Texas Diversity & Leadership Conference

April 30-May 2, 2014
San Antonio, Texas

Sponsored by
At Tesoro we are committed to building an inclusive environment where all employees develop, succeed and make a difference. Explore career opportunities at www.tsocorp.com/careers.
Greetings,

It is my privilege to welcome you to the 10th Annual Texas Diversity and Leadership Conference. The theme for this milestone year is “We Are Just Getting Started”, a reminder of how far we’ve come and how far we need to go in our work with diversity. In 2004, the Texas Diversity Council was launched and, with unmatched support, it has been successful. As we celebrate this success, we also celebrate the commitment of countless individuals who have worked tirelessly to lay the foundation to build this organization.

Since the inception of the Texas Diversity and Leadership Conference, we have made great strides in fostering inclusion within our workplaces through education and dialogue. However, there is still much more to be done. In order to ensure success in today’s global economy, organizations must embrace diversity as their competitive advantage. They should actively grow leaders with a sophisticated understanding of the business case for diversity and fluency in multiple cultures. They should foster employee engagement at all levels in order to ensure organizational objectives are not merely fulfilled, but exceeded. By doing this, organizations pave the way for continuous innovation and economic sustainability in the global economy.

Our three-day conference will afford organizations the opportunity to explore perspectives and resources to build, maintain and grow diversity as a competitive advantage. It will also offer individuals an opportunity to network and increase their knowledge of diversity and leadership, which can be utilized to craft long and distinguished careers. Our speakers and various panel sessions will offer a unique point of view on a plethora of topics, including the creation of a diverse workforce, essential leadership skills, personal branding, and diversity and inclusion best practices.

I would like to thank our sponsors who see the value in our Texas Diversity and Leadership Conference and continue to provide financial support to keep us going. I also want to acknowledge our speakers who have made a commitment to be here. Finally, I would like to thank the conference organizers and volunteers who worked diligently to bring you a top-notch conference.

I encourage you to actively participate in our milestone conference and to share your newly acquired knowledge with coworkers, managers and senior leadership in order to promote a diverse and inclusive environment for all. Thank you for your continued support and enjoy every minute.

Sincerely,

Dennis Kennedy
Founder & CEO
National Diversity Council
TEXAS DIVERSITY COUNCIL BOARD OF DIRECTORS

Harry R. Gibbs, M.D  
Chief Diversity Officer  
UT Texas M. D. Anderson Cancer Center, Chairman of Board  

Tracy D. Blakes  
Director, HR Services Human Resource  
CPS Energy  

Lisa Fermin, Colonel, USAF, Retired  
Assistant Professor for Faculty  
Student Diversity and Recruitment  
The University of Texas at San Antonio  

James A. Hernandez  
Partner  
Andrews Kurth LLP  

Tina Hood  
Vice President, Human Resources  
VALIC and Western National Life Insurance Company  

Tiffany McDonald, JD  
AVP, Diversity Management  
USAA People Services  

Dr. Jean Sanchez Munoz, Ph.D.  
Vice President and Vice Provost  
Texas Tech University  

Ruth Z. Pita  
VP, Human Resources, Employee Relations, Staffing, OD & Employee Services  
Valero Energy Corporation  

LaMonte Thomas  
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Vice President  
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Adrian Anderson  
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Jennifer Do La Torre  
Executive Director  
AT&T  

Dr. Gilda Garcia  
Chief Diversity Officer  Director of Equity  
Access & Title IX Coordinator  
Texas State University  

Laura Hirschstein, Human Resource Manager  
Southwest Region  
H-E-B  

Teresa Jones  
SVP, Chief Administrative Officer  
Corporate Responsibility Office  
Texas Health Presbyterian Hospital  

Alice B. Orzech  
Senior Director, Human Resources  
Kelsey-Seybold Clinic  

David Miller  
Vice President - Human Resources  
Kelsey-Seybold Clinic  

Edward W. Romero, PhD  
Chief Diversity Officer  
Texas A&M University-Corpus Christi  

Samantha Thoman  
Executive Director & Executive Assistant to the President  
Southern Methodist University  

Dennis Kennedy  
Founder & CEO  
Texas Diversity Council  

James Harris  
Director, Supplier Diversity  
H-E-B  

Karen Kaufman  
Sr. Director of Compliance, EEO, ER & Organizational Development  
METRO  

Marie Perry  
Vice President of Finance & Accounting Services  
Brinker International  

Virginia H. Rose, MBA, PHR  
VP, Strategic Planning and Business Development  
Texas Health Presbyterian Dallas Hospital  

Ellen Torbert  
Vice President Diversity & Inclusion  
Southwest Airlines  

Julie Baskin Brooks  
Sr. Director Talent Management, Inclusion & Engagement  
Sysco  

Jeffrey Arndt  
Interim President/CEO  
VIA Metropolitan Transit  

Ed Dolanski  
Executive Vice President  
Chief Operating Officer  
Astell, Inc.  

James Hood  
Vice President, Human Resources  
The University of Texas at Arlington  

Michael Muhammad  
Vice President of Diversity  
Dallas Area Rapid Transit (DART)  

Karen Kauffman  
Sr. Director of Compliance, EEO, ER & Organization Development  
METRO  

Michael M. Perry  
Vice President of Finance & Accounting Services  
Brinker International  

Ellen Torbert  
Vice President Diversity & Inclusion  
Southwest Airlines  

Julie Baskin Brooks  
Sr. Director Talent Management, Inclusion & Engagement  
Sysco  

DiversityFIRST™
It is my pleasure to welcome you to the 10th Annual Texas Diversity & Leadership Conference. I am especially heartened and encouraged by your decision to attend the conference, because you will be adding your unique ideas to the mix as we explore the challenge of “We are Just Getting Started!”.

This year’s theme contains 2 key elements. First, it is “We” working together that will make true change that has an impact and makes significant progress. And, while successfully executing an annual conference one time, 2 times, and so on, means we are on to something that strikes a chord with all of you Diversity & Inclusion leaders, it’s not enough. That’s why the second part of the tagline is so key…”Just Getting Started”… the future is ours to seize. Dennis Kennedy, our TXDC CEO & Founder, has organized this annual event to provide a fresh venue to learn new methods and practices, plus spark new ideas that will engage us all to accelerate the progress after we leave this event.

Our TXDC conference is unique in that it provides awareness opportunities for all participants, but, also, offers information and approaches that we can take back to our organizations. And, that’s real value… to discover new and useful ideas for your own personal development, as well as to better your organization and its members.

Diversity and Inclusion work is noble work, and is exciting at the same time…a fantastic combination! But, being a noble endeavor is not enough. Our work must be productive, resulting from enthusiasm intersecting with commitment, moving to action. I commend you for deciding to join us at this 10th annual conference, and, I, along with my colleagues on the Greater Dallas Advisory Board, very much look forward to working with you over the next three days.

Best Regards,
Greg Moore
President, Greater Dallas Diversity Council
Raytheon Company (retired)
As President of the Greater Fort Worth Advisory Board, it is a privilege to welcome you to the historic 10th Annual Texas Diversity and Leadership Conference.

