Current Sponsors

For additional information, please contact Shavorrian Mitchell at Shavorrian.Mitchell@nationaldiversitycouncil.org
Welcome,

It is my privilege to welcome you to the 3rd Annual Pittsburgh Diversity & Leadership Conference. This year’s theme is “From Awareness to Action.” Diversity & Inclusion continues to prove to be imperative in today’s global economy. Many organizations understand the value of having a diverse workforce, but more can still be done. The need to bring cultural change into a business model and take the action in creating an environment of “one organization fits all”, calls for collective efforts.

The purpose of this one day conference is to give participants an opportunity to share the tools necessary to build a diverse talent pool that can accomplish organizational goals. It is a time to network and take their leadership skills to a higher level. The Pittsburgh Diversity & Leadership Conference is a chance to learn what it takes to make it on the road to diversity. Our speakers and various panel sessions will bring their unique knowledge and skills to help promote a culture of inclusion.

I want to thank our sponsors who have seen the value in our Pittsburgh Diversity & Leadership Conference and continue to provide financial support to keep us going. Please take note of our sponsors and support them when possible. Second, I want to say “Thank You” to our speakers who have made a commitment to be here for this conference. Many have traveled in order to participate and I greatly appreciate their support. Finally, I would like to thank the organizers of the conference for a job well done.

Sincerely,

Dennis Kennedy
Founder & CEO, National Diversity Council
Show your support of the LGBT community at the largest event in Western Pennsylvania

Pittsburgh Pride
June 7-16, 2013

Welcome to our 3rd annual Diversity and Leadership Conference. As an HR professional chairing the Pennsylvania Diversity Council is one of many milestones in my HR career. As I look back over the past 30 years in the human resource field there are a few milestones along that way that confirm that human resources is not only my career, it is who I am. I have had the opportunity while working my way through the HR ranks to complete my Bachelor’s degree from Geneva College as well as my Master’s Degree in Leadership and Liberal Studies from Duquesne University. HR programs such as educational reimbursement offered by my employers have created career changing opportunities and milestones. I have also had the pleasure of working with and coaching good people to become great at what they do including creating their own milestones. Working with the Pennsylvania Diversity Council has provided an opportunity to “give back” and engage in what hopefully will be a milestone event for each of you. We have a diverse group of local leaders who have volunteered their time today to host, lead and participate in the many sessions we have planned. My wish for each of you is that you enjoy your day and create your own milestone through your experience at today’s conference.

Again – welcome and thank you for your support and participation in our Diversity and Leadership Conference. Make it a great day on purpose!

Sherri Flaherty
Vice President Human Resources Operations, Cricket Communications
Board of Directors

Sherri Flaherty
Vice President Human Resources Operations
Cricket Communications

Mary T. Hoeltzel
Vice President & CAO
Corporate Accounting

Deborah Glenn
Vice President of Human Resources
Drexel University

Tina Gilbert
Partner
Accenture-Management Consulting

Allison Green
Vice President
Lincoln Financial Group

Tina Flowers
Vice President, Gift Card Development
Giant Eagle

Maria Arias
Executive Director, Diversity and Inclusion
Comcast

Olga Lagunova
Vice President, Software Engineering, Distinguished Engineer
CA Technologies

Sara Oliver-Carter
Vice President, Diversity and Inclusion
Highmark

DIVERSE CITY
“I am proud of the progress that we have made in the areas of Diversity and Inclusion, but there is still work to be done.”

JOIN US!
Opportunities are Available
PGHJOBS.NET
Call for a DiverseCity 365 session near you! (412) 255-2705

GLOBAL ONLINE
100% ONLINE ARABIC COURSES

Arabic Language & Culture
BACHELOR OF ARTS, MINOR & CERTIFICATE PROGRAMS

California University of Pennsylvania’s bachelor’s degree and certificate programs in Arabic are designed to provide students with the skills and experience needed in the job market. Emphasis is on reading, writing, and speaking the Arabic language. Subject matter covers cultural topics ranging from geography and religions to cuisine and multiculturalism. Moreover, the available capstone courses are specifically designed to enhance students’ Arabic language skills and give them deeper appreciation of the Arabic culture.

