

## 2022 Diversity Summit Program Schedule

Time	Event	Location
7:30 a.m. – 1:30 p.m.	Registration	Grand Ballroom Foyer

*Six SHRM continuing education credits are available for attending the conference.*

8:00 a.m. – 8:45 a.m.	Pre-Opening Session	Grand Ballroom A to C
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### “Gender and Sexual Diversity and Its Implications in Texas”

Chair: **Roland V. Manzano**, Director of HR/Staffing, METRO

Speaker: **Dr. Maria C. Gonzalez**, Associate Professor of English, University of Houston

This presentation includes a brief overview of a few important cases that ground the current legal definitions of gender and sexuality in the state of Texas. Concrete examples and understanding of current gender and sexuality terms are also presented. Finally, a discussion of the recent arguments around state policies and mandates concerning gender and sexuality with a focus on how they affect public accommodations, housing, and employment will be presented. Opportunities for questions, clarifications, concerns, and discussions represent the overall plan for the presentation.

9:00 a.m. – 2:30 p.m.	Sponsor Exhibits	Grand Ballroom Foyer
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9:00 a.m. – 2:30 p.m.	Coach’s Corner	Westchase 3 to 4
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*Professional coaches from International Coach Federation - Houston will be offering complimentary career coaching sessions. Sign-up at the Registration Desk to take advantage of this exciting opportunity!*

9:00 a.m. – 9:30 a.m.	Welcome Remarks	Grand Ballroom D to E
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Executive Director: **Cecil Fong**, Executive Director, Diversity Summit

Honorary Co-Chairs:

**Donna Davis**, Diversity, Equity, and Inclusion Officer, Houston Community College

**Maistran Pillay**, VP ERP & Enterprise Applications, Enbridge

9:30 a.m. – 10:30 a.m.	Plenary Session	Grand Ballroom D to E
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### “Building Mental Fitness: Strengthening Your Capacity for Empathy, Respect, and Inclusion”

Chair: **Pranika Sinha**, Managing Director, DEI and Organizational Development, Greystone

Speaker: **Amy Yip**, Founder, Amy Yip Coaching

The more mentally fit you are, the more you’ll be able to handle the stress, anxiety, and frustrations that might come from work and personal life challenges. Mental fitness includes relationships and how you engage with others like your colleagues, partner, and children. Mental Fitness is the X-Factor to transforming a workplace culture into thriving: anchored in deep empathy, mutual respect, and inclusion. And it starts with us as individuals.

The good news: just like physical fitness, you can boost your Mental Fitness with practice. During this interactive workshop, we will unpack

- How do you tend to self-sabotage with Saboteurs like the Judge, the Hyper-Rational, the Controller, the Hyper-Achiever, the Pleaser, and five others?
- The ore muscles at the root of mental fitness
- Practices to build your mental muscles, including how to show up with greater empathy towards others

Format/Exercises: Highly interactive workshop with reflections, audience engagement, and live practices together that can be 'taken home' to do

- *We will do a visualization practice which entails tapping into the empathy muscles.*

<b>10:30 a.m. – 10:50 a.m.</b>	<b>Networking Break</b>	<b>Grand Ballroom Foyer</b>
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*Visit exhibits and sign up for a complimentary session at Coach's Corner.*

<b>10:50 a.m. – 11:50 p.m.</b>	<b>Concurrent Session</b>	<b>Room</b>
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Session A:      **“Metrics and How They Can Help or Hinder a DEI Program”**      Grand Ballroom D to E

Chair:            ***Donna Cole, President/CEO, Cole Chemical***

Speaker:         ***Amanda Scott, Specialist, Diversity, Inclusion, and Talent Acquisition Strategy, Enbridge***

Enbridge uses its Informed Insights to drive its journey toward an inclusive workplace. The core piece of the initiative is comprehensive data analysis and transparency. Sharing comprehensive data with employees requires the keen understanding that we all need to know where we are starting from to define where we want to go as an organization. It is not always an easy road! This session will dive into ways your data can help you along the inclusion journey and the many potholes to avoid along the way.

Session B:        **“Win-Win Strategies in Creating a Diverse Workforce”**           Grand Ballroom A to C

Chair:            ***Yeni Ortega, Sr. Advisor, Inclusion & Diversity, Phillips 66***

Speakers:        ***Jeronimo Cortina, Ph.D., Associate Professor, University of Houston***

When the word 'diversity' comes up with the hiring, retention, and training of Latinos and other underrepresented groups, companies often approach it as something they have to make room for outside of their core business due to external pressure from shareholders, analysts, and the media. This thinking is upside down. In Spanish, there is a saying: 'contra corriente' - thinking that goes against public opinion's prevailing tide. In this vein, Dr. Cortina will share how diversity is a win for companies, customers, and communities. Dr. Cortina will share the numbers and highlight the wins companies can score when they listen to, hire and retain the diverse talent we have in abundance in Houston and Texas.