Our theme of “We’re Just Getting Started” serves as a clear reminder that true, effective leadership is exemplified in the ability to produce positive change in the lives of others. Throughout the program, we will all be exposed to new perspectives, relationships and opportunities. Taken together these can combine to prepare each of us for greater impact in both our professional and personal lives.

The conference topics were designed to stimulate thinking, generate conversation and provide you greater insight that can be used far beyond today’s experience. As you engage and participate in this year’s conference and all it has to offer, you will no doubt observe and experience both individual and corporate desire for progress. As an Advisory Board, we want to support you by providing these outstanding opportunities for exposure and learning.

Action will be the determining factor of success. Increased knowledge without action serves only the individual. But, as we’ve seen throughout history, increased knowledge combined with an inspiration and commitment to act can and will change the world.

Thank you for joining us as we take this significant step of moving from “Awareness to Action”.

Sincerely,

Paula L. Yoder
President, Greater Fort Worth Diversity Council
President, R and P Enterprises, LLC
Welcome to the 10th Annual Texas Diversity & Leadership Conference. I am very excited that you chose to attend this outstanding conference, in our great city of San Antonio, which is the birthplace of the Texas Diversity Council (TXDC). Ten years ago our TXDC CEO & Founder, Dennis Kennedy had a vision and organized his first meeting in this unique city.

I encourage you to attend all the dynamic workshops and panel discussions. You will leave each session energized and equipped with additional tools needed to accept the charge of continuing your commitment to diversity by looking ahead and expanding the conversation of diversity and inclusion. The TXDC conference will enable you to gain a greater understanding of the value of diversity and inclusion and the impact it brings to our business community in the form of leadership, diversity of thought, ideas, and perspectives.

You are here today as a change agent for diversity and inclusion. Not only is diversity and inclusion a good thing to do, it’s the right thing to do. Remember that it is a continuous journey of embracing and accomplishing full diversity and inclusion.

Again I welcome you to this great conference. Take advantage of everything that is offered and enjoy our diverse city. See you on the river walk.

Thanks for all you do
Howard M. Reed Jr. (Cutty)
President San Antonio Diversity Council
The Boeing Company
As President of the Central Texas Diversity Advisory Board, I welcome you to the 10th Birthday of the Texas Diversity Council. It hard to imagine that just a short ten years ago, Dennis Kennedy created the Texas Diversity Council with its inaugural Conference held in San Antonio. So we are back to where it all started!

The Council has grown and reached out across the country but it all started here. Our charge has also grown with other annual conferences and gathering such as the Diversity First Awards, Women in Leadership Symposium, Young Women in Leadership Symposium, Health Diversity Summit and others.

I am confident that the Diversity Council will continue its mission and grow as we face new changes around diversity and inclusion. We look forward with optimism as we learn from each other, collaborate with our partners and move forward as an organization and as a country.

“We are Just Getting Started” realizing how far we have come and how much more we have to do in the future. Welcome to our Birthday Party and we ask you to take the journey with us into the future.

Best Regards,

Linda Millstone, MPA, SPHR
President-Central Texas Diversity Council
Associate Vice President
Division of Diversity and Community Engagement
The University of Texas at Austin
Dear Participants,

As President of the Gulf Coast Diversity Council, I am honored to welcome you to the 10th Annual Texas Diversity and Leadership Conference. This is a wonderful opportunity for you to learn from fellow leaders of diversity and inclusion with the business world and also network with other attendees.

Our theme of “We are Just Getting Started” acknowledges the importance that education, innovation, and creativity to promote inclusive environments is needed and vital to allow business and employees to thrive and improve. I challenge you to continue your education here at the conference. Absorb as much as you can, reach out to someone with a different perspective than you, and take your learnings back to your workplace to continue to educate and innovate towards greater diversity and inclusion.

We hope you are inspired at the conference with increased insight, knowledge, and commitment that can greatly influence you, your workplace, and your personal life. Thank you for joining us as we get started.

Sincerely,
Pranika Uppal Sinha
President, Gulf Coast Diversity Council
Manager, Employee & Organization Development
Occidental Petroleum, Inc.
SCHEDULE OF EVENTS AGENDA

WEDNESDAY, APRIL 30, 2014

8:00 a.m. - 3:00 p.m.  Registration  ........................................... Navarro Pre-Function
9:30 a.m. - 10:30 a.m. Concurrent Session I
10:40 a.m. - 11:40 a.m. Concurrent Session II
11:50 a.m. 1:20 p.m.  Multicultural Awards Luncheon  .............................. Navarro - Ballroom Level
1:30 p.m. - 2:30 p.m.  Concurrent Session III
2:30 p.m. - 3:00 p.m.  General Session  ................................................ Navarro - Ballroom Level
3:00 p.m. - 3:30 p.m.  Reception

THURSDAY, MAY 1, 2014

7:30 a.m. - 4:00 p.m.  Registration
8:30 a.m. - 10:00 a.m. TX Most Powerful and Influential Women Breakfast  .................. Navarro - Ballroom Level
10:20 a.m. - 11:30 a.m. Concurrent Session I
11:40 a.m. - 1:00 p.m. DiversityFIRST™ Awards Luncheon  ............................ Navarro - Ballroom Level
1:10 p.m. - 2:20 p.m.  Concurrent Session II
2:30 p.m. - 3:30 p.m.  Concurrent Session III
4:00 p.m. - 5:00 p.m.  Closing Keynote Speaker & CEO Champions of Diversity Awards  ....... Navarro - Ballroom Level
Gen. Colin Powell, USA (Ret.)
Former Secretary of State

FRIDAY, MAY 2, 2014

7:00 a.m. - 10:00 a.m. Registration ............................................... Navarro Pre-Function
8:00 a.m. - 9:00 a.m. Continental Breakfast ........................................ Navarro Pre-Function
9:00 a.m. - 10:10 a.m. Concurrent Session I
10:20 a.m. - 11:30 a.m. Concurrent Session II
11:30 a.m. - 12:00 p.m. Reception ................................................. Navarro Pre-Function
DISABILITY SUMMIT

The Texas Diversity Council is pleased to announce the Fourth Disability Track during the

TEXAS DIVERSITY & LEADERSHIP CONFERENCE
Westin Riverwalk
April 30th – May 2nd, 2014

“disABILITY and Inclusion: A Formula for Success!”

The purpose of this summit is to educate and bring awareness to the growing need to incorporate individuals with disabilities into the diversity programs and initiatives of all organizations. In recent years the pool of individuals with a disability has increased exponentially. The audience participating in this summit will benefit from leading experts in this field in our community. There will be three powerful sessions within the summit to provide resources and best practices!

