

Diversity Summit 2019



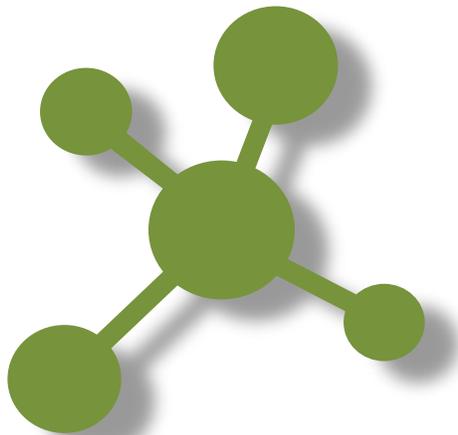
**Diversity
and
Inclusion -
Journey or
Destination?**

**April 26, 2019
Marriott Houston Westchase**

Welcome to

The 19th Annual Diversity Summit

**Diversity and Inclusion –
Journey or Destination?**



April 26, 2019

Houston Marriott Westchase
2900 Briarpark Dr. Houston, Texas 77042

Proud to Support the 2019 Diversity Summit.

We salute efforts to promote diversity, inclusion and
leadership in the workplace.



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Diversity Summit 2019

Program

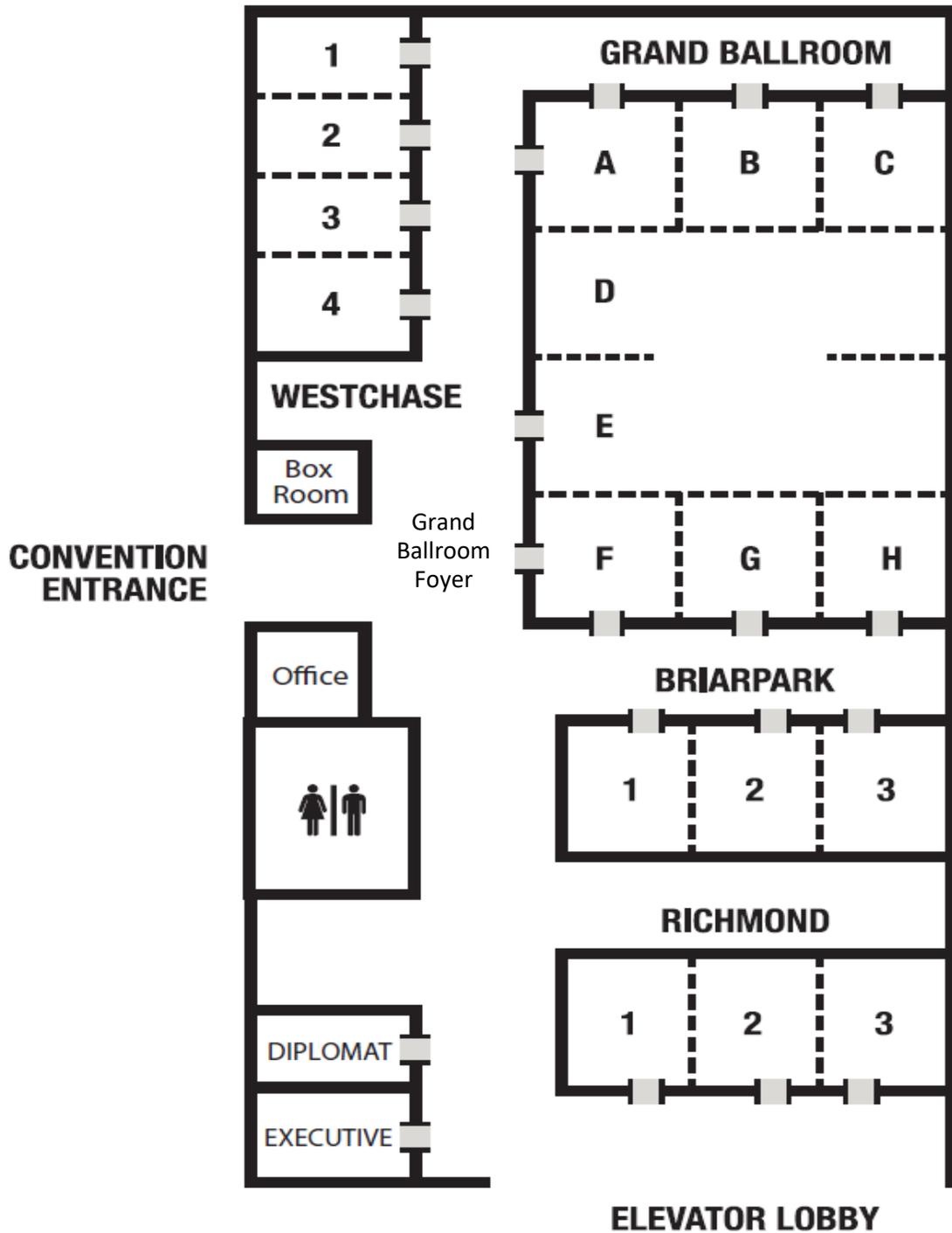
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Program-at-a-Glance

