Theme: “Preparing Next Generation Leaders”

The Association of Chinese American Professionals

Diversity Summit 2015

Friday, May 8, 2015
Sugar Land Marriott
16090 City Walk
Sugar Land, TX 77479

www.diversitysummit.org
Next Generation of Energy.
Next Generation of Leaders.

At Spectra Energy, we’re working to ensure energy has a safe and secure pathway to the future.

We’re also developing a next generation of leaders who will help shape and sustain that future. Through our commitment to diversity and inclusion, we’re creating a culture in which leadership, innovation and integrity flourish – and a workplace where employees can excel, explore and grow.

We’re proud of the diverse talent and perspective that reside within our next generation of leaders. And we’re proud to sponsor and support the 2015 Diversity Summit.

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, age, national origin, disability, or veteran status.

spectraenergy.com
Welcome to

15th Annual Diversity Summit

Preparing the Next Generation of Leaders

May 8, 2015

Sugar Land Marriott Town Square
Sugar Land, Texas
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# Table of Contents

<table>
<thead>
<tr>
<th></th>
<th>Conference Program-at-a-Glance</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Conference Program-at-a-Glance</td>
<td>4</td>
</tr>
<tr>
<td>2</td>
<td>Conference Hotel Floor Plan</td>
<td>5</td>
</tr>
<tr>
<td>3</td>
<td>Co-Chair’s Welcome Messages</td>
<td>6</td>
</tr>
<tr>
<td>4</td>
<td>List of Sponsors</td>
<td>9</td>
</tr>
<tr>
<td>5</td>
<td>Conference Planning Committee</td>
<td>10</td>
</tr>
<tr>
<td>6</td>
<td>Conference Program Schedule</td>
<td>11</td>
</tr>
<tr>
<td>7</td>
<td>Co-Chairs’ Biographies</td>
<td>16</td>
</tr>
<tr>
<td>8</td>
<td>Luncheon Keynote Speaker</td>
<td>19</td>
</tr>
<tr>
<td>9</td>
<td>Diversity Champion Award Recipients</td>
<td>22</td>
</tr>
<tr>
<td>10</td>
<td>Conference Speakers and Chairs</td>
<td>26</td>
</tr>
<tr>
<td>11</td>
<td>About ACAP</td>
<td>38</td>
</tr>
<tr>
<td>12</td>
<td>Sponsor’s Logos</td>
<td>Back Cover</td>
</tr>
</tbody>
</table>
# Program-at-a-Glance

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Room</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:30 a.m. – 8:30 a.m.</td>
<td>Diversity Café (for sponsors, speakers and award recipients only)</td>
<td>Magnolia I-III</td>
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<tr>
<td>7:30 a.m. – 3:30 p.m.</td>
<td>Conference Registration</td>
<td>Conference Center Foyer</td>
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<tr>
<td>8:00 a.m. – 8:30 a.m.</td>
<td>Diversity and Inclusion 101</td>
<td>Sugar Land Ballroom V</td>
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<tr>
<td>9:00 a.m. – 4:00 p.m.</td>
<td>Coaches Corner</td>
<td>Cane I-III</td>
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<tr>
<td>9:00 a.m. – 4:00 p.m.</td>
<td>Corporate Exhibits</td>
<td>Conference Center Foyer</td>
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<tr>
<td>9:00 a.m. – 9:20 a.m.</td>
<td>Welcome</td>
<td>Sugar Land Ballroom V</td>
</tr>
<tr>
<td>9:00 a.m. – 9:20 a.m.</td>
<td>Welcome Remark: Dr. Kuo. C. Wang, ACAP President</td>
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<tr>
<td>9:00 a.m. – 9:20 a.m.</td>
<td>Co-Chair Remarks: Dr. Cesar Maldonado, Chancellor, Houston Community College</td>
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<tr>
<td>9:00 a.m. – 9:20 a.m.</td>
<td>James D. Haynes, VP, U.S. Human Resources, Spectra Energy</td>
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<tr>
<td>9:20 a.m. – 10:20 a.m.</td>
<td>Plenary Session</td>
<td>Sugar Land Ballroom V</td>
</tr>
<tr>
<td>9:20 a.m. – 10:20 a.m.</td>
<td>“Leading from the Front” by Courtney Lynch, Founder, Lead Star</td>
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<tr>
<td>10:20 a.m. – 10:50 a.m.</td>
<td>Networking Break</td>
<td>Conference Center Foyer</td>
</tr>
<tr>
<td>10:50 a.m. – 11:50 a.m.</td>
<td>Concurrent Sessions</td>
<td>Sugar Land Ballroom V</td>
</tr>
<tr>
<td>12:00 p.m. – 1:30 p.m.</td>
<td>Luncheon</td>
<td>Sugar Land Ballroom VI</td>
</tr>
<tr>
<td>12:00 p.m. – 1:30 p.m.</td>
<td>Mistress of Ceremony: Minerva Perez, Minerva Perez Media</td>
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<tr>
<td>12:00 p.m. – 1:30 p.m.</td>
<td>Keynote Speaker: Dr. Irma McClaurin, Chief Diversity Officer</td>
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<td>12:00 p.m. – 1:30 p.m.</td>
<td>Teach For America</td>
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<tr>
<td>12:00 p.m. – 1:30 p.m.</td>
<td>Diversity Champion Award Ceremony</td>
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</tr>
<tr>
<td>1:30 p.m. – 2:00 p.m.</td>
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<td>Sugar Land Ballroom V</td>
</tr>
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<td>A Cultivating Tomorrow’s Leadership: Building the Bridge</td>
<td>Magnolia I-III</td>
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<td>B Aspire Higher: Why a Professional Development Plan is critical</td>
<td>Sugar Land Ballroom I-II</td>
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<td>C Transgender in the Workplace</td>
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</tr>
<tr>
<td>1:30 p.m. – 2:00 p.m.</td>
<td>D Backpack &amp; Baggage–Dispelling Myths about People with Disabilities</td>
<td>Sugar Land Ballroom III-IIV</td>
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</tr>
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<td>B Becoming an Effective Leader in a World of Differences</td>
<td>Magnolia I-III</td>
</tr>
<tr>
<td>2:00 p.m. – 3:10 p.m.</td>
<td>C HRC Corporate Equality Index: Looking Back and Moving Forward</td>
<td>Sugar Land Ballroom I-II</td>
</tr>
<tr>
<td>4:30 p.m. – 5:30 p.m.</td>
<td>Networking Reception and Door Prizes Drawing</td>
<td>Conference Center Foyer</td>
</tr>
</tbody>
</table>
Diversity Summit
Sugar Land Marriott Town Square

Conference Center Floor Plan

All conference activities are located on the first floor.
A Welcome Message from Diversity Summit Co-Chair
Houston Community College Chancellor Cesar Maldonado

May 8, 2015

15th Annual Diversity Summit
Marriott – Sugar Land, Texas

Dear Summit Attendees, Sponsors, Presenters, Exhibitors, and other Distinguished Guests:

It is with pleasure that I welcome you to the 15th Annual Diversity Summit. I am honored to be one of your co-chairs for this 2015 event.