First Session*
Autism-“No, I Am Not Rainman or Sheldon, But Yes, I Can Work!”
Department of Assistive and Rehabilitation Services, Jennifer Kaut
9:30AM to 10:30AM April 30, 2014

Second Session**
“Tips and Strategies for Working with Persons with Severe Mental Health Diagnoses”
Department of Assistive and Rehabilitation Services, Davin Davis
10:40AM to 11:40PM April 30, 2014

Third Session***
“I Am Not Crazy! I Am Not Stupid! I Just Want a Job!”
San Antonio Psychological Services, Mary Jane Schreiber
1:30PM to 2:30PM April 30, 2014

Summit Co-Chairs:
Trisha Cantu, Great Opportunities
Angeles Valenciano, National Diversity Council

“The disability sessions/programs have each been approved for 3 recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute.”
KEYNOTE

GENERAL COLIN POWELL, USA (RET.), Former Secretary of State

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. 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 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.

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. Among the many U.S. military awards and decorations Powell has received are the Defense Distinguished Service Medal (with 3 oak leaf clusters), the Army Distinguished Service Medal (with oak leaf cluster), Defense Superior Service Medal, Legion of Merit (with oak leaf cluster), Soldier’s Medal, Bronze Star Medal and the Purple Heart.

Currently, Powell is a strategic limited partner at Kleiner Perkins Caufield & 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.

Powell is married to the former Alma Vivian Johnson of Birmingham, Alabama. They live in McLean, Virginia, and have three children and four grandchildren.
MULTICULTURAL LEADERSHIP AWARD WINNERS

**Carole Hardin-Oliver**
Pharmacy Supervisor
Walgreens

**Adeola Oduwole**
Director of Diversity and Inclusion
The University of Texas Medical Branch

**Carlos Torres**
Executive Vice President, Human Resources and Learning & Development
Broadway Bank

**Craig Wiltz**
CEO
UPS Red River District

TRAILBLAZER AWARD WINNERS

**Elizabeth A. Campbell**
Partner & Chief Diversity Officer
Andrews Kurth LLP

**James Harris**
Director, Supplier Diversity
H-E-B

**Dr. Gilda Garcia**
Chief Diversity Officer, Director of Equity & Access Title IX Coordinator
Texas State University

**Harry R. Gibbs, M.D**
Chief Diversity Officer
UT Texas M.D. Anderson Cancer Center, Chairman of Board

**Alice B. Otchere**
Senior Director, Human Resources
CenterPoint Energy

**Dr. Gregory J. Vincent**
Vice President
Diversity & Community Engagement
The University of Texas at Austin

**Lisa Ferrin, Colonel, USAF Retired**
Associate Provost for Faculty/Student Diversity and Recruitment
The University of Texas at San Antonio

**Paula McHam**
Community Involvement Lead
Cigna

**Tiffanie McDonald, JD**
AVP, Diversity Management
USAA People Services
TEXAS MOST POWERFUL WOMEN

Cindy Bigner  
Senior Director of Corporate Affairs and Diversity Initiatives  
Halliburton

Amy L. Gowder is Vice President & General Manager of Lockheed Martin Commercial Engine Solutions’ two locations, San Antonio, Texas and Montreal, Canada. This line of business supports eleven engine product lines that power more than 15 military and commercial aircraft.

Previously, Ms. Gowder was Director of Affordability for Lockheed Martin Corporation’s Aeronautics Company. In that role, she was responsible for all aspects of implementing overhead, product, process, and material cost efficiency from May 2011 to April 2012.

Since joining Lockheed Martin in 2005 has held many leadership roles and has been responsible for multiple special projects in Supply Chain, Sustainment, Finance, and Operations.

Prior to joining Lockheed Martin, Ms. Gowder served as a High Tech and Supply Chain Management Consultant at Accenture in Phoenix, Arizona, responsible for production and supply chain control for U.S. and international Fortune 500 companies through implementation of strategic planning, sourcing, lean and factory scheduling implementations.

Ms. Gowder graduated from the Massachusetts Institute of Technology Sloan Fellows Program with a Masters of Business Administration and from Arizona State University with a Bachelor of Science degree in Bioengineering.

Ms. Gowder serves on San Antonio College’s Challenger Learning Center Advisory Council, The San Antonio Chamber of Commerce, Board of Directors and is a member of the Association of Manufacturing Excellence. In 2012 Amy was named a top 40 under 40 aviation executive by Aviation Week.

Gigi Geoffrion  
Vice President of Quality Engineering  
Rackspace Hosting

Gigi Geoffrion is VP of Quality Engineering at Rackspace, a role in which she leads the Quality and Security Engineering organizations. Gigi also serves as Executive Chair of Rackspace’s Professional Organization of Women Empowering Rackspace (PO.W.E.R.), which strives to create a community where women can thrive and drive greatness at Rackspace. Gigi is passionate about sharing her experience and wisdom with all Rackers as a mentor and advocate.

A technology veteran with more than two decades in the industry, Gigi started her career in Technical Support for a company that created drivers for Video Card chipsets. There, she recognized a great need to improve the end product, and quickly moved into Quality Management. Gigi has Quality Management experience across numerous domains including hardware, gaming, entertainment, retail software, commerce websites and Cloud Computing.

Throughout her career, Gigi has worked for a variety of well-known companies including Broderbund, Genealogy.com, Mattel, A&E Television Networks, and Yahoo!
Amy L. Gowder
Vice President & General Manager
Lockheed Martin Aeronautics Company

Amy L. Gowder is Vice President & General Manager of Lockheed Martin Commercial Engine Solutions’ two locations, San Antonio, Texas and Montreal, Canada. This line of business supports eleven engine product lines that power more than 15 military and commercial aircraft. Previously, Ms. Gowder was Director of Affordability for Lockheed Martin Corporation’s Aeronautics Company. In that role, she was responsible for all aspects of implementing overhead, product, process, and material cost efficiency from May 2011 to April 2012. Since joining Lockheed Martin in 2005 has held many leadership roles and has been responsible for multiple special projects in Supply Chain, Sustainment, Finance, and Operations.

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Courtney S. Marcus
Partner
Weil, Gotshal & Manges LLP

Courtney S. Marcus is a partner in the Banking & Finance practice and is resident in the Firm’s Dallas office. Ms. Marcus’ practice concentrates on representing private equity firms and consortia, public and private corporate borrowers, and financial investors in connection with a wide variety of financing transactions.

Ms. Marcus recently rejoined Weil from Fulbright & Jaworski LLP, where she was a partner in the finance practice. She has extensive experience with leveraged acquisition and recapitalization transactions, bridge and mezzanine financing, cash flow and asset-based lending, debtor-in-possession financing and loo restructurings and workouts.

Ms. Marcus’ experience extends to such industries as energy (including E&P, midstream and energy service companies), sports franchises, manufacturing, retail, healthcare, business services and consumer products. Before joining Fulbright, Ms. Marcus was a partner in Weil’s Banking & Finance practice.

