THE NATIONAL DIVERSITY COUNCIL PRESENTS

5TH ANNUAL OHIO DIVERSITY & LEADERSHIP CONFERENCE

GENERAL COLIN POWELL

OHIO WOMAN OF THE YEAR

GALE KING, NATIONWIDE

“From Awareness to Action”

October 25th - 26th, 2012

The Ohio State University - Columbus, OH

Title Sponsors
We're proud to sponsor the 2012 Ohio Diversity & Leadership Conference. At Nationwide®, we celebrate the value of cultural diversity. It’s part of our commitment to saving, rebuilding and enriching lives in the communities where our customers, associates, agents and their families live and work.

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Founder’s Welcome

Greetings,

It is my privilege to welcome you to the 5th Annual Ohio Diversity & Leadership Conference. This year’s theme is “From Awareness to Action”. In today’s global economy, a growing number of organizations have become fully aware of the value of diversity as a business imperative. To ensure their competitive advantage, however, organizations must shift from awareness to action by bringing about culture change and promoting environments of inclusion.

The purpose of this two-day conference is to give you an opportunity to explore tools and resources to transform diversity awareness into actionable results - and equip yourself with essential skills to contribute to your organization’s goals. I encourage you to network and share your knowledge with others. Our speakers and various panel sessions will offer a unique perspective on what it takes to make it on the diversity journey.

I want to thank our sponsors who see the value in our Ohio Diversity & Leadership Conference and continue to provide financial support to keep us going. Please take note of our sponsors and support them when possible. I also want to acknowledge our speakers who have made a commitment to be here. Many have traveled long distances in order to participate and I greatly appreciate their support. Finally, I would like to thank the conference organizers and volunteers who worked diligently to bring you a top-notch conference.

Sincerely,

Dennis Kennedy
Founder & CEO
National Diversity Council

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Ohio Diversity Council Board of Directors

Lisa G Smith - Chair
Director of Corporate Human Resources and Diversity
Premier Health Partners

Joe Cisneros
Director Workforce Diversity
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Dr. Karen Rafinski
President
Clark State Community College

Eleanor Biddulph
EVP - Operations
Progressive Medical, Inc.

Denise Stump
EVP - Global Human Resources
The Scotts Miracle Gro Company

Conference Agenda

Thursday, October 25th

7:15 a.m. - 4:00 p.m. Registration
7:45 a.m. - 8:30 a.m. Networking / Exhibitors
8:30 a.m. - 10:00 a.m. Ohio Most Powerful Women’s Breakfast
   Room: Archie M. Griffin Ballroom, Ohio Union
10:00 a.m. - 10:20 a.m. Networking / Exhibitors
10:20 a.m. - 11:30 a.m. Concurrent Sessions I
11:40 a.m. - 12:50 p.m. Multicultural Leadership Awards Luncheon
   Keynote Speaker: Lionel L. Nowell III
   Room: Archie M. Griffin Ballroom, Ohio Union
12:50 p.m. - 1:15 p.m. Networking / Exhibitors
1:20 p.m. - 2:30 p.m. Concurrent Sessions II
2:40 p.m. - 3:50 p.m. Concurrent Sessions III
4:00 p.m. - 5:00 p.m. DiversityFIRST™ Awards Reception
   Room: Archie M. Griffin Ballroom, Ohio Union

Friday, October 26th

8:00 a.m. - 10:00 a.m. Registration / Coffee Reception
8:20 a.m. - 9:20 a.m. Concurrent Sessions IV
9:30 a.m. - 10:30 a.m. Concurrent Sessions V
10:55 a.m. - 12:15 p.m. Closing Keynote Address
   Keynote Speaker: General Colin Powell
   Room: Mershon Auditorium
**Multicultural Leadership Award Luncheon**

**Keynote Speaker**

*October 25th*

**Lionel L. Nowell**

*Author and AEP Board of Directors Member*

Lionel L. Nowell III is author of the self-help book entitled “You Are Better Than Your Best”.

Over the past thirty years Mr. Nowell has worked in senior leadership positions with PepsiCo, as well as, several other fortune 500 companies. Throughout the course of his career Mr. Nowell evolved into a successful business executive who has a passion for sharing knowledge and insights that helps people achieve their goals, dreams and aspirations. Mr. Nowell’s perspective on the topic of being successful and happy is routed in his personal experiences. Growing up in a low income family in Columbus, Ohio Mr. Nowell faced adversity and encountered having dreams and aspirations that were bigger than what other people thought would be possible or appropriate for him. Yet through his numerous trials and tribulations Mr. Nowell ultimately discovered that you do not pursue success and happiness, you create it.

“You Are Better Than Your Best” is a concise, easy to read book that is saturated with the wisdom Mr. Nowell acquired as he traveled the path to his personal success. This book is truly a must read for any one who is looking to unravel the maze life places before them.

Mr. Nowell is a member of the board of directors of American Electric Power and Reynolds American, Inc. Additionally, Mr. Nowell resides on the Dean’s Advisory Board at The Ohio State University Fisher College of Business, and is a member of the American Institute of Certified Public Accountants, and the Ohio Society of CPAs.

**Closing Keynote Speaker**

*October 26th*

**General Colin Powell**

*Secretary of State (2001-2005)*

For over fifty years, General Colin L. Powell, USA (Ret.) has devoted his life to public service. Having held senior military and diplomatic positions across four presidential administrations, Powell’s deep commitment to democratic values and freedom has been felt throughout the world.

The son of Jamaican immigrants, Powell was born in Harlem in April 1937 and was raised in the South Bronx. He was educated in the New York City public schools and after graduating from Morris High School attended the City College of New York where he earned a B.S. in Geology. It was not until he joined the Army ROTC program at CCNY that he discovered his calling and launched his military career. He received a commission as an Army second lieutenant upon graduation in 1958 and went on to serve in the United States Army for 35 years, rising to the rank of Four-Star General.

From 1987 – 1989 Powell served as President Ronald Reagan’s National Security Advisor. He served from 1989 – 1993 as Chairman of the Joint Chiefs of Staff for both President George H.W. Bush and for President Bill Clinton, and was not only the youngest officer and first ROTC graduate to ever serve in the position but also was the first African American to do so. During his time as Chairman, he oversaw 28 crises to include the Panama intervention of 1989 and Operation Desert Storm in the victorious 1991 Persian Gulf War.

Under President George W. Bush, Powell was appointed the 65th Secretary of State and was unanimously confirmed by the U.S. Senate. As Secretary of State, he led the State Department in major efforts to address and solve regional and civil conflicts—in the Middle East, Sudan, Congo and Liberia, in the Balkans, Cyprus, Haiti, Northern Ireland, Afghanistan and Iraq and elsewhere. In all areas, he used the power of diplomacy to build trust, forge alliances and then help transform these unstable regions into areas where societies and cultures have the potential to prosper. He also worked at the forefront of American efforts to advance economic and social development worldwide. Among the many U.S. Military awards and decorations Powell has received are the Defense Distinguished
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Leeds Equity Partners, a private equity firm focused on Energy. He is the Chairman of the Advisory Board of venture capital firm, and is on the board of Bloom Perkins Caufield & Byers, the renowned Silicon Valley Currently Powell is a strategic limited partner at Kleiner committed to seeing that children have the fundamental to forging a strong and effective partnership alliance Emeritus of the America’s Promise Alliance, dedicated engaged leaders. He is the Founder and Chairman with a mission to develop a new generation of publicly College of New York. The Center is student-focused for Leadership and Service at his alma mater, the City Powell is the Founder of the Colin L. Powell Center and an honorary knighthood bestowed by H.M. Queen Elizabeth II of Great Britain.

Powell is the Founder of the Colin L. Powell Center for Leadership and Service at his alma mater, the City College of New York. The Center is student-focused with a mission to develop a new generation of publicly engaged leaders. He is the Founder and Chairman Emeritus of the America’s Promise Alliance, dedicated to forging a strong and effective partnership alliance committed to seeing that children have the fundamental resources they need to succeed. Currently Powell is a strategic limited partner at Kleiner Perkins Caufiled & Byers, the renowned Silicon Valley venture capital firm, and is on the board of Bloom Energy. He is the Chairman of the Advisory Board of Leeds Equity Partners, a private equity firm focused on investments in the education, training, information and business services industries. He is also Chairman of the Eisenhower Fellowships, a cross-cultural program for emerging international leaders. He has previously served as a member of the Board of Trustees of Howard University, the Board of Directors of the United Negro College Fund, and the Board of Governors of the Boys & Girls Clubs of America.

