The Pennsylvania Diversity Council presents

Diversity & Leadership Conference

Diversity & Inclusion 2.0: Aligning Purpose, People & Performance

September 1, 2016
8:30am - 3:00pm

Hilton Philadelphia City Avenue
4200 City Avenue
Philadelphia, Pennsylvania 19131
At Radian, we are committed to helping people achieve their dream of homeownership. For nearly 40 years, we have been working diligently with our lending partners to find innovative solutions to make this dream a reality for more deserving homebuyers. To learn more or to partner with Radian, please visit radian.biz.

Radian is proud to support the 7th Annual Philadelphia Diversity & Leadership Conference.

Visit our new homebuyer website at AchieveTheDream.com to see how we are helping first-time homebuyers navigate the process with ease!
We are truly honored to welcome you to the 7th Annual Philadelphia Diversity & Leadership Conference. As the country faces ever-changing demographics, new opportunities have risen for organizations to create a diverse and inclusive environment in order to foster innovation and leadership excellence. The purpose of today’s event is to ensure companies possess the tools they need for success by sharing diversity and inclusion best practices and essential leadership skills.

The Diversity & Leadership Conference is comprised of an opening awards breakfast, several breakout panel sessions, and awards luncheon. Throughout the conference, speakers will openly discuss topics relating to the event theme of “Diversity & Inclusion 2.0: Aligning Purpose, People, and Performance.” We will also have the honor of recognizing several influential business executives who have exemplified leadership excellence and championed diversity and inclusion throughout their careers.

We would like to thank all of our sponsors for their financial contributions and support because without them this event would not be possible. We would also like to thank our speakers for being a part of this incredible conference and serving as true subject matter experts in their related fields. Furthermore, we would like to acknowledge the conference organizers for their leadership and commitment.

Sincerely,

Dennis Kennedy & Angeles Valenciano
BOARD OF DIRECTORS

Diane Fanelli
Senior Vice President & Chief Operating Officer, Platform Solutions SAP SE

Dennis Kennedy
Founder & Chairman National Diversity Council

Lisa McBride
Chief Diversity Officer Philadelphia College of Osteopathic Medicine

Cynthia Gold
Director, Corporate Human Resources PPL
Megan Cleghorn, JD, MBA
President, Cleghorn Performance Elevation, LLC
Request for Relief, LLC

Megan Cleghorn, JD, MBA is the President of Cleghorn Performance Elevation, LLC, an elite private-client executive coaching, leadership empowerment and executive communication company. As a coach and consultant, Megan marries her many years of operational and financial expertise with her passion for empowering current and future senior executives with the tools to graduate from Excellent to Superior.

Megan was previously the CEO of Request for Relief, LLC, a national organizational-wellness consultancy servicing clients facing high-stress business and workplace challenges, including restructurings and post-M&A integration.

Prior to leading Cleghorn Performance Elevation and RFR, Megan spent more than a decade at the premier global law firm as a corporate restructuring professional, advising companies in distressed situations on operational and financial reorganizations as they underwent transformational change.

In addition, Megan is currently an instructor in, and advisor to The Wharton School of Business MBA Program on topics of Executive Communication and Advanced Persuasion. Megan regularly presents nationally on topics of Transformational Change, Leadership Empowerment, Advancement of Women, Organizational Wellness, and Entrepreneurship. Megan obtained her BS and her JD at Duquesne University and her MBA at The Wharton School of Business at the University of Pennsylvania.
Stephen Klasko has championed transformation of American health care as university president, dean of two medical colleges, and CEO of three academic health centers. He is author of 2016’s We CAN Fix Healthcare in America, and editor in chief of “Healthcare Transformation.” Since 2014, Jefferson Health has grown from a three hospital urban academic medical center with annual revenues of $1.8 billion to a major regional academic medical center. Jefferson has the largest tele-health network in the region, the NCI-designated Sidney Kimmel Cancer Center, and an outpatient footprint that is among the most technologically advanced in the region. Upon completion of the proposed merger with Philadelphia University — creating a comprehensive university with a forward-thinking education model — Jefferson will have combined annual revenues exceeding $4.8 billion, more than 28,000 employees, 7,800 students, 6,000 physicians/practitioners and 4,000 faculty.