Ms. Marcus has been recognized as a leading lawyer for Banking & Finance in Texas by Chambers USA since 2005 and has been named a Rising Star in Texas by Super Lawyers since 2010. She has also been named one of D Magazine’s Best Lawyers in Dallas and Best Women Lawyers in Dallas; a Best Lawyer in America and a Best Texas Women Lawyer in Banking & Finance by Best Lawyers, and was named one of Dallas Business Journal’s 40 Under Forty in 2009. Ms. Marcus is on the Board of Directors of TheDallasAssembly and a member of the Executive Committee and the Board of Governors of Texas Ballet Theater.
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TEXAS MOST POWERFUL WOMEN

Angela Martinelli, MSN, BSN, RN
Regional Vice President, South Central Walgreens

Angela Martinelli is Regional Vice President of Infusion Services for Walgreens, the nation’s largest drugstore chain. As the industry leader of doctor prescribed home infusion therapy, Angela is responsible for strategy and delivery of infusion services providing leadership to over 1400 clinicians.

Angela engages in a number of outside activities consistent with the company’s responsibilities in the community and the industry. These include involvement with the Texas Neurology Society, Transplants for Children, Case Management Society of South Texas, Cystic Fibrosis Foundation, Texas Gulf Coast Society for Parenteral and Enteral Nutrition, and the National Home Infusion Association.

Angela credits her passion for healthcare to her grandmother who was a nursing professional for over 40 years. She is committed to making a difference in people’s lives by helping them to “get, stay and live well”.

Charlene Lake
Senior Vice President, Public Affairs and Chief Sustainability Officer AT&T

Charlene Lake, Chief Sustainability Officer and Sr. Vice President Public Affairs, is responsible for leading AT&T’s philanthropic and volunteerism endeavors, third-party advocacy program and public affairs functional support, as well as coordinating signature initiatives that connect social needs with business objectives.

Ms. Lake began her career at Southwestern Bell Telephone in 1986 in Topeka, Kansas, and served in management roles in financial communications, media relations and employee communications in Kansas, Missouri and Texas. She assumed leadership over SBC’s corporate advertising and sports marketing department during the mid-1990s, and managed the organizations through the mergers of Pacific Bell, Southern New England Telephone and Ameritech. In 2003, Ms. Lake began developing a public affairs discipline within the SBC External Affairs department, and in 2007 launched AT&T’s centralized corporate citizenship and sustainability function. A mass communication graduate of Kansas State University, Ms. Lake also serves on the Advisory Council at KSU’s A.Q. Miller School of Journalism and Mass Communications. She began her professional life as a journalist, working on daily newspapers in Kansas.

Ms. Lake serves on the Board of Directors and Executive Committee of the Public Affairs Council, a leading international association designed to advance the field of public affairs; the Board of Directors of America’s Promise Alliance, an organization committed to preparing young people for college, work and life; the National Board of Jobs for America’s Graduates; the Board of Trustees of the National Urban League; the Board of Advisors to Collin College in the Dallas Metro area; and the Corporate Advisory Board of Women Impacting Public Policy. She also serves on the Council of Advisors of the Institute for Economic Empowerment for Women, which among other projects, teaches women entrepreneurs in Afghanistan and Rwanda about free enterprise and market power.

Ms. Lake is a recipient of the 2012 Advertising Person of the Year from the Ad Club of New York, the 2012 Distinguished Woman Award from Northwood University, and is a previous winner of the Iron Jawed Angel Award from the Luger Excellence in Public Service Series in Washington, D.C. She has a daughter at Oklahoma State University, and a son who graduated from Texas A&M and Royal Holloway University of London, now working at H&K in Dallas. Ms. Lake resides with her husband, Rod, in Dallas.
Ellen Torbert
Vice President, Diversity & Inclusion
Southwest Airlines

Ellen Torbert serves Southwest Airlines as the Vice President of Diversity & Inclusion. She is responsible for providing strategic leadership in support of the Company's diversity and inclusion goals and objectives, focusing on Employee engagement and talent development, enhancing individual and company performance. In developing Global D&I strategies for the business, she works closely with the Supply Chain Management, Marketing, Community Affairs & Grassroots, and People Departments; as well as leads the corporate Diversity Council.

Ellen's career consists of 27 years with Southwest Airlines. Prior to leading the Diversity & Inclusion Department, 24 years was dedicated to the Customer Support & Services (formerly Reservations) Department where she served as Vice President from 2000-2011.

Ellen currently serves as a Member of the Board of Directors for Workforce Solutions Greater Dallas; is a Board Member of the Texas Diversity Council; and is a 2013 Graduate and Ambassador of Leadership Texas.

In 2012, Ellen was featured in Engineering & Information Technology Magazine as a Diversity Thought Leader, and in 2013 was presented with the WTS Rosa Parks Diversity Leadership Award. Ellen received a Bachelor of Science Degree from Western Michigan University.

Susan Patten
Vice President of Government Relations
Time Warner Cable

Susan is Vice President of Government Relations for Time Warner Cable, based in Austin. She began her cable career in 1997 when the Time Warner Cable affiliate in El Paso lured her with the challenge of repairing the company’s image in the community. She has since held various government, community and media relations roles for the company.

Susan serves on the board of the Texas Cable Association, is an alumna of the Texas Lyceum, and is past-president of the Texas Chapter of Women in Cable Telecommunications. She also is an engaged volunteer with the American Heart Association, where she is a member of the Circle of Red, chairs the Go Red For Women Passion Committee and serves on the Go Red for Women Executive Leadership Team. She also is part of AHA’s You're The Cure and serves on the AHA Texas State Advocacy Committee.

Susan began her career in newspaper reporting, editing and design, leaving her “paid professional observer” role to serve as Vice President of Community Development at the Greater El Paso Chamber of Commerce before getting into cable.

Susan is a fifth-generation Texan, a San Antonio native and graduate of Texas Christian University. She and her husband, Mike, spend their spare time doting on their daughter, son-in-law and two grandchildren.
TEXAS MOST POWERFUL WOMEN

Ruth Piña
VP Human Resources Employee Relations, Staffing, OD & Employee Services
Valero Energy Corporation

Ms. Piña has 30 years of HR experience of which 20 have been working at Valero. In her role as Vice President of Human Resources she is responsible for planning, developing, organizing, managing, and overseeing the HR activities of Employment and Organizational Development, Employment Services, Employee Relations, Employee Services, Dialogue and Affirmative Action. Valero Energy Corporation is a Fortune 50 company based in San Antonio, and through its subsidiaries is the world’s largest independent petroleum refiner and marketer. With over 21,000 employees, Valero supplies fuel and products that improve people’s lives with 16 refineries, 10 ethanol plants and approximately 6,800 retail and wholesale sites stretching from the U.S. West and Gulf coasts to Canada, United Kingdom and the Caribbean.

Prior to joining Valero Ms. Piña held the position of Human Resources Manager with Pace Foods Inc. She holds a bachelor’s degree from Our Lady of the Lake University and is a certified Professional in Human Resources through HRCI.