Powell is a member of the board of directors of the Council on Foreign Relations. He is on the Executive Leadership Cabinet of the Martin Luther King, Jr. Memorial and is the Honorary Chairman of the education center for the Vietnam Veterans Memorial. He also serves on the board of the Smithsonian Institute’s African American Museum of History and Culture.

His autobiography, My American Journey, was a best seller and has been published in more than a dozen different languages. His second book, It Worked For Me, reveals the lessons that shaped his life and career and will be published in May 2012.

Powell is married to the former Alma Vivian Johnson of Birmingham, Alabama. They live in McLean, Virginia and have three children and four grandchildren.
Dr. Valerie Lee
Vice Provost for the Office of Diversity and Inclusion, Vice President for the Office of Outreach and Engagement, & Chief Diversity Officer, The Ohio State University

Dr. Valerie Lee is Vice Provost for the Office of Diversity and Inclusion, Vice President for the Office of Outreach and Engagement, and Chief Diversity Officer at The Ohio State University. She has chaired two Ohio State departments: the Department of Women’s, Gender, and Sexuality Studies and the Department of English. In addition to her full professorship in English, Lee holds courtesy appointments in: African American and African Studies, Comparative Studies, Women’s, Gender, and Sexuality Studies, the Center for Folklore Studies, and the Center for Interdisciplinary Law and Policy Studies.

Lee is the recipient of Ohio State’s highest teaching award, the Alumni Award for Distinguished Teaching, and its highest service award, the Faculty Award for Distinguished University Service. She has taught such courses as “Women Writers of the Harlem Renaissance,” “Contemporary African American Literature,” “Neo-Slave Narratives,” and “Law and African American Narratives.” Her books include Granny Midwives and Black Women Writers: Double-Dutched Readings and The Prentice Hall Anthology of African American Women’s Literature. She has authored numerous journal articles in the areas of African American Literature, Multicultural Literatures, American Literature, Gender Studies, and Critical Race Theory. On the national level, she has served as chair of the Association of Departments of English (ADE) and is the co-editor of the Ohio State University book series on Black Performance, Literature, and Culture.

For over twenty years she has served as the Executive Director of Womanist Readers, a community group devoted to reading African American Literature and providing outreach activities to the larger Columbus community. As a senior scholar, Lee is active in teaching, research, and service. Most notably, she has served on the MA thesis, MA examinations, and PhD dissertations for over 100 students.
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Concurrent Sessions

Sessions: Day 1 - October 25, 2012

10:20 a.m. - 11:30 a.m.

Building Latino Transformational Change (Room: Tanya R. Rutner)
Moderator: Ana M. Quevedo, Global Editor, Contacto Latino
Speakers:
Vanessa Vargas-Land, Vice President, Asst. Compliance Officer, Archer Daniels Midland Company
Aida Sabo, VP Diversity, Cardinal Health, Inc.
Angela Valenciano, President & EVP, National Diversity Council
Matthew D. Gonzalez, PhD, PMP, Professor, University of Incarnate Word

Influential Latino leaders will share their insight and strategies on how to transform the economic and social landscape for Latinos. In this panel, entrepreneurs, venture capitalists and thought leaders will gather to explore the sustained growth of Latinos in the corporate world. They will also discuss the importance of developing measurable goals and how organizations must understand that Latino employees are also critical in understanding Latino customers for life.

Sponsorship: Positioning Yourself for Advancement (Room: Hays Cape)
Moderator: Neil Gregory, Manager of Executive, Diversity, and College Recruiting, Bob Evans Farms
Speakers:
Elana Hobson, VP Operations, Jack in the Box
Barbara Johnson, COO, Miami Valley Hospital
Shelby Chadwick, Assistant Controller, Timken Company

Even if you feel fortunate to have retained your job during the recession, it may still seem that your career progress has stalled. With many professionals opting to stay in their current positions rather than retiring or seeking other opportunities, there may be fewer opportunities to advance. Or at least it may seem that way.

A cautious sense of optimism is influencing promotions and hiring to backfill positions at many companies, but keep in mind that even if the potential to receive a promotion or sizable raise is limited at the moment, you can still make professional gains and position yourself for advancement as business conditions improve.

1:20 p.m. - 2:30 p.m.

Transforming Employee Resource Groups - Moving the Needle from Activity to Excellence (Room: Suzanne M. Schaber)
Presenter: Carmen Carter, Chief Diversity Officer, National Diversity Council

This workshop is designed to provide a basic understanding of diversity as we understand it today, and to introduce a broader definition that will enable ERG and Network Leaders to better maximize the talents of all individuals to achieve business results. This presentation will inform, educate, and inspire shared learning. Perhaps more importantly, it connects the dots, and ignites the possibilities; including steps along the journey to transform ourselves, the employee resource group, and the organization!

Concurrent Sessions

Sessions: Day 1 - October 25, 2012

1:20 p.m. - 2:30 p.m.

Enlisting Male Leadership for Women’s Advancement (Room: Hays Cape)
Moderator: Sofia Reed, Senior Coordinator, National Diversity Council
Speakers:
Dr. Shanda Gore, Associate Vice-President, Equity, Diversity and Community Engagement, University of Toledo
Nick Lair, VP Market Development, Premier Health Partners
James Floyd, VP & General Manager, McDonald’s

This highly interactive session is designed to facilitate your exploration of how to enlist male leaders in efforts aimed at the advancement of multicultural women in your organization. The discussions will focus on specific, helpful actions to secure energetic and active support.

Keys to Building High Performance Teams (Room: Barrie Tootie)
Moderator: Michael Johnson, Sr Director of Operations, Bob Evans Farms
Speakers:
David Arango, President and CEO, Titan Insurance Company/ Nationwide Insurance
Barbara Johnson, COO, Miami Valley Hospital
Clint Lautenschlegler, Senior Director of Staffing, Bob Evans Farms

Businesses are always looking for ways to make their management and staff more productive and their companies more profitable. Many companies have turned to training and development only to be disappointed. Others have created rigorous strategic plans that don’t come close to delivering the needed outcomes. According to authors Michael C. Mankins and Richard Steele in their August 2005 Harvard Business Review article titled “Turning Strategy into Great Performance”, the average team achieves only 63% of the objectives of their strategic plans. Why is there a gap? What gets in the way? Learn from leaders the keys to building a high performing team.

Multicultural Leadership Roundtable (Room: Round Meeting Room)
Moderator: Jannienne Jones Verse, Marketing Strategist, PHP/ Miami Valley Hospital
Speakers:
Bobby Jones, Chief Operations Officer, Caresource
Ronald V Johnson, Vice President & Associate Counsel, KeyBank National Association
Elana Hobson, VP Operations, Jack in the Box

The United States has not only become a melting pot for different races and ethnicities within communities, but this growth is also reflected in corporate environments. This panel will discuss what people of color need to know when climbing the corporate ladder. Also, questions will touch on strategies and suggestions as to how to successfully lead a multicultural team.
Today’s workplace is made up of four generations working together for the first time in history, each with its own values, norms and perspectives. Our fast paced, ever changing economic and social landscape requires organizations to utilize their human resources to the fullest. This workshop prepares leaders, managers and employees to learn about the unique differences and similarities among generations and provides tools and techniques to manage the dynamics of working in a multi-dimensional and generational workplace.

**LEADING STRATEGICALLY (Room:TANYA R. RUTNER)**

**Moderator:** Neil Gregory, Manager of Executive, Diversity, and College Recruiting, Bob Evans Farms

**Speakers:**
- **Vanessa Vargas-Land:** Vice President, Asst. Compliance Officer, Archer Daniels Midland Company
- **Billy Link, Jr.** Director- Focus Store Manager, Wal-Mart
- **Max Hermon, Human Resource Business Partners Director, Aerotek inc.**

Most organizations devote serious time and resources to developing a business strategy that will help them build and sustain a competitive advantage. These same organizations, however, often fail to devote sufficient attention to the leadership component of their plans—the organizational and human capabilities they need to implement their approach and to find success over the long haul. To excel, organizations need a leadership strategy as well. An effective leadership strategy encompasses an organization’s values and culture. It also addresses the role of systems in facilitating leadership and development, as well as strategies for improving the effectiveness of individuals and teams.