Dr. Klasko's research and experience led to his 1999 book, The Phantom Stethoscope: A Field Manual for an Optimistic Future in Medicine. His new book, We CAN Fix Healthcare in America, posits a future with “twelve disruptors of the demise of the old healthcare.” He has been an international speaker on changing the DNA of health care through physician leadership. Previously, as CEO of USF Health and Dean of the Morsani College of Medicine at the University of South Florida, Dr. Klasko built an “assessment of technical and teamwork competence” center known as CAMLS (Center for Advanced Medical Learning and Simulation). He also led a partnership with the country’s largest retirement community (The Villages) to create “America’s healthiest hometown,” an innovative primary-care-driven, patient-centric, Medicare-based accountable care model.

Dr. Klasko is ideally suited to lead such initiatives, having completed a grant after receiving his MBA from the Wharton School of Business of the University of Pennsylvania on selecting and educating physicians to be leaders of change. His entrepreneurial spirit helped one university he led to be in the top ten in the world for obtaining US patents. His unique educational program called SELECT (Scholarly Excellence, Leadership Education, Collaborative Training) is recognized for its focus on choosing medical students based on emotional intelligence and leadership potential. He serves on the corporate board and audit committee of Teleflex (TFX: NYSE), a multi-billion dollar healthcare solutions corporation. He also serves on the board of Lehigh University, the Emory University/Georgia Tech Innovation advisory board, and the Friedrich’s Ataxia Research Alliance. He is married to Colleen Wyse, the Vice President for Visit Philadelphia, and has three children: Lynne, David and Jill.
AMY FURLONG
Executive Vice President
Cardiac Safety & eClinical Insights Solutions ERT

Amy Furlong is the Executive Vice President of Cardiac Safety and eClinical Insights at ERT – a developer of technology solutions used by pharmaceutical companies to capture safety and efficacy data during new drug development. Since joining the company in 1995, she has held several senior roles building the company’s global operations team, including Senior Vice President, Regulatory Compliance and Chief Operating Officer.

Upon joining ERT, she single-handedly pushed management to back her ideas of implementing a QA process that included medical device and computer validation of ERT’s electronic electrocardiogram (ECG) system. As the eClinical trial solutions industry has grown, so has Amy’s career and her role as a leader within ERT. Now, as a member of Executive Management, Amy is a central part of the team responsible for expanding ERT’s global footprint through strategic acquisitions and integrations of diverse eClinical solutions providers. During her role as Executive Vice President, ERT has acquired four companies, increasing the company from 375 to 1375 employees, with offices throughout the US, Europe, and Japan.

Amy plays a pivotal role in ERT’s mentoring program, in which she has worked with numerous high potential employees within ERT, guiding them in their daily activities to help ensure they achieve their full professional potential. She also believes strongly in giving back to her community and supporting those in need, which she does through her initiation of and ongoing work with the ERT Outreach program. Amy spearheaded this innovative program in 2012 and continues to lead ERT’s multi-functional, global efforts to ensure its success – and she is a frequent participant in its activities, including those that support the Ronald McDonald House and Child Advocates. Amy earned her BS and MS in Biology/Pharmaceutical Sciences from Temple University.

AMY J. COLES
Partner
Blank Rome LLP

Amy Joseph Coles concentrates her practice primarily in the areas of general commercial litigation, construction litigation, and class action defense. Ms. Coles has handled a wide range of disputes for construction owners, contractors, subcontractors, and material suppliers; she has also represented banks, financial services providers, healthcare corporations, manufacturers and pharmaceutical companies in state and federal cases, as well as in arbitrations all over the United States and abroad.

Ms. Coles previously served as a judicial law clerk for the Hon. Gary L. Lancaster of the U.S. District Court for the Western District of Pennsylvania. While in law school, she was the managing editor of the Journal of Law and Commerce. Ms. Coles was named a “Pennsylvania Super Lawyer” for 2013–2014, and recognized as a “Pennsylvania Super Lawyers Rising Star” from 2007–2012. In 2015, she was recognized by The Legal Intelligencer as a “Lawyer on the Fast Track.” Ms. Coles is active in the Allegheny County Bar Association and is the outgoing Chair of the Construction Law Section of the Allegheny County Bar Association. She is also the co-chairman of Project Eviive, a non-profit organization that strives to bring clean water to developing communities around the world. She served as an adjunct professor of the Duquesne Law School Trial Advocacy Program, as well as a coach to the Law School’s trial competition teams.
DR. VELMA SCANTLEBURY
Associate Director, Kidney Transplant Program
Christiana Care Health System