In addition to her responsibilities at Valero she serves as a Board of Trustee for Our Lady of Lake University, is a member of the Board of Directors for Clarity Child Guidance Center and a member of the Board of Directors for the Texas Diversity Council. Her past and present professional Organizations include: Texas Diversity Counsel, Society of Human Resource Management, San Antonio Human Resource Management Association, National Petroleum Refiners Association Industrial Relations Group, American Compensation Association, San Antonio Compensation Association, Leadership San Antonio Class of XXVII, American Management Association, American Payroll Association, San Antonio Payroll Association, and the Hispanic Chamber of Commerce.

Amy Perry
Senior Vice President & General Counsel
NuStar Energy L.P.

Amy Perry serves as Senior Vice President, General Counsel-Corporate & Commercial Law and Corporate Secretary of NuStar Energy L.P. and NuStar GP Holdings, LLC, both of which are headquartered in San Antonio, Texas. In this role she oversees NuStar’s corporate finance, mergers and acquisitions, commercial transactions, corporate governance, external legal reporting, employee benefits issues, ad valorem tax and real estate/right-of-way functions. She also serves as NuStar’s Ethics and Compliance Officer.

Prior to joining NuStar when the company had its initial public offering in 2006, Ms. Perry served for three years as Counsel–Corporate Law for Valero Energy Corporation. Prior to moving to San Antonio in 2003, she practiced corporate, mergers and acquisitions and securities law at DLA Piper in New York City and Wilson Sonsini Goodrich & Rosati in Austin.

Ms. Perry is also active in the San Antonio community. She serves as Corporate Secretary for Haven for Hope of Bexar County, and provides pro bono legal support for the homeless transformation campus. She also serves on the board of directors of The Winston School of San Antonio, and she has previously served on the boards of Clarity Child Guidance Center and the San Antonio Humane Society.

Ms. Perry holds Bachelor of Arts and Master of Arts degrees from the University of Missouri-Columbia, and a Juris Doctor from New York University School of Law.

Ms. Perry is mother to three children, ages 12, 6 and 4 years old.
Karen Rapp
Vice President and Chief Information Officer
Freescale Semiconductor

Karen Rapp is Vice President and Chief Information Officer at Freescale Semiconductor. She is responsible for Freescale worldwide IT strategy, development and infrastructure with a focus on business outcomes and driving efficient and effective business processes.

In July 2004, Motorola spun off its semiconductor segment, creating Freescale Semiconductor, headquartered in Austin, Texas. Karen was a key member of the separation team, focusing on the SEC filings and Freescale worldwide general ledger initialization. In December 2006, Freescale was taken private through a Leveraged Buy Out transaction, then the company went public again in 2011.

Karen has been with Motorola/Freescale for twenty-four years, where she has held a variety of positions in the business units, corporate accounting, supply chain, sales and marketing. Karen is also on the Board of Directors for the Freescale Foundation, a non-profit organization supporting STEM educational programs.

Karen earned her bachelor’s degree in Finance in 1989 from Northern Illinois University. She earned her MBA from the University of Texas in Austin in 1999 and was a member of the winning team in the 1999 UT Moot Corp entrepreneurial competition. Karen is a Certified Treasury Professional as of December, 2012.

Melinda G. Reeves
EVP, HR
Direct Energy

Melinda “Mel” Reeves has more than 25 years experience in human resources in energy, financial services, insurance and high tech industries. Her experience cuts across multiple HR disciplines with deep technical expertise in employee relations, talent acquisition, talent development and culture and organizational transformations. Melinda is currently the Executive VP, Human Resources and Internal Communications for Direct Energy, one of the largest providers of electricity, natural gas and related services in North America, with responsibility for more than 6000 employees across the U.S. and Canada. Melinda is also on the board of ACCION Texas, a designated community development financial institution with a mission to provide credit and services to small businesses and entrepreneurs who do not have access to loans from commercial sources and to provide leadership and innovation to the microlending industry.

Prior to Direct Energy, Melinda was with USAA, an integrated financial services firm, where she last served as the Executive VP, People Services. Before that, Melinda held key HR leadership positions with Compaq Computer Corporation and American General Life Insurance. She also previously served on the board of the Boys and Girls Clubs of San Antonio.

Melinda is a Texas native and holds a Bachelor’s of Journalism from the University of Texas at Austin and is a certified Senior Professional, Human Resources (SPHR). Melinda and her husband, Skip, have three children, two miniature dachshunds and reside in Houston. In her spare time, she enjoys exercising, reading, traveling and photography.
**TEXAS MOST POWERFUL WOMEN**

**Trisa Thompson**  
**V.P., Corporate Responsibility**  
*Dell, Inc.*

Trisa Thompson is the Vice President of Corporate Responsibility at Dell, with responsibility for Dell's global philanthropy and sustainability.

Previously at Dell, Trisa served as Vice President, Legal, for the Global Operations, Marketing and Product Groups, and was a member of the Legal Team for 12 years. She was the founding co-chair of the Women's Networking Group, W.I.S.E., at Dell, and also served on the PRIDE Executive Board. She is also a member of the Global Giving and Sustainability Councils.

Trisa joined Dell in June 1998 from the Washington, D.C. law office of Seyfarth, Shaw. Trisa was a partner with Seyfarth in its Government Procurement Law practice. She specialized in federal, state, and local procurement law and litigation. She joined Seyfarth directly out of law school in 1986.

Trisa graduated with honors from The National Law Center, George Washington University. She received her undergraduate degree, magna cum laude, from Boston University in 1983, where she majored in Mass Communications.

Outside of the office, Trisa served on the Annual Campaign Committee for the United Way in Central Texas for several years in different roles, and is a past Chair of the Women’s Giving Network. She is a founding and former member of the Austin/San Antonio Chapter of the Texas General Counsel Forum. Trisa also serves on the Emeritus Advisory Board for Law and Technology News. She is a past President of the Board of Zach Scott Theatre. In addition, she is the past chair of the Board for KLRU, where she remains a board member, and formerly served on the Board for the Greater Austin Chamber of Commerce. She also serves on the boards of I Live Here, I Give Here, an Austin organization promoting philanthropy in Austin, and Lifeworks. Trisa was a 2005 finalist for the Profiles In Power award from the Austin Business Journal. Trisa is the 2008 recipient of the United Way’s Volunteer of the Year Award.

**Rina Patel**  
**Regional Banking Area President**  
*Mid Central Texas, Wells Fargo Bank, N.A.*

Based in Austin and an 11-year veteran of the company, Rina Patel is an area president of Wells Fargo's Community Banking organization for the South Austin market.

Rina is responsible for 30 Community Banking stores and 360 team members in the South Austin and Hill Country West market. She reports to Jeff Schumacher, Central Texas region president.

Over the years, Rina has served in many capacities, including as a teller, personal banker, service manager, store manager, recruiting manager and district manager before taking on her current role in 2013.

She earned her bachelor's degree in Interdisciplinary Studies with a focus in Business and Communication from Arizona State University.
Katrina Villarreal

SVP, Director of Operations – Southwest Region
Lee Hecht Harrison

Katrina is the SVP, Director of Operations for Lee Hecht Harrison, a talent development organization connecting people to jobs through innovative career transition services and helping individuals improve performance through career and leadership development. She leads a team of over 100 delivery consultants in a six state region, providing strategic consultation to corporate customers with large scale leadership, redeployment, and career transition programs.