**2:40 p.m. - 3:50 p.m.**

**DIVERSE TEAM DYNAMICS (Room:BABE TOOTIE)**

**Presenter:** Alice Otchere, Vice President, Center Point Energy

In today’s competitive, fast-paced market driven work environments, we are often chosen to deliver results as a member of newly formed, diverse teams. The teams may be formed for specific short term deliverables or long term projects. Regardless of the reasons the teams are formed, achieving winning results is the driver and critical outcome! How do you find your “sweet spot” within a diverse team, while working with diverse teams? Let’s play! Join us in a face paced, action oriented, and exciting “BARRAGE” of questions while playing the GAME. Use your general knowledge to WIN. You will have fun while learning how diverse teams, come together to ACHIEVE winning results!
Concurrent Sessions

Sessions: Day 1 - October 25, 2012

2:40 p.m. - 3:50 p.m.

“What I Wish I Knew Then” - Roundtable with Diversity Practitioners
(Room:Hays Cape)
Moderator: Sofia Reed, Senior Coordinator, National Diversity Council
Speakers:
Lisa Smith, Director of Diversity, Premier Health Partners
Rolddy Leyva, Vice President of Diversity Corporate Services & Education Services, Sodexo
Monica Ross, Director of Diversity, Sony

Learn how corporate diversity programs work from the leaders responsible for their execution and implementation. Senior-level diversity executives will come together for a candid discussion of the challenges and benefits of developing a diversity program that serves the business agenda of an organization and embraces all associates of the company.

Strategic Workforce Planning (Room:Rusa M. Ailabouni)
Presenter: Armi Mendez Russell, Vice President of Training, National Diversity Council
Research and practical insights to ensure your company has the right people, in the right place, at the right time—and the right price. There are five fundamental activities that make up a Workforce Plan: Environment Scan, Current Workforce Profile, Future Workforce View, Analysis and Targeted Future, and Closing the gaps.

Sessions: Day 2 - October 26, 2012

8:20 a.m. - 9:20 a.m.

Top Leadership Competencies (Room:Suzanne M. Schaefer)
Moderator: Sofia Reed, Senior Coordinator, National Diversity Council
Speakers:
David Arango, President and CEO, Titan Insurance Company/Nationwide Insurance
Joe Eubler, SVP, Bob Evans Farms
Larry J. Burns, Vice President, Office of External Affairs, University of Toledo
Lisa George, VP, Global Talent Management, Cardinal Health, Inc.

Leaders hold a grave responsibility to be ahead of the game now more than ever before. They must be calm, yet tenacious; demanding, yet understanding; and accurate yet, not without fault. It is important to know what it takes, and more importantly what it will take to be an effective leader in the corporate environment. Leaders must be prepared to face a world of uncertainty with a confidence unmatched by their competitors. In this session you will become familiar with the top ten leadership competencies that leaders must have in order to maintain a position of influence in today’s business world.

Concurrent Sessions

Sessions: Day 2 - October 26, 2012

8:20 a.m. - 9:20 a.m.

Micro-Inequities (Room:Cartoon Room 2)
Presenter: Armi Mendez Russell, Vice President of Training, National Diversity Council
Subtle conscious and/or unconscious behaviors cause conflict in the workplace. In this session we will discuss the importance of understanding Micro-inequities, recognize how these subtle messages impact others and the organization, and leave with concrete steps to minimize behaviors that hinder inclusion, creativity and innovation.

Multicultural Women Roundtable (Room:Barbie Tootie)
Moderator: Tim Harman, Senior HR Consultant of Talent Management, Ashland
Speakers:
Yvette Simpson, Councilmember, Cincinnati City Council
Pat Harris, Global Chief Diversity Officer, McDonalds

Multicultural women leaders bring unique value to the organizations they work for. Developing a sustainable pipeline of talented multicultural women leaders to advance into senior leadership roles is imperative to an organization’s growth strategy as much as it is imperative to women’s aspirations of rising to new professional heights.

Developing Cultural Competencies (Room:Tanya R. Rutner)
Presenter: Carmen Carter, Chief Diversity Officer, National Diversity Council
The basic thrust of the Developing Cultural Competencies training program is to increase sensitivity and authenticity in workplace relationships. This workshop is designed to take an in-depth look at: The Multi-Cultural Workforce: Today’s vastly diverse workforce requires managers and employees to deal effectively with differences in values, beliefs, norms, languages, etc.
The first step of getting the most value out of diversity is to acknowledge and become familiar with the myriad of dimensions in cultural differences that exist in our organizations and marketplaces.

Diversity at AT&T: Many Backgrounds, One Focus (Room:Rusa M. Ailabouni)
Presenter: Cecilia Orellana-Rojas, PhD, Director of Diversity, AT&T
This is an overview of AT&T’s diversity initiatives focusing on the meaning of diversity and its importance for AT&T’s success in the marketplace. The four pillars of AT&T’s diversity strategy – workforce inclusion, community impact, multicultural marketing and supplier diversity – are discussed.

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Women in C-Suites & Corporate Boards (Room: Barbie Toothe)
Moderator: Joe Eulber, SVP, Bob Evans Farms
Speakers:
Susan Tomasky, Board of Directors, Tesoro
Christine A. Poon, Dean Fischer Business School, The Ohio State University
Cheryl Krueger, CEO, Krueger & Co
Female leaders have made significant progress in gaining key leadership positions at major corporations across the United States and the world. However, corporate boards and C-level suites still have far fewer females than one would expect given the significant increase in female leadership elsewhere in organizations. This session will provide an opportunity to hear from three female leaders who have achieved remarkable success in both corporate management and board of director roles. Each has a unique story based on different industries, different career paths and different life experiences. The panel will be highly interactive, with the opportunity for participants to ask questions and discussion about how to navigate the ever more complex world of top corporate leadership.

Leadership for the New & Evolving Workplace (Room: Cartoon Room 2)
Presenter: Armi Mendez Russell, Vice President of Training, National Diversity Council
Diversity has become a reality in most global organizations but why do we continue to grapple with inclusion? What constitutes an inclusive, compelling, and performance driven leadership model for current and future organizational excellence?
This presentation will help participants understand the importance of a new type of leadership model that can harness the strengths of diversity in the overall performance of the organization.

Fast Track to the Corner Office: Tips and Techniques (Room: Tanya R. Rutner)
Moderator: Tim Harman, Senior HR Consultant of Talent Management, Ashland
Speakers:
Darlene Whitey, Partner, Gallapher Sharp
Mary Hoeltzel, Vice President and Chief Accounting Officer, Cigna
Keith Sanders, SEVP / Human Resources Director, The Huntington National Bank
Having the necessary skills to navigate corporate waters is essential to building credibility within your organization. Learning how to network effectively, distinguishing between mentoring and sponsorship (and why both are important), and leveraging your influence and political awareness are critical aspects to landing that corner office or even moving to the next level in your career. Join our panelists as they reveal their best tips for jumping on the fast track to success.

Shaping the Future of Diversity: From “Smoke & Mirrors to Sustainable Action” (Room: Rusa M. Aliaboudi)
Moderator: Lisa A. Taylor, CCEP, Assistant Manager Corporate Responsibility Compliance & Ethics, Toyota Motor Engineering & Manufacturing North America, Inc.
Speakers:
Clint Lautenschleger, Senior Director of Staffing, Bob Evans Farms
Kelly Chapman, Senior Vice President of Sales, OppsPlace, LLC
Joy Kouns-Lewis, Ph.D., SPHR, RCC, Human Resources Director, Cuyahoga Metropolitan Housing Authority
The complexity of societal change is driving organizations to elevate diversity and inclusion to a higher, more strategic level. Implementation of diversity and inclusion processes – based on strategic, targeted action – is crucial to improving organizational performance.
Decisions become clearer when guided by a North Star. That’s how Gale King approaches her professional and personal life. As chief administrative officer at Nationwide, with responsibility for HR, Corporate Real Estate, Aviation and Security, King balances the interests of approximately 34,000 associates and multiple priorities. It is rewarding, yet challenging, but she says, “If you’re trying to make a decision and your North Star is about doing what’s right and delivering strong business outcomes for associates and members, the decisions become easier.”

“The time is always right to do the right thing,” Martin Luther King, Jr. said, and Gale King lives by this mantra. “I reflect on decisions frequently and sometimes daily, to determine if I am making a difference and delivering on organizational goals, while addressing the needs of our associates. I ask myself, am I keeping our programs solvent and successful for today and tomorrow? Am I mentoring associates so that they can grow and achieve their career dreams? Am I investing in my ongoing development? Am I helping my family, friends, and community? Am I proud of the decisions I make?”