To learn more about the 100% online B.A, minor and certificate programs in Arabic Language & Culture, please call 724-938-5958, or toll-free at 1-866-595-6348, email arabiconline@calu.edu, or visit www.calu.edu and select “Global Online.”

NEW COHORTS BEGIN SPRING, SUMMER AND FALL!

www.diversyfirstjobs.com
Find out why so many students have made Duquesne their top choice for higher education.

www.duq.edu
Congratulations to Megan E. Harmon, partner at Schnader Harrison Segal & Lewis LLP, for her selection as one of the 2012 Most Powerful and Influential Women of Pennsylvania.

www.diversityfirstjobs.com
Keynote Speaker

Soledad O’Brien
Acclaimed Special Investigations Correspondent and Host of CNN’s In America Documentaries

Soledad O’Brien is the anchor for CNN morning show Starting Point with Soledad O’Brien and special correspondent for CNN/U.S. Since joining the network in 2003, O’Brien has reported breaking news from around the globe and has produced award-winning, record-breaking and critically acclaimed documentaries on the most important stories facing the world today. In 2010, she wrote a critically-acclaimed memoir The Next Big Story: My Journey through the Land of Possibilities, which chronicles her biggest reporting moments and how her upbringing and background have influenced these experiences.

In 2009, Soledad reported for Latino in America, a wide-ranging look at Latinos living in this country; how they’re reshaping America and how America is reshaping them. Prior, O’Brien reported for Black in America 2, a four-hour documentary focusing on successful community leaders who are improving the lives of African-Americans. O’Brien’s reporting for Black in America in 2008 revealed the state of Black America 40 years after the assassination of Dr. Martin Luther King Jr. She has also reported for the CNN documentary Words That Changed a Nation, featuring a never-before-seen look at Dr. King’s private writings and notes, and investigated his assassination in Eyewitness to Murder: The King Assassination. Her Children of the Storm project and One Crime at a Time documentary demonstrate O’Brien’s continued commitment to covering stories out of New Orleans.

In 2011, Soledad won her first Emmy for Crisis in Haiti (Anderson Cooper 360) in the category of Outstanding Live Coverage of a Current News Story – Long Form. O’Brien was part of the coverage teams that earned CNN a George Foster Peabody award for its BP oil spill and Katrina coverage and an Alfred I. duPont Award for its coverage of the Southeast Asia tsunami. The National Association of Black Journalists named O’Brien the Journalist of the Year and Edward R. Murrow Awards lauded her with the RTDNA/UNITY award for Latino in America in 2010. She received the 2009 Medallion of Excellence for Leadership and Community Service Award from the Congressional Hispanic Caucus Institute.

Soledad O’Brien is a graduate of Harvard University and currently lives with her husband and four children in Manhattan.

www.diversityfirstjobs.com

Agenda

7:15 am - 4:00 pm
Registration
Union room

8:30 am - 9:45 am
Pennsylvania Most Powerful and Influential Women Breakfast
Opening Remarks by University President
Dr. Charles Dougherty

Door Prize Giveaway

10:00 am - 10:50 am
Concurrent Session I

11:00 am - 12:25 pm
Pennsylvania Multicultural Leadership Awards Luncheon
Keynote Speaker: Soledad O’Brien
Union room

Door Prize Giveaway

12:40 pm - 1:35 pm
Concurrent Session II

1:50 pm - 2:45 pm
Concurrent Session III

3:00 pm - 3:55 pm
Concurrent Session IV

4:00 pm - 5:00 pm
Reception

Door Prize Giveaway
Session Info

10:00am - 10:50am Generational Differences  
**Power Center A**  
**Moderator:** Kristen Vatter  
**Speakers:**  
Cheryl Parzych - Executive Vice President Wealth Services, First Commonwealth Financial Corp.  
Chaz Kellem - Manager of Diversity Initiatives, Pittsburgh Pirates  
Karen Oosterhous - Director of Communications, Washington & Jefferson College  
Tammie Phillips - Vice President Business Development, McKesson Corporation