Katrina's 17 years of HR/Management experience spans the employee lifecycle, from workforce planning and staffing, to leadership and career development, as well as, career transition. Her passion for development extends throughout the community by preparing future HR Leaders through her prior work as an Adjunct Instructor at the University of Texas's HR Certification Program, as an HR Mentor for the Austin HR Management Association, and through her community speaking engagements on Diversity and Inclusion topics. Katrina is a member of the Texas Diversity Council and Society for Human Resource Management.

Katrina has received several recognitions including, 2008 LHH Superstars Sales Leader Award, 2010 DiversityFIRST™ Award, 2012 LHH Superstars Region of the Year Award, among others. She earned a Bachelor of Business Administration from St. Mary's University, MBA, Texas State University, Senior Professional of Human Resources and holds a Six Sigma Greenbelt Certification.

Spring Williams

Executive General Manager Red River District
UPS

Spring is the Executive General Manager for the Gulf South District. Spring has the responsibility for the Houston, New Orleans, Shreveport and Lafayette Gateways. Spring started her career with UPS in 1978 as a package driver in the Tulsa Facility, Oklahoma district. She was promoted to the management ranks in 1983 in Package Operations. In January, 2001, Spring was promoted and relocated to Package Division Manager in the Southeast Texas District. She was the Package Division Manager responsible for beta testing of four major projects within the organization. In 2006, she rotated from a Package Division Manager to her current assignment as the Gulf South Executive General Manager.

She has been involved in several assignments throughout her career which assisted in her development as a leader.

1991 1st quarter lead auditor on a National Air Audit
1995-96 Supervisor Leadership School facilitator
2000 District Grant committee member awarding an Oklahoma recipient a $100,000 grant
2005-06 Congressional Awareness coordinator
2007 United Way Coordinator for Southeast Texas Districts
2007 District Women’s Leadership Development Coordinator
2007 District Centennial Coordinator
2011-12 Who’s Who in Black Houston

All of these contributed to her being listed as a member of the National Registers Who's Who in Executive and Professionals in 2006/2007.

Outside of her UPS responsibilities, she is very active in her role as a mother of two adult children, Ari Gaines and Sparkle Gaines and three wonderful grandchildren. Spring is deeply involved in her church, Payne Chapel A.M.E. She is a licensed minister as well as volunteers with various youth groups. Spring has been committed to UPS for over 34 years. She is committed to making a difference by constantly communicating the company’s vision to her employees.
DIVERSITYCHAMPION™ AWARD WINNERS

Edgar (Andy) Anderson  
The Boeing Company  
(Greater San Antonio)

William Hopkins  
Husch Blackwell LLP  
(Central Texas)

Brenda Mora  
Aerotek, Inc  
(Greater Dallas)

David (Dave) Partido  
Lockheed Martin Aeronautics  
(Greater Fort Worth)

Alyssa Randall-Sam  
Cigna  
(Gulf Coast)

DiversityFIRST™ AWARD WINNERS

Richard A. Cherwitz, Ph.D.  
Professor and Director,  
Intellectual Entrepreneurship (IE)  
The University of Texas

Yvonne Harris  
Director Human Resources  
UHY LLP

Ronald A. Johnson  
Dean  
JHH School of Business  
Texas Southern University

Rodney Morris  
Senior Vice President  
The Elliot Group
10th Anniversary
Texas Diversity & Leadership Conference

DOOR PRIZES

Samsung Galaxy Note 8.0
donated by Dennis Kennedy

2 - Phones
HTC One X+
HTC 8X Windows
donated by AT&T

Two Round Trip Tickets
donated by Southwest Airlines

Complimentary One Night Stay
donated by Westin Riverwalk Hotel

2 - Crystal Vases
donated by The Elliott Group

Tiffany & Co. Sterling Silver Travel Size Frame
donated by Weil, Gotshal & Manges LLP

2 - $50 H-E-B gift cards
donated by H-E-B

Complimentary Two Nights Stay
donated by Sheraton Dallas Hotel

2 - $20 Gift Cards and 10 Free Bloomin Onion cards
donated by Outback Steakhouse

* winners must be present

DiversityFIRST™
CONCURRENT SESSIONS

Sessions Day 1 - April 30, 2014

9:30am - 10:30am  **LATINO SEGMENT: CHALLENGES AND OPPORTUNITIES IN SHAPING THE POLITICAL AND ECONOMIC CLIMATE IN THE U.S.**

Moderator: Cecilia Orellana-Rojas, VP Strategy, National Diversity Council
Speakers:
- Lisa Firmin, Colonel, USAF, Retired, Associate Provost for Faculty/Student Diversity & Recruitment, UTSA
- Pilar Oates, B.A., M.A., Independent Consultant in Non-Profit Management & Leadership Development
- Ramiro Cavazos, President & CEO, San Antonio Hispanic Chamber of Commerce
- Sonia Clayton, President & CEO, Virtual Intelligence

**GAINING CULTURAL COMPETENCY FOR LEADERSHIP DEVELOPMENT**
Presenter: Dr. Matthew Gonzales, Professor, University of the Incarnate Word

**KEYS TO SUCCESSFUL CROSS-CULTURAL COMMUNICATION**
Speaker: Pranika Sinha, Manager, Employee & Organization Development, Occidental Petroleum Corporation

**AUTISM—“NO, I AM NOT RAINMAN OR SHELDON, BUT YES, I CAN WORK!” (DISABILITY TRACK)**
Speaker: Jennifer Kaut, Department of Assistive and Rehabilitation Services

10:40am - 11:40am  **IMPACT OF CHANGING DEMOGRAPHICS IN THE WORKPLACE & COMMUNITY**

Speakers:
- Dennis Kennedy, Founder & CEO, National Diversity Council
- Cecilia Orellana-Rojas, VP Strategy, National Diversity Council

**HOW TO FOSTER A WORK ENVIRONMENT WHERE MULTICULTURAL WOMEN THRIVE & GET TO THE C-SUITE**
Moderator: Yvonne Harris, Director Human Resources, UHY LLP
Speakers:
- Alice Othere, Sr. Director, HR & Diversity, CenterPoint Energy
- Dr. Gregory Vincent, VP, Diversity & Community Engagement, UT Austin
- Megan Cleghorn, Co-Founder & CEO, Request for Relief

**MAINTAINING YOUR CULTURAL AUTHENTICITY**
Moderator: Hul Kenney, Employment Screening Services
Speakers:
- Elizabeth A. Campbell, Partner & Chief Diversity Officer, Andrews Kurth
- Lisa Firmin, Colonel, USAF, Retired, Associate Provost for Faculty/Student Diversity & Recruitment, UTSA
- Bill Hopkins, Partner, Husch Blackwell
- Dr Dilshad Dayani, President and Founder, World Women Global Council
CONCURRENT SESSIONS