Her career is grounded in hard work, resiliency, determination, and a strong faith. King admits fear of failure is in the mix, too, and she has had her share of disappointments. However, every fear and every disappointment makes you stronger and teaches you lessons for the future, she says. Raised by her grandmother, King’s early goals were simple — “I wanted to make my grandmother proud.”

So, King set goals to attain her college education; to work hard — no matter the work; to stay positive and be open to feedback. Along the way, King was supported and sponsored by many people, — teachers, bosses, coworkers, peers, associates and friends. People who saw her work and potential and believed in her. As a result, she encourages others to find and nurture relationships, both inside and outside of work, with people who will cheer for you, and who will also challenge you to grow and develop.

“Early career focuses on achieving personal career goals,” King says, “but that evolves, once you understand that a successful career is one that is bigger than you. A successful career is about the difference you make, and it’s especially rewarding to be able to repay to others all of the support you have been provided on your career journey.”
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2012 Ohio Most Powerful & Influential Women

**Jennifer Marsalek**
Vice President of Direct Sales and Retention
Nationwide Insurance

**Debra Moore**
Chief Operations Officer
Nationwide Bank

**Joyce Beatty**
The Honorable Joyce Beatty

**Kimberly A. Blackwell**
Chief Executive Officer
PMI, LLC

**Lynn M. Cavalier**
Senior Vice President, Human Resources
First Energy

**Linda W. Clementy-Holmes**
Senior Vice President, Global Business Services
Procter & Gamble

**Margot Copeland**
Executive Vice President
Corporate Diversity and Philanthropy,
Chair of the KeyBank Foundation

**Julie S. Janson**
President
Duke Energy Ohio and Duke Energy Kentucky

**S. Kay Geiger**
President - Greater Cincinnati/Northern Kentucky
The PNC Financial Services Group

**Dee Hadley**
Senior Vice President of Marketing
Bob Evans Farms

**Gail Marsh**
Senior Associate Vice President and Chief Strategy Officer
The Ohio State University Wexner Medical Center

**Karen Morrison**
President of OhioHealth Foundation, Senior Vice President of External Affairs
OhioHealth

**Shirley Rogers-Reece**
Vice President & General Manager - Ohio Region
McDonald’s

**Sheila M. Rutt**
Senior Vice President and CHRO
Diebold, Inc.

**Denise Stump**
Executive Vice President, Global Human Resources
The Scotts Miracle Gro Company

**Olivia Thomas, MD**
Chief, Ambulatory Pediatrics
Nationwide Children’s Hospital

“**Jennifer Marsalek**

Vice President of Direct Sales and Retention
Nationwide Insurance

“My philosophy is that I want to be somewhere where people have confidence that I will make a difference and provide value to the company,” says Jennifer Marsalek. And she’s spent her entire career in just such a place—Nationwide Insurance.

Marsalek brings a broad base of insurance experience in the field, claims and auditing to her role as vice president of direct sales. She strives to keep pace with the ever-changing talent and technology needs of the insurance industry. It is her biggest challenge and greatest achievement. “The growth we’ve seen over the last eight years is 1000% over what we expected. The fact we’ve taken a small piece of the business and grown it to the size it is today is really motivating,” she says. “I remove roadblocks from people, so they can get their jobs done. If I do a good job more roadblocks are removed and more success will come to Nationwide.”

“In your career, you need to make a conscious choice if you are going to be a general leader that can lead people, uncover issues and develop strategy, then hire people to do the work,” Marshalek says. She admits being a general leader is her strength and advises and develop strategy, then hire people to do the work. “Marshalek says. She admits being a general leader in her strength and advises other generalist to hire people smarter than themselves. “People need to surround themselves with talented folks and focus on getting things done,” she says.

When Marsalek is in what she calls “execution mode,” her mantra is clear: “Lead, follow or get out of the way.” She admits it may sound a bit harsh, but decisions must be made. “People who don’t pick what they are going to do get in the way of progress,” she says. But Marshalek understands the importance of balance, so she also adheres to a secondary mantra that is just as crucial: “When I’ve got to deliver, then I do so. There’s my personality, that’s what’s exciting. I perform best when I’m against the wall. When I’ve got to deliver, then I do so. There’s never a day that’s the same and I do that,” Moore says.

Moore advises people to be comfortable starting small, building a strong work ethic, setting goals and priorities, seeking development, and taking feedback and turning it into something positive. “It’s okay to start small. It’s almost like building your brand. What do you want people to know about who you are? What do you want your legacy to be? If you’re looking for an opportunity, you want your current work to speak for you,” Moore says. “You want people to know you, so when opportunities come about you are the person they think of.”

In the highly transactional business of banking, Moore balances competing priorities and volume, delivering in creative and innovative ways. Her biggest challenge is making sure NationalBank can differentiate itself by delivering a quality customer experience. “It’s never a dull moment. For my personality, that’s what’s exciting. I perform best when I’m against the wall. When I’ve got to deliver, then I do so. There’s never a day that’s the same and I do that,” Moore says.

Moore’s professional motivation is leadership that is trusting, allows her to contribute, values that contribution, then gives her room and responsibility to run the business creatively. “Then I feel like I have the freedom within the appropriate guidelines we follow through life to deliver with my style. That’s where I thrive and can truly get the job done,” she says.
Joyce Beatty worked her way through college to become an educator, healthcare administrator, business owner, and leader in our community. After graduating with a B.A. from Central State University and receiving her master’s degree from Wright State University, Joycees began her career as the Executive Director of Montgomery County’s Human Services levy overseeing millions of dollars and later as a tenured professor at Sinclair College. As a result of her time in these fields, Joyce understands that education and healthcare are core elements needed to give individuals the opportunity to succeed.

Joyce went on to become a successful business owner opening a management training company that trained non-profits to deliver services more efficiently to vulnerable community members. She later opened a small retail business in downtown Columbus that is still in operation today. As Joyce became a successful business owner, she, once again, became active in the business community by establishing multiple organizations that encouraged business ownership among women and created economic opportunity.

In 2000, Joyce Beatty was selected by her peers to serve in the Ohio House of Representatives. She won on to be elected to serve 5 terms representing the city of Columbus. During her tenure, she rose to become the 1st female Democratic, House Leader in state history and was instrumental in passing legislation that improved the climate for economic development, fought foreclosures, championed STEM and financial literacy education as a part of the Ohio Core Curriculum and helped women without insurance receive lifesaving cancer screenings. Her work on securing screenings for uninsured women gained her recognition throughout the healthcare community and Komen for the Cure - Columbus gave her their public service award in 2008.

Joyce has been involved in federal issues and recently Ohio was awarded $400 million in Race to the Top funds. Joyce developed and brokered a partnership with the state to receive millions in federal funding for early childhood investment. She has been an advocate for federal healthcare issues and serves on the national American Heart Association Board. After leaving the Ohio House Joyce Beatty joined the Ohio State University as Senior Vice President of Outreach and Engagement where she promoted the university’s community, business, and economic development, promoted healthcare collaborations; and led global initiatives for the university.

Joyce Beatty is married to Otto Beatty, Jr., a Columbus attorney, businessman, and former State Representative. She is the stepmother of attorney Otto Beatty III and Laurel Beatty.

Joyce Beatty
The Honorable Joyce Beatty

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KIMBERLY A. BLACKWELL
Chief Executive Officer
PMM, LLC

Kimberly A. Blackwell feels like she’s just scratched the surface of what’s possible for the agency that she began as a “side hustle” in 1999. “We must be on the right track. There’s momentum around PMM,” she says.

The PMM brand exploded this past year to include a promotions-product-based arm and like everything that Blackwell undertakes she is passionate and driven to do it right. “At PMM, we are all things brand. Whether it’s product service brand, employment brand, event brand—it’s all reflective of what our clients want to say and what they want to display who they are to their respective audiences.”

To Blackwell, her company is tantamount to a child and that brings unique challenges, especially during growth spurs. “I’m at the point now, staying in my lane as CEO is sometimes one of our biggest challenges. Sometimes I want to swerve into other lanes and I have to remind myself that I have a best-in-class team and that’s what they are here for,” Blackwell says.

“We must not, in trying to think about how we can make a big difference, ignore the small daily differences we can make which, over time, add up to big differences that we often cannot foresee,” Marion Wright Eddleman wrote. Those words tell Blackwell that it’s the little things that can mean the most. “Those small deposits you make in other people—you never realize it was a big deposit for them—but that return on investment is bound to come,” Blackwell says.