Time	Event	Room
7:30 a.m. – 3:30 p.m.	Conference Registration	Grand Ballroom Foyer
8:00 a.m. – 8:45 a.m.	Pre-Opening Session on diversity best practices.	Grand Ballroom E-F-G-H
9:00 a.m. – 3:00 p.m.	Coach’s Corner	Westchase Ballroom
9:00 a.m. – 3:00 p.m.	Sponsor Exhibits	Grand Ballroom Foyer
9:00 a.m. – 9:20 a.m.	Welcome Welcome Remarks: <i>Cecil Fong, Diversity Summit Executive Director</i> Honorary Chair Remarks: <i>Angela Johnson, Director of HR, Occidental Petroleum</i> <i>Mustafa Tameez, Founder and Managing Director,</i> <i>Outreach Strategists</i>	Grand Ballroom E-F-G-H
9:30 a.m. – 10:30 a.m.	Plenary Session: <i>Our Search for Belonging: How Our Need to Connect is Tearing Us Apart</i> Howard Ross, Author	Grand Ballroom E-F-G-H
10:30 a.m. – 10:50 a.m.	Networking Break	Grand Ballroom Foyer
Concurrent Sessions 10:50 a.m. – 11:50 a.m.		
A	Cultural Competency in the Workplace	Grand Ballroom E-F-G-H
B	Technology as a Key Enabler in Women’s Mentoring	Briarpark Room
C	Supplier Diversity Best Practices Along the Journey to Destination ‘Success’	Richmond Room
12:00 p.m. – 1:30 p.m.	Luncheon Keynote: <i>Juliet Stipeche, Director of Education, City of Houston</i> Diversity Champion Award Ceremony	Grand Ballroom A-B-C-D
1:30 p.m. – 1:40 p.m.	Networking Break	Grand Ballroom Foyer
Concurrent Sessions 1:40 p.m. – 2:50 p.m.		
A	Working With People Who Are Not Like Me	Grand Ballroom E-F-G-H
B	Diversity Does Not Mean Inclusion	Briarpark Room
C	LGBTQ Inclusion Matters - Creating Impact and Extending Your Reach through Inclusive Language	Richmond Room
3:00 p.m. – 3:30 p.m.	Networking Reception and Door Prizes Drawing	Grand Ballroom Foyer

Houston Marriott Westchase Conference Rooms



A Welcome Message from Diversity Summit Co-Chair

Angela R. Johnson
HR Director, Occidental Petroleum Corporation

April 26, 2019

Dear Summit Participants:

I would like to take this opportunity to welcome you to the 19th Annual Diversity and Inclusion Summit! On behalf of Vicki Hollub and the Senior Leadership Team of Occidental Petroleum (Oxy), I want to extend my heartfelt gratitude to Cecil Fong and the Summit Planning Committee for their excellent leadership and relentless commitment to organizing such an important event. Each year, this summit gathers individuals together from across all business and industry segments of the Houston Metropolitan area in an effort to inspire and encourage diversity, and more importantly, inclusion in the workplace.



This year, Oxy is excited and honored to partner with the Summit and its devoted team of professionals, who strive to remind all of us that it is not enough to appreciate our differences, we must also celebrate our diversity. We must embrace our ever-changing world by leveraging the significance of collaboration, respecting the diversity of thought and opinion and creating a work environment that fosters creativity and innovation. Diversity is important but without inclusion, it means nothing.

As a Human Resources Director for Oxy, it is our goal to be on the forefront of ensuring that as we attract candidates and develop leaders, we are working to improve the representation of women and minorities, at all levels of the organization, as well as integrating individuals with disabilities and Veterans by driving talent acquisition and management practices to achieve superior business results. In order to accomplish this goal, we must be an organization that promotes a culture of inclusion, where all individuals feel respected, are treated fairly, provided work-life balance, and an opportunity to excel in their chosen careers.

The theme of this year's Summit is "Diversity and Inclusion: Journey or Destination". As I pondered this question, it became quite apparent to me that diversity is a journey, not a destination. However, with every journey that we take, we should have a destination. Companies cannot just check the box and move on. The diversity journey is ongoing and the search for diversity and inclusion answers may be different for each organization, each team, and each individual—and the solutions will be just as unique. Hence, I am excited about continuing the journey!

Finally, I consider it an honor to represent Oxy as an Honorary Co-Chair for this year's Diversity Summit, along with Mustafa Tameez. Congratulations to the 2019 Diversity Summit Champion Award recipients for their stellar contributions to both their companies and our community!

Cordially,

Angela R. Johnson
HR Director, Occidental Petroleum Corporation

A Welcome Message from Diversity Summit Co-Chair

*Mustafa Tameez
Founder and Managing Director, Outreach Strategists*

April 26, 2019

Dear Summit Participants and Guests:

Diversity without inclusion leads nowhere, but the journey of inclusion in a diverse environment is the destination worth striving towards.

Texas became a majority-minority state in 2004. For the last fifteen years, we've been on a journey to be more inclusive in our companies, in our government, in our schools, and in our neighborhoods. The work we do at this year's summit and the ideas that we learn from each other will drive the kind of change that's needed to both grow the tenth largest economy in the world and ensure the future of the most diverse city in our nation.

I'm very excited to welcome you to this year's 19th Annual Diversity Summit. I would like to thank my co-chair, Angela Johnson, and recognize the long-standing leadership of Cecil Fong.

This year's recipients of the Diversity Champion Award, Ali Al Sudani of Interfaith Ministries for Greater Houston and Deborah Wilkins Buford of Shell, are especially noteworthy. Their work exemplifies inclusion. Both of their ongoing efforts have a significant impact not only in their workplace, but also in the City of Houston as a whole, and I am deeply appreciative of the work they do.

Finally, as you participate in the summit today, make a point to connect with those that you may not have crossed paths with before. The summit is an opportunity to expand your network of diverse leaders and we hope you take advantage of the knowledge and experience assembled at this year's conference.

Regards,



Mustafa Tameez
Managing Director, Outreach Strategists





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Diversity Summit Planning Committee

Honorary Co-Chairs

Angela R. Johnson Occidental Petroleum
Mustafa Tameez Outreach Strategists

Executive Director

Cecil Fong

Committee Members

Helen Ye De La Rosa	BP
Cynthia Sprague	Bechtel
Marylynn Kallina Matthew	CenterPoint Energy
Ingrid Hill	Cole Chemical
Elaine Decanio, Jewel Smith	Consultant
Carla Kuaiwa	CK Cross Consulting
Amanda Scott	Enbridge
David Cross	Houston Community College
Jagdip Ahluwalia	Indo-American Chamber of Commerce
Laura Cardiel	Lone Star College
Shara Hammond	Marathon Oil
Roland Manzano	METRO
M. Helen Cavazos	MH Cavazos Associates
Pranika Sinha	Occidental Petroleum
Alim Adatia	Outreach Strategists
Y. Vani Rao	Quanta Services
David Medina	Rice University
Tim Fischer	Russell Fischer, LLC
Ariana Danquah, Bing Li	Shell Oil
Dolly Brenneman	Soaring to Greatness
John Sequeira	TL One Partner
Niya Blair	University of Houston
Jaymie Woods	L.L.Gold Consulting, LLC
Daniel Chen, Kwang-Lee Chu, Stephen Huang Grace Lin, Betty Tung	Association of Chinese American Professionals (ACAP)

Conference Logistics

Betty Tung	Conference Logistics
Grace Lin	Treasurer & Registration
Frank Lin	Website
Chih-Chien Chou, Teng-Kuei Hsu	Photographer

Program Book Editor

Stephen Huang

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Enhanced Hydrocarbon Recovery Chemistry

The Challenge

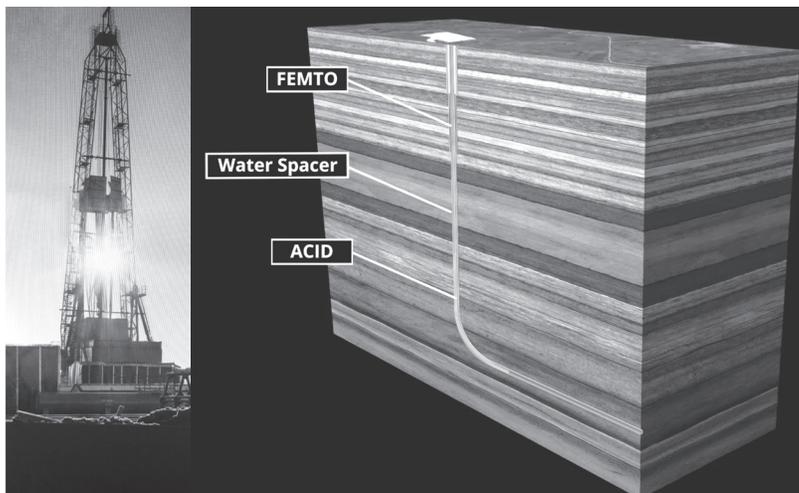
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The Solution

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Well Stimulations
Water Floods
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CO2 Floods
Fracking

Benefits

Improves Safety
Reduces Costs
Increases Profitability
Increases Oil / Gas Production
Improves Fluid Entry

Reduces:

Production Time
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2019 Diversity Summit Session Schedule

Time	Event	Location
7:30 a.m. – 3:30 p.m.	Registration	Grand Ballroom Foyer

Six SHRM continuing education credits are available for attending the conference. Please visit shrm.org website and enter the activity code 19-2FFWN.

8:00 a.m. – 8:45 a.m.	Pre-Opening Session	Grand Ballroom E to H
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Diversity Best Practices

Facilitators: **M. Helen Cavazos**, President, MH Cavazos Associates
Dolly Nguyen Haim Brenneman, President and Founder, Soaring to Greatness LLC
Roland Manzano, Director of HR/Staffing, METRO

This is a small group discussion of the best practices to advance Diversity and Inclusion in the workplace.

8:30 a.m. – 3:00 p.m.	Sponsor Exhibits	Grand Ballroom Foyer
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8:30 a.m. – 3:00 p.m.	Coach's Corner	Westchase Ballroom
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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. – 9:20 a.m.	Welcome Remarks	Grand Ballroom E to H
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Executive Director: **Cecil Fong**, Executive Director, Diversity Summit
Honorary Co-Chairs: **Angela Johnson**, HR Director, Occidental Petroleum
Mustafa Tameez, Founder and Managing Director, Outreach Strategists

9:30 a.m. – 10:30 a.m.	Plenary Session	Grand Ballroom E to H
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“Our Search for Belonging: How Our Need to Connect is Tearing Us Apart”

Chair: **Pranika Sinha**, Senior Manager, Employee & Organization Development, Occidental Petroleum

Speaker: **Howard Ross**, Author and Thought Leader

We are living in a world of almost unparalleled separation. After, arguably, the most contentious election in U.S. history, the country stands torn between two polarized views of the world that are deeply rooted in fundamental differences. People are no longer disagreeing but are instead disavowing each other's rights to an opinion. This mindset does not only impact our political lives. Communities in the United States are becoming more segregated than they have been in years, both politically and socially. School segregation is at a rate comparable to the 1960s. The racial divide in the United States, though never gone, has emerged more publicly again in response to the killing of numerous Blacks, birthing the Black Lives Matter movement, only to have an even stronger counter response and a rise in White Supremacist organizations and activity. And our organizational lives are feeling this tension.

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

10:50 a.m. – 11:50 a.m.	Concurrent Session	Room
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Session A: **“Cultural Competency in the Workplace”** Grand Ballroom E to H

Chairs: *Alim Adatia, Outreach Strategists*
Dolly Nguyen Haim Brenneman, President and Founder, Soaring to Greatness LLC

Speaker: *Dr. Richard Baker, Assistant Vice Chancellor and Vice President for Equal Opportunity Services, University of Houston*

This session would highlight the ever-changing diversity of the workplace and the broader environment in which all work along with tools for increasing our cultural competency. The presentation would touch on understanding diversity, bias and ultimately the professional value in increasing your cultural competency. Dr. Richard Baker and members of our team have carried out variations of this presentation with professional affinity groups, administrators, police departments, district and county attorneys and teachers.

Session B: **“Technology as a Key Enabler in Women’s Mentoring”** Briarpark Room

Chair: *Amanda Scott, Enbridge*

Speakers: *Katie Mehnert, CEO Pink Petro*
Niya Blair, Director, Center for Diversity and Inclusion, University of Houston
Carey Kirkpatrick, CEO & Founder of CKP
Andy Drake, VP Asset Integrity, Enbridge

Mentoring Programs have been around for decades. How have programs been enhanced to maximize the benefits of evolving technology while addressing the challenges of a global workforce? What the new breakthrough tricks, techniques, and tools are being used in today’s high-tech world? Hear from prominent leaders in the Energy Community who are driving breakthrough thinking in this area of talent development as a Key Enabler in Women’s Mentoring.

Session C: **“Supplier Diversity Best Practices Along the Journey to Destination ‘Success’”** Richmond Room

Chairs: *Jagdip Ahluwalia, Executive Director, IACCGH*
Ingrid Hill, Executive Assistant/Office Manager, Cole Chemical
Jewel Smith, Manager Supplier Diversity (retired), CenterPoint Energy

Panelists: *Annie Lidge, Corporate Supplier Diversity Manager, Fluor*
Kimberly Duck, Director Supplier Diversity, BP Americas

Hear from Oil & Gas, Medical, and Utility Supplier Diversity subject matter experts as they unfold the roadmap and milestones of innovative supplier diversity impact. Together these SMEs drive and influence supplier diversity outcomes by operating in the corporate, state of Texas, and federal government landscapes. Come and experience the rich content of perspectives across varied industries.

12:00 p.m. – 1:30 p.m.	Luncheon	Grand Ballroom A to D
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Emcee: *Y. Vani Rao, Director of Diversity and Inclusion, Quanta Services*

Keynote: *Juliet Stipeche, Director of Education, City of Houston*

Diversity Awards:

Corporate Diversity Champion: Deborah Wilkins Buford, Shell Oil Company
Community Diversity Champion: Ali Al Sudani, Interfaith Ministries