9th Annual Gulf Coast DiversityFIRST™ Awards Luncheon

Looking Ahead

THE FUTURE OF DIVERSITY AND INCLUSION

Wednesday, October 31, 2012

University of Houston Hilton Hotel

Sponsored by:
Welcome

Dennis Kennedy
Founder & CEO, Texas Diversity Council

Welcome to the Ninth Annual Gulf Coast DiversityFIRST™ Awards Luncheon. I commend you for your attendance today and thank you for your support of the aims and objectives of the Texas Diversity Council.

We are delighted to have Dr. Gilda Garcia, Vice President, Institutional Equity and Diversity, University of North Texas, as our distinguished keynote speaker, who has an insightful message that I am confident you will find both beneficial and inspiring.

In addition, we are very pleased to be recognizing several individuals and corporations for their leadership, achievement, and commitment to diversity and inclusion.

I would like to thank the planning committee and the entire Gulf Coast Advisory Board for their hard work in ensuring the success of this luncheon. Furthermore, I would like to express my gratitude to each of our sponsors for their contributions and continued support.

At CenterPoint Energy, we foster the power of diversity in our workplace, in the communities where we live and work and when selecting our suppliers. We achieve excellent business results in part through the skills, ideas and abilities of our diverse workforce and by supporting programs that encourage diversity. Differences promote social and economic benefits and shape our culture. It is not only what our employees, customers and investors have come to expect from us, but also the right approach for our business.

To learn more, log on to CenterPointEnergy.com/Diversity.
Dear Participants,

As officers of the Gulf Coast Advisory Board of the Texas Diversity Council, it is our honor to welcome you to the 2012 Gulf Coast DiversityFIRST™ Awards Luncheon. Our theme for this year’s event, “Looking Ahead: The Future of Diversity & Inclusion”, is reflective of the changes needed to succeed as we continue to evolve our global market. The Texas Diversity Council (TXDC) includes a cross-section of companies from the public and private sectors, as well as government and academia. We send a special thank you to all of the companies represented here today for supporting the success of this event.

The Council’s mission is to foster the business imperative for diversity in the workplace as well as provide a broader view of inclusion. The Gulf Coast Advisory Board is proud to recognize a few of the many professionals and corporations in the greater Houston area that are committed to supporting that mission. This event is also an excellent opportunity to network with fellow practitioners, subject matter experts, leaders and colleagues.

We hope you enjoy today’s program, and we look forward to your future participation in this annual event as well as the ongoing work of the council.

Officers’ Welcome

Welcome to the 9th Annual Gulf Coast DiversityFIRST™ Awards Luncheon. This year’s luncheon theme of “Looking Ahead: The Future of Diversity & Inclusion” calls for strong leadership at multiple levels. Diversity is an essential component in our multi-faceted society and is needed in an effort to fully reach and represent an ever-evolving society. Diverse leadership comes in many forms and we celebrate the accomplished leaders we acknowledge at our luncheon.

Today, we recognize and celebrate companies, organizations, and individuals who have successfully shown sustained commitment in building a culture of inclusion in their workplaces. Today’s honorees were selected by the Texas Diversity Council staff along with the Gulf Coast Advisory Board. They are recognized leaders not only in the workplace, but also within their communities.

On behalf of the Gulf Coast Advisory Board, we extend our appreciation for your commitment. Your presence today is indicative of your support for diversity and inclusion efforts. It also demonstrates an interest in increasing your knowledge, which is an invaluable asset to achieving improved business results.

It is our hope we leave this year’s event with new insights and an affirmed commitment to create and maintain an environment of inclusion for all individuals in your respective organizations.

Chair Welcome
The Texas Diversity Council (TXDC) is committed to fostering a learning environment for organizations to grow in their knowledge of diversity. The TXDC provides a great opportunity for organizations to learn from some of the top corporate leaders in the area of diversity. It currently consists of four advisory boards in the Gulf Coast, North Texas, San Antonio, and Austin areas.

:: Our Vision ::
We are committed to diversity and the transformation of our workplace and community into environments where people are valued for their uniqueness and are secure in the knowledge that their efforts make a difference.