So she has established what she calls a “kitchen cabinet of truth tellers.” Blackwell surrounds herself with people who have her best interests at heart. “Whatever they are saying to me—it may not be what I want to hear, but it’s what I need to hear,” she says. It takes champions, angels and advisors to build a successful business and career. “We are all cracked vessels and work in progress,” Blackwell reminds entrepreneurs and those striving toward leadership. “I want to know what you surround yourself with.”

“Sometimes there are people who see things in you before you see it yourself,” Blackwell says. Donna James was that person to her. James’ encouragement combined with “prayer, hard work, a great team, and being very client-centric” allowed Blackwell to provide a best-in-class approach and paved her path toward success.
Margot James Copeland is Executive Vice President - Director, Corporate Diversity & Philanthropy and an Executive Council member at KeyCorp, one of the nation’s largest bank-based multiline financial services companies. In her role, Copeland also serves as chair of the KeyBank Foundation, guiding the company’s strategic philanthropic investment, financial education and workforce development programs that encourage people and communities to achieve economic self-sufficiency. Since assuming her role of Chief Diversity Officer at Key in 2001, Key has been ranked as a Top 50 Company for Diversity for five years by DiversityInc.

Copeland is a career human resources professional championing environments where people can realize their full potential. She has held positions of increasing responsibility at Xerox Corporation, Polaroid, and Picker International (now Phillips Medical Systems). Prior to joining Key, Copeland served as President and Chief Executive Officer of the Greater Cleveland Roundtable and Executive Director of Leadership Cleveland. She is a former advisory board member of FireAe NA - Northern Ohio Region. (currently US Bank)

Recognizing that business and community prosperity go hand in hand, Copeland leads Key’s commitment to transforming and sustaining communities. She currently serves as trustee of Kent State University, the Thomas White Foundation; Kenneth Scott Foundation; University Hospitals Health System and the Delta State University, the Thomas White Foundation; Kenneth Scott Foundation Advisor for Morehouse College (Atlanta, Georgia). Additionally, she is a member of the President’s and the Business School Advisory boards at Hampton University (Hampton, Virginia). Copeland is the National President of The Links, Incorporated (Washington, DC) and also a member of the Executive Leadership Council (Washington, DC).

Copeland was a delegate to the White House Conference on America’s Future, the summit leading the Greater Cleveland Roundtable and Leadership Cleveland. Copeland’s public service is marked by her appointment to Vice Chairperson of the Cleveland Incumbent Commission and subsequently the Cleveland Millennium Commission by former Cleveland Mayor Michael K. White, whose second term Inaugural Committee she chaired.

“Every day you have a choice, think success not failure and have a positive attitude... It is always our choice.” Kay Geiger says. Knowing that choice exists is a motivator like no other. It keeps her learning. It keeps her zest for life growing. It keeps her lifting others. It defines her approach to life, leadership and family.

“My ultimate goal in life has always been to leave things better than I find them whether that be with our company, our community or the relationships that I am so honored to have with my friends and family,” Geiger says. There truly is so much to give of yourself, she says. “It brings you hope and opportunity to grow as a person each time life brings someone or something new your way.”

“People develop daily, not in a day, so the secret of our success is discovered in our daily agendas, nothing more than the compounding results of living many days well,” Geiger says. And on those days when opportunity knocked, Geiger was ready. “I feel that success finds us when we are open to change and learning each and every day and find the passion in what we do to see it through, no matter how big or small.”

As Maya Angelou says, “I’ve learned that you shouldn’t go through life with a catcher’s mitt on both hands. You need to be able to throw something back!” And for Geiger’s role at PNC, this means collaboration, communication and consensus. “It is challenging to find the balance of leading by consensus and making the right decision for our company, customers, employees and community even though at time it make be the more difficult choice to make,” she says.

Today she reminds women to “lift as they climb” because it raises the tide for all females. “If we chose to be a lifter rather than a leaner more can be revealed to each other. I always try to pay that forward as it has been done for me,” Geiger says.

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Julie S. Janson is a daughter of the Cincinnati region and is motivated to advance the economic development of the communities that Duke serves. She take pride in her contributions as state president and in Duke Energy’s $21 million dollar contribution to the greater Cincinnati community since 2007.

Her parents taught her to: play nice, play smart, play fair and play with passion. “It is amazing how those simple prescriptions, that used to apply to the playground as a child, apply still today in all of the facets of life,” Janson says. Applying hard work to this life philosophy allows her to meet her goals of being a good person, good wife, and good mother.

Nine jobs, one company, 24 years and three mergers—those are Janson’s stats with Duke. “I never knew who I’d be working with, or who I’d need to rely on to do my job effectively,” she says. “It is important to connect with people—inside and outside your organization—to build your career and professional life.” Have a mentor and be a mentee and be adaptable, Janson advises.

“Simply accept that constant change is inevitable and even embrace it.”
Gail Marsh
Senior Vice President and Chief Strategy Officer
The Ohio State University Wexner Medical Center

As the Senior Associate Vice President and Chief Strategy Officer at the Ohio State University Wexner Medical Center, Gail Marsh is always opening doors. In her role, she has led the development and execution of the Medical Center’s strategic plan, which has taken the Medical Center from a $500 million enterprise to a $2 billion organization. While this has led to significant central Ohio job growth (10,000+) and economic impact, she believes her biggest accomplishments involve helping others, especially women, achieve their goals.

Gail graduated from The Ohio State University with a bachelor’s degree in Health Information Management and a master’s degree in Healthcare Business Administration. After a fellowship at UCLA she joined the OSU Medical Center. Gail shared her government to creating a culturally diverse workforce by developing Workplace of Choice programs that help to eliminate discriminatory practices. Continuing her efforts to eradicate discrimination of all types, Gail and her team developed the medical center’s outreach programs and interpreter services to ensure patients, who are not proficient in English, are provided access to quality healthcare. Gail is also committed to helping women develop leadership skills to grow personally and professionally. She founded the Women’s Leadership Connection at OSU Medical Center, which aligns networking, mentoring and professional growth opportunities with the values of The Ohio State University. She was instrumental in the development of the Spirit of Women Park on the OSU campus.

Gail also works with the YWCA at the Women at the Table (WATT) initiative to increase the number of women of all races serving on Ohio corporate boards. In addition, she is an active corporate member of Women for Economic and Leadership Development (WELD). Gail was appointed to the United Way Women’s Leadership Council, Flying Horse Farms Making Makers board and in 2012 was named a YWCA Women of Achievement. Gail devotes time to serve on numerous boards including the board of governors for Mid-Ohio, The Ohio State Health Network, Board, and Medica Medical headquartered in michigan. Since 2003 she has been a member of Columbus Rotary and recently joined the BioMedical First Customer Steering Board of TechColumbus as well as the Governor’s Choose Ohio initiative.

Ms. Marsh is married to Clay B. Marsh, MD, an OSU Professor and Vice Dean for Research for the Health Sciences and College of Medicine. Dr. Marsh, a critical care specialist, also serves as director for the Centers of Critical Care and Personalized Medicine. They reside in upper Arlington. Clay and I are very proud of and loyal to Ohio State and all five of us are Buckeyes through and through.

Karen Morrison
President of OhioHealth Foundation, Senior Vice President of External Affairs
OhioHealth

Karen Morrison is a powerful example of a woman who has committed her career to positively affecting the lives of others. Morrison is the current president of OhioHealth Foundation, OhioHealth’s philanthropic arm, which has grown to $200 million in assets in the past five years. She has been with OhioHealth since 2003, when she joined as a development executive, and since then has increased the number of major gifts and the overall philanthropic pipeline.

Morrison is also the co-chair of OhioHealth’s Spirit of Women initiative, which works to increase the number of women on boards and leadership teams. She is the founder of the Women’s Leadership Connection at OSU Medical Center, which aligns networking, mentoring and professional growth opportunities with the values of The Ohio State University.

Morrison is passionate about raising the bar for women and underrepresented groups in the workplace. She believes it is essential to create inclusive environments where everyone feels supported and valued.

Shirley Rogers-Reece
Vice President & General Manager - Ohio Region
McDonald’s

As the first female dean of McDonald’s famed Hamburger University in Chicago, she’s taken bold and calculated career risks including moving her whole family to Indonesia to become the head of operations and then general manager there. “I consider myself a trailblazer, and the more successful I can be, the more I can champion opportunities for diversity and for women who come after me,” she says.