10:40am - 11:40am  **LATINO SEGMENT: BEST PRACTICES IN THE WORKPLACE AND THE MARKETPLACE**  
**Moderator**: Angeles Valenciano, President & EVP, National Diversity Council  
**Speakers**:  
Dr. Gilda Garcia, Chief Diversity Officer & Director of Equity and Access, Texas State University  
Karen Vasquez, Vice President, Internal Audit, Tesoro  
Jason Pastrano, Director, Consumer Marketing, AT&T  
James Harris, Director, Supplier Diversity, H-E-B  

**Tips and Strategies for Working with Persons with Severe Mental Health Diagnoses**  
**Disability Track**  
**Speaker**: Davin Davis, Department of Assistive and Rehabilitation Services

1:30pm - 2:00pm  **DIALOGUE ON RACE IN AMERICA**  
**Moderator**: Dennis Kennedy, Founder & CEO, National Diversity Council  
**Speakers**:  
Elizabeth A. Campbell, Partner & Chief Diversity Officer, Andrews Kurth  
Dr. Dilshad Dayani, President and Founder, World Women Global Council  
Dr. Gregory Vincent, Vice President for Diversity and Community Engagement, UT Austin  
Dr. Gilda Garcia, Chief Diversity Officer, Texas State University

**It Takes a Village to Achieve Full Diversity and Inclusion…White Males Live in That Village, Too!**  
**Moderator**: Hul Kenney, Employment Screening Services  
**Speakers**:  
Megan Cleghorn, Co-Founder & CEO, Request for Relief  
Bill Hopkins, Partner, Husch Blackwell  
Pranika Sinha, Manager, Employee & Organization Development, Occidental Petroleum Corporation  
Ed Johnson, Compliance & Diversity Business Consultant, Peoplefluent

**Multicultural Leadership Roundtable**  
**Moderator**: Otis Scott, UTSA  
**Speakers**:  
LaMonte Thomas, President & General Manager North Texas and Oklahoma, CIGNA  
Carole Hardin-Oliver, Pharmacy Supervisor, Walgreens Pharmacy  
Carlos Torres, Executive Vice President, Human Resources and Learning & Development, Broadway Bank

**STRAIGHT FOR Equality in the Workplace 101 (Workshop)**  
**Speaker**: Jody M. Huckaby, Executive Director, PFLAG National  

**I Am Not Crazy! I Am Not Stupid! I Just Want a Job!**  
**Disability Track**  
**Speaker**: Mary Jane Schreiber, San Antonio Psychological Services
CONCURRENT SESSIONS

Sessions Day 2 - May 1, 2014

10:20am - 11:20am

**POWERFUL & INFLUENTIAL WOMEN**

*Moderator: Dona Kilby-Costa, Ideal Careers Placement Agency*

*Speakers:*
- Rina Patel, Regional Banking Area President, Wells Fargo
- Spring Williams, Executive General Manager, UPS
- Megan Cleghorn, Co-Founder & CEO, Request for Relief

*Managing in the Age of Change: Essential Skills to Manage Today’s Workforce*

*Moderator: Hul Kenney, Employment Screening Services*

*Speakers:*
- Stephanie Mims, Executive Director, Global Support & Deployment, Dell
- Lindsey Lurie, Director of Marketing, IBM
- LaMonte Thomas, President & General Manager North Texas and Oklahoma, Cigna
- Rodney Morris, Senior Vice President, The Elliot Group

**DIALOGUE ON DIVERSITY BEST PRACTICES**

*Moderator Dennis Kennedy, Founder & CEO, National Diversity Council*

*Speakers:*
- Tiffanie McDonald, AVP Diversity, USAA
- Angeles Valenciano, President & EVP, Healthcare Diversity Council & National Diversity Council
- Linda Millstone, Associate Vice President, UT Austin
- Harry Gibbs, MD, Chief Diversity Officer, MD Anderson

**ARE MICRO-INEQUITITIES IMPACTING YOUR WORKPLACE**

*Speaker: Pranika Sinha, Manager, Employee & Organization Development, Occidental Petroleum Corporation*

**LEARNING TO LEAD**

*Moderator: Paula McHam, Cigna*

*Speakers:*
- Mike Fay, President, Marketing Services, Harland Clarke
- Melissa Garza, SVP HR, Aurea Software
- Adrian Anderson, Partner, KPMG
- Dr. Gregory Vincent, VP, Diversity & Community Engagement, UT Austin

**DIVERSE TEAM DYNAMICS: WINNING THE GAME**

*Speakers:*
- Alice Otchere, Sr. Director HR & Diversity, CenterPoint Energy
- Frank Kwaku Otchere, CEO, Otchere Enterprises

1:20pm - 2:20pm

**SUCCESSED AT WORK & LIFE 24/7**

*Moderator: Dona Kilby-Costa, Ideal Careers Placement Agency*

*Speakers:*
- Jil Green, Head HR, Outback Steak House
- Stephanie Shipp, Director Global Transformation Management, Dell
- Malia Litman, Author & Lawyer
- Dr. Gregory Vincent, VP, Diversity & Community Engagement, UT Austin
CONCURRENT SESSIONS

1:20pm - 2:20pm  **Navigating Your Career**  
**Moderator:** Hul Kenney, Employment Screening Services  
**Speakers:**  
Mike Fay, President, Marketing Services, Harland Clarke  
Katrina Villarreal, SVP, Director of Operations – Southwest Region, Lee Hieght Harrison  
Trisa Thompson, VP, Corporate Social Responsibility, Dell  
Ron Myers, Corporate VP Marketing, AMD  

**Diversity Scorecard – How Does Your Organization Measure Success?**  
**Speaker:** Kazique Jelani Prince, Ph.D., CEO, Jelani Consulting  

**Creating & Sustaining a Diverse Pipeline**  
**Moderator:** Otis Scott, UTSA  
**Speakers:**  
Catherine Dessors, Finance Director, Dell  
Adrian Anderson, Partner, KPMG  
Ruth Z. Piña, VP Employee Relations, Staffing, OD & Employee Services, Valero  
Harry Gibbs, MD, Chief Diversity Officer, MD Anderson  

**Winning the Generational Game**  
**Moderator:** Nicole Prince, Applied Material  
**Speakers:**  
Elizabeth A. Campbell, Partner & Chief Diversity Officer, Andrews Kurth  
Dr. Gregory Vincent, VP, Diversity & Community Engagement, UT Austin  
Jennifer De La Torre, Director of Diversity, AT&T  

**LGBT Roundtable**  
**Moderator:** David Vanek, National Diversity Council  
**Speakers:**  
Rodney Morris, Senior Vice President, The Ellison Group  
Lisa Firmin, Colonel, USAF, Retired, Associate Provost for Faculty/Student Diversity & Recruitment, UTSA  
Ryan Miccio, Manager, Diversity & Inclusion, United  
Cecilia Orellana-Rojas, VP Strategy, National Diversity Council  