Houston Community College is extremely proud to have sponsored the Diversity Summit for the past eight years. It is HCC's mission to promote a learning culture that supports teamwork, communication, appreciation and accountability in the workplace and education.

We believe this conference provides opportunities for small businesses, large corporations, professional service firms, non-profits, academia, as well as individuals to share and exchange best practices and to take part in professional development and engage in meaningful business dialogue.

Along with my Co-Chair, I offer my congratulations to our 2015 Diversity Champion Award recipients who will be recognized during the Summit luncheon for their extraordinary contributions to their organizations and the greater Houston community:

- Corporate Award Recipient: Floyd J. LeBlanc- Vice President of Public Affairs and Communications, CenterPoint Energy
- Community Award Recipient: Craig B. Clayton Sr.- CEO iNSPIRAR Inc. and Founder of Respect Matters-Houston

Congratulations to these fine gentlemen who personify a commitment to diversity!

I hope you will take advantage of the opportunity to engage, explore and equip yourselves through learning and exchanging as much as possible while here. We also encourage you to share your personal conference experience with others at your respective organizations by demonstrating a workplace attitude that fosters a culture of inclusiveness and civility.

Regards,

Cesar Maldonado, Ph.D., P.E.
Chancellor, Houston Community College
Welcome to the 2015 Diversity Summit. Whether you’re an attendee, a sponsor, a presenter, an exhibitor or an award recipient, we have an exciting event in store for you.

I am privileged and honoured to serve with Dr. Cesar Maldonado, Chancellor, Houston Community College, as a co-chair of this year’s Diversity Summit.

Spectra Energy has been a proud sponsor of the Diversity Summit since 2009. We were introduced to this event and decided to become a supporter after participating in the launch of the Anti-Defamation League’s Community of Respect®, No Place for Hate Program. We are proud to contribute to the growth and understanding of diversity and inclusion within our community and our company through our partnership with this annual diversity conference.

Today we acknowledge the extraordinary and ongoing work of the Association of Chinese-American Professionals, the Diversity Summit Conference Executive Director Cecil Fong; Conference Coordinator Jaymie Woods; and the conference planning committee for an outstanding program, “Preparing the Next Generation of Leaders.”

We extend our gratitude to the all of the program presenters, participants, sponsors and exhibitors for saying “yes” to our invitation today. Congratulations to the 2015 Diversity Champion Award recipients for their leadership and contributions to diversity and inclusion:

- Corporate Champion: Floyd LeBlanc, Vice President, Public Affairs and Communications, CenterPoint Energy
- Community Champion: Craig B. Clayton, Sr., CEO, iNSPIRAR, Inc., and Founder of Respect Matters.

Much thought and planning have gone into what you will experience here today, so take in as much of the learning and networking opportunities as you possibly can. We hope you will leave here today more enlightened, informed and inspired, and that you’ll help create more diverse and inclusive workplaces and communities wherever you may go as the Next Generation of Leaders.

Jim Haynes
VP, U.S. Human Resources, Spectra Energy
EMBRACING INCLUSION TODAY...
ENSURES PROGRESS FOR TOMORROW.

We have long viewed Diversity and Inclusion as two fundamental elements of our business practices, both within our company and in our partnerships.

That’s why we’re proud to serve as a sponsor of the 2015 Diversity Summit. This annual event brings together organizations and individuals to enhance Diversity and Inclusion in the workplace to overall strengthen the business world in a new economy.

From attracting and retaining the best talent to ensuring a healthy and respectful workplace, we will keep doing our part to forge a new energy future for all.

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International Coach Federation – Houston

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Anti-Defamation League / Community of Respect
ASCEND
Human Rights Campaign
Indo American Chamber of Commerce
Pink Petro
Diversity Summit Planning Committee

Co-Chairs
Dr. Cesar Maldonado Houston Community College
James D. Haynes Spectra Energy

Executive Director
Cecil Fong

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Stephen Huang, Betty Tung, Kuo-Chih Wang Association of Chinese American Professionals
Helen Ye BP
Marylynn Kallina Matthew, Jewel Smith CenterPoint Energy
Jeena Lee Chevron
Donna Cole Cole Chemical
Jody Bernstein Community of Respect | ADL
Cephas Archie, David Cross Houston Community College
Jagdip Ahluwalia Indo-American Chamber of Commerce
Tim Fischer Marathon
Roland Manzano METRO
M. Helen Cavazos MH Cavazos Associates
David Medina Rice University
Elaine Decanio, Deborah Wilkins-Buford Shell Oil
Rohby Mitchell Spectra Energy
Helen Hailemariam Teach For America
John Sequeira TL One Partner
Jaymie Woods L.L. Gold Consulting LLC

Conference Coordinator
Jaymie Woods

Conference Logistics
Betty Tung Logistics Coordinator
Stephen Huang Program Brochure/Book Editor
Patricia Liu Registration
Frank Lin Website
Alicia Liu, C.C. Wang Photographer
Judy Wen Treasurer
# 2015 Diversity Summit