Dr. Scantlebury is currently the Associate Director of the Kidney Transplant Program at Christiana Care Health System in Newark, Delaware, as well as the Director of Outpatient Clinics for kidney transplant services. She received her medical degree from Columbia University, College of Physicians and Surgeons in New York City, followed by her general surgery residency at Harlem Hospital Center. She later moved to Pittsburgh, Pennsylvania to complete a fellowship in multi-organ transplantation surgery at the University of Pittsburgh Medical Center. After moving through the ranks to an Associate Professor in Transplantation at the University of Pittsburgh, she relocated to Mobile, Alabama in 2002, to become the Director of the Kidney Transplant Center at University of South Alabama Medical Center. Dr. Scantlebury is the first African American woman in the field of transplantation surgery, and was honored with the National Kidney Foundation’s Gift of Life Award for her work in Kidney Transplantation and minorities. She was voted Best Doctor in America and Top Doctors by Philadelphia Magazine for 2014 and 2015. She was recently honored by the Wilmington (DE) Chapter of the NAACP for her work in Health Advocacy as well as the Society of Foreign Consuls of New York for her outstanding achievements and community contributions. She also served on the National Institute of Health Immunology and Transplantation Committee. She is a member of the Wilmington Chapter of the Links, Inc. and was inducted as an Honorary Member of Delta Sigma Theta, Inc. in 2006. Dr. Scantlebury is married to Dr. Harvey White and they are the proud parents of two adult daughters, Akela and Aisha White.

TRICIA BLAIR
Senior Vice President, Chief Digital Officer, Head of Enterprise IT Services, LFD & Marketing IT
Lincoln Financial Group

Tricia S. Blair is Senior Vice President, Chief Digital Officer and Head of Enterprise IT Services for Lincoln Financial Group. She is responsible for the digital strategy and technology implementation for the corporation, its core life insurance, annuities, retirement plans and group benefits businesses, as well as the wholesale and retail distribution and marketing organizations. In addition to leading Lincoln Financial’s web, mobile and social media strategies, Blair is also responsible for business architecture, corporate enterprise systems and portal management, as well as the IT project management office and quality assurance center initiatives. Blair has more than 25 years of marketing, technology, and digital experience, with a focus on strategic business growth, multi-channel marketing, integration of large-scale business and technology platforms, and high-value business transformations. Prior to joining Lincoln Financial, Blair was senior vice president for the Retail Portfolio Marketing group of JPMorgan Chase & Co. Her previous experience includes leadership roles with MasterCard International and Mondial Assistance, an Allianz Group company. A veteran of the dot-com space, Blair has provided consulting services to companies including Priceline, TJX Companies, Sears Canada, Motorola, Gillette, and Starbucks.

Blair is a graduate of San Francisco State University and has a degree in design from the Art Institute of Philadelphia. She is a member of the Insurance Technology Association Advisory Board, a board member for the Fleisher Art Memorial, and an active volunteer with the New Jersey Adult Literacy Program. She also teaches website development at various local community colleges.
YIN WOO RANI  
Vice President, U.S. Marketing  
Campbell’s Soup Company

Yin leads the U.S. Marketing Activation Team for Campbell’s iconic Simple Meals and Beverage brands, including Campbell’s, Swanson, Prego, V8 and Spaghetti’Os —representing the company’s biggest division. Her focus is on creating world-class communication plans across all paid, owned, earned channels. She originally joined Campbell’s in January of 2014 as the VP, Integrated Marketing within the global corporate team with responsibilities for global centers of excellence across advertising, media, digital and design. The latest Campbell’s campaign achieved national attention for its showcasing of diverse families. During her prior role as President of UM North America, Yin directed a cross-functional 1000+ team across five offices – spanning media planning, buying, strategy, custom activation, research and analytics. Yin helped deliver a significant transformation program that created more integrated and impactful media product, including new process improvements, cultural changes and talent management programs. UM’s key clients include Chrysler, Sony, Mastercard, L’Oreal, Charles Schwab, the U.S. Army, BMW and other Fortune 100 clients across many sectors.