:: Our Mission ::
We will enhance appreciation and understanding for the value of diversity and inclusion. We will achieve success through efforts and activities which:
- Advance corporate leadership and education/awareness of the varied dimensions of diversity
- Commit leaders to discuss issues and challenge attitudes in an effort to promote organizational change that supports diversity
- Promote outreach efforts to our youth that inspire mutual respect and understanding

:: Our Goals ::
- Promote diversity in the workplace and community by partnering with corporate entities and community organizations
- Develop leaders who are educated in and aware of the importance of diversity and proactively support cultural change within their environments
- Develop youth programs that support diversity education and build self esteem

:: We Value ::
- Leadership that values diversity and inclusion and stimulates the potential of all individuals to contribute and achieve their goals
- Ethical leadership that promotes trust, mutual respect, and understanding
- Teamwork and alliances that cultivate diversity and inclusive work environments
- Networking and mentoring opportunities with corporate leaders and peers
- Scholarship programs for deserving high school and college students
- Awards and recognition programs in order to promote diversity initiatives

Gilda Garcia, Ed.D.
Vice President
Institutional Equity and Diversity, University of North Texas

As Vice President of Institutional Equity & Diversity, Dr. Gilda Garcia leads the initiative to advance a campus climate of inclusion; provide strategic direction in recruiting, attract diverse faculty and staff; and actively solicit and manage new funding to support equity and inclusion initiatives. In her position, she ensures the university responds to state and federal reporting and investigative requirements related to affirmative action, equal opportunity, the Americans with Disabilities Act, sexual harassment and discrimination.

She currently serves on the American Council of Education’s Commission on Inclusion and the Board of Directors for the National Association of Diversity Officers in Higher Education (NADOHE). She is also Vice Chair of the local Texas Chapter of NADOHE. Dr. Garcia also works closely with the board of Texas Women in Higher Education and the Greater Dallas Advisory Board which is a regional branch of the Texas Diversity Council.

Dr. Garcia holds a Bachelor of Arts from the University of the Incarnate Word in San Antonio, a Master of Arts in Educational Administration from Texas State University and a Doctorate in Human Resource Development from the University of Texas at Austin.
Program Agenda

Master Of Ceremonies
Paula McHam
Advisory Board President, Cigna

Chair Welcome
Pranika Uppal Sinha
Consultant, Employee & Organization Development, Occidental Petroleum Corporation

Co-Title Sponsor Remarks
Michael Anderson, CFP
Director – Retirement Education Center, VALIC
Bryan Glines
Manager HR Compliance & Diversity, CenterPoint Energy

Board of Directors Remarks
David Miller
VP Human Resources, Kelsey-Seybold Clinic

Recognition of Sponsors
Jason deGroot
Vice President, Texas Diversity Council

Recognition of Individual Award Winners
Paula McHam
Advisory Board President, Cigna

Recognition of Corporate Commitment Award Winners
Pranika Uppal Sinha
Consultant, Employee & Organization Development, Occidental Petroleum Corporation

Introduction of Keynote Speaker
Amy Lilly
Advisory Board Vice President, CenterPoint Energy

Luncheon Keynote Speaker
Gilda Garcia, Ed.D.
Vice President, Institutional Equity and Diversity, University of North Texas

Closing Remarks
Dennis Kennedy
Founder & CEO, Texas Diversity Council

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Half Table Sponsorship
**Award Recipients**

**WILLIE FRENCH**

In June of 2012 Willie helped to lead organizations of the Texas Medical Center to participate in an unprecedented collaborative hiring event called “Hiring Red, White, and You.” The purpose of the event was to help address the disproportionately high unemployment rate of veterans when compared to civilians by providing an opportunity for veterans of all eras to meet with healthcare organizations who currently have hiring needs.

The event resulted in over 500 registered veterans being added to a database that was created for the event and over 250 veterans who actually attended the event. To date there have been over 200 hires resulting from the collective efforts of the participating organizations since this initiative began.

These efforts have now lead to a state wide effort sponsored by Governor Rick Perry in which veteran hiring events throughout the state of Texas will be held following Veteran’s Day on November 15th. The Texas Workforce Commission (TWC) and Commissioner Pauken also recently recognized this effort by presenting the TMC with The Texas Veterans Employer Award.

Willie has also been actively involved in the Gulf Coast Advisory Board and the Texas Diversity Council (TXDC) where he recently hosted the Diversity Healthcare Summit in which he presented. Willie was very instrumental in establishing the partnership with the Texas Diversity Council and The Methodist Hospital Systems. He is a strong champion for the TXDC in presenting the business case for Diversity & Inclusion.

**M. HELEN CAVAZOS**

M. Helen Cavazos is a human resources and diversity executive with extensive background in a variety of industries, including retail and transportation, working both in the private and public sectors. Ms. Cavazos has run the entrepreneurial ranks and owns M. H. Cavazos & Associates and co-founded of Cavazos & Garcia, “Elit’s Canar Solution,” capitalizing on her expertise in human resources management, diversity and inclusion. Most recently, Ms. Cavazos served as Vice President of Human Resources & Chief Diversity Officer for the Metropolitan Transit Authority of Houston, Texas. Ms. Cavazos has consulted with a select list of top 500 companies during her career, including McDonald’s Corporation, where she developed her passion for Diversity & Inclusion. She has worked in the international arena for a financial services company, as well as heading the HR department for McDonald’s Restaurants of Hawaii & Guam.

