmental Studies' Leadership Council. She is a reviewer for the National Science Foundation, the Morris K. Udall Foundation, and the National Research

Council.

Jason Taylor:

Jason Taylor is the Director of Education at the Ecological Society of America (ESA). He holds a master's degree in environmental studies from York University, and a bachelor's in biology from Dalhousie University. He directs the Strategies for Ecology Education, Sustainability and Development (SEEDS) program, which provides opportunities in the ecological sciences to underrepresented students and faculty across the United States. Prior to joining ESA Jason founded Nature Talks, an environmental education consulting company that developed curriculum for national parks, museums, k-12 schools and resorts.

Mark Van Putten:

Mark Van Putten has 25 years of experience in natural resources conservation and nonprofit management at the international, national, regional and local level. He is the founder and President of ConservationStrategy® LLC, an environmental strategy consulting firm. ConservationStrategy's programs include "Conservation in Black & White," which works with organizations to use environmental issues in building bridges among people of diverse ethnicities. Prior to founding ConservationStrategy in 2003, Mark spent over 20 years on the staff of the National Wildlife Federation (NWF), the largest membership-based conservation organization in the United States, including nearly 8 years as President and CEO. Prior to serving as CEO, Mark founded NWF's Great Lakes regional office - NWF's largest - and the University of Michigan's Environmental Law Clinic.

Max Weintraub:

Max Weintraub directs the Environmental Justice and Health Union in Oakland, California and is the coordinator of the Toxic Substances Control Act program for polychlorinated biphenyl (PCB) use, storage, and disposal at the US EPA Southwest regional office located in San Francisco. Previously Max worked in Washington DC at the National Safety Council's Environmental Health Center and the Alliance to End Childhood Lead Poisoning. He is a senior fellow of the Environmental Leadership Program and served on the board of directors of Community Toolbox for Children's Environmental Health. He has written extensively about toxics and environmental justice issues in publications ranging from the American Journal of Public Health to Race, Poverty, and Environment. Max received his M.S. from the School of Natural Resource and Environment at the University of Michigan.

Iantha Gantt-Wright:

Iantha Gantt-Wright currently serves as Founder and President of The Kenian Group, a consulting, training, meeting management and facilitation group that provides organizations with the skills and tools necessary to diversify their programs, memberships, constituents, workforces, boards, and advocates. Prior to launching The Kenian Group, Gantt-Wright served as the Director of Enhancing Diversity Programs for the National Parks Conservation Association (NPCA) where she built a successful initiative to provide diverse communities with access to National Park Service resources, opportunities, activities and programs. Under her leadership NPCA organized the Mosaic in Motion Conference, one of the first conferences to directly address issues of race and diversity in the national parks. She also helped to launch the National Parks Community Partners Program in six cities around the country. Gantt-Wright is also the founder of the Environmental Diversity Working Group -- a network of people working in various environmental fields who are interested in facilitating sustained dialogue and action on diversity within the environmental community.

David Yarnold:

David Yarnold is the Executive Vice President of Environmental Defense. Before joining Environmental Defense, Yarnold was a Pulitzer-prize winning journalist at the San Jose Mercury News. He was the Executive Editor and Senior Vice President of the newspaper before leaving to join the staff of Environmental Defense. Under his leadership, the newspaper became widely recognized as one of the top newspapers in the country. While at the newspaper, Yarnold spearheaded a diversity effort that resulted in a more diverse newspaper staff. Yarnold spent 27 years at the newspaper.

Yarnold is also the former president, California Society of Newspaper Editors; member of the boards of American Society of Newspaper Editors, Associated Press Managing Editors and American Leadership Forum, Silicon Valley. Yarnold is also chaired the American Society for Newspaper Editors' diversity committee. He has a B.S. in Mass Communications from San Jose State University, where he graduated cum laude.

Kolu Zigbi:

Kolu Zigbi is Program Officer for the Sustainable Agriculture and New York City Environment priority areas at the Jessie Smith Noyes Foundation. Kolu co-chairs the Sustainable Agriculture Food Systems Funders, a working group of the Environmental Grantmakers Association. Prior to joining Noyes she was selected as a recipient of the Charles H. Revson Fellows Program on the Future of the City of New York. She brings to her work in philanthropy prior experience providing technical assistance and small grants to neighborhood-based organizations, advocating around affordable housing issues and co-founding a tenants' rights group based in Harlem. Her educational training includes the completion of all the coursework required for a Masters degree in City and Regional Planning from Cornell University and an undergraduate degree in Rural Development Studies with a focus on West Africa from Stanford University.



The MELDI staff would like to acknowledge those who have contributed significantly to the development of this conference.

We would also like to thank everyone who has given their time and/or monetary support to see this summit to fruition.



Visit our exhibit and meet our staff and student volunteers from our Earth Tomorrow® program in Detroit to learn more about our community-based efforts.

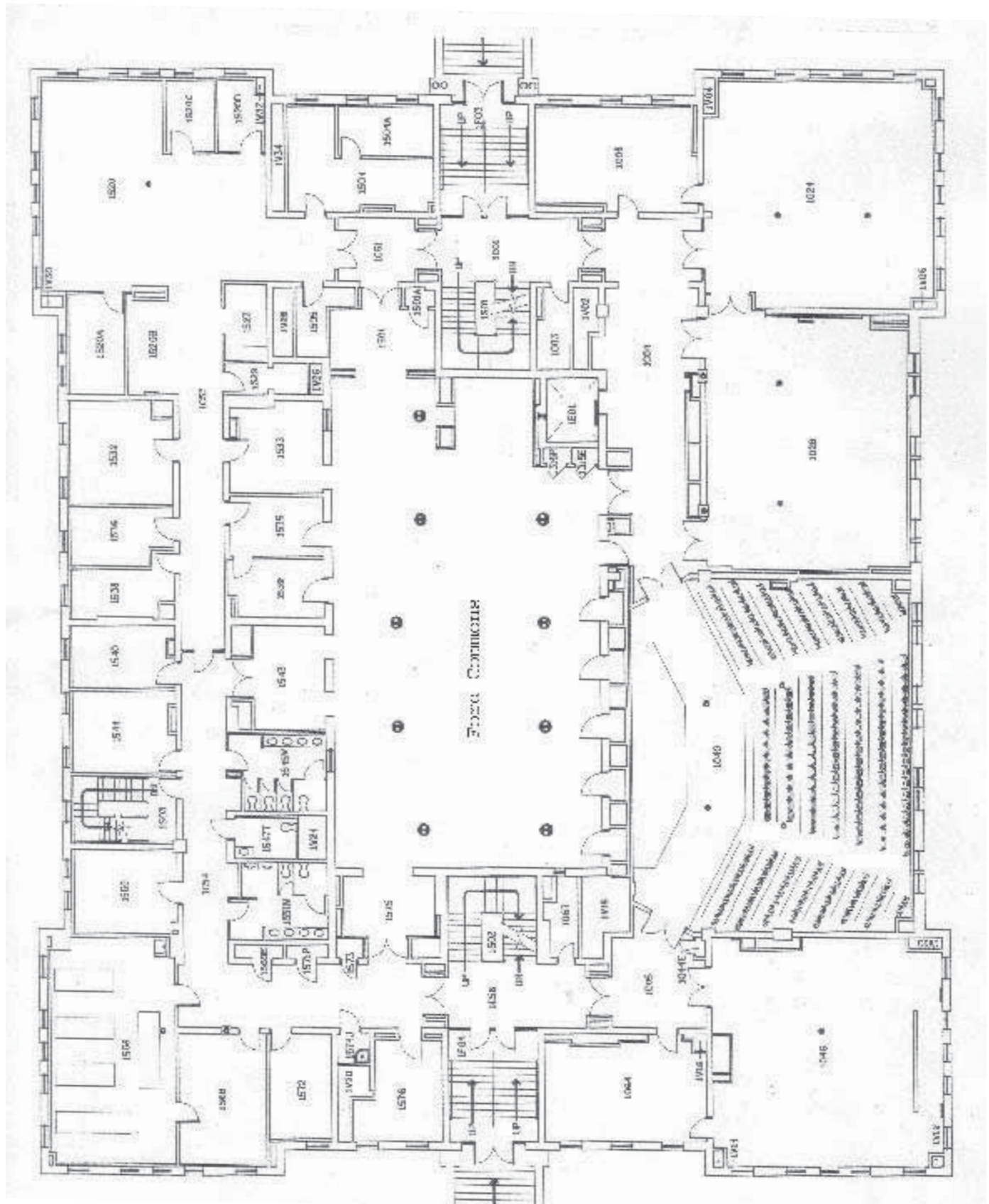
Also check out NWF conservation efforts, volunteer and career opportunities, and leadership programs like Campus Ecology® and Earth Tomorrow® at www.nwf.org