Prior to UM, she worked at WPP’s Grey Worldwide for 15 years – leading successful agency teams across a range of well-known brands & clients across multiple categories. She has partnered with several Fortune 500 companies, like Procter & Gamble, M&M/Mars, the J.M. Smucker’s Company, Hasbro and GlaxoSmithKline. She has been involved with multiple new product launches, as well as several significant brand re-launches for iconic brands like Jif, Crisco, Pantene, Milton Bradley and Tums. Yin graduated from Yale with a double major in English and Chinese Literature. She also has an Executive MBA from NYU’s Stern School of Business. She has been recognized by several industry awards, including AWNY Working Mothers Award, Brand Innovators Top 50 Women, The Internationalist Top 30, NJ Biz Top 50 Women, Marketing & Media Legends & Leaders, and National Diversity Council Outstanding Women 2016.

DR. KAREN E. KNUDSEN  
Director, Sidney Kimmel Cancer Center  
Thomas Jefferson University

Karen E. Knudsen is Director of NCI-designated Sidney Kimmel Cancer Center, and the Hilary Koprowski Professor and Chair of Cancer Biology at the Thomas Jefferson University, with joint appointments in the departments of Medical Oncology, Urology, and Radiation Oncology. Dr. Knudsen is a leading expert in the molecular basis of hormone-dependent cancer development and progression, with a special focus on prostate cancer. Her discoveries led to development of biomarker-driven clinical trials and new mechanisms for managing advanced disease. Dr. Knudsen has a 20-year history of continuous funding from the National Institutes of Health, serves as an editor on several leading oncology journals, including as Editor-in-Chief Molecular Cancer Research, and has received numerous awards for her accomplishments. Dr. Knudsen has longstanding experience in cancer center leadership, and based on her expertise, serves on leading review, advisory, and elected panels for the Department of Defense, the American Society for Clinical Oncology (ASCO), the American Association for Cancer Research (AACR), and NIH, including the prestigious Parent Committee of the National Cancer Institute. Dr. Knudsen regularly serves as a consultant for pharmaceutical and biotechnology companies, and forged innovative partnerships for the Sidney Kimmel Cancer Center.
**LINDA MATTIA POTTS**  
Senior Vice President, Talent Development  
*Lee Hecht Harrison*

Professionally, Linda Mattia Potts is a leadership development consultant and corporate business leader with more than 25 years of experience in the professional services sector. Linda’s expertise resides in assisting regional and global organizations to successfully align their talent development infrastructure to their current and future business strategies including, succession planning, leadership development, performance management, talent acquisition, behavioral assessments and talent management process integration.

Linda’s role as a Senior Vice President at Lee Hecht Harrison entails partnering with the management team to provide sales and delivery support to clients as well as oversight of program design, delivery and quality control. Her work includes executive coaching and consulting with a variety of senior leaders and high impact teams. Prior to joining LHH, Linda worked at Korn Ferry International as a Senior Director of global program implementation for new products. Linda received a Master’s certification in management from the Wharton School of Business, University of Pennsylvania and a Bachelor’s degree from Monmouth University in psychology. Linda’s career has drawn upon her multicultural and global experiences. She cares deeply about ethical leadership and provides mentoring/executive coaching pro bono to emerging leaders who seek guidance.

**ALISA TONEY**  
Major Gifts Officer, Institutional Advancement  
*Philadelphia College of Osteopathic Medicine*

Alisa Toney has 20 years of professional experience in higher education as a fundraiser, administrator, and lecturer. Her expertise encompasses constituency relations, leadership gifts fundraising, program management, campaign development, volunteer management, grant writing, and special events planning with a strong foundation in individual gift fundraising. She also was the owner/operator of a retail establishment in Duluth, GA.