Rogers-Reece was the first female dean of McDonald’s famed Hamburger University in Chicago. She’s taken bold and calculated career risks including moving her whole family to Indonesia to become the head of operations and then general manager there. “I consider myself a trailblazer, and the more successful I can be, the more I can champion opportunities for diversity and for women who come after me,” she says.

“Once we bring someone onto the team, we have to make sure they feel fully engaged and that they want to stay here and contribute to our success,” Rutt says. “There are 7,000 individuals that come to work every day here and I feel that everything I do has the potential to impact their experience in either a positive or negative way. I take that responsibility very seriously.

The programs she manages are focused on that impact. In today’s challenging economy, Rutt says, leading the HR function is an exercise in balance—creating strategies to attract, retain, motivate, develop and reward today’s talent while managing the cost of the programs to do that.

As for career advice to others Rutt says; “It’s a combination of initiative, desire to make a difference, and then constantly demonstrating or delivering value that is key.” Rutt says; “As long as you’re adding value, you’re going to be successful. You just have to find out what that value-added proposition is. Find out what is causing your customer pain or frustration, and help be a part of the solution to resolve it. Also, the more you learn, the more you can contribute.” Rutt herself has both an MBA and a Ph.D. Since then she has continuously improving herself and is clearly two of her core values. Rutt says; “Pick a good horse and ride well. Pick a good company, perform at 110% and you’ll go places.”
Denise Stump made a choice and decided to embrace the pressures and responsibilities that come with an executive level position. “With my family’s support and understanding, I made that commitment knowing that there are additional challenges for a wife and mother,” she says.

Stump set her priorities and determined what was most important to her and embarked on a career using two simple goals: “Do the right things under pressure for my company as well as cherish my family.”

She also took ownership of her future and her career development, advice Stump gives freely today. “Don’t sit back and expect that someone is going to do it for you. Constantly prepare for the next level while developing others directly and indirectly,” she says. “I truly enjoy what I do and I cherish the successes. I take pride in watching those that I have mentored or touched in some way have success in their lives. It’s really rewarding to see someone reaching their potential and know I’ve played a small role in their success,” Stump says.

“Embrace reality,” Stump says, “and use it as the catalyst for change.” Every day, she works to create positive change at Scotts. “Whether it’s more robust talent management programs or creating mechanisms to remove barriers for associates, those are the changes that keep me motivated.”

“I attribute some of my success to perseverance, having a strong team and advisors around me, overcoming fear, admitting it when I’m wrong, and doing the right thing even when it’s difficult to do,” she says.
Jeanetta Darno sees every challenge as a positive. Since she was 16, she’s met challenges head-on using the heartfelt Christian mantra, “I can do all things through Christ who strengthens me.” She says, “Even in the challenges or set backs, I know that I’m going to learn something from them or connect to others.”

Darno came to manage Nationwide’s national diversity partnerships just one year after joining the company. “I was nervous, because many relationships were new to me. It was important for me to connect to people from all parts of the business to ensure that we had strong partnerships,” she says. “I needed it to be win/win and be seen as value-added so the organization would embrace it.” That was five years ago and by all measures, Darno succeeded.

“Every organization evolves around a continuum of diversity and inclusion,” Darno says. “Leaders want the best talent. They want an organization that is highly engaged and they understand that comes from a diverse workforce and an inclusive environment. That’s what makes my work so exciting.”

Modeling inclusive behavior and thought started early for Darno. “I think it has always been part of my DNA. My parents taught me to respect others, listen to and consider other points of view and see innocence in others’ actions,” she says. Because of that, Darno developed a sense of fairness, healthy competition, and the desire to help others be their best self.

Recruiting and talent acquisition experience, first in the military and in every job since, helped Daruo build a skill set that has guided her career and the careers of many others. “My toolbox has evolved by virtue of someone believing in me, always learning through the experiences of the best job I could do by leveraging others’ to be successful,” she says.

“Be great at what you do today,” Darno advises. “Develop the tools that you need to be successful tomorrow while looking at tomorrow and then communicate what you want... Be open to the steps it might take you to get you there. It’s never a straight line.”

Dr. Valerie Lee is Vice Provost for the Office of Diversity and Inclusion, Vice President for the Office of Outreach and Engagement, and Chief Diversity Officer at The Ohio State University. She has chaired two Ohio State departments: the Department of Women’s, Gender, and Sexuality Studies and the Department of English. In addition to her full professorship in English, Lee holds courtesy appointments in African American and African Studies, Comparative Studies, Women’s, Gender, and Sexuality Studies, the Center for Folklore Studies, and the Center for Interdisciplinary Law and Policy Studies.

Lee is the recipient of Ohio State’s highest teaching award, the Alumni Award for Distinguished Teaching, and its highest service award, the Faculty Award for Distinguished University Service. She has taught such courses as “Women Writers of the Harlem Renaissance,” “Contemporary African American Literature,” “Neo-Slave Narratives,” and “Law and African American Narratives.” Her books include Granny Midwives and Black Women Writers: Double-Dutched Readings and The Prentice Hall Anthology of African American Women’s Literature. She has authored numerous journal articles in the areas of African American Literature, Multicultural Literatures, African Literature, Gender Studies, and Critical Race Theory. On the national level, she has served as chair of the Association of Departments of English (ADE) and is the co-editor of the Ohio State University book series on Black Performance, Literature, and Culture.

For over twenty years she has served as the Executive Director of Womanist Readers, a community group devoted to reading African American literature and providing outreach activities to the larger Columbus community. As a senior scholar, Lee is active in teaching, research, and service. Most notably, she has served on the MA thesis, MA examinations, and PhD dissertations for over 100 students.

Ronald V. Johnson, Jr.’s first mentor taught him two incredibly valuable lessons about control and service. It’s important to take control over your own development. Don’t wait for other people to do things for you or notice you. Put yourself in a position to be noticed and take advantage of opportunities,” Johnson says.

He also believed African Americans who achieve a certain level of success are duty bound to give back to the community. “We wouldn’t be able to achieve those things without the sacrifices that others had made. I believe that as well.”

Johnson’s life motivation centers on those lessons. His actions—professionally, personally, and civically—illustrate his helping hand, extended back to pull someone forward. “I really just want to be relevant in the context of community service. I want to do things that are meaningful, important and relevant,” he says. And he has. Johnson is the chairman of one of the largest and oldest housing authorities in the country, sits on a number of professional and leadership development boards, and is involved with the Cleveland Bridge Builder leadership development program.

“One of the frustrations that I have and others feel is people not understanding the difference between diversity and inclusion. Most focus on headcount and numbers, but inclusion is about bringing people into the fray so they can contribute in significant ways,” Johnson says.

He encourages diversity among leadership development classes because it not only does wonders for individual professional development, but also Johnson says, “adds perspective to what others in the program learn. It broadens their horizons as well. In reality it is about exposing others to a diverse professional perspective.”

Johnson likes to quote Chuck Swindoll, an evangelical minister, “Tools get dull when you use them. But tools that you hold at 90% of capacity they sharpen it. It sums up the intangibles of leadership for him. “It’s about poise, being thoughtful no matter what the situation is. You can’t control the situation, but you can control how you react,” he says.

For Bobby Jones, quiet is good. With 16 million claims processed this year, Jones strives for a level of consistency that prevents operational “fires” from surfacing. “I want to do things the right way and I want to do things that are efficient. One of those ways is to be consistent in our overall approach to operations,” he says. Being responsive to health care industry changes keeps Jones on his toes. It takes open-mindedness and flexibility to look at strengths and weaknesses in order to meet specifications, so planning is a fluid process that doesn’t extend too far into the future.

The attributes Jones uses to successfully lead operations at CareSource also served him well in his career development. He seeks out difficult tasks and faces them head on. “I never really focused on annual pay increases. I’ve always focused on promotions. You have to be willing to take the job that no one else wants. As a result, your learning increases very rapidly. The more you learn, the more you know, the greater the probability of a promotion,” he says.

There is greater risk with these positions, Jones says, as well as higher stress levels. But the payoff is huge both to the organization and the person holding the job. “You have a better understanding of how the organization works if you master those activities and your value to the organization increases several times over,” he says.