## Session Schedule

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:30 a.m. – 3:30 p.m.</td>
<td>Registration</td>
<td>Conference Center Foyer</td>
</tr>
<tr>
<td>7:30 a.m. – 8:30 a.m.</td>
<td>Diversity Cafe</td>
<td>Magnolia I-III</td>
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<tr>
<td></td>
<td>Facilitator: <em>Elizabeth Campbell</em>, Partner and Chief Diversity Officer, Andrews Kurth LLP</td>
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<tr>
<td></td>
<td>(This session is by invitation only for sponsors)</td>
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<tr>
<td>8:00 a.m. – 8:30 a.m.</td>
<td>Diversity and Inclusion 101</td>
<td>Sugar Land Ballroom V</td>
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<td>Chair: <em>Dr. Cephas Archie</em>, D&amp;I Program Coordinator, Houston Community College</td>
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<td>Facilitator: <em>Dr. Michele Kahn</em>, Associate Professor, University of Houston – Clear Lake</td>
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<td>This session clarifies definitional issues in diversity and inclusion, underscoring equity as a guiding force and goal to harmonious and effective group relations. Kahn separates myth from fact with regard to cultural identities, dismantling superficial notions of diversity and inclusion. She highlights opportunities for long term individual, social and institutional transformation.</td>
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<tr>
<td>9:00 a.m. – 4:00 p.m.</td>
<td>Sponsor Exhibits</td>
<td>Conference Center Foyer</td>
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<tr>
<td>9:00 a.m. – 4:00 p.m.</td>
<td>Coach’s Corner</td>
<td>Cane I-III</td>
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<td>Professional coaches from <em>International Coach Federation - Houston</em> will be offering complimentary career consultation sessions. There will be a sign-up sheet at the Registration Desk for attendees to take advantage of this exciting opportunity.</td>
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<tr>
<td>9:00 a.m. – 9:20 a.m.</td>
<td>Welcome</td>
<td>Sugar Land Ballroom V</td>
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<tr>
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<td>Mistress of Ceremony: <em>Angela Chen</em>, KTRK-TV ABC 13</td>
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<tr>
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<td>Welcome Remark: <em>Dr. K.C. Wang</em>, ACAP President</td>
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<tr>
<td>9:20 a.m. – 10:20 a.m.</td>
<td>Plenary Session</td>
<td>Sugar Land Ballroom V</td>
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<tr>
<td></td>
<td>Plenary Topic: “<em>Leading from the Front</em>”</td>
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<td>Speaker: <em>Courtney Lynch</em>, Founder, Lead Star</td>
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Effective leaders make a significant difference in any organization. Join nationally recognized thought leader Courtney Lynch as she addresses the essential leadership skills for success. Courtney will provide practical insights gathered from her firsthand leadership experiences as a Captain in U.S. Marines and decade of teaching leadership to professionals globally.

You’ll learn:
- A new, refined definition of leadership
- Awareness of the key behaviors leaders demonstrate
- An enhanced strategy for maximizing your leadership potential
- A greater understanding on applying leadership skills to both professional and personal challenges

10:20 a.m. – 10:50 a.m.  Networking Break  Conference Center Foyer

Play network bingo, visit exhibits, and sign up for a complimentary session at Coach’s Corner

10:50 a.m. – 11:50 a.m.  Concurrent Sessions  Room

Session A  “The State of Hispanic Leadership in Corporate America”  Sugar Land Ballroom V
Chair:  David Medina, Director Multicultural Community Relations, Rice University
Speaker:  Dr. Robert Rodriguez, President, DRR Advisors

Corporations are becoming much more sophisticated and advanced when it comes to their Latino talent initiatives. This session will provide an overview of steps being taken by leading corporations to more effectively recruit, retain and develop top Hispanic talent. Also covered will be the trends among current Latino executives regarding what they see as necessary to advance the Latino leadership agenda across America. Attendees will walk away with a Latino Talent Framework that they can use to sustain their current success, replicate these practices to other diverse communities and to scale those efforts across their enterprise.

Session B  “Unconscious Bias”  Magnolia I-III
Chair:  Sam Jacobson, Diversity and Inclusion Coordinator, Andrews Kurth LLP
Speaker:  Nina Godiwalla, U.S. Director of Diversity, Norton Rose Fulbright

How do our biases develop? Are we consciously aware of how much of our decision-making is automatic, based on belief systems that we absorbed from our early lives? This course moves us away from the “good person/bad person” paradigm of diversity. A more accurate depiction is that we all have bias of one kind or another. The key is to identify and examine those biases, to consider how they impact our actions with others, in our jobs and in our lives.

Session C  “Talent Alignment as Driver for Diversity”  Sugar Land Ballroom I-II
Chair:  Jaymie Woods, Founder & Managing Consultant, L.L. Gold Consulting LLC
Speaker:  Carlos Larracilla, Senior Manager, Deloitte Consulting

Diversity is about skills alignment, finding the right purpose, place and role to take the best advantage of our differences as individuals in order to create exceptional teams and organizations.

Session D  “Supplier Diversity Leading the Charge to Advanced Next Practices”  Sugar Land Ballroom III-IV
Chair:  Jagdip Ahluwalia, Executive Director, IACCGH
Jewel Smith, Manager Supplier Diversity, CenterPoint Energy
Moderator:  **Richard Huebner**, President, Houston Minority Supplier Development Council  
Panelists:  
- **NK Gupta**, CEO Cornerstone Valve  
- **Annie Lidge**, Program Manager Supplier Diversity, Fluor  
- **Debra Stewart**, Director Supplier Diversity, Shell  

This session will share next practices in corporate and prime supplier relationships for revolutionary supplier diversity outcomes. It will also showcase a diverse supplier and their phenomenal growth as a result of proper positioning and a firm commitment to development.

<table>
<thead>
<tr>
<th>12:00 p.m. – 1:30 p.m.</th>
<th>Luncheon</th>
<th>Sugar Land Ballroom VI</th>
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</thead>
</table>

Mistress of Ceremony: **Minerva Perez**, Minerva Perez Media  
Keynote Speaker: **Dr. Irma McClaurin**, Chief Diversity Officer, Teach For America  
Diversity Champion Awards:  
- Corporate Diversity Champion: **Floyd LeBlanc**, Vice President, CenterPoint Energy  
- Community Diversity Champion: **Craig B. Clayton, Sr.**, CEO of iNSPIRAR Inc., and Founder - Respect Matters Houston  

<table>
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<tr>
<th>1:30 p.m. – 2:00 p.m.</th>
<th>Networking Break</th>
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Play network bingo, visit exhibits, and sign up for a complimentary session at Coach’s Corner  

<table>
<thead>
<tr>
<th>2:00 p.m. – 3:10 p.m.</th>
<th>Concurrent Sessions</th>
<th>Room</th>
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</table>

**Session A**  
"**Culture and Learning**"  
Chair: **Dr. Cephas Archie**, D&I Program Coordinator, Houston Community College  
Speaker: **Dr. Michele Kahn**, Associate Professor, University of Houston – Clear Lake  

This session expands upon Diversity and Inclusion 101 and offers participants key concepts and associated strategies for creating equitable environments. Among other issues, participants will learn about intercultural sensitivity development, managing cognitive dissonance and increasing meaningful dialogue for creating socially just communities.