Alisa currently serves as Major Gifts Officer at the Philadelphia College of Osteopathic Medicine (PCOM) in Suwanee, Georgia. She is responsible for the identification, qualification, cultivation, and solicitation of major gifts and works closely with the College’s leadership to develop strategy, leadership, and implementation of the school’s fundraising activities to enhance relationships and communication with internal and external constituencies. Prior to joining PCOM, Alisa worked as a Leadership Gifts Officer at Spelman College and as Associate Director of Development at Emory University. She has also held positions at Georgia State University, Atlanta University Center, and Tulane University. A graduate of Tulane University with a BS in Psychology, Alisa is a 5-year member of the Director’s Advisory Board of the Newcomb College Institute at Tulane University. She has an MS from Georgia State University in Educational Policy Studies, Research & Measurement, and she is currently pursuing a certificate in Nonprofit Executive Leadership at The Fund Raising School, Lilly Family School of Philanthropy. Alisa is a graduate of Leadership Gwinnett and currently is the tri-chair for the academic programs unit. She is a member of the Council for the Advancement and Support of Education (CASE) and the Association of Fundraising Professionals (AFP). Originally from Memphis, Tennessee, Alisa has lived in Atlanta since 1991. She and her husband have two children. They enjoy entertaining, spring break vacations, Atlanta United soccer and NFL football.
Crystal Thompson is the Vice President of the Enterprise Information Technology Project Management Office at AmerisourceBergen. In her role, she is responsible for developing and executing the strategic portfolio and project capabilities for the global IT Organization enabling the IT strategy. Crystal has over 20 years of Information Technology experience and as a result, she has led major initiatives including serving as a project manager for a $400 Million SAP ERP implementation while at AmerisourceBergen. Prior to joining AmerisourceBergen, she held leadership positions at Royal Caribbean Cruise Lines in Miami, Florida and AG Edwards in St. Louis, Missouri. She is involved in teaching computer literacy at Enon Tabernacle Baptist Church in Philadelphia, Pennsylvania. Crystal received a Bachelor of Arts degree in Computer Science from the University of Missouri - Columbia and is currently pursuing her MBA at Columbia University in New York, New York.

Jo Bennett is an experienced practitioner who advises employers in all aspects of labor and employment law, including compliance and strategies for avoiding litigation. She represents organizations in administrative and court proceedings involving state and federal anti-discrimination statutes, wage-and-hour disputes, and compliance audits. Additionally, she assists federal contractors across the United States with equal employment opportunity and affirmative action compliance, including the preparation, management, and defense of affirmative action programs. Ms. Bennett is a certified senior professional in human resources (SPHR) and regularly counsels clients on best practices in recruiting, interviewing and hiring; compensation; policy and procedures development and implementation; and discrimination testing. Ms. Bennett conducts workplace and non-workplace conduct investigations, and provides training to clients and professionals on labor and employment issues.

Dr. Renee Stewart is the Chief Scientific Officer of Levolta Pharmaceuticals, Inc. where she oversees the early pre-clinical program developing new therapies for auto-immune and inflammatory diseases. Though trained to work with viruses, her career has taken her firmly towards solving problems in the human immune system. Prior to Levolta, she served as the CEO of IMC Biotechnology, and consulted for companies developing DNA isolation technology and new pharmaceutical delivery systems. She also performed business development activities with IMC Radiology, a clinical trial radiology company, with facilities in both the US and India. She has enjoyed a breadth of teaching activities ranging from university level biology and microbiology courses, through clean room manufacturing techniques, and volunteer teaching with school age children. She lives with her husband and business partner, Ketan Desai, in the Lehigh Valley in eastern PA, where Levolta Pharmaceuticals is headquartered.
As head of Customer Engagement and Commerce (CEC) Line of Business, John Gurski is responsible for SAP’s CEC business in North America overseeing operations, sales, and the go-to-market strategy for the field sales organization.

Since joining SAP in 1996, John has held a series of progressive leadership and executive positions across diverse business units and organizations, focusing on customer success and building high performing teams. Most recently, he served as general manager of the North America Pre-sales Solutions organization, supporting the entire SAP portfolio. In this role, John designed and executed pre-sales solution strategies that drove demand generation and revenue across all industries and the North America region.

His previous posts at SAP include Regional Vice President of the North America Center of Excellence, Head of Sales for Global Strategic Accounts, Global Account Director, Senior Solutions Consultant, Product Manager, and Industry Principal. John is chair of the SAP North America Diversity Council that is comprised of affinity groups and senior leadership at SAP, which seeks to foster and sustain a diverse, inclusive, and equitable environment for SAP employees. He holds a Bachelor’s of Science degree in accounting from Penn State University in University Park, Pennsylvania, and an MBA from George Washington University in Washington, D.C.
This year Merck is celebrating the company’s 125th anniversary. Celeste Warren, Merck’s Chief Diversity Officer, has lead the company in strengthening its Global Diversity and Inclusion (GD&I) foundation and driving integration through the establishment of the GD&I Business Consortium, the launch of the Employee Business Resource Group (EBRG) Executive Leadership Council, the creation of the Global Disability Inclusion Council, the formation of the Global Diversity & Inclusion Extended HR Leadership Team, the expansion of D.R.I.V.E.N. (Delivering Real Insights Via Employee Networks) to more than 1,000 global EBRG members, and has accomplished much more in her short time as Merck’s CDO.