“Oftentimes in your career, there is someone who sees something in you and they want to validate if their assessment is correct,” Jones says. “If I’m looking for talent, you might not find the perfect candidate. Sometimes you look for certain qualities that would help the person be successful, and then provide them with mentoring advice. Its worked for me on several occasions.”
Azuka I. MuMin is the Vice President of Diversity and Inclusion for the Center of Science & Industry (COSI) and is leading the development and execution of a pan-institutional diversity and inclusion plan. In addition, under her direction are three highly impactful outreach departments for underserved and under-represented children, teens, and families, including a mentoring program for first generation minority college students. Through her work in outreach and engagement, Ms. MuMin has facilitated meaningful partnerships with over 100 organizations and schools based on her innovative relationship building concept of Invite, Welcome, and Engage. Ms. MuMin was also instrumental in forming and piloting COSI’s public engagement process for the very successful temporary exhibit RACE: Are We So Different? This community engagement process included a steering committee comprised of diverse leaders who supported the planning and presentation of the exhibition. Prior to joining COSI in 2007, Ms. MuMin enjoyed over 10 years of leadership experience with nonprofit and government agencies focused on empowering lower-income families through education, employment, and mentoring. Additionally, she co-founded a nonprofit agency to assist women in their transition from public assistance to employment, which earned the agency the distinguished Governor’s Award for Excellence in Public Service.

Barbara D. Radous is resilient. She doesn’t give up easily. That resiliency and a penchant for hard work motivate her to “challenge the norm and look for opportunities to improve the way we do business,” she says. Never one to take things for granted, Radous was blessed with “wonderful mentors who have guided and coached me along the way,” she says. Her career with American Electric Power is a testament to the lessons she learned along the way. Radous’ responsibilities have ranged from overseeing mid and back office functions to energy marketing and trading, market operations and commercial analytics. Today, she is responsible for information technology, human resources, supply chain and business logistics.

Work-life balance is tricky and is, perhaps, Radous’ biggest challenge because she bares her life goals around her family. She wants to be “a great daughter, sister, wife, mother and friend.” Radous says, “Never forget where you came from. It’s important to stay grounded!”

Active on the boards of several organizations, including the YWCA of Columbus, Directions for Youth & Families, Institute Board of the National Business Group on Health, and Institute on Innovation in Workforce Well-Being, Radous also served in 2013 chair of the Central Ohio American Heart Association Heart Walk.

Judith D. Sabo, Vice President of Diversity & Inclusion at Cardinal Health, is a recipient of the Ohio Health Prism Award for Integrity. Throughout her career, Sabo has earned numerous awards and honors including Diversity Fellowships from both the Association of Science and Technology Centers and the American Alliance of Museums. Ms. Sabo earned a B.S. degree from The Ohio State University with dual majors in Social Policy and African American & African Studies, and holds a MA degree in Cultural Community Development from Antioch University, where she presented her graduating class commencement address.
Tony currently serves as Partner-in-Charge of the Columbus office of Thompson Hine and is a partner in the firm’s Business Litigation practice group, focusing his practice on complex business litigation with an emphasis in employment and transportation/trucking litigation. Tony has been lead counsel on numerous complex federal and state litigations involving contract disputes and employment matters, including all varieties of discrimination claims. Tony also leads the Thompson Hine Motor Carrier Emergency Response Team, amassing a great deal of experience defending trucking companies in major accident litigation.

Tony has extensive experience litigating labor and employment matters. Tony serves as national labor and employment counsel for R+L Carriers, the largest privately held trucking company in the United States. In that role, Tony has litigated labor and employment cases such as FLSA class actions and alleged wrongful termination under Title VII, the ADA, the FMLA, the ADEA, and many others. Tony’s labor and employment litigation experience includes multiple matters in California, Nebraska, Oklahoma, Michigan, Wisconsin, Texas, Tennessee, Oregon, Kansas, Georgia, Washington, New York, and Ohio.

Tony is admitted in Ohio, the United States District Courts for the Northern and Southern Districts of Ohio, the Sixth Circuit of the United States Court of Appeals, and the United States Court of Appeals for the Federal Circuit.

Corporate Boards
The Ohio State University Men’s Varsity O Board, Board of Trustees, Member
The Ohio State University Alumni Advisory Council, Representative to the Office of the Vice President of Health Services
The Ohio State University Hospital Board, Citizen Member

Awards and Honors
Listed in The Best Lawyers of America
Selected for inclusion

Candice Barnhardt is Chief Diversity Officer at Nationwide Insurance Company. In 2011, Barnhardt was selected as one of the nation’s top 100 executives in workplace diversity, by Black Enterprise magazine. Barnhardt leads Nationwide’s Office of Diversity and Inclusion and is instrumental in helping the company develop an inclusive culture.

Barnhardt has led diversity work at Nationwide for several years. The vision for Nationwide is to be a place where all voices are heard and valued and customers know Nationwide is On Your Side®. The office of diversity and inclusion focuses on thought leadership, strategic consulting, and service delivery. Through strategic planning and execution, Nationwide is focused on bringing their vision to life in these five key areas.

Among her accomplishments was the development of culture change workshops that have touched more than 20,000 Nationwide associates since 2001. Under her leadership, the organization implemented company-wide associate engagement measures.

Prior to this position Barnhardt was vice president of Nationwide’s Organizational Effectiveness Practice. She was responsible for leading strategies that support a healthy, high-performance culture including change leadership, cultural transformation, diversity and inclusion, and associate engagement.

Barnhardt is a member of the Columbus Ohio Diversity Consortium.
Ms. Tidwell is the Diversity and Inclusion Leader & manages all the Employee Resource Groups across Luxottica. She is responsible for developing and deploying the diversity and inclusion strategy across Luxottica. She currently supports over 35,000 associates on their diversity journey and partners with key business leaders in Luxottica and the community to continue building brand awareness and making Luxottica an employer of choice. She is responsible for engaging all associates on all levels at Luxottica. Since 2000, she has lead the Luxottica Mentoring Program that aligns high school students with Luxottica associates ranging from COO, EVP, SVP and all other level of the organization in a mentor/mentee relationship. As a result, this award winning mentoring program has yielded a graduation rate of 98% over the past 12 years in preparation for preparing student for post-secondary education.

Recently, in 2012, Alicia has been awarded the Nefertiti Award by the Cincinnati Herald and has been featured in the Women Book for her work with Withrow High School on the expansion of the Luxottica Mentoring Program in Cincinnati Public Schools.
At P&G, we have a vision and organizational strategy to touch and improve the lives of our employees. And we want to be and be recognized as the Global Leader for Diversity & Inclusion. Diversity and Inclusion is more than a strategy here at P&G. It is part of our DNA and all we do. We see the power of diversity as a competitive advantage and want to realize its full potential by fully leveraging the unique strengths and talents of our employees.

Inclusion is at the core of P&G’s strategy, thus empowering employees to put their passion behind it, and bring it to life in meaningful ways. Fostering a culture of inclusion ensures that every employee feels valued, included, and can perform at their peak every single day.

Diversity & Inclusion at P&G brings together individuals from different backgrounds and thinking styles, providing remarkably different talents, perspectives and life and career experiences. Diverse groups are more innovative than homogenous groups of people. And innovation is our livelihood. It is how we touch and improve lives.

We know that fully leveraging our Diversity and Inclusion leads to bigger and better innovations. By creating diverse teams of people we bring together different styles of thinking. And by connecting these diverse nodes we spark innovative ideas. We’re seeing it time and again with initiatives like Gillette Guard. And we think it’s a movement that will continue to attract and retain a diverse workforce, with diverse minds to create bigger and better innovations.

It is how we touch and improve lives.

To support our diverse and global workforce, we want to attract and retain a diverse workforce, with diverse minds to create bigger and better innovations.

Diversity & Inclusion at P&G offers an internal forum for employees to connect and build a strong sense of community as well as the opportunity to be in service to the Company to deliver better business results. Affinity groups also aim to ensure we attract, develop, and maintain a diverse workforce.

Mentoring

We also see mentoring as an integral part of every manager’s responsibility and a part of everyone’s job. P&G has robust mentoring programs, with over 60% of our employees reporting that they have a trusted counselor/mentor at P&G. Programs vary to meet the individual needs of our employees and span across a number of areas including reverse mentoring, cross-cultural, cross-generational, cross-discipline and across time zones.

Robust Training Programs

We want to attract and retain a diverse workforce, with diverse talent from around the world. Just as our consumers are global and diverse, so are our employees. By design, we ensure that leadership has broad, global perspective. We recruit top talent from diverse backgrounds and cultures around the world. Our employees need to reflect the diverse markets and consumers we serve. P&G employees represent more than 145 nationalities worldwide and we have the most globally diverse and experienced leadership team in the Company’s history.