**Session B**  
"**Aspire Higher: Why a Professional Development Plan is critical for your career success and advancement**"  
Chair: **Rohby Word Mitchell**, Director of Diversity & HR Compliance, Spectra Energy  
Speaker: **Amy Robinson**, Executive Coach  

You can’t rely on your boss to hand you a professional development plan for fostering career success. You must take personal responsibility in tailoring your own. Learn how the graduates of Aspire Higher, a global women’s professional development group coaching program, have benefited from spearheading their professional paths, including the specific skills and tools that continue to impact their career successes.
Session C  “Transgender in the Workplace”  Sugar Land Ballroom I-II
Chair:  Elaine DeCanio, Change Manager, Continuous Improvement, Shell Global Solutions
Speaker:  Lou Weaver, Board of Governors, Human Rights Campaign

Whether you are transgender, personally invested in transgender inclusion or just hoping to become more fluent and visible in your support for equality, Lou Weaver, will help you understand language and terminology to discuss transgender topics, how to implement best practices and next steps in supporting transgender staff and colleagues.

Session D  “Backpack and Baggage – Dispelling Myths about People with Disabilities”  Sugar Land Ballroom III-IV
Chair:  Deborah Wilkins-Buford, Global Diversity and Inclusion Consultant, Shell
Speaker:  Joe Bontke, Outreach Manager, EEOC

The major barriers to achievement by people with disabilities in our society continue to be attitudinal barriers, stereotypical thinking, and assumptions about what people can and can't do. The truth is that the range of ability of persons within any disability group is enormous. We need to get rid of our stereotypical images and view each individual as just that: "an individual”. This training session will explore the “backpack” of our own “backpacks” and attempt to dump our old perception and add something new.

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<tr>
<th>3:20 p.m. – 4:30 p.m.</th>
<th>Concurrent Sessions</th>
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| Session A  “Cultivating Tomorrow’s Leadership: Building the Bridge from Higher Education to the Workforce”  Sugar Land Ballroom V
Chair:  Helen Hailemariam, Director Leadership Programming, Teach For America
Speaker:  Dr. Cephas Archie, D&I Program Coordinator, Houston Community College

Join this panel of student leaders from universities across Houston as they discuss how diversity and inclusiveness has played a role in their education. This conversation will shed light on the ways that higher education and corporations can incorporate more inclusive practices when recruiting and developing students of different backgrounds.

Session B  “Becoming an Effective Leader in a World of Differences”  Magnolia I-III
Chair:  Jaymie Woods, Founder & Managing Consultant, L.L. Gold Consulting LLC
Speaker:  Sara Ting, Author

Diversity is in the DNA of America. It impacts every sector of a community. What are the skills and qualities a leader needs to cultivate and develop to be effective in the meeting the challenges of managing diversity and achieving your goals? An interactive, engaging and thought-provoking conversation and some simple exercises will offer new perspectives on diversity. Participants will come away more informed, enlightened and empowered.
Session C  “HRC Corporate Equality Index: Looking Back and Moving Forward”  
Sugar Land Ballroom I-II

Chair:  Elaine DeCanio, Change Manager, Continuous Improvement, Shell Global Solutions
Speaker:  Beck Bailey, Deputy Director Employee Engagement, Human Rights Campaign

The Human Rights Campaign Foundation’s “Corporate Equality Index” (CEI) is the national benchmarking tool on corporate policies and practices pertinent to lesbian, gay, bisexual and transgender employees. Since the CEI’s inception in 2002, America’s largest employers have embraced LGBT-inclusion as a best business practice, and consider protections for employees on the basis of sexual orientation and gender identity as non-negotiable. This session provides an overview of the CEI, its history and impact, as well as an introduction to survey criteria. Additionally, we’ll review important changes for the 2016 survey.

4:30 p.m. – 5:30 p.m. | Network Reception | Conference Center Foyer

Door Prizes Drawing

- Return all name badges to the registration desk for recycling at the end of conference.
- All attendees who return completed Networking Bingo Cards will be eligible for a special networking raffle prize drawing. You must be present to win.
- All attendees who return completed conference surveys will be eligible for door prize drawing which will start at 5:00 p.m. and you must be present to win.

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15
Cesar Maldonado, Ph.D., P.E. became Houston Community College’s eighth chancellor in May 2014. Prior to joining HCC, he was the fourth president in the 47-year history of Texas State Technical College (TSTC) Harlingen. A national leader in the engineering and manufacturing industry with a dedicated commitment to community service, Maldonado began his career in 1976 as a process engineer for Celanese Chemical Corporation. Before joining TSTC in 2008, he held executive administrative positions with Tex-Steel Corporation and ASSA ABLOY.

In 2008, Maldonado was named President of TSTC in Harlingen, Texas. In the same year, Dr. Maldonado earned a Ph.D. in Systems and Engineering Management from Texas Tech University. In 2011, Maldonado was named Vice Chancellor for Institutional Effectiveness and Commercialization for the TSTC System, while remaining President at TSTC Harlingen. Maldonado holds Bachelor and Masters of Science degrees in Chemical Engineering from Texas A&M University, and is an alumnus of the UC Berkeley Haas School of Business.

Maldonado led legislative efforts to create high school/college dual enrollment opportunities in Texas, and has served as a board member (twice as president) of the Harlingen Consolidated Independent School District (TX). He served as the Interim Chairman of the Border Governors Conference on Science and Technology. He was also appointed by the governor to serve as a Regent of the Texas State Technical College System. He was recently elected to the Texas Tech University Industrial Engineering Academy.

Maldonado and his wife of 38 years, Liz, enjoy their children, Kristin, Marcus, and Laura and Jason Rocha, and grandchildren, Julianne and William.
Diversity Summit Co-Chairs

James D. Haynes
Vice President, U.S. Human Resources
Spectra Energy

Jim Haynes is vice president of human resources for Spectra Energy’s U.S. operations. In that role he provides oversight and leadership for all U.S.-based human resource functions, with enterprise-wide responsibility for diversity, employment equity, compliance, payroll, human resource information systems, and other support functions.