The basis for this success is Merck’s people. Today, Merck employs more than 68,000 people in 140 countries. These are the brightest minds in the fields of research, science, technology and business. The collaborative energy that is created by talented people from different backgrounds has fueled Merck’s success for decades, enables the company to deliver innovative health solutions that help people achieve well-being, and propels momentum as the company moves into the next 125 years of operation.

Merck is proud of the progress being made in developing a 21st century workforce that includes the world’s top, diverse talent – one that is driven by the desire to apply cutting-edge science to develop effective medicines and vaccines that save and improve lives. “Diversity” and “Inclusion” are not just abstract concepts at Merck. Rather, Diversity and inclusion drive our business by breaking down barriers and changing mindsets so we can unleash the powerful potential of our employees.
AmerisourceBergen is proud to sponsor the 7th Annual Philadelphia Diversity & Leadership Conference.

We remain committed to promoting a diverse and inclusive environment at AmerisourceBergen where our associates and all stakeholders are valued, respected and appreciated for their unique perspectives and talents.
AGENDA

8:00AM - 3:00PM
REGISTRATION

8:30AM - 10:00AM
MOST POWERFUL & INFLUENTIAL WOMEN AWARDS BREAKFAST

Concurrent Sessions I

10:10AM - 11:10AM
MOST POWERFUL & INFLUENTIAL WOMEN
Moderator: Kim Hopkins - Novo Nordisk Inc.
Panelists:
- Crystal Thompson – VP, Enterprise IT Project Management Office, AmerisourceBergen
- Yin Woon Rani – VP, U.S. Marketing, Campbell’s Soup Company
- Kathleen Wilkinson – Partner, Wilson Elser Mosowitz Edelman & Dicker LLP
- Dr. Velma Scantlebury – Associate Director, Kidney Transplant Program, Christiana Care Health System

HOW TO MAP YOUR CAREER PATH FOR CAREER SUCCESS
Moderator: Sharon Jones – VWR Intl
Panelists:
- Matthew P. Ward – Partner, Womble Carlyle Sandridge & Rice, LLP
- Diane Fanelli – Chief Operating Officer, SAP
- Charity Hughes – VP, Human Resources, SCA
- Jessica Choi – AVP, Talent Acquisition & Diversity, The Penn Mutual Life Insurance Company

DIVERSITY BEST PRACTICE ROUNDTABLE
Moderator: Zenita Henderson – SCTE, ISBE
Panelists:
- Shelton Goode – Director, Diversity & Inclusion, Oshkosh Corporation
- Carty Mcmullen – Regional Vice President, Sodexo Education
- Seth Jacobson – Assistant Editor, Journal of Special Education Leadership
- Larry L. Turner – Partner, Morgan, Lewis & Bockius LLP

Concurrent Sessions II

11:20AM - 12:20PM
MULTICULTURAL LEADERSHIP ROUNDTABLE
Moderator: Darrien Davenport – York College of Pennsylvania
Panelists:
- Deborah Hong – Partner, Stradley Ronon Stevens & Young LLP
- Lisa McBride – Chief Diversity Officer, Philadelphia College of Osteopathic Medicine
- Tushar Somani – Vice President, Operations, Aramark
- Christopher Lewis – Partner & Chief Officer of Diversity & Inclusion, Blank Rome LLP

DIVERSITY IS ABOUT WHO’S ON THE TEAM. INCLUSION IS ABOUT WHO GETS TO PLAY
Moderator: Patricia Hartwell – BBraun
Panelists:
- Erika R. Caesar – Associate, Ballard Spahr LLP
- Renee Chesler – Regional Sales Director, Silver Line & Andersen Windows
- Cynthia Gold – Director of Corporate Human Resources, PPL Services
- Dana Beckton – Director, Diversity & Inclusion, Christiana Care Health System
TOP COMPETENCIES FOR LEADERSHIP
Moderator: Chaundra Daniels – CAEL
Panelists:
Stella M. Tsai – Partner, Archer & Greiner P.C.
Barbara Taylor – Managing Partner, JanBara & Associates
Robert Brown – VP Operations, State Farm Insurance
Donata Davenport – VP, Global Talent Acquisition