Founded in 1936, the National Wildlife Federation (NWF) unites people from all walks of life in connecting people with nature, protecting & restoring wildlife, and confronting global warming. We draw our strength from both national and local representation such as NWF's Great Lakes office in Ann Arbor, MI.



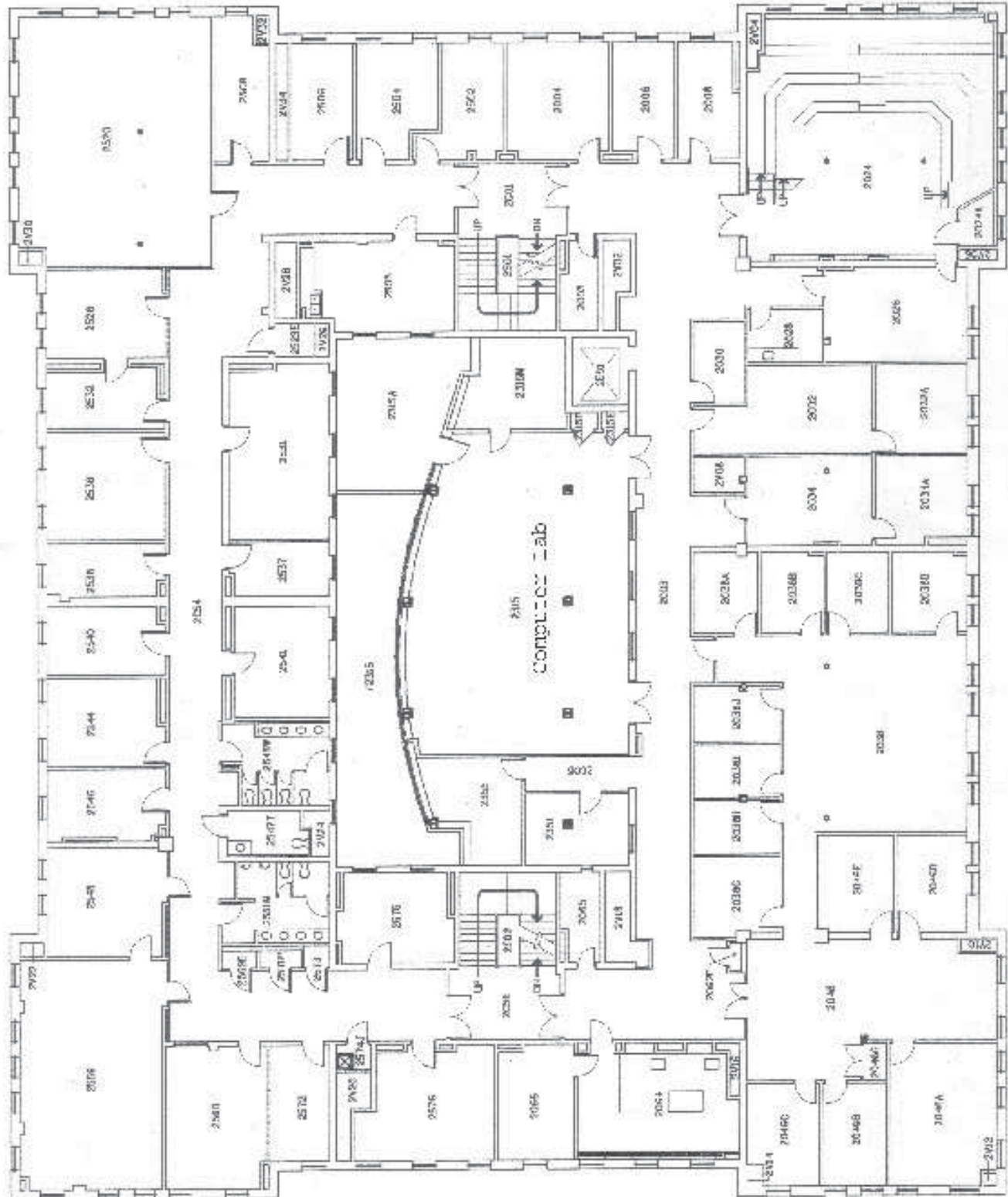


SNRE/Dana Building, 1st Floor





2nd Floor







Dining Out

On or Near Central Campus:

Amer's Mediterranean Deli
312 S. State St.
(734) 761-6000

Amer's Mediterranean Deli
611 Church St.
(734) 769-1210

Angelo's Restaurant
1100 Catherine St.
(734) 761-8996
Family-run, diner-style restaurant operating for 30 years. Specializing in homemade breads, coffee, cappuccino, espresso, waffles.

Bev's Caribbean Kitchen
1232 Packard Rd.
(734) 944-2251
A taste of the islands in Ann Arbor. Serving up such favorites as fried plantains, curried mutton (goat) or chicken, curried vegetables and rice, jerk chicken, patties, roti, rice and peas (beans), sandwiches, and more.

Brown Jug
1204 S. University Ave.
(734) 761-3355
Breakfast all day, bar, TVs, CD jukebox, Uncle Pat's pizza, kid's meals and coloring contest, roast turkey, Mama's spinach pie, Dad's lasagna, daily specials.

Cosi
301 S. State St.
(734) 332-1669
Named after a French café. Menu includes squagels (square bagels), egg frittatas, coffee drinks. Dinner service includes thin-crust pizzas and Cosi Corners (bread-based appetizers).

Cottage Inn
512 E. William St.
(734) 663-3379
Ann Arbor's 1st pizzeria. Italian menu.