He has served in a number of leadership capacities throughout his career, including operations, marketing and human resources.

Haynes joined Spectra Energy’s predecessor company, Panhandle Eastern, in 1982 as an administrative analyst. Following a series of promotions, he was named coordinator of human resources, area superintendent for Texas Eastern’s Portland, Texas pipeline operations, manager of employee and labor relations for Pan Services, and director of transmission services for Duke Energy. In 2005 Haynes was named vice president of Duke Energy Gas Transmission’s U.S. human resources. He was named to his current role in 2007.

Haynes received a Bachelor of Business Administration degree from Emporia State University in Kansas and a master’s degree in human resources management from Houston Baptist University.
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Irma McClaurin believes that “diversity matters” and that strong leadership is the key. She brings over 30 years of experience to her role as Teach For America’s chief diversity officer. Most recently, she was a senior faculty member at the Federal Executive Institute (FEI), founded in 1968 by President Lyndon Johnson. At FEI, Irma provided leadership development instruction to hundreds of senior federal executives and coordinated the global leadership courses for the United States Agency for International Development. Previously, and as a consultant, Irma serviced clientele that included the Office of the VP for Equity and Inclusion at the University of Oregon and the Minnesota African American Museum. Her past service experience includes being president of Shaw University, shepherding it through hurricane recovery. She was the founding director of the Africana Women’s Studies program at Bennett College for Women in Greensboro, North Carolina, and the founding executive director of the first Urban Research and Outreach-Engagement Center and Associate VP at the University of Minnesota. Irma was tenured in anthropology at the University of Florida and the University of Minnesota. Her deep commitment to educational equity derives from her own background as a first-generation college graduate and product of Chicago Public Schools.

An award-winning author in anthropology and poetry, Irma earned a Ph.D. in anthropology and an M.F.A. in English from the University of Massachusetts Amherst, and has a bachelor’s degree in American studies from Grinnell College. She serves on the boards of the Afro-Latin Project and the N.Y.U. Hip-Hop Education Center (honorary), and is a regular contributor to Insight News of Minneapolis as the culture and education editor.
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Corporate Diversity Champion

Floyd J. LeBlanc

Vice President of Public Affairs and Communications
CenterPoint Energy

Community Diversity Champion

Craig Clayton

CEO of iNSPIRAR Inc.
Founder of Respect Matters - Houston

from

Kuo C. Wang
President of ACAP
Floyd J. LeBlanc

Vice President of Public Affairs and Communications
CenterPoint Energy

Floyd J. LeBlanc is Vice President of Public Affairs and Communications for CenterPoint Energy, a domestic energy delivery company headquartered in Houston, Texas, that includes electric transmission and distribution, natural gas distribution and energy services operations. With more than 7,400 employees, the company serves more than five million metered customers, primarily in Arkansas, Louisiana, Minnesota, Mississippi, Oklahoma and Texas.

Floyd is responsible for all internal communications, financial and media communications, and community relations efforts, such as corporate philanthropy, educational outreach and the employee volunteer program. In this role, he also manages local relations efforts with the city of Houston and Harris County. He began his career with the company in 1982. In addition to his corporate role, Floyd has spent nearly half of his career in staff and leadership roles in electric operations.

He is a graduate of Kansas State University with a bachelor’s degree in Business Administration. Floyd and his wife Deborah are members of Windsor Village UMC, where he is a member of the prayer ministry. He is a native of Baton Rouge, La., and has a son, a daughter and five grandchildren.
Community Diversity Champion

Craig Clayton

CEO of iNSPIRAR Inc.
Founder of Respect Matters - Houston

For the past 15 years Craig Clayton has been involved in creating and developing diversity programs and strategies here in Houston and across the country. He recently created the “Respect Matters” community campaign to provide organizations with tools to build respectful, inclusive places to live, work, learn and worship. The goal of diversity and inclusion programs has been to bridge the differences that exist in ways that value and leverage the changes occurring in the demographics of our community.

The “Respect Matters” campaign will help everyone in the Gulf Coast area to be treated as unique individuals with the dignity and respect they deserve. Participating organizations will be given access to training materials, workshop outlines, research, best practices and tools to facilitate conversations and skills among their employees, supporters, members and students.

Craig’s commitment to the Gulf Coast community includes making a difference in the lives of all who call Houston home. For more information on this program, log on to RespectMatters.org.
Community involvement is at the core of our corporate culture and is exemplified by our employees and retirees who are committed volunteers in our service areas. We work to enhance the quality of life in our communities by reaching out as a caring neighbor to support education, community development and health and human services. Each year our employees, family members and retirees provide tens of thousands of hours in our schools – making them better places to learn, and in our neighborhoods – making them safer places to live.

For more information, visit CenterPointEnergy.com/Community.
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Angela Chen
Reporter
KTRK-TV in Houston

**Angela** is a reporter at KTRK-TV in Houston. She graduated from UC San Diego with degrees in World Literature, Writing, and Psychology. She earned her Master’s from Columbia University’s Journalism School in New York City and went on to become a reporter for NY1 News. She headed home to Los Angeles to help care for her father after he was diagnosed with brain cancer. Since then, she’s reported for TV stations in Bakersfield, San Diego and Reno. She was also a contributor to The New York Times. Angela has lived in London and Taipei. She is fluent in Mandarin and a certified scuba diver.

Minerva Pérez
Minerva Perez Media

**Minerva Pérez** is an Emmy-nominated Broadcast Journalist; former Reporter and TV News Anchor and now a Co-Host, Show Creator, Executive Producer and Partner of the 6 year old syndicated and PBS show, LATINA VOICES: Smart Talk. She is also Owner/Principal of Minerva Pérez Media, LLC, a Video Production/Communications firm. She is also an author: *I GOTTA STORY: My 30 years in TV News*, published in 2014. Previous to Latina Voices, Ms. Pérez was known as a trendsetter and became the first Latina News Anchor at KTRK TV/ABC 13 in Houston, Texas, where she spent 15 and half years. A Lone Star native, Ms. Pérez grew up in the Rio Grande Valley of South Texas and is a graduate of the University of Texas at Pan American (UTPA formerly Pan American University) with a degree in Mass Communications/Spanish. She also continued her studies at Rice University in Houston. Mrs. Pérez has won numerous awards and recognitions for journalism and community involvement.
Speakers and Session Chairs
Morning Session Speakers

Elizabeth Campbell
Partner and Chief Diversity Officer
Andrews Kurth LLP

Elizabeth Campbell is an attorney and diversity practitioner with a successful record of working with business leaders, executives and teams to accomplish organizational goals. In her role as Partner and Chief Diversity Officer, she is responsible for the development and implementation of the diversity and inclusion components of the firm's strategic plan. She collaborates with the firm's Labor and Employment Section attorneys and is a frequent speaker, training facilitator and author on the topic of diversity and inclusion and related employment law topics.