12:30PM - 1:50PM LEADERSHIP EXCELLENCE AWARDS LUNCHEON
Concurrent Sessions III

2:00PM - 3:00PM CROSS-GENERATIONAL COMPETENCE: HOW TO GET GENERATIONS TO WORK EFFECTIVELY WITH ONE ANOTHER
Moderator: Brenda Grove - Villanova University
Panelists:
James Pabarue – Diversity Consultant, Christie, Pabarue, Mortensen & Young
Wayne Walker – President, Walker Nell Partner Inc
Michele E. Martin – Deputy General Counsel, Morgan, Lewis & Bockius
Virginia G. Essandoh – Chief Diversity Officer, Ballard Spahr, LLP

BUILDING HIGHER PERFORMANCE TEAMS: WHAT YOU NEED TO KNOW
Moderator: Jarkeer Lasseter Sr. – Comcast
Panelists:
Susan Wolski – Lead Consultant, Cella Consulting
Eloise Young – SVP Strategic Planning & Information Services, Philadelphia Gas Works
Anne Shea Gaza – Partner, Young Conaway Stargatt & Taylor, LLP
Michele Morin – Executive Director, Office of Supplier Diversity, State of Delaware Government Support Services

THE VOICE OF LEADERSHIP: HOW LEADERS INSPIRE & ACHIEVE RESULTS
Moderator: Keri Wilkins – Free Library of Philadelphia
Panelists:
Linsey B. Bozzelli – Partner, Blank Rome LLP
Teresa Bryce Bazemore – President, Radian
John Gurski – Senior Vice President & General Manager, SAP Hybris North America

3:30PM - 3:45PM CLOSING REMARKS
PPL Corporation, one of the largest companies in the U.S. utility sector, provides energy to more than 10 million customers via our regulated utilities in Kentucky, Pennsylvania and the United Kingdom. Our global operations rely on a diverse, ambitious and well-qualified workforce. Our employees’ variety of backgrounds and experience provide unique perspectives that are fueling our company’s growth.

PPL Corporation would like to congratulate our Directors Rodney C. Adkins and Keith H. Williamson on being honored as two of Savoy Magazine’s 2016 Most Influential Black Corporate Directors.

GOOD HELP THESE DAYS IS HARD TO...
OH WAIT...
THERE IT IS.

HR IS LIVE.
With SAP® SuccessFactors® and SAP Fieldglass® solutions, you can attract the right people, at the right time, for the right role – across your entire workforce. And reward them instantly. So you can take constant care of the heartbeat of your business – your people.

sap.com/livebusiness
Congratulations to our Award Recipients

Velma P. Scantlebury, M.D. FACS
Associate Director
Kidney Transplant Program
Christiana Care Health System

Recipient of National Diversity Council “Multicultural Leadership Award”

LeRoi Hicks, M.D., MPH
Vice Chair
Department of Medicine
Christiana Care Health System

Recipient of National Diversity Council “Most Powerful Women Award”

Velma P. Scantlebury, M.D. FACS
Associate Director
Kidney Transplant Program
Christiana Care Health System
Meet the DiversityFIRST™ Toolkit, the unique, content-rich D&I library that is changing the way our state and national partners do business!

If you have an issue, a project or simply a diversity and inclusion question, go to the DiversityFIRST™ Toolkit.

Contact Jim Penny
jim.penny@nationaldiversitycouncil.org

diversityfirsttoolkit.org

Content Areas
• Diversity and Inclusion • Healthcare • Gender
• Cultural Competence • Employee Resource Groups • Diversity Marketing • Legal Industry
• Global Diversity • And more!
The DiversityFIRST™ Certification Program prepares qualified professionals to create and implement highly successful D&I strategies for organizational excellence and a competitive edge in today’s global marketplace. The program blends theory and practice during a 5-day intensive curriculum and on-going professional development within the graduate network. Graduates of the program are recognized as a NDCCDP (National Diversity Council Certified Diversity Professional).

**Locations**

**August 15-19, 2016**  
University of Houston - Downtown  
320 N. Main St.  
Houston, TX 77002

**October 17-21, 2016**  
University of Phoenix  
Gardena Learning Center  
1515 W. 190th St., Ste. 200  
Gardena, CA 90248

**December 5-9, 2016**  
University of Tampa  
401 W. Kennedy Blvd.  
Tampa, FL 33606

For more information and to register, please contact  
Jim Penny, jim.penny@nationaldiversitycouncil.org  
or Cecilia Orellana-Rojas,  
cecilia.orellana-rojas@nationaldiversitycouncil.org  
www.nationaldiversitycouncil.org/diversityfirstcertification

**Areas of Focus**

- The Business Case for Diversity and Inclusion  
- Cultural Competence  
- Measurement and Accountability  
- Inclusive Leadership  
- Best Practices in Diversity and Inclusion  
- Graduate Network Component

**Program Objectives**

Upon completion of the 5-day program, participants will:

- Recognize diversity and inclusion as drivers of business success and employee engagement in the 21st-century workplace.

- Possess a broad range of knowledge and skills to perform at a high level as D&I professionals and bring value to their organizations.

- Gain access to a reputable and reliable community of professionals through the DiversityFIRST™ Graduate Network to encourage continued learning as the D&I field evolves.

- Enhance credibility with the National Diversity Council’s CDP designation to positively impact professional growth.
IS SOMETHING **MISSING** FROM YOUR RAINBOW OF DIVERSITY?

**FAITH DRIVEN CONSUMERS (FDCs)**

<table>
<thead>
<tr>
<th>41 Million U.S. Adults</th>
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<tbody>
<tr>
<td>Spend $2 Trillion Annually</td>
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<tr>
<td>Biblical Worldview Shapes Every Decision—It Defines Them</td>
</tr>
<tr>
<td>77% Will Leave Current Brand When They Identify A More Compatible Brand</td>
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<tr>
<td>Use The Faith Equality Index (FEI) To Identify The Most Compatible Brands</td>
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Most brands claim to embrace universal inclusion, yet don’t specifically include FDCs.

*Are you ready to embrace true diversity?*

Engage Faith Driven Consumers—because every choice matters—for FDCs and your brand.

[FaithEqualityIndex.com](http://FaithEqualityIndex.com)
When EXPERIENCE and RESULTS count, turn to NDC Consulting, your complete Diversity & Inclusion consulting and training solution.

Let us help your organization achieve success!

Contact: Cecilia Orellana-Rojas, VP Strategy and Research, cecilia.orellana-rojas@nationaldiversitycouncil.org
www.nationaldiversitycouncil.org/what-we-do/training/

Value powered by knowledge

The DRI relies on world-renowned D&I scholars and practitioners to review and publish cutting-edge research. Drawing on this knowledge, our team engineers educational and consulting services to fit your organizational needs.

DRI Areas of Expertise:
• Organizational Development
• Talent Management
• Corporate Governance
• Employee Engagement
• Corporate Social Responsibility

Contact:
Lucy Carrillo, Executive Director
lucy.carrillo@nationaldiversitycouncil.org

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60% undergraduate degrees  
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47% law degrees  
48% medical degrees

**PAY INEQUALITY BY AGE GROUPS**

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Women’s % of Men’s Earnings</th>
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**FINANCIAL SERVICES**

- Labor Force: 54.2%
- Executive Officers: 12.4%
- Board Directors: 18.3%
- CEOs: 0%

**LEGAL POSITIONS**

- Associates: 45.4%
- Non-Equity Partners: 25%
- Equity Partners: 15%

**INFORMATION TECHNOLOGY**

- Management: 9%
- Senior Management: 4%

**FORTUNE 1000 COMPANIES**

- CEOs: 5%
- Top Earners: 8.1%
- Board Seats: 16.9%
- Executive Officers: 14.6%
- Management: 51.4%
- Labor Force: 46.8%

**HEALTHCARE**

- Labor Force: 78%
- Executive Officers: 14.6%
- Board Directors: 12.4%
- CEOs: 0%

Sources: Catalyst Quick Take: Women’s Earnings and Income. New York: Catalyst, 2014; Center for American Progress, The Women’s Leadership Gap, Women’s Leadership by the Numbers. Catalyst, Women CEOs of the Fortune 1000 (January 2, 2015) and additional Catalyst research and analysis.
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The Pennsylvania Diversity Council is committed to enhancing the appreciation for and understanding of the value of diversity and inclusion in today’s global society. We strive to transform our workplace and communities into environments where people are valued for their uniqueness and differences, and are confident that their contributions matter.

Please contact Brittney Morgan for more information about the council at brittney.morgan@nationaldiversitycouncil.org