Dominick's
812 Monroe St.
(734) 662-5414
Ann Arbor's original outside café since 1960. Homemade Italian food. Known for its great Sangria.

Espresso Royale Cafe
324 S. State St.
(734) 662-2770

Frank's Restaurant
334 Maynard St.
(734) 761-5699
Comfortable, no-frills diner. The food is good and your coffee is refilled before you ask.

Good Time Charley's
1140 S. University Ave.
(734) 668-8411
Features gourmet burgers and famous Count Twist breadsticks. Popular outdoor café.

M. Totoro
215 S. State St.
(734) 663-7403
Menu includes udon noodles, sushi, and rice teriyaki.

Mr. Greek's Coney Island
215 S. State St.
(734) 662-6336
Breakfast all day; salads, entrees, pita sandwiches, Coney dogs.

Oasis Deli
1106 S. University Ave.
(734) 665-2244

Pizza House
618 Church St.
(734) 995-5095
A local pizzeria serving Chicago-style and traditional-style pizzas, sandwiches, burgers, chipatis. DELIVERY! Open until 4 a.m.

Red Hawk Bar and Grill
316 S. State St.
(734) 994-4004
Broad menu of eclectic bar food, house-made soups, large salads, creative sandwiches.

Red Hot Lovers
629 E. University Ave.
(734) 996-3663
Chicago-style hot dogs, burgers, turkey burgers, grilled chicken, vegetarian sandwiches, chili-cheese fries, and more.

Rendez-vous Café
1110 S. University Ave.
(734) 761-8600

Rod's Diner
812 S. State St.

(734) 769-5650
Charbroiled chicken & burgers, Buffalo wings, non-fat frozen yogurt.

Seoul Corner
414 E. William St.
(734) 761-1977
Korean specialties, subs.

Steve's Lunch
1313 S. University Ave.
(734) 769-2288
Korean cuisine as well as American breakfasts and sandwiches in a casual diner atmosphere.

Sushi.come
715 N. University Ave.
(734) 213-3044
Dozens of sushi rolls and sushi combinations and sashimi.

The Backroom
605 Church St.
(734) 741-8296
Uncle Pat's pizza by the slice, Mama's spinach pie, calzones, chipatis, salads, BBQ wings, and more!

The Coffee Break
1327 S. University Ave.
(734) 761-1327
Korean cuisine.

The Earle Uptown
300 S. Thayer St.
(734) 769-3010
Located in the elegant Bell Tower hotel, menu offers a wide range of traditional and modern French appetizers and entrees, complemented by an extensive wine list. Open for dinner only.

University Café
612 Church St.
(734) 662-7162
Grilled sandwiches, gyros, salads, frozen yogurt, and Korean dishes.

Victors at the Campus Inn
615 E. Huron St.
(734) 769-2282
Enjoy delicious prime aged beef, fresh seafood, chicken, and pasta specialties. Healthy entrée choices certified by M-Fit.

Zanzibar
216 S. State St.
(734) 994-7777

Food from the four corners of the earth. Exotic cocktails, full selection of beers and wines of the world. Spectacular desserts. Fantastic Sunday brunch. Space for private and semi-private gatherings up to 80. Great natural light and riotous color. Outdoor dining.

Near the Hotels:

Beijing Chinese Restaurant
2803 Oak Valley Dr.
(734) 668-0201
Beijing, Szechuan, and Shanghai cuisine.

Bennigan's
575 Briarwood Circle
(734) 996-0996
Burgers, salads, and sandwiches.

California Pizza Kitchen
870 Briarwood Circle
(734) 327-0255
House specialties include Thai chicken pizza and barbecued pizza. All pies baked in a hearth oven. Offers salads, soups, sandwiches, beer, and wine. In Briarwood Mall.

Cubs AC
1950 S. Industrial Hwy.
(734) 665-4474
Pizza, burritos, burgers, weekly specials. In Colonial Lanes bowling center, very near to the recommended hotels.

Damon's Grill
3150 Boardwalk Dr.
(734) 827-2277
Menu spans from tasty appetizers to entrée salads, from seafood to chicken and pasta, from signature secret-recipe barbecued ribs to prime rib and steaks, to sandwiches. Serving lunch and dinner. Delivery!

DiBella's Old Fashioned Submarines
904 W. Eisenhower Pkwy.
(734) 997-9011
The first DiBella's outside of New York; reflects the original store with a '40s feel.

Godaiko
3115 Oak Valley Dr.
(734) 930-2880

Taking pride in serving a taste of authentic Japanese cuisine traditionally prepared and presented.

Joe's Crab Shack

3020 Lohr Rd.
(734) 662-7091

Fun, exciting atmosphere featuring great service and food. Playground for kids, and staff that will break out into a dance every once in a while.

Jonathon B. Pub

470 Briarwood Cir.
(734) 668-7500

Serving pub grub favorites, salads, burgers, shepherd's pie, fish & chips, and themed sandwiches like the Chelsea (white albacore tuna with melted American cheese), Sherwood (roasted turkey, lettuce, Monterey Jack cheese, and Caesar dressing), to name a few. In Briarwood Mall.

Max & Erma's

455 E. Eisenhower Pkwy.
(734) 998-0505

Gourmet hamburgers, appetizers, salads, and sandwiches. Very near to the recommended hotels.

Mediterraneo Restaurant

2900 S. State St.
(734) 332-9700

Hummus, Tapenade, and Tortillitas de Camarones Soup au Pistou, Salad Mediterraneo and Greek Salad with Grilled Marinated Chicken. Pappardelle a la Diable, Salmon a la Grecque, Gambas al Ajillo, and Lamb Chops Scaras, all served with crusty bread.

Michael's Chop House

3200 Boardwalk Dr.
(734) 996-0600

Located in the Sheraton Inn, Michael's Chop House features superb dining options for breakfast, lunch, and dinner.

Outback Steakhouse

3173 Oak Valley Dr.
(734) 662-7400

G'day mate! Come sample heaps of hearty Aussie traditions. Steaks, prime rib, seafood, kids' menu.

Panera Bread

903 W. Eisenhower Parkway
(734) 213-5800

Fresh baked bread is the centerpiece of every meal; from sandwiches and salads to hearty soups served in sourdough bread bowls.

Paradise Asian Cuisine

883 W. Eisenhower Pkwy.
(734) 930-1988

Serving Chinese, Vietnamese, Thai, and Korean dishes. Delivery!

Romano's Macaroni Grill

3010 S. State St.
(734) 663-4433
Italian cuisine with authentic flavor.

Seoul Garden

3125 Boardwalk
(734) 997-2121
Serving Korean and Japanese cuisine, complete with Sushi bar.

T.G.I. Friday's

3015 W. Waters Rd.
(734) 997-7050
Appetizers, fresh pasta and salads, juicy steaks, world-famous burgers.

The Olive Garden

445 E. Eisenhower Pkwy.
(734) 663-6875
Italian hospitaliano brought to you.

Downtown Ann Arbor:

Afternoon Delight

251 E. Liberty St.
(734) 665-7513
Voted Ann Arbor's best place for lunch three years in a row. Specializing in fresh, homemade meals. Open for breakfast and lunch. Brunch on weekends.