Elizabeth received her J.D. from the University of Michigan, and her B.A. from the American University.

Michele Kahn, Ph.D.
Associate Professor
University of Houston-Clear Lake

Michele Kahn, Ph.D. is currently Associate Professor in the Studies in Language and Culture department at the University of Houston-Clear Lake where she teaches courses in intercultural education, language, and communication. She also serves as Vice-President of the International Association for Intercultural Education (IAIE) and Associate Editor for the journal, Intercultural Education.

Dr. Kahn received her Ph.D. degree in Curriculum and Instruction from The University of Alabama, Tuscaloosa.

Courtney Lynch
Founder
Lead Star

Courtney Lynch was a Captain in the U.S. Marines and is the Founder of Lead Star, a company dedicated to providing leadership development opportunities to those in leading corporations, nonprofits and colleges and universities. She is the co-author of Leading from the Front, a best-selling leadership book. A successful entrepreneur, Courtney has been a featured guest on FOX, CNBC, CNN and her efforts to spark a national dialogue on the topic of leadership have been noted in publications ranging from Business Week to The New York Times.
Speakers and Session Chairs
Concurrent Session Speakers

Dr. Robert Rodriguez
President
DRR Advisors LLC

Robert Rodriguez, Ph.D. is the president of DRR Advisors LLC, a consulting firm specializing in Latino talent initiatives, ERG optimization and diversity strategy. He has worked with over 125 corporations helping them with their various diversity initiatives. He is the author of "Latino Talent: Effective Strategies to Recruit, Retain and Develop Hispanic Professionals" and is a columnist for Diversity Executive magazine.

Dr. Rodriguez was named one of the Top 100 most influential Latinos in corporate America by Hispanic Business magazine. He holds a doctorate in Organization Development and is a graduate of the Latino Leadership Institute at UCLA.

Nina Godiwalla
U.S. Director of Diversity
Norton Rose Fulbright

Nina Godiwalla is a thought leader in diversity who is currently the US Director of Diversity for Norton Rose Fulbright, one of the largest law firms in the world. She is also the bestselling author of Suits: A Woman on Wall Street. Before becoming an internationally recognized speaker, Godiwalla spent almost a decade working for Fortune 500 corporations. She is often featured in major media including USA Today, Forbes, TIME Magazine, NPR, MSNBC, and CNN.

Godiwalla holds an MBA from Wharton, MA from Dartmouth, and BBA from the University of Texas.

Carlos Larracilla
Senior Manager
Deloitte Consulting

Carlos Larracilla is a Senior Manager in Deloitte Consulting’s Human Capital practice based in Houston. With over eighteen years of management consulting, corporate executive and entrepreneurial experience in the areas of talent management, diversity and inclusion, and collaboration strategy, Carlos partners with organizations to help them evolve their talent operations into leading market programs.

Prior to joining Deloitte Consulting, Carlos led the Talent Management Division of a 17,000-employee international industrial corporation where he was responsible for attracting, developing, and retaining a diverse workforce in an inclusive organizational culture and environment.
Carlos holds an MBA from Babson College and is a graduate of the Entrepreneurship Program at Tulane University. He completed his bachelor’s degree in Architecture from the Monterrey Tech in Mexico.

Richard A. Huebner
President
Houston Minority Supplier Development Council

Richard A. Huebner is President of the Houston Minority Supplier Development Council leading 157 major corporations and nearly 1,000 Minority Business Enterprises in a common mission to increase and expand business opportunities and business growth for minorities.

Under his direction, the Houston council has been recognized six times nationally as Council of the Year by the National Minority Supplier Development Council and by the Greater Houston Partnership as Houston’s Greatest Non-Profit Business Organization. Huebner serves on several advisory boards and is a Ruling Elder at Grand Lakes Presbyterian Church. He currently serves as Immediate Past Chair of Leadership Houston, graduate of the Center for Houston’s Future and a Senior Fellow of the American Leadership Forum.

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

NK Gupta
C.E.O.
Cornerstone Value, LLC

NK Gupta is the CEO of Cornerstone Valve and has been in the valve manufacturing and distribution market for more than 24 years. Since his acquisition of Cornerstone Valve he has more than doubled the production capability which has attributed to valves being used on major International Oil Company platforms world-wide. He employs more than 60 professionals in the Stafford, Texas office as well as many agent distributors in multiple foreign countries.

With NK’s leadership and passion for the Buy American Act, Cornerstone Valve is on the brink of becoming one of the world’s foremost Severe Service Valve manufacturer’s.

Annie Lidge
Supplier Diversity Program Manager
Fluor

Annie Lidge is the Supplier Diversity Program Manager at Fluor for the domestic US. Located in Sugar Land, TX, the Supplier Diversity Program resides in Fluor’s Commercial Strategy department. In this role, Annie is responsible for increasing the program’s visibility throughout the corporation, promoting program growth through increased spend with diverse suppliers, develop processes and procedures, recruitment and training all levels of Fluor management and employees to become program Champions and Advocates who give voice to supplier diversity throughout the corporation.
Educated in business management, Annie has over 39 years of experience in procurement and contracting. In the 4 years under Annie’s leadership, Fluor’s Supplier Diversity program has received numerous awards and recognitions, including but not limited to HMSDC and WBEA 2014 Corporation of Year awards for the greatest percentage of spend growth with MWBE’s. Annie serves on various HMSDC and WBEA Committees and is the current chair of the HMSDC Strategic Teaming Alliance Committee. In 2013, Annie was the winner of HMSDC Supplier Diversity Champion of the Year award.

Debra Clark Stewart
Director of Supplier Diversity
Shell

Debra Clark Stewart is Director of Supplier Diversity, Workforce Development and Diversity Outreach for Shell. In this role she is responsible for developing and implementing strategies and programs that support U.S. supplier diversity, i.e. local content. She also leads Shell’s efforts in identifying and creating external programs to attract young talent to engineering, geosciences, operations and maintenance crafts through workforce development initiatives.