2:30pm - 3:30pm  **Creating a Culture of Real Inclusion**  
**Moderator:** TK Floyd, Attorney & Counselor  
**Speakers:**  
Pranika Sinha, Manager, Employee & Organization Development, Occidental Petroleum Corporation  
Elizabeth A. Campbell, Partner & Chief Diversity Officer, Andrews Kurth  
Michael K. Muhammad, Vice President, Diversity/Innovative Services/Labor Relations, DART  
Ellen Torbert, Vice President Diversity & Inclusion, Southwest Airlines
CONCURRENT SESSIONS

2:30pm - 3:30pm  LEAN IN – TAKING YOUR PLACE AT THE TABLE  
SUSTAINABLE ACTION  
Moderator: Nicole Prince, Applied Material  
Speakers:  
Leslie M. Solondz, VP, Employment Practices & Chief Diversity Officer, Republic Services  
Megan Cleghorn, Co-Founder & CEO, Request for Relief  
Spring Williams, Executive General Manager, UPS

ERG BEST PRACTICES  
Moderator: David Vanek, National Diversity Council  
Speakers:  
Cecilia Orellana-Rojas, VP Strategy, National Diversity Council  
Kazique Jelani Prince, Ph.D., CEO, Jelani Consulting  
Ryan Miccio, Manager, Diversity & Inclusion, United

LEADERSHIP LESSONS FROM THE TOP  
Moderator: Hul Kenney, Employment Screening Services  
Speakers:  
Karen Kauffman, VP HR, Metro  
John Lazarine, VP Internal Audit, Rackspace  
Ronald Johnson, Dean, Texas Southern University

DIVERSITY & INCLUSION AS A REVENUE GROWTH STRATEGY  
Speaker:  
Trennis Jones, SVP, Chief Administrative Officer and CR Officer, Seton Healthcare Family

Sessions Day 3 - May 2, 2014

9:00am - 10:00am  LESSONS FROM THE ANIMAL KINGDOM: STRATEGIES FOR MANAGING EVERYDAY CONFLICT  
Moderator: Hul Kenney, Employment Screening Services  
Speakers:  
Sam Guess, VP Compensation, Benefits & HR Mergers and Acquisitions, Dell  
TK Floyd, Attorney & Counselor  
Nicole Roberson, Director of Diversity & EEO, DART

THE POLITICS OF PROMOTION: WHAT IT TAKES TO GET—AND STAY—AHEAD  
Moderator: Dona Kilby-Costa, Ideal Careers Placement Agency  
Speakers:  
John Lazarine, VP Internal Audit, Rackspace  
Bill Hopkins, Partner, Husch Blackwell  
Paula McHam, Community Involvement Lead, Cigna  
Jennifer De La Torre, Director of Diversity AT&T

DIVERSITY & EMOTIONAL INTELLIGENCE  
Speakers: Adeola Oduwole, Director of Diversity & Inclusion, UTMB

DiversityFIRST™
CONCURRENT SESSIONS

10:20am - 11:30am **BUILDING YOUR PROFESSIONAL TOOL BOX**
Moderator: Dona Kilby-Costa, Ideal Careers Placement Agency
Speakers:
Ronald Johnson, Dean, Texas Southern University
Bill Hopkins, Partner, Husch Blackwell
Darron Turner, Assistant Vice Chancellor of Student Affairs, TCU

**VETERANS IN THE WORKPLACE**
Moderator: Hul Kenney, Employment Screening Services
Speakers:
Lisa Firmin, Colonel, USAF, Retired, Associate Provost for Faculty/Student Diversity & Recruitment, UTSA
Kazique Jelani Prince, Ph.D., CEO, Jelani Consulting
Christopher Herring, CEO, Alamo Chamber

**WHY COLOR MATTERS IN THE LGBTQ COMMUNITY**

Lantana - Lobby Level
Sabino - Lobby Level
Villa - Ballroom Level
Diversity and Inclusion are core values at Andrews Kurth. It takes a leader to know how to align business objectives and resources. Working together, we have created an inclusive culture that benefits our entire firm community.
CELEBRATE WHAT

MAKES YOU

EXTRAORDINARY.

At Cigna, we celebrate what makes people fantastically, amazingly, remarkably human. That’s why Cigna proudly supports the Texas Diversity Council and their quest for everyone to live their own extraordinary lives.

Visit us at Cigna.com.
WE’LL WORK FOR YOU

CPS Energy is the nation’s largest municipally owned natural gas and electric provider. But we’re much more than just an energy provider. As a member of this great community we appreciate the value of diversity and proudly support the Texas Diversity and Leadership Conference.

Halliburton is a proud supporter of the Texas Diversity and Leadership Conference and a partner in fostering diversity. At Halliburton, we ensure career opportunity and growth for all employees. The Oil & Gas industry needs more leadership in diversity, and Halliburton is proud to step into that role.

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University of Phoenix proudly supports the Texas Diversity and Leadership Conference, and its valuable contribution to the community.

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“Our ability to attract, develop and retain a team that is rich in diversity is vital to our association’s continued success.” - Joe Robles, USAA CEO

As a leader in technology innovation and customer service, our award-winning workplace will challenge you to think, share your ideas and shape your career. At USAA, we are dedicated to maintaining a strong and diverse workforce.

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USAA means United Services Automobile Association and its affiliates. USAA is an EEO/AA/Disabled/Veterans employer. © 2014 USAA 204176 - 0414
EXPERTISE

For more than half a century, we have helped Americans plan for and enjoy a secure retirement.

We are committed to the same unchanging standard of one-on-one service we have delivered since our founding.

We are proud to be a sponsor of the Texas Diversity & Leadership Conference.

Real solutions
Let us put real retirement solutions to work for your organization and your employees
By

2025,
Generation Y will make up

75% of the world’s workforce. Are you working today to secure the next generation of innovative thinkers and leaders?

At DiversityFIRST™, we are committed to helping organizations achieve success by leveraging the full potential of their millennial employees and developing the leaders of tomorrow.

Our mission is to passionately advocate for the Millennial Generation and facilitate Millennials’ growth, development and advancement in the workplace.

Career Development
Through skill building and leadership development, DiversityFIRST™ seeks to be the premier resource for millennial candidates seeking their dream job or promotion.

Gen Y
• 25% of the U.S. workforce
• 15% in management roles
• 63% hold a bachelor’s degree and nearly 13% a master’s degree (non-M.B.A.)
• Most diverse generation in the workplace
• Values a culture of inclusion

Initiatives
We are committed to partnering with organizations and helping them secure their competitive advantage by leveraging the millennial talent.

• DiversityFIRST™ Student Groups
• DiversityFIRST™ Networking
• DiversityFIRST™ Mentoring
• DiversityFIRST™ Internships
• DiversityFIRST™ College Readiness Program
• DiversityFIRST™ Career Fairs
• DiversityFIRST™ Jobs

Get your organization ready for the future today.

For partnership opportunities with DiversityFIRST™, contact Dennis Kennedy at dennis.kennedy@diversityfirst.org
Visit us at www.diversityfirst.org.
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.

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