Ahmo's Gyros and Deli

341 E. Huron St.
(734) 662-4445
A favorite lunch spot serving up its ever-popular chicken gyro. Other menu items range from grilled cheese, hot dog or chicken salad sandwich to creamy hummus, grape-leaf rolls, and freshly tossed fattoush.

Amadeus

122 E. Washington St.
(734) 665-8767
Cozy, old-style European restaurant with candlelight and live classical music. Featuring Polish, Hungarian, and Austrian traditional foods and spirits as well as vegetarian and seafood entrées.

Argiero's Italian Restaurant

300 Detroit St.
(734) 665-0444
Excellent variety of Italian dishes made by Mama Rosa herself and great Italian wines. Located near Kerrytown.

BD's Mongolian Barbecue

200 S. Main St.
(734) 913-0999
All-you-can-eat, create-your-own stir-fry. Unique dining experience. Reservations for parties of six or more.

Bella Ciao Trattoria

118 W. Liberty St.
(734) 995-2107
Casual-but-elegant atmosphere and menu featuring dishes from the Northern Italian regions.

Big City Small World Café

500 Miller Ave.
(734) 668-7688

Blue Nile Ethiopian Restaurant

221 E. Washington St.
(734) 998-4746
One of Ann Arbor's premier restaurants, The Blue Nile specializes in Ethiopian Cuisine. This unique area hotspot features twelve indigenous Ethiopian dishes and a fully stocked bar. Guaranteed to please. The cuisine is delicious and healthy!

Broadway Café & Jumbo Steak Hoagie

1139 Broadway
(734) 769-3524

The Broken Egg

223 N. Main St.
(734) 665-5340
Full breakfast and lunch; soups and salads. Home-style cooking, everything made fresh. (A lot of BANG for your Buck)!

Café Felix

204 S. Main St.
(734) 662-8650
European-style coffee bar serving fresh baguettes, croissants, light sandwiches, soups, espresso, cappuccino, and pastries. Also serving dinner cuisine with fully stocked bar.

Café Verde

214 N. Fourth Ave.
(734) 302-7032
Located adjacent to the People's Food Co-Op, serving coffee, pastries, hot entrees, and salad buffet. Take-out available.

Café Zola

112 W. Washington St.
(734) 769-2020

Casey's Tavern

304 Depot St.
(734) 665-6775
Neighborhood eatery. A variety of sandwiches, burgers, and weekly specials.

Champion House

120 E. Liberty St.
(734) 741-8100
Chinese and Japanese steak house.

Cloverleaf

201 E. Liberty St.
(734) 662-1266
American-style breakfast, lunch and dinner.

Conor O'Neill's Traditional Irish Pub

318 S. Main St.
(734) 665-2968
Ann Arbor's authentic Irish pub severing the perfect pint of Guinness or Harp along with traditional Irish lamb stew, entrée salads, roast beef, fish & chips, corned beef & cabbage, shepherd's pie. Vegetarian entrées also available.

D'Amato's

102 S. First St.
(734) 623-7400
Serving contemporary and classic Italian foods and fine wines in a downtown bistro-style setting. Distinguishable flavor, extensive wine list, and vast selection of the finest domestic and imported whisky, gin, port, single malt scotch, vodka, and a fine selection of cigars make this a popular dining destination.

Dinersty

241 E. Liberty St.
(734) 998-0008
Fast-food style Chinese restaurant.

Earthen Jar

311 S. Fifth Ave.
(734) 327-4746
Variety of vegetarian Indian foods available buffet style.

Espresso Royale Cafe

214 S. Main St.
(734) 668-1838

Espresso Royale Cafe

2264 S. Main St.
(734) 761-8326

Fleetwood Diner

300 S. Ashley St.
(734) 995-5502
Diner featuring breakfast fare. Lunch and dinner menu also available. Open 24 hours.

Foods of India

1168 Broadway
(734) 332-0500

Fuji

327 Braun Ct.
(734) 663-3111
Serving classic Japanese dishes such as teriyaki, tonkatsu and tekka.

Gratzi

326 S. Main St.
(734) 663-5555

Located in a lush and ebullient setting downtown. Enjoy distinctive dining, impeccable service, and unrivaled ambiance. Open for lunch and dinner.

Grizzly Peak Brewing Co.

120 W. Washington St.
(734) 741-7325
Wood-fired pizza, steaks, pasta. Fresh hand-crafted beer, unique and distinctive fare, served in a warm, inviting atmosphere.

Heidelberg Restaurant

215 N. Main St.
(734) 663-7758
Serving Ann Arbor for over 35 years in our Bavarian-style alpine room. German and American specialties, steaks, seafood, wild game, salads, and sandwiches.

Jefferson Market

609 W. Jefferson
(734) 665-6666
Lunch menu includes sandwiches ranging from grilled salmon to egg salad to Chicago dogs. Dinner choices include linguini with scallops, pot roast, grilled veggies, to kid-friendly favorites.

Jerusalem Garden

307 S. Fifth Ave.
(734) 995-5060
Middle Eastern diner serving fresh home-made foods.

Kai Garden

116 S. Main St.
(734) 995-1786
The new-line Chinese cuisine.

Kilwin's Fudge Kitchen

107 E. Liberty St.
(734) 769-7759

Kosmopolitan Deli

407 N. Fifth Ave.
(734) 668-4070

**Krazy Jim's
Blimpy Burger**

551 S. Division St.
(734) 663-4590
Over 1 million perfect burger combinations at this local favorite.

La Dolce Vita

322 S. Main St.
(734) 669-9977
Offering the finest in after-dinner pleasures. Indulge in the delightful sophistication of fine wines, ports, sherries, martinis, rare Scotches, hand-rolled cigars, and much more.

Madras Masala

329 Maynard St.
(734) 222-9006
Serving south Indian-style dosas,

curries, lentil crepes, and spicier Manchurian dishes.

Middle Kingdom

332 S. Main St.
(734) 668-6638
Featuring Mandarin, Cantonese, and Szechuan dishes. MSG-free on-request.

Miki Japanese Restaurant

106 S. First St.
(734) 665-8226
Fine Japanese dining serving the finest sushi, sashimi, teriyaki, tempura, and other favorites.

Mysore Woodlands

314 Detroit St.
(734) 213-6017
South Indian vegetarian cuisine.

Northside Grill

1015 Broadway
(734) 995-0965

Old Town Tavern

122 W. Liberty St.
(734) 662-9291
Burgers, daily specials, specialty sandwiches, Mexican items.

Pacific Rim by Kana

114 W. Liberty St.
(734) 662-9303
Serving up a variety of Pan-Asian dishes for dinner only.

Palio

347 S. Main St.
(734) 930-6100
Revel in the simple good taste of Italian roadside cooking in a convivial setting. Enjoy traditional Italian wines. Open 7 nights a week.

Parthenon Restaurant and Bar

226 S. Main St.
(734) 994-1012
Greek and American cuisine.

Pelagos Taverna

303 Detroit St.
(734) 213-9100
Serving traditional Greek fare including fried eggplant and zucchini, souvlaki, tasty fish entrees, baklava, and more.