At the core of our strategy, we want to foster a culture of inclusion so that everyone is valued, included and performing at their peak. To support our diverse and global workforce, we have seven corporate affinity groups: African Ancestry Leadership Team (AALTE), Corporate Women’s Leadership Team, Asian Pacific Americans, Native American Indians Leadership Team, and People with Disabilities.

P&G’s Affinity Groups offer an internal forum for employees to connect and build a strong sense of community as well as have the opportunity to be in service to the Company to deliver better business results. Affinity groups also aim to ensure we attract, develop, and maintain a diverse workforce.

Multicultural Marketing

Inclusion is a key focus for our Global Diversity & Inclusion Strategy and extends to our multicultural marketing efforts. Reaching the multicultural consumer is a critical component to achieve P&G’s growth targets.

The US Brand Operations Ethnic Pillar is the catalyst that sparks the multicultural marketing conversation within P&G and identifies business opportunities and builds and enables strong marketing plans at both the global level and regional business levels. Through the lens of diversity we can win with our multicultural consumers.

The breadth and depth of P&G’s Diversity & Inclusion efforts extend to our supplier diversity programs, too. Since 2005, P&G has been a member of the Billion Dollar Roundtable, a forum of 18 corporations that spend more than $1 billion of our employee spend with diverse suppliers. And we spent $2 Billion with minority and women owned businesses in 2011/2012.

P&G has been hounded by external recognition for our commitment to Diversity and Inclusion, but we know we can do more. We have partnered externally and internally to ensure we continue to attract and retain a global diverse workforce, and an inclusive culture to succeed.

By understanding these types of differences, it enables our employees to be in touch and build collaborative diverse relationships to successfully drive business growth.

At KeyCorp, we are proud to support an environment where diversity and inclusion are valued – where all people can contribute their unique characteristics, abilities and talents. We continue to develop our workforce, our workplace, and ways of doing business in the marketplace that reflect the diversity of our employees.

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On May 1, 2011, KeyCorp made history when Beth E. Mooney became the first woman CEO of a top 20 U.S. bank. Ms. Mooney has been named to Forbes’ “World’s 100 Most Powerful Women” and American Banker’s 2012 “Top 25 Women in Banking”.

Outstanding Corporate Citizenship

Key views diversity and inclusion as an asset that strengthens our brand with our employees, across our enterprise and in the communities we serve. We are proud to be recognized by national and local organizations as a leader in diversity and inclusion.

• DiversityInc: Since 2005, Key has been named to the Top 50 Companies or 25 Noteworthy Companies based on excellence in diversity management and advocacy, CEO commitment and supplier diversity. The list reflects Key’s commitment to supporting LGBT (lesbian, gay, bisexual and transgender) consumers, employees and investors.

• Human Rights Campaign: Since 2008, Key has received the top scores for a banking and financial services institution headquartered in Ohio, benchmarking our commitment to serving and supporting LGBT (lesbian, gay, bisexual and transgender) consumers, employees and investors.

• Cleveland Commission on Economic Inclusion: Recognized since 2006, Key has been named a Hall of Fame company in the board diversity and supplier diversity categories for achieving measurable outcomes of demonstrated success in Northeast Ohio.

Excellence in Supplier Diversity

Key has been named DiversityInc Top 10 Company for Supplier Diversity in 2011 and 2012, and received national recognition - including in the Wall Street Journal – for our innovative KeyBank Plus programs for financial education and products/services for under-banked and un-banked consumers.

Key is proud to continually expand its corporate spend levels with Minority and Women-Owned Business Enterprises (MBEs, WBEs, 8(a), 8(b)). Since 2001, Key’s aggregate spend with firms owned by women, veterans and minorities is more than twice the national average for corporations.
Dialogue between differing viewpoints is part of what makes our organization strong, and we have a continuing need for people with all kinds of backgrounds. It’s through the experiences of our employees that we’re better able to understand and appreciate the values and beliefs of our diverse patients. To learn about Premier, go to PremierHealthPartners.org. Grow as an individual when you bring your individuality to Premier.
At AEP, we never forget the value electricity brings to our lives. That’s why we work each day to deliver affordable, reliable electric service. We’re AEP, connected to communities.

AEP is proud to sponsor the Ohio Diversity Conference.
Making Better Possible.

Walmart is proud to support the National Diversity Council. Together, we’re making better possible for millions of people all around the world.

Learn more online at corporate.walmart.com.
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CAS has a variety of rewarding opportunities available for qualified candidates. Join us for a career challenge in one of these exciting capacities:

- Information & Computer Technology
- Human Resources & Administration
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- Marketing
- Sales
- Finance

In addition to working with leading-edge technologies and an outstanding technical team, CAS offers competitive compensation, an excellent benefits package including flexible hours, employee savings plans, company-paid retirement, disability plans, and a convenient suburban location within close proximity to The Ohio State University.

Visit www.cas.org to check out our product line and specific job openings and to submit your resume, including salary requirements. Chemical Abstracts Service (CAS), 3540 Olentangy River Rd., Columbus, OH 43202. CAS is an Equal Opportunity Employer.

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The realization of her dreams depends on the right learning environment, and the influences on her post-graduate work, it’s a lesson in life. Quality of life. and, of course, more passion for making it all work. From kindergarten to more. More efficiency, more attention to details, more innovative thinking environment for learning doesn’t need to cost more; it just takes something possible, even in the face of budgetary pressure. After all, creating the best success are countless. That’s why it’s important to give her the best support Imagine me when I have my Ph.D. and what it took to get me there. -

The Ohio Housing Finance Agency is an Equal Opportunity Housing entity. Loans are available on a fair and equal basis regardless of race, color, religion, national origin, age (40 and older), disability, sex (including pregnancy), sexual orientation, gender identity or expression, and genetic information. It is also illegal to discriminate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

If you believe that you have been discriminated against at work, you can file a Charge of Discrimination. call 1-800-669-4000, 216-522-2001, or visit www.eeoc.gov

The U.S. Equal Employment Opportunity Commission (EEOC) is responsible for enforcing federal laws that make it illegal to discriminate against a job applicant or an employee because of the person’s race, color, sex (including pregnancy), religion, national origin, disability, age (40 and older), or genetic information. It is also illegal to discriminate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

EEOC provides free speakers for community groups, advocacy groups, churches, schools, business organizations, etc. The EEOC also provides fee-based training and seminars. To schedule outreach or training for your organization, call 216-522-4794

Diversity Business & Resource Directory
Deadline Feb. 1st 2013

Minority Health & Resource Directory
Deadline March 25th 2013

Hispanic Business & Resource Directory
Eastern Ohio Edition: October 2012
Western Ohio Edition: Jan. 2013
All Ohio Edition: April 2013

www.NCMinorityMedia.com
NorthcoastMagazines@gmail.com
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Diversity First

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Diversity First
Now That’s Bright.

At Toyota, we know that the best ideas in the world don’t come from a single source, but from a variety of them. The more diverse the sources, the richer the ideas can be. The power of diversity has been shining at Toyota for decades. We are committed to keep supporting and strengthening it. For more information, visit us at toyota.com/diversity.

For more information, contact Tonya Anderson at tonya.anderson@diversityfirstjobs.com
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We know that it takes a great team of people working together to give our Customers the Positively Outrageous Service they expect. And at Southwest Airlines®, customer service and community service go hand in hand. We are proud of our diverse workforce, and we strive to make a positive difference in the communities we serve. By working together, we can soar to new heights.
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Office of Diversity and Inclusion
Helping diverse student populations succeed at The Ohio State University for over 40 years. Learn more at odi.osu.edu.

Celebrating 25 years of the Young Scholars Program

Dr. Valerie B. Lee
Vice Provost and Chief Diversity Officer

“We advance an academic excellence agenda by increasing and advocating for campus diversity and inclusion. The Office undertakes initiatives aimed at the recruitment, retention, and success of underrepresented students, faculty, and staff, by working with academic units, community partners, and national organizations and institutions.”

ODI Services:

- Academic Advancement Services
- ACCESS for Single Parents
- ADA Coordinator’s Office
- Administration/Special Programs
- Todd A. Bell National Resource Center on the African American Male

- Frank W. Hale, Jr. Black Cultural Center
- Leadership Initiatives for Woman of Color
- Scholarship Services
- Community Outreach and Engagement
- Young Scholars Program

odi.osu.edu Excellence through diversity