Session C:        **“How to Navigate Predominately White Spaces to Grow and Thrive in Your Career”**  
Grand Ballroom F to H

Chair:            ***Denise Hall, US DEI Advisor, Shell USA***

Speaker:         ***DeAnnah Stinson Reese, Award-Nominated Corporate Racial EQUITY Strategist***

Audience: Racially Marginalized Groups

Description: Members of racially marginalized groups experience discrimination, bias, prejudice, and many other forms of sabotage and injustice in the workplace. This topic unpacks the nuances of breaking past levels within a system designed against you to grow still and thrive within your career.

Takeaways: Participants will learn tangible strategies for positioning themselves for promotions and leadership positions within organizations.

<b>12:00 p.m. – 1:30 p.m.</b>	<b>Luncheon</b>	<b>Grand Pavilion Foyer</b>
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Emcee: **Y. Vani Rao, Executive Coach**

Keynote: **Ashton Holt, Associate Partner and Global Practice Leader, Aon Consulting**

Ashton Holt has collected data from clients for over 20 years in the energy, tech, and finance industries. His benchmarking of the before- and after-Covid data reveals what workers are saying about what they now require from employers to feel respected and connected. Pay equity and workplace flexibility alone will not address the cultural issues causing employees to leave in droves to places of work seen as more progressive and forward-thinking. He shares that the ‘Covid era’ will have far-reaching consequences for employers, as employees of color, in particular, have more options and will no longer accept the former status quo. Learn what your company can do to retain top talent before it’s too late.

Diversity Awards:

Corporate: **Annie Lidge, Supply Diversity Manager, Fluor**

Community: **David Leebron, President, Rice University**

Team: **Digital and Information Technology STEM Team, Houston Community College**

<b>1:30 p.m. – 1:50 p.m.</b>	<b>Networking Break</b>	<b>Grand Ballroom Foyer</b>
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*Visit exhibits, and sign up for a complimentary session at Coach’s Corner*

<b>1:50 p.m. – 2:50 p.m.</b>	<b>Concurrent Sessions</b>	<b>Room</b>
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Session A: **“Diversity in Higher Education”** Grand Ballroom D to E

Chairs: **Daniel Chen, Immigration Attorney, Nguyen, Jazrawi and Chen, PLLC.**

Speaker:

**Donna Davis, Diversity, Equity, and Inclusion Officer, Houston Community College**

**Richard Anthony Baker, Ph.D. ED, Institutional Equity, EO/AA and Title IX, Rice University**

**Mahnaz Kolaini, Ph.D., Director, Counselling and Ability Services, Houston community College**

**Nicole Arleane Roberson, Ph.D., Director Equal Opportunity and Diversity, Texas A&M University System**

This interactive workshop will provide a comprehensive overview of diversity in higher education from DEI practitioners and executive leaders. The facilitators will discuss how diversity impacts key stakeholders (students, staff, and faculty) within an institution's structure, recruitment, retention, and inclusivity.

The engaging session will provide participants with the tools and awareness necessary to improve their understanding across differences provided through a diverse lens. Targeted activities explore specific diversity concepts, including unconscious bias, microaggressions, gender, privilege, sexual orientation, generational differences, and religion. Participants will leave equipped with tangible tools to positively impact their organizations' diversity initiatives and strategic plans and make their own. Take away his compilation of resources to make it work for your workplace.

Session B: **“Connecting Resilience, Belonging, and Success”** Grand Ballroom A to C

Chairs: **Carla Newman, Senior Manager Revenue Operations, PROS**

Speakers: **Chris Pitre, WSJ Bestselling Book Author / VP Softway**

Do you have stakeholders who say they want more DEI but do not prioritize it? Learn how leaders and

teams within companies like Google, Groupon, The Obama Foundation, and others connect inclusion and diversity organically to create cultures where belonging thrives in congruence with business results. Walk away with tactics and tools that connect culture to business outcomes, allowing executives to understand how DEI is integral to achieving the goal.

<b>2:50 p.m. – 3:30 p.m.</b>	<b>Network Reception</b>	<b>Grand Ballroom Foyer</b>
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***Door Prizes Drawing***

- *Please return all name badges to the registration desk for recycling.*
- *Please complete conference surveys and return them to the registration desk.*
- *All attendees for afternoon sessions will be eligible for a door prize drawing that will start at 3:00 p.m. You must be present to win.*