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Ms. Cavazos has served on numerous national and local boards of organizations that foster economic and developmental opportunities for women and diverse groups and currently serves on the Houston Hispanic Chamber of Commerce Board, the Texas Diversity Council, HR Committee of the Girl Scouts of San Jacinto Council and past president of Hispanic Women in Leadership. She is a member of the Texas Executive Women and the National Association of Female Executives and recently appointed to the E.B. Cape Center Board of Governors, and the YWCA Board of Directors.

Throughout her career, Ms. Cavazos has received numerous awards and recognition for her leadership and diversity initiatives, including Hispanic Women in Leadership “Hall of Fame,” Texas Executive Women On the Move, TWEF Leadership Empowerment Award, Top 50 Women in Houston, and Multicultural Working Women Magazine award, Diversity First Award and Top Women Leaders in Texas by Texas Diversity Council.

On a personal note, Ms. Cavazos has two married sons and a daughter, and blessed with two grandchildren.

**RICHARD A. HUEBNER**

Richard A. Huebner is President of the Houston Minority Supplier Development Council, one of 37 affiliates of the National Minority Supplier Development Council.

In 1985, Huebner responded to a blind ad in the Wall Street Journal that provided a perfect match for his proven skills in association management and his passion for economic development. Today he leads 136 major corporations and more than 1,000 Minority Business Enterprises in a common mission to increase and expand business opportunities and business growth for minorities.

Under his direction, the Houston Minority Supplier Development Council has been recognized five times nationally as Council of the Year and by the Greater Houston Partnership as Houston’s Greatest Non-Profit Business Organization.

Huebner serves on advisory boards of the U.S. Small Business Administration, Port of Houston Authority, Houston Community College, Unity National Bank, ACCION Texas, Harris County Sheriff’s Office, Small Business Today Magazine and the NASA-Johnson Space Center Joint Leadership Team. He is a Ruling Elder at Grand Lakes Presbyterian Church where he leads the Habitat for Humanity program. He currently serves as Chairman of Leadership Houston, graduate of the Center for Houston’s Future and a Senior Fellow and on the Board of Directors of the American Leadership Forum.

He has received numerous awards and recognitions, and was named to Best of the Decade in Supplier & Workforce Diversity by Minority Business News.

**LINDA TOYOTA**

Linda connects people, ideas and organizations and has been incorporating diversity concepts and strategies throughout her life as she specializes in strategic fundraising, community relations, and board development.

The importance of diversity stems back to her family heritage. Her U.S. born Japanese parents were incarcerated during World War II after Pearl Harbor was bombed. Despite being placed in internment camps, Linda’s father enlisted in the all Japanese American U.S. regimental combat team. After the war and until his passing a few years ago, Linda’s father always purchased American made products to continue to show his loyalty. This exclusion experienced by her parents has made diversity an important pillar for Linda throughout her life.

With more than 20 years experience in the non profit community, Linda has worked at a wide array of non-profits including the Holocaust Museum Houston, Houston Technology Center, Texas Heart Institute and the Houston Area Women’s Center. Linda is now the President of the Asian Chamber of Commerce. Linda brought together all the cardiovascular hospitals together for a citywide campaign called “Your Heart Can’t Wait” which received national recognition, chaired the Holocaust Museum Human Race, and co-chaired HSBD’s Asian American Career and College Fair. She was the first Asian woman to chair Leadership Houston and the Mayor’s International Trade and Development Council–Asia/Australia. She also chaired the first Young Women’s Leadership Symposium for the Gulf Coast Advisory Board which brought together 8th grade girls from diverse backgrounds. She was recognized as one of the Top 25 Women in Houston in 2011 and serves on the Houston Hospice board.

Linda’s motto is “anything is possible” and “people support what they help create.”
Corporate Commitment Award
:: Purpose ::

To honor a Gulf Coast organization for their extraordinary and unfailing commitment to diversity and inclusion in the workplace and business community.

The Corporate Commitment Award honors a corporation that has:
1. Established a corporate culture with an extraordinary and unfailing commitment to diversity and inclusion.
2. Developed and implemented effective initiatives as demonstrated by a diversified work force in which all persons are afforded opportunities for employment and upward mobility, regardless of race, ethnic origin, gender, religion, age, sexual orientation, disability, or any other prohibited basis of discrimination.
3. Demonstrated a consistent pattern of an organizational commitment to the recruitment and retention of individuals of all populations.
4. Cultivated and promoted diversity initiatives that establish and foster a more inclusive and equitable work/learning environment.