10:00am - 10:50am Bridging Cultural and Gender Barriers  
**Power Center B**  
**Moderator:** Anna Berg - PHR  
**Speakers:**  
Vincent Johnson - Procurement Manager, Bayer Corporation  
Thad Clements - Trustee, The Pittsburgh Cultural Trust  
Elise Yanders - Vice President and Wealth Management Advisor, Merrill Lynch Global Private Group  
Megan Cleghorn - Corporate Restructuring Attorney, Skadden, Arps, Slate, Meagher & Flom, LP

10:00am - 10:50am Tools for Maximizing Your Leadership Potential  
**Power Center C**  
**Moderator:** Lori Johnson  
**Speaker:** Susan Cruz, Managing Director, Merrill Lynch

12:40pm – 1:35pm It’s Not the Glass Ceiling, But Rather the Sticky Floor  
**Power Center A**  
**Moderator:** James Leathe  
Sepideh Kashani - Regional Health and Wellness Director, Wal-Mart  
Thad Clements - Trustee, The Pittsburgh Cultural Trust  
Jackie Dixon - Director-Government Relations, Giant Eagle  
Tammie Phillips - VP - Business Development, McKesson Corporation

12:40pm – 1:35pm Business Case for Diversity “Who’s Leading the Pack in our Community”  
**Power Center B**  
**Moderator:** Hank Gasbarro  
**Speakers:** Melanie Harrington, CEO, Vibrant Pittsburgh  
Ron Alvarado - CEO, Novus Staffing Solutions  
Chase Patterson - CEO, Corporate Diversity  
Tamiko Stanley - Assistant Director and EEOC Officer, City of Pittsburgh

12:40pm – 1:35pm Women Take Care, Men Take Charge  
**Power Center C**  
**Speakers:** Jennifer Caims, Partner, McGuireWoods  
Deborah Breslof - Senior Vice President and Banking Director, PNC Wealth Management  
Lori Dixon - Vice President-Talent Development & Labor Relations, Giant Eagle  
Lynn Brusco - VP and Chief Relations Officer, Pittsburgh Life Sciences Greenhouse

1:50pm - 2:45pm Aligning Diversity & Inclusion with HR Strategies  
**Power Center A**  
**Moderator:** Marie Daniels  
**Speaker:** Sherri Flaherty - VP Human Resources Officer, Cricket Communications

1:50pm - 2:45pm Preparing for Leadership: What it takes to Take the Lead; Are you a leader?  
**Power Center B**  
**Moderator:** Lori Johnson  
**Speaker:** Lynn Brusco - VP and Chief Relations Officer, Pittsburgh Life Sciences Greenhouse

1:50pm - 2:50pm LGBT Roundtable  
**Power Center C**  
**Speakers:**  
Gary Van Horn, President, Delta Foundation of Pittsburgh

3:00pm – 3:55pm It’s Not the Glass Ceiling, But Rather the Sticky Floor  
**Power Center A**  
**Moderator:** Cheryl A. Parzych, Executive Vice President, First Commonwealth Financial Corp.  
**Speakers:**  
Marsha Jones - Chief Diversity Officer, PNC Wealth Management  
Olga Laganova - Vice President-Software Engineering, CA Technologies  
Jackie Dixon - Director-Government Relations, Giant Eagle  
Jamie Scaranza - Director of Inclusion Integration, University of Pittsburgh Medical Center

3:00pm – 3:55pm Multicultural Leadership  
**Power Center B**  
**Moderator:** Thad Clements  
**Speakers:**  
Carolyn McKinney - VP Human Resources, People’s Natural Gas  
Chase Patterson - CEO, Corporate Diversity  
Chaz Kellem - Manager of Diversity, Pittsburgh Pirates  
Sara Oliver - Carter, Vice President of Diversity & Inclusion, Highmark

3:00pm – 3:55pm Disabilities in the Workplace  
**Power Center C**  
**Moderator:** Anna Berg - PHR  
**Speaker:** Jeffery Smith - Senior Director, Springboard Consulting LLC