Potbelly Sandwich Works

300 S. State St.
(734) 205-7000

**Prickly Pear
Southwest Café**

328 S. Main St.
(734) 930-0047
Creative Southwest menu provides a memorable dining experience, black bean rellenos, chicken empanadas, sea scallop and rock shrimp quesadillas, and more.

Raja Rani

400 S. Division St.
(734) 995-1545
Traditional Indian cuisine.

Real Seafood Co.

341 S. Main St.
(734) 769-5960
The locals' favorite. Real Seafood Company is seafood as it should be. Enjoy the best of fresh seafood from Boston, Florida, and the Great Lakes. Featuring a fresh raw bar and spectacular atrium seating, rain or shine. Open for lunch and dinner, daily.

Saigon Garden

1220 S. University Ave.
(734) 747-7006
Vietnamese and Chinese cuisine.

Seva Restaurant

314 E. Liberty St.
(734) 662-1111
VEGETARIAN!
Vegetarian restaurant with Mexican and Oriental specialties. Reservations accepted.

Shalimar

307 S. Main St.
(734) 663-1500
Authentic Indian and Tandoori dishes. Indian and domestic beer served.

**Shehan-Shah Indian
Cuisine**

214 E. Washington St.
(734) 668-7323
North Indian food, specializing in vegetarian and non-vegetarian, tambdaurs, samosas.

**Siam Cuisine Thai
Restaurant**

313 N. Fourth Ave.
(734) 663-4083
Authentic Thai cuisine with dishes ranging from mild to hot.

Sottini's Sub Shop

205 S. Fourth Ave.
(734) 769-7827

Soup Du Jour

117 W. Washington St.
Cozy café offering light lunchtime fare. Fresh homemade sandwiches, soups, and salads.

Stucchi's

302 S. State St.
(734) 971-1262
Ann Arbor Ice Cream!

Sweetwaters Café

123 W. Washington St.
(734) 769-2331
Café serving coffees, teas, des-

serts, pastries, light fare, and made-to-order deli sandwiches. The Saline spot was ranked in the top five best coffeehouses in Michigan by AAA Michigan Living readers in 2002.

The Arena

203 E. Washington St.
(734) 222-9999
Sports-themed restaurant serving traditional American fare like burgers and steaks, and assorted Italian and Asian dishes.

The Earle

121 W. Washington St.
(734) 994-0211
Romantic setting with regional French and Italian cuisine and over 1000 wines. Piano bar during the week, with jazz on the weekends. Extensive appetizer list. Open for dinner only.

The Gandy Dancer

401 Depot St.
(734) 769-0592
Fresh seafood, house-made pastas, premium meats. A beautifully appointed facility, the Gandy Dancer was built in 1886, as the Michigan Central Railroad Station. Fantastic Sunday Brunches! Make reservations.

West End Grill

120 W. Liberty St.
(734) 747-6260
New American cuisine prepared in surprisingly unexpected ways. Fresh seafood and steaks in addition to seasonal specialties.

Zingerman's Delicatessen

422 Detroit St.
(734) 663-DELI
Jewish traditional foods, gourmet cheeses, meats and olives, baked pastries, and variety of breads, tea, coffee, and chocolates. This "corner deli" has spent 20 years searching out a bounty of flavorful foods. Recently dubbed "The Coolest Small Company in America," by Inc. Magazine.

Zydeco Louisiana Kitchen

316 S. Main St.
(734) 995-3600
Serving Cajun, Creole, and Southern cuisine. Everything from N'Orleans Channel Crab Cakes to Po' Boys to Southern Fried Chicken.



Lodging Information

Blocks of rooms have been reserved at the following hotels at a special conference rate. Conference participants are urged to book these rooms directly through each hotel as soon as possible. Rooms will be allocated on a first-first-served basis. Be sure to ask for the MELDI CONFERENCE BLOCK. Rooms not booked by July 27, 2005, will be released. The conference rate is not guaranteed after this date.

Fairfield Inn by Marriott Ann Arbor

3285 Boardwalk
Ann Arbor, MI 48108
(734) 995-5200
Rate: \$75 plus tax. Singles and Doubles.

The Fairfield Inn is located one half mile from Briarwood Shopping Mall and three miles from the University of Michigan Museum of Art and the campus of the University of Michigan. The four-storey inn has 110 rooms.

Amenities:

Hair Dryers	Daily Maid Service	Free Parking
Coffee Maker in Room	Non-Smoking Rooms	Laundry
24 Hour Front Desk	Pool	Safe Deposit Box
Handicapped Facilities	Television With Cable	High-Speed Internet

Check in time: 3 p.m. Eastern time.

Check out time: 12 noon. Eastern time.

Guarantee Policy: Credit card guarantee required.

Cancellation Policy: 6 p.m. local time on day of arrival to avoid billing of one night room and tax.

Four Points Sheraton Inn

3200 Boardwalk
Ann Arbor, MI 48108
(734) 996-0600 ext: 158
Rate: \$92 plus tax. Single and Double. No continental breakfast

Formerly the Sheraton Inn Ann Arbor, the Four Points by Sheraton Ann Arbor's has a Monday through Saturday evening happy hour in the Reunions Lounge. Michael's Chop House features traditional American fare and a buffet breakfast is prepared every morning. The six-storey hotel has 197 rooms.

Amenities:

Hair Dryers	Daily Maid Service	Free Parking
Fitness Center and Spa	Non-Smoking Rooms	Laundry
24 Hour Front Desk	Pool	Safe Deposit Box
Handicapped Facilities	Television With Cable	High-Speed Internet
Bar/lounge	Meeting/Banquet Facilities	Valet Services

Check in time: 3 p.m. Eastern time.

Check out time: 12 noon. Eastern time.

Guarantee Policy: Credit card guarantee required.

Cancellation Policy: Review hotel cancellation policy at the time of reservation.

Comfort Inn

3501 South State Street (off Victor's Way)
Ann Arbor, MI US 48108
(734) 761-8838 ext: 404
Rate: \$75 plus tax. Singles and Doubles. Free continental breakfast 6:30 a.m. - 9 a.m.

This is a three-storey, 82 room inn located a short distance from downtown Ann Arbor.

Amenities

Air Conditioned	Free Parking	Non-smoking Room
Coffee Maker in Room	Pool	Continental Breakfast
24 Hour Front Desk	Television With Cable	Hair Dryers
Handicapped Facilities	Copy Service/Fax	Free Newspaper

Check in time: 3 p.m. Eastern time.

Check out time: 11 a.m. Eastern time.

Guarantee Policy: Credit card guarantee required.

Cancellation Policy: 72 hours prior to scheduled arrival date.