Corporate Commitment Award Nominees
Aerotek, TXDC Member
Andrews Kurth LLP, TXDC Member
Aon Hewitt
BBVA Compass
Chevron
City of Houston, TXDC Member
HP
Mercer, TXDC Member
Minute Maid (Coca-Cola North America)

Corporate Commitment Award Nominees

Committee Members
Chair: Pranika Uppal Sinha
Occidental Petroleum Corporation

Erica McDonald          GS Marketing
Paula McHam              Cigna
Amy Lilly                CenterPoint Energy
Yen Hannah               Waste Management
Karen Kaufman            METRO
Jackie Castell           METRO
Nikki Brock              Jackson Wills
Diedria Joseph           Top Knotch Personnel
David Vanek             Texas Diversity Council
Laura Alvarado           Texas Diversity Council
Jason deGroot           Texas Diversity Council

Award Recipients

Dawn Martin
Dawn M. Martin, SPHR, MBA is a Human Resources Executive with career record of success in developing the programs, strategies and processes that strengthen competitive advantage, organizational effectiveness and the bottom line. Most recently she was the Director of Diversity Inclusion and Cultural Initiatives at Cricket Communications. There she was responsible for providing operational and strategic leadership to the company’s inclusion model through development and execution of various diversity, inclusion and cultural initiatives. While there, Dawn implemented a process to require diverse (racial & gender) candidate slates for leadership placement opportunities within the organization that resulted in significant increases of women at the vice president level and racial diversity of leaders throughout the organization.

Through her leadership of Diversity and Inclusion efforts, Cricket Communications has been listed as a Top Company for Diversity and Inclusion by Savoy Professional Magazine in 2010 and 2011 as well as a Top Company for Hourly Employees by Working Mother Magazine in 2010 and 2011.

Martin, having earned the designation of SPHR, has more than 20 years of experience in human resources in industries that include health care, financial services, manufacturing, and sports and entertainment. She currently serves as a member of the board of directors with HR Houston and Global Diversity & Inclusion Foundation, as well as an advisory board member of the Gulf Coast Diversity Council. She also holds memberships in the Houston Area Urban League, Diversity Connecting Consortium, and the Society for Human Resource Management.

A native of New Orleans, Louisiana, she earned a Bachelor of Applied Science degree from Loyola University, New Orleans and an Executive MBA at The C.T. Bauer College of Business at the University of Houston. She has been a mentor in the Houston chapter of Dress for Success Women to Women program. Martin has been nominated and inducted into Who’s Who in Black Houston in 2007, 2008, 2009 and 2010.

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Corporate Members

Join us in making an investment in your community by supporting the Texas Diversity Council. Benefits of Corporate membership include:
1) great opportunity to enhance your organization’s knowledge of diversity best practices by benchmarking with other organizations,
2) demonstrate your organization’s commitment to diversity to both your internal and external publics,
3) an opportunity to participate in Diversity Council meetings,
4) networking opportunities with other professionals, and
5) enhance your recruiting opportunities.

For more information, please visit us at www.texasdiversitycouncil.org.

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Comcast’s commitment to diversity is woven into the very fabric of our company. We recognize our responsibility to reflect the diversity of our customers, employees and business partners.

Our business success hinges on preserving our community roots with decentralized management and reflecting the unique identity of the 62 communities we serve throughout the Greater Houston area.

Our diversity commitment is organized in four focus areas: Supplier Diversity, Recruitment and Career Development, Community Investment, and Programming.

We’re proud to partner with Who’s Who in Black Houston as they recognize individuals that make a positive impact on the lives of the people in our communities.

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Saluting the 2012 Gulf Coast Diversity First Award winners.

For more information, please contact Teena Williams Adams at 713-313-7748 or adamstw@tsu.edu

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Some are sharp, some are pretty and some are dull. Some have weird names and all are different colors, but they all have to live in the same box.

- Unknown
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The firm's uncompromising commitment to diversity has led to important industry recognition. Baker Botts has been listed among Multicultural Law's Top 100 Law Firms for Diversity (2006, 2007, 2008, 2009, 2010 and 2011) and has consistently ranked among the Top 100 Law Firms on Minority Law Journal's annual Diversity Scorecard (2008, 2009, 2010). In addition, we have received a perfect score of 100 on the Human Rights Campaign Foundation's Corporate Equality Index (2009, 2010, 2011), which ranks organizations for policies, practices and benefits for GLBT employees.

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We are proud to be a sponsor of the Texas Diversity Council.
We are committed to diversity and the transformation of our workplace and community into environments where people are valued for their uniqueness and are secure in their knowledge that their efforts make a difference.

Join the Texas Diversity Council today

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