An engineer by education, Debra worked in technical and business leadership roles across a spectrum of Shell businesses prior to assuming her current role in 2010. She is active in many regional and national organizations supporting economic development through supplier and workforce diversity. Under Debra’s leadership, Shell has been recognized by numerous organizations and publications for excellence and leadership in supplier diversity and STEM workforce development. Debra was inducted into the 2013 Hall of Fame of the Greater Houston Women’s Chamber of Commerce.

Amy Robinson
Executive Coach

Amy L. Robinson is passionate about creating gender-partnered leadership cultures within organizations. An executive coach and organizational consultant for high performing individuals and companies, Amy is founder of Aspire Higher, an international women’s leadership development group coaching program. In addition, she presents nationally on a variety of career enhancement skills including “Get Your Ask Up: How to tastefully self-advocate for your career advancement.”

Visit www.AmyLRobinson.com for more information on Amy, her Aspire Higher program, and other services.
Sara Ting
Diversity Consultant/Trainer/Public Speaker and Author

Sara Ting, diversity educator, trainer and author. Founder and president of World Unity, Inc. a non-profit organization dedicated to making a continuing and lasting contribution towards the elimination all forms of racial, ethnic, gender, religious, and cultural bigotry, prejudices, discrimination and biases. Sara is the author of “Small Book with a Big Idea, 5 Minute Training to Empower You and Transform Our World.” She has provided workshops for schools, colleges, universities, non-profit organizations, banks and police departments, National Guard. One of her educational pieces has been introduced to educational institutions in all 50 States.

Sara has served on the Governor’s Commission on Women’s Issues, the YMCA International Board. Educational Background: Graduate of Boston University School of Fine & Applied Arts.

Lou Weaver
Board of Governors, Human Rights Campaign

Lou Weaver is a leader in Houston's Lesbian, Gay, Bisexual and Transgender community. He is extremely active with the political and outreach committees of the Houston chapter of the Human Rights Campaign, and was recently appointed to the National Board of Governors. In 2014, he served as a co-chair for the Creating Change conference in Houston. He has helped educate healthcare providers and medical student groups on culturally competent care for the LGBT communities. Lou has served as a topic specialist for Fortune 500 companies, including Chevron and Shell. He is also actively engaged with local law enforcement offices to help change policy and procedures for the employees, communities and inmates. Lou is currently contracted by Texas Wins as a trans specialist to work on a statewide equality campaign. He will also be focusing on LGBT military, first responders and sports professionals.

Beck Bailey
Deputy Director Employee Management
Human Rights Campaign

Beck Bailey is the Deputy Director of Employee Engagement at the Human Rights Campaign Foundation. He focuses on helping America’s workplaces become more lesbian, gay, bisexual and transgender (LGBT) inclusive through employee engagement and education. Beck brings his business experience as a leader to this work and possesses a well-developed managerial skill-set grounded in operations and change management.

An LGBT advocate and transgender man, Beck often shares his personal experience in order to increase awareness and understanding. He holds an MBA from the University of Massachusetts Amherst and serves on the Board of Gay & Lesbian Advocates and Defenders (GLAD).
Joe Bontke
Outreach Manager, Houston District Office
U.S. Equal Employment Opportunity Commission

Joe Bontke is the outreach manager and ombudsman for the Houston District office of U.S. Equal Employment Opportunity Commission. Joe has been in the field of Human Resources & Civil Rights for the past 27 years and has experience in employment law and adult education.

With a Bachelor's in Philosophy and a Masters in Education, he has been a Human Resources Director, a Training Coordinator for the American Disabilities Act (ADA) Technical Assistance Center for Federal Region VI, was appointed as Assistant Professor at Baylor College of Medicine and has been named Chair of the Governors’ Committee for People with Disabilities by Governor Rick Perry and recently commissioned an honorary Admiral in the Texas Navy.

Joe's philosophy of education is - that 90% is knowing where to find the information ... when you need it.
Speakers and Session Chairs
Session Chairs

Dr. Cephas Archie
Diversity & Inclusion Program Coordinator
Houston Community College

Cephas Archie, Ed.D. is the Diversity & Inclusion Program Coordinator for Houston Community College (HCC), where he assists in the implementation of the colleges 7+ campus Diversity & Inclusion Plan. Collaboratively working with all institutional stakeholders — both internal and external, Dr. Archie spearheads the institution’s diversity and inclusion efforts for the near 81,000 students, faculty and staff. As an employee of the Office of Institutional Equity at HCC, his efforts are accompanied by the college’s Diversity & Inclusion Council. Dr. Archie obtained his Ed.D. in Educational Leadership (Higher Education) from the University of Houston-Clear Lake, and his MS in Counseling and BA in English, both from Loyola University New Orleans. Dr. Archie possesses certifications in both Basic Mediation Training and Diversity Management.

David D. Medina
Director of Multicultural Community Relations
Rice University

David D. Medina is the director of Multicultural Community Relations at Rice University. Medina also writes feature stories for the award-winning Rice University Magazine and edits the newsletter Rice At Large. As director, he works at enhancing relationships between minority communities and Rice. He has worked as a reporter for the Austin-American Statesman, the Dallas Times Herald, the Houston Post, The Wall Street Journal and Newsweek magazine.

Medina received a B.A. in Spanish from Drake University, an M.A. in Spanish from Rice University, and an M.S.J. from Northwestern University’s Medill School of Journalism.

He has received numerous awards for his dedicated service to education and diversity. He is a former president of the Houston Association of Hispanic Media Professionals and a former vice president of the Texas Association of Chicanos in Higher Education. He is a board member of Nuestra Palabra: Latino Writers Having Their Say, and a former board member of Ser Niños Charter School. David also serves on the advisory board of the Chinquapin School and Inprint.
Jaymie Woods
Founder and Managing Consultant
L.L. Gold Consulting LLC

Jaymie Woods established L.L. Gold Consulting LLC to help others “Live Like Gold” by uncovering their inner-self and maximizing the value that already exists within individuals and organizations. Services include organizational Diversity & Inclusion program development and career transition services for individuals.

Jaymie has over 15 years of experience in Employee Relations, Diversity & Inclusion and Community Engagement with Marathon Oil Company. She holds an MBA-Human Resources Concentration from Wayne State University and a BS in Legal Assisting from Eastern Michigan University.