Area Attractions

The hotels are located about 3 miles from downtown Ann Arbor, 2 miles from the University of Michigan's Central Campus and about 1.5 miles from the Wolverines' 100,000 plus-seat stadium and golf course. Other nearby attractions include:

Briarwood Shopping Mall - .5 mile;
Detroit Institute of Art - 45 miles;
Domino's Farm and Classic Cars - 10 miles;
Eastern Michigan University - 8 miles;
Exhibit Museum - 3 miles;
Greek Town - 45 miles;
Hands On Museum - 5 miles;

U of M Museum of Art - 3 miles;
Yankee Air Museum - 8 miles
Henry Ford Estate - Fairlane - 35 miles;
Henry Ford - Greenfield Village - 35 miles;
Kerrytown Shops - 3 miles;
Trappers Alley Market Place - 45 miles;
Univ. of Michigan's Botanical Gardens - 5 miles.

Climate and Dress:

In August, Ann Arbor has an average temperature of 61-81°F. The maximum average precipitation occurs in August, with 3.71 inches (more information obtained from www.weather.com). We encourage visitors to dress for warm weather, but to also pack a light jacket and full length pants in case of rain or cool weather.

Ann Arbor, Michigan, Located in southeast Michigan, Ann Arbor is just 45 miles west of Detroit and 35 miles north of the Ohio border. Some very historic and fast growing towns surround the city.



NATURAL RESOURCES AND ENVIRONMENT

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ANN ARBOR, MI 48109-1041
[734] 764-6453
SNRE.GRADTEAM@UMICH.EDU

WWW.SNRE.UMICH.EDU



Getting to Ann Arbor

Located in southeast Michigan, Ann Arbor is 45 miles west of Detroit and 35 miles north of the Ohio border. Some very historic and fast growing towns surround the city. Ann Arbor is also home to the University of Michigan. It shapes the composition of the city's economy, population, and cultural awareness. For more information, see: www.visitannarbor.com. Conference participants must make their own travel arrangements to get to and from Ann Arbor.

Travel by Train:

The Amtrak Station is located approximately 1.31 miles from the School of Natural Resources and Environment.

Amtrak Reservations:
www.amtrak.com
1-800-872-7245

Amtrak, Ann Arbor Station:
325 Depot Street
734-994-4906

Travel by Air:

Detroit Metro Airport, located almost midway between Ann Arbor and Detroit, is a world-class facility that accommodates nearly 20 million travelers per year. The Detroit Metro Airport provides passenger service from many different airlines including major carriers such as United, America West, American, Delta, Northwest, and US Airways. Whether arriving or departing, the Detroit Metro Airport provides travel services and information to meet your needs.

Contact your preferred airline directly or for additional airport information visit: www.metroairport.com

Transportation from Detroit Metro Airport --Distance to the School of Natural Resources and Environment: Approximately 25 miles

Driving Time:

Approximately 30 minutes

Rental Cars:

All the major car rental companies have branches at the Detroit Metro Airport. Contact the car rental company directly to make reservations. Rates quoted below are for one person and do not include gratuity.

Airport Shuttle:

Ann Arbor Shuttle Express
Rates: \$22 one-way for one person or \$40 round trip.
Contact: 734-394-1665 www.aaairportshuttleexpress.com

DTW Transportation Services
Rates: \$39.99 one-way or \$79.99 round trip.
Contact: 1-866-DTW-TAXI (389-8294).

Limousine:

Accent Transportation Service (www.atsride.com)
Rates: \$38-\$40
Contact: 734-678-8090

Taxi:

You cannot hail a cab from a curb in Ann Arbor; however, you may find cabs in several locations like the Michigan Union on the U of M campus, at the Amtrak station or at the southwest corner of Main and Washington, downtown. Call any of these cab companies to send a taxi to your door within 5-15 minutes.

Ann Arbor Taxi : 734-214-9999
Reliable City Cab: 734-481-0141
Yellow Cab: 734-663-3355

Blue Cab Company: 734-547-2222
Veteran's Cab: 734-662-4477



Directions to Campus

From Detroit Metro Airport:

If you are driving from the airport, take I-94 West to the State Street Exit, #177. Turn right (North) onto State Street. Turn right onto South University Avenue. Turn right onto Forest Avenue, and the parking structure is to the right.

Directions from Northern Michigan:

Take U.S. 23 South to M-14 to the Downtown Ann Arbor/Univ. of Michigan - Main Street Exit. Continue on Main Street south 1½ miles to the left of the intersection of Main and Packard. Turn left on Packard. Turn left onto East Madison Street. Turn left onto South State Street. Turn right onto South University Avenue. Turn right onto Forest Avenue, and the parking structure is to the right.

From Detroit & Chicago:

Take the I-94 State Street Exit, #177. Turn right (north) when traveling from Detroit, or left (north) when traveling from Chicago, onto State Street. Travel about two miles to the intersection of State and Hill Street. Turn right onto South University Avenue. Turn right onto Forest Avenue, and the parking structure is to the right.

Walking Directions from the Forest Street Parking Structure:

Exiting the parking structure from onto Forest Street, turn left (or west) onto South University Avenue. Cross to the opposite side of the street and walk towards East University Avenue. When you reach the Espresso Royale Cafe at the corner of East University (where it ends) and South University, turn right and begin heading north. There is a huge pathway (pedestrian mall) with University buildings on the left and on the right. Remain on the path. On the left you will pass West Hall and Randall Lab before you reach the School of Natural Resources and Environment (SNRE) in the Dana building.

Parking:

Parking rates range from \$.50 for 0-1/2 hour of parking to \$6.65 for 6 1/2 to 7 hours of parking. Parking is extremely limited on the University's campus. We recommend that you get to the campus in the morning, or if at all possible, take a taxi/cab from the airport. For other parking options please visit the Parking and Transportation Services web site at http://www.parking.umich.edu/parking_options/visitors.html or the University of Michigan Information Center's transportation page at <http://www.umich.edu/~info/transportation.html>.

Shuttle Bus Service:

Conference organizers will provide a shuttle bus service from the hotels to the Dana Building before and after each day's events. During the day and evening hours, the University of Michigan operates a regular shuttle bus service that stops a short distance from the Dana Building and goes to the Wolverine Tower (located a short distance from the hotels – at the corner of Boardwalk and Eisenhower Blvd.).



Photo by: Dorceta E. Talor

**"To minorities and non-minorities alike, just make sure you choose a path that you feel is personally and professionally fulfilling."
- Elena Takaki, 2004.**

**"Know your own goals! The clearer you are on what you want to accomplish, the more likely you are to succeed. Do not be afraid to make mistakes."
- David Hahn-Baker, 2005.**



Advertising Opportunities

Advertising Opportunities include a variety of ad sizes in our conference program, profiles brochure and diversity study report. An ad in any of these publications can inform others about your organization and help in your recruitment efforts.

AO-1 MELDI Diversity Conference Program

The Conference Program guide will contain a conference schedule, list of panelists, list of exhibitors, and other relevant information.

AO-2 Profiles of Minority Environmental Professionals Brochure

A brochure containing profiles of minorities who have had outstanding careers in the environmental field is being compiled by the MELDI staff. This brochure will be distributed to conference participants; it will also be distributed after the conference.




AO-3 MELDI Environmental Diversity Studies Report

MELDI's staff will compile findings of pipeline studies being conducted and distribute them at the conference. The report will also be distributed after the conference.

Size, Rate, Dimension and Location of Advertisements

Location of Ad	Rate	Dimensions (Width & Depth)
Inside Pages:		
Quarter Page	\$ 400	3 5/8" x 4 7/8"
Half Page	\$ 600	7 1/2" x 4 7/8"
Full Page	\$ 900	7 1/2" x 10"
Two Color Rate Add An Additional		\$ 200

Location of Ad	Rate	Dimensions (Width and Depth)
Covers:		
Inside Back Cover	\$1,500	7 1/2" x 10"
Back Cover	\$2,000	7 1/2" x 10"
Inside Front Cover	\$2,500	7 1/2" x 10"

		
Full Page	Half Page	Quarter Page

All the publications will be in two colors (black and green). Advertisers who wish to use green can have this color added to their advertisement for an additional \$200. (This \$200 color charge should be added to the rate listed above to determine your total cost.)

Advertisement Sales Close on Thursday, June 30, 2005. Artwork Submission Deadline is Wednesday, July 6, 2005.

Production Requirements: Conference Program Size: 8 1/2" x 11". Terms: Advertisements are to be pre-paid. No commission allowed. Typesetting, and other production costs will be billed to advertiser at prevailing rates for any additional changes to artwork.

Digital Files:

All ads should be submitted digitally in .jpeg, .tif, or .psd format. Ads saved in other formats may be accepted but we cannot guarantee that the quality of the final product. Digital files may be sent on disk to the following address: University of Michigan. Conference Management Services (CMS). 627 Oxford Road, Ann Arbor, MI 48104-2634

Registering As An Advertiser:

If you are interested in registering as an Advertiser, please fill out the Sponsor/Advertising/Exhibitor Application Form. The link to that form is provided below. For further information, please contact: University of Michigan. Conference Management Services (CMS). 627 Oxford Road. Ann Arbor, MI 48104-2634. Telephone: 734-764-5297. Fax: 734-764-1557. Email: cmys.services@umich.edu.



Exhibitor Information

All persons wishing to display materials from their organizations or programs must register as an exhibitor and display these in the Exhibit Rooms. Please complete the Sponsorship/Advertising/ Exhibitor Application Form and pay the relevant fees that apply.

Exhibit Room Schedule:

Set-up Exhibit	Sunday, August 28	2:00-3:00 p.m.
Exhibit Room Open	Sunday, August 28	3:00-5:00 p.m.
	Monday, August 29	8:00-4:30 p.m.
	Tuesday, August 30	8:00-1:00 p.m.
Breakdown	Tuesday, August 30	1:00-2:00 p.m.

Each Exhibitor Will Receive:

- Two covered, 6 feet x 2 feet tables.
- Two chairs
- Exhibit Room admission
- Representative name badge
- Recognition in the program
- Your organization's name and description of your services in the Sponsor/Exhibitor's Guide
- Access to electrical outlets (if you need electricity, you must bring your own extension cord)
- Space to conduct interviews can be reserved on site.
- Note: The floor of the Exhibit Room is carpeted

Shipping Exhibit Materials in Advance:

Items should not be shipped to arrive before August 22, 2005. This is the earliest date on which we can receive and store exhibit items. Materials can be shipped to the following address: MELDI Conference, C/O Latonia Payne, University of Michigan – SNRE. 430 East University Avenue. Ann Arbor, MI 48109-1115

Shipping Exhibit Materials Back to Your Organization After the Conference:

Exhibitors should make their own arrangements to ship materials back to their organizations after the conference is over. There is usually an express service pick-up at the Dana Building each day at about 3:00 p.m. We will make sure that there is one scheduled for Tuesday, August 30th at around that time. Pick up is at the rear entrance of the Dana Building (just outside of the Exhibit Rooms).

There is also a post office located about two blocks from the Dana Building on South University Avenue (in an arcade just half a block east of the corner of South University and Church). This post office stays open till 5:00 p.m.

Exhibitor Fees:

All exhibitor fees charged below include the price of registration (and meals included with registration).

Exhibit Space	Paid by July 15	Paid after July 15
Single Exhibit Space	\$350.00	\$400.00
Double Exhibit Space	\$450.00	\$500.00

Exhibitor Cancellation and Refund Policy:

All Exhibit Space cancellations must be received in writing by the following:

To receive a refund less a \$60.00 processing fee when received on or before August 12, 2005. No refund if received after August 12, 2005. Those who register, but fail to cancel by the deadline and do not attend the conference, will not be eligible for a refund. Refunds will take approximately six to eight weeks.

Registering As An Exhibitor:

If you are interested in registering as an Exhibitor, please fill out the Sponsor/Advertising/Exhibitor Application Form. The link to that form is provided below.

For further information, please contact: University of Michigan. Conference Management Services (CMS). 627 Oxford Road. Ann Arbor, MI 48104-2634. Telephone: 734-764-5297. Fax: 734-764-1557. Email: cms.services@umich.edu.



Registration Form

MELDI'S SUMMIT ON DIVERSITY IN THE ENVIRONMENTAL FIELD August 28-30, 2005

Please complete one form per person. Please type or print legibly.

Last Name _____ First Name _____
Title _____
Badge Name _____
Organization/School _____
Address _____
City _____ State _____ Zip _____ Phone _____
Fax _____ Email _____

Dietary Restrictions: _____ Vegetarian _____ Other _____

Which days of the conference will you attend? _____ Sunday _____ Monday _____ Tuesday

PANELISTS, SPEAKERS, MODERATORS

Are you a speaker, panelist or moderator? _____ Yes _____ No
Do you need travel assistance? _____ Yes _____ No
(If yes, fill out the Travel Assistance Application Form)

A limited amount of funding has been raised to help defray the cost of participating in the conference for speakers, panelists and moderators. Such funds will be allocated on a first-come first-served basis. Speakers, panelists and moderators will be given top consideration. If your organization or university can help cover the costs of participating in the conference, it would be greatly appreciated. All speakers, panelists and moderators must register and pay any relevant fees for the conference before being eligible to receive assistance towards costs incurred.

STUDENTS

Are you a student? _____ Yes _____ No
Students ID Number _____
Name of Advisor: _____ Phone or Email _____

To register as a student you must provide a student identification number, a copy of your current student ID or other proof of student status like a current transcript. Mail, fax or email the appropriate documentation to:

University of Michigan, Conference Management Services
627 Oxford Rd., Ann Arbor, MI 48104
Phone: 734-764-5297 Fax: 734-764-1557 Email: cms.services@umich.edu
Student Travel Assistance

MELDI has raised limited funds to provide travel assistance to students. Such funds will be allocated on a first-come first-serve basis. Indicate below whether you need travel assistance. If you do need assistance, you will receive a travel assistance form to fill out. This form must be completed and returned to conference organizers to be eligible for a travel award

EXHIBITORS

Would you like exhibit space? _____ Yes _____ No
If yes, please fill out the Sponsorship/Advertising/Exhibitor Application Form and pay the Exhibitor's fee there. The



Registration Form Contd.

Exhibitor's fee covers the cost of registration and meals. The deadline for registering as an Exhibitor is August 1, 2005.

REGISTRATION FEES

Participant	Rec'd by July 15, 2005	Rec'd after July 15, 2005	Amount
Students	\$100.00	\$125.00	_____
Students One-Day	\$ 50.00	\$ 75.00	_____
Professionals	\$250.00	\$300.00	_____
Professionals One-Day	\$125.00	\$150.00	_____

METHOD OF PAYMENT

Enclosed is a check or money order payable (in U.S. funds) to: UM Conference Management Services.

Charge: Credit Card Number _____ Exp. Date _____

Signature _____

Send Invoice (attach copy of P.O.) P.O. Number _____

University of Michigan Short Code _____

TRAVEL AND LODGING

Travel and lodging arrangements must be made by the conference participant. Several room blocks have been arranged for on behalf of the conference. See the conference website for details.

CANCELLATION/REFUND POLICY

Should you need to cancel, written notification of cancellation must be postmarked or received by Friday, August 12, 2005 to receive a refund less a \$60.00 processing fee. Cancellations received after Friday, August 12, 2005 are not eligible for a refund of any payments received. Those who register, but fail to cancel by the deadline and do not attend the conference, will not be eligible for a refund. Refunds will take approximately six to eight weeks.

Please complete and return this form via fax or mail to:
University of Michigan, Conference Management Services
627 Oxford Rd., Ann Arbor, MI 48104
Phone: 734-764-5297
Fax: 734-764-1557
Email: cms.services@umich.edu



Sponsors, Advertisers and Exhibitors' Application Form

MELDI'S SUMMIT ON DIVERSITY IN THE ENVIRONMENTAL FIELD August 28-30, 2005

SPONSORSHIP (Please refer to the list of Sponsorship Opportunities)

<input type="checkbox"/> We will support MELDI's 2005 conference at the _____ Level.	\$ _____
<input type="checkbox"/> Event/Item # _____ Description _____	
<input type="checkbox"/> We will support MELDI's 2005 conference at the _____ Level.	\$ _____
<input type="checkbox"/> Event/Item # _____ Description _____	
<input type="checkbox"/> We will support MELDI's 2005 conference at the _____ Level.	\$ _____
<input type="checkbox"/> Event/Item # _____ Description _____	

Exact name of organization for recognition, signage and Sponsor/Exhibitor Guide

ADVERTISEMENT (Please refer to the list of Advertising Opportunities)

Conference Program

<input type="checkbox"/> Quarter page \$400	<input type="checkbox"/> Inside back cover \$1,500	\$ _____
<input type="checkbox"/> Half page \$600	<input type="checkbox"/> Back cover \$2,000	
<input type="checkbox"/> Full page \$900	<input type="checkbox"/> Inside front cover \$2,500	
<input type="checkbox"/> Two-color addition		\$ _____

Profiles of Minority Environmental Professionals

<input type="checkbox"/> Quarter page \$400	<input type="checkbox"/> Inside back cover \$1,500	\$ _____
<input type="checkbox"/> Half page \$600	<input type="checkbox"/> Back cover \$2,000	
<input type="checkbox"/> Full page \$900	<input type="checkbox"/> Inside front cover \$2,500	
<input type="checkbox"/> Two-color addition		\$ _____

Report on MELDI Pipeline Studies

<input type="checkbox"/> Quarter page \$400	<input type="checkbox"/> Inside back cover \$1,500	\$ _____
<input type="checkbox"/> Half page \$600	<input type="checkbox"/> Back cover \$2,000	
<input type="checkbox"/> Full page \$900	<input type="checkbox"/> Inside front cover \$2,500	
<input type="checkbox"/> Two-color addition		\$ _____

Exact name of organization for recognition, signage and Sponsor/Exhibitor Guide

EXHIBITOR REGISTRATION (See Exhibitor Information)

Paid on or before July 15, 2005	Paid after July 15, 2005	\$ _____
<input type="checkbox"/> Single exhibit space \$350	<input type="checkbox"/> Single exhibit space \$400	
<input type="checkbox"/> Double exhibit space \$450	<input type="checkbox"/> Double exhibit space \$500	



Sponsors, Advertisers and Exhibitors' Application Form contd.

Last Name _____ First Name _____
Organization _____
Address _____
City _____ State _____ Zip _____ Phone _____
Fax _____ Email _____
Website _____
Brief description of the services offered by your organization (one-two sentences): _____

METHOD OF PAYMENT

Enclosed is a check or money order payable (in U.S. funds) to: UM Conference Management Services.

___ Charge: Credit Card Number _____ Exp. Date _____

Signature _____

___ Send Invoice (attach copy of P.O.) P.O. Number _____

___ University of Michigan Short Code _____

Please return this form to:

University of Michigan, Conference Management Services
627 Oxford Rd., Ann Arbor, MI 48104
Phone: 734-764-5297
Fax: 734-764-1557
Email: cms.services@umich.edu



Travel Assistance Application Form

MELDI'S SUMMIT ON DIVERSITY IN THE ENVIRONMENTAL FIELD August 28-30, 2005

Travel Assistance Application Form for Speakers, Panelists, Moderators and Students

MELDI has raised limited funds to help defray the cost of participating in the conference for speakers, panelists, moderators and students. Such funds will be allocated on a first-come first-served basis. Speakers, panelists and moderators will be given top consideration for funding. If your organization or university can help you cover the costs of participation in the conference, it would help us a great deal if you secure and use such funds. All conferees needing funding must fill out this form and return it to conference organizers to be eligible for funding.

Conference participants receiving travel assistance must book their own airline and hotel reservations. Expenses will be reimbursed shortly after conference participants turn in their receipts (We cannot reimburse you for costs associated with car rental or limousine service). Conference participants must turn in receipts to be reimbursed. Because registration covers meals, no meals will be reimbursed at times when meals are provided by conference organizers. Please check all the relevant boxes to indicate what you need travel assistance with:

Name _____
Organization _____
Address _____
Phone _____ Fax _____
Email _____

_____ I do not need any travel assistance
_____ Registration fee
_____ Lodging
_____ Air transportation
_____ Ground transportation
_____ Meals

Please note: All conference participants wishing to exhibit program or organizational materials must register as an exhibitor and use the Exhibit Rooms for this purpose. Your organization must cover the cost of the exhibitor's fee.

Students Please Read Carefully:

If funds are available to provide travel assistance, such assistance will be provided only to students who fax, mail or send as an email attachment a copy of their current student identification or provide some other proof of student status like a current transcript. All students applying for travel assistance must register for the conference first before being eligible for travel assistance. If students are awarded a travel scholarship, half of the registration fee will be reimbursed along with other expenses. Students will be asked to share hotel rooms. Students will be housed at the Comfort Inn. We can book the hotel room for you, if you need assistance with this. Please provide the following information also:

Student ID # _____
Advisor's Name _____ Telephone or email address _____
Gender (for hotel booking purposes only): Male _____ Female _____

Please return this form to:

University of Michigan
Conference Management Services
627 Oxford Road
Ann Arbor, MI 48104-2634
Telephone: 734-764-5297
Fax: 734-764-1557
Email: cms.services.umich.edu

MEELDI

Minority Environmental Leadership Development Initiative



The University of Michigan
School of Natural Resources and Environment
Dana Building
Ann Arbor, Michigan 48109