



Sentinel-Voice photo by Ramon Savoy

MGM Mirage spokesman Alan Feldman (left) chats with Stan Washington, owner of Washington Consulting, and Donald Thornton, chairman of the Akron, Ohio, Chamber of Commerce. Proud of its efforts, MGM Mirage officials say the company can improve.

Diversity

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more minorities in the classroom Hernandez Media Ventures was not present due to a prior commitment;

Citing his pride in the accomplishment of "the rich diversity found in our overall workforce of over 43,000 employees, Lanni stated that at the end of 2002, the MGM MIRAGE Employee Profile reflected 51.7% minority representation, up from 50.5% in 2001. Minority representation within management ranks had grown to 28%, representing a 2% increase from 2001.

In both instances, as minority employees increased in these areas, Caucasian representation dropped slightly.

According to Stan Washington owner of Wahington Consulting, "I'm impressed with the good work that you've done in this past year. We've come a long way since we started this initiative and we have a long way, still, to go."

Lanni continued to cite outstanding employees from both outside and within company ranks that round out the minority and/or woman profile. Among them is Ms. Phyllis James, Sr. VP & Sr. Counsel for MGM MIRAGE and Ms. Deborah Thomas, VP, Human Resources at The Mirage.

In addition to supervisory training programs and the MAP (Management Associate Program) as internal recruitment opportunities provided for employees, MGM MIRAGE has launched an aggressive partnership of recruitment with UNLV's Hotel College.

In the emphatic words of one Professor at The Hotel College, Mr. Irving Crawford, "we want to see

more minorities in the classroom, we change lives." Under the university recruitment initiative, two students from Howard University's School of Architecture and Design have chosen to start their careers at MGM MIRAGE. Working in tandem with efforts in minority employee recruitment, is the concentrated effort under the Diversity Initiative to increase minority representation in the area of purchasing and construction. Of the \$680 million representing goods and services available for bid in 2002, \$65 million was spent with certified or accredited women-owned (WBE), minority-owned (MBE) and disadvantaged (DBE) businesses. Compared to last year, these numbers rose by about 5.5%.

"We are pleased with the progress we are making in this area, and we will continue our efforts to diversify our vendor and supplier databases," Lanni said.

However, local business vendors and contractors were quick to point out that all that glitters is not Gold!

Alejandro Alvarez, owner of Cabinets by Baja, praised the efforts of the initiative, but pointed out that for the past three years, the "same" contractors have been hired.

Diane Fontes, President of the Nevada Minority Supplier Council raised important questions regarding the qualifications of suppliers. "While your successes are wonderful, you are recruiting suppliers and PR Firms from other states. Are they working with our local businesses here in Las Vegas? And, are they certified?"

The third initiative under the Diversity Initiative umbrella is in the area of Philanthropy and Charitable Giving. Lanni was quick to point out that instead of hosting a \$20,000 luncheon this year, the funds were designated to three children's charities, among them, Las Vegas' "Classroom on Wheels" program. According to Lanni, 25% of MGM Mirage's philanthropic contributions went to support children, public education and community development initiatives providing support to minority communities. This initiative, spearheaded by Christina M. Roth, was up 10% as compared with last year's charitable giving.

Lanni concluded his remarks by stating, "individual actions with accountability are the only way we can achieve our promise."

With these words, Louis Overstreet, Executive Director Urban Chamber of Commerce, emphatically reinforced the Chamber's commitment to provide comprehensive lists of local African-American vendors and contractors to the Diversity Committee with a re-emphasis on partnering from MGM MIRAGE. "We are going to re-double our efforts to provide you with all the lists of companies, and contractors, but we need your word that you will pay attention to these materials when they come across your desk," stated Overstreet.

Lanni concluded his 40-minute presentation by quoting the great leader Mahatma Gandhi, "You must be the change you want to see in the world."

MGM MIRAGE is the gaming industry's first company to launch a formal diversity initiative.

Cultural community to meet for OASIS 2003 Conference

Special to Sentinel-Voice

The 2003 Oasis Conference will be held from March 5 through 7 in Carson City. The conference offers the opportunity to network and connect in panels and discussions. Oasis sessions are designed for anyone interested in the arts, education, humanities, preservation and history.

"As we explore new economies, assess our educational system and engage in developing creative communities, it is time to move beyond the necessary and mundane and become active partners in expanding the cultural life of our state," says, Nevada Arts Council Executive Director Susan Boskoff, who is inviting anyone with concerns relative to the arts and cultural community to join their colleagues.

Session highlights include discussions on "Cultural Diversity," "New Century Funding Perspectives," "Technology and Culture," "Building Cultural Leadership," and "Cultural Resources."

Governor's award to accompany Oasis

Special to Sentinel-Voice

The 23rd Annual Governor's Arts Awards Presentation will be held on Wednesday, March 5, as part of the Department of Cultural Affairs' Oasis Conference.

Conference attendees may attend the awards celebration for a special ticket price of \$15.

The Nevada Department of Cultural Affairs serves Nevada's citizens and visitors through cultural and information manage-

ment, preservation and promotion of cultural resources, and education. The Department includes the Division of Museums and History, State Historic Preservation Office, Nevada Arts Council, State Library and Archives, Comstock Historic District Commission, Literacy Coalition, Advisory Committee on Participatory Democracy, and the Commission for Cultural Affairs.

For more information, visit the department's website at NevadaCulture.org.

Conference receptions will highlight exhibits at the Nevada State Museum, State Library and Archives and the Nevada State Railroad Museum.

This year's keynote speaker, Mel Chin, will focus on animating communities through public art. Chin has earned international recognition for his artwork. Achievements include solo exhibits at the Hirshhorn Museum in Washington D.C., and the Walker Art Center in Minneapolis. Chin's public projects often require multi-disciplinary, collaborative teamwork. One public commission, Houston's *Seven Wonders* project, features the art of 1,050 school children.

The conference registration fee of \$35 includes all materials, meals and receptions. The registration deadline is Feb. 28.

Those interested can call the Nevada Arts Council at (775) 687-6680, or visit the Department of Cultural Affairs on-line at NevadaCulture.org.

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