Jaymie created the blog www.livelikegold.com to chronicle her new journey to find and live according to her passions and purpose.

Sam Jacobson
Diversity and Inclusion Coordinator
Andrews Kurth LLP

Sam is the Diversity and Inclusion Coordinator for Andrews Kurth, where he assists in implementing the diversity and inclusion components of the firm’s strategic plan. He has over 25 years’ experience in operations, training and project implementation for corporations and law firms.

Sam currently serves on the Board of Theater Under the Stars. He is a member of the Gulf Coast Advisory Board/Texas Diversity Council and a Diversity First Award Winner, 2013. He is a member of the Association of Law Firm Diversity Professionals and a variety of diversity and inclusion summits and conferences.

Jagdip Ahluwalia
Executive Director
IACCGH

With over 35 years of teaching, manufacturing, business management and consulting experience, Jagdip Ahluwalia was one of the Founders of the Indo-American Chamber of Commerce of Greater Houston.

Jagdip is an engineering graduate from the Birla Institute of Technology, Mesra, India. He is a past chair of the Mayor’s International Trade and Development Council for South Asia (MITDC). He was honored with the Outstanding Leadership Award by the Greater Dallas Indo American Chamber for his role in forming the Alliance of Indo American Chambers in the US. The Greater Houston Procurement Breakfast and the India Culture Center have also felicitated him for his tireless advocacy for business in, for and with Houston. He serves on the Board of Trustees of the American Leadership Forum, Gulf Coast Chapter and is an active Rotarian.
Jagdip specializes in:

- Locating buyers for US Goods and services,
- Identifying areas of bilateral trade between India and the US, and
- Identifying Indian goods and services encouraged for export to the Greater Houston region.

**Jewel Smith**  
Manager of Supplier Diversity  
CenterPoint Energy Inc.

**Jewel Smith**, manager of supplier diversity for CenterPoint Energy Inc., is responsible for providing strategic guidance and success towards enhancing the company's supplier diversity initiatives and the integration of supplier diversity into the company's overall corporate strategy and culture.

Jewel has a key role in design and implementation of processes and procedures to grow relationships with diverse and small business enterprises and to increase their inclusion in business opportunities at CenterPoint Energy.

**Helen Hailemariam**  
Director of Leadership Programming  
Teach for America

**Helen Hailemariam** currently serves as the director of leadership programming at Teach For America. She is responsible for all the leadership and diversity professional development for 400 teachers in Houston. Helen started her career as a Teach For America corps member where she taught first grade at Joe E. Moreno elementary school in HISD. She is dedicated to ensuring that Houston’s students have teachers who demonstrate high levels of leadership and a culturally competent orientation in their teaching practices.

**Rohby Word Mitchell**  
Director of Diversity and HR Compliance  
Spectra Energy

**Rohby Word Mitchell** is director of diversity and HR compliance for Spectra Energy, joining its predecessor company, Texas Eastern, in 1976. As a member of the 2015 planning committee, Rohby is proud of Spectra Energy’s support and sponsorship of the Diversity Summit.

Rohby received a Bachelor of Arts in Sociology and Political Science degree from the University of St. Thomas and a Master of Management in Human Resources Management degree from the University of Phoenix. Rohby holds the certified SPHR (senior professional in human resources) designation and has been certified for over 20 years.
Elaine DeCanio, Ph.D.
Change Manager, Continuous Improvement
Shell Global Solutions, U.S. Inc.

Elaine DeCanio works for Shell Global Solutions, U.S. Inc., in its Projects and Technology organization. She received her B.Sc. from Manchester University, UK, and Ph.D. from Wesleyan University, CT.

Over the past 29 years working for Texaco and Shell, Elaine has had roles in fuels and polymer R&D, commercialization and product technical support. More recently Elaine was the change manager for the Westhollow Technology Center renovation. Elaine currently works in business continuous improvement. Concurrent with her technical and management roles, Elaine has served on various diversity committees within Shell, and has a strong commitment to helping create inclusive working environments. Elaine is on the steering team of SEAShell - Shell’s GLBT diversity group, and is a member of the Business Advisory Council for the Human Rights Campaign’s (HRC), Workplace Project which focusing on LGBT workplace equality.

Deborah Wilkins-Buford
Global Diversity and Inclusion Consultant
Shell

Deborah Wilkins-Buford has over 34 years of HR experience in diversity management, facilitation, training, employee relations, Equal Employment Opportunity and Affirmative Action. She’s worked with Shell Oil since 1997, most recently as a Global Diversity and Inclusion Consultant supporting Shell businesses in the Americas.

Deborah graduated from the Pennsylvania State University, has HR certification (SPHR) and completed the National Training Labs Diversity Practitioner Certificate Program. She resides in Sugar Land, Texas with her husband, Gordon, and their sweet Pomeranian mix, Toby.
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ICF Houston Chapter is a non-profit individual membership organization formed by professionals who practice and/or teach business and personal coaching. It exists to advance the art, science and practice of professional coaching in the Houston community.

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The Association of Chinese American Professionals

ACAP is an association of Chinese American professionals with a wide variety of expertise including engineering, science, health care, business, humanity, and arts and culture. Founded in 1978, and currently with a total membership of approximately 300, the ACAP recruits its members from, but not limited to, the states of Texas, Louisiana, Mississippi, Arkansas and Oklahoma.

In 2001, the ACAP, in collaboration with JPMorgan Chase, Shell Oil Company and Marathon Oil Company, organized the inaugural Diversity Summit annual conference. This annual conference has since gained wider support and attendance from other major corporations and organizations in the greater Houston area.

As a non-profit organization, the ACAP strives to foster the professional development and fellowship among its members, to facilitate the development of leadership skills of Chinese Americans professionals, and to address various issues that Chinese American professionals faced in the workplace.

In order to encourage professional advancement of the members, the ACAP regularly hosts technical seminars and workshops with various professional disciplines throughout the year. The flagship activity is the Science, Engineering and Technology Seminars (SETS) held in Houston in the spring/summer of each year. SETS usually draw 200 to 300 participants. These seminars, workshops and conferences are multidisciplinary, and often involve guest speakers from other states and foreign countries.

For more information on ACAP, please visit the website at: http://www.acap-usa.org/.
At H-E-B, each and every Partner is responsible for upholding our commitment to diversity. Our daily actions value both the differences and similarities that make our Customers, Communities and Partners so unique.

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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.
hccs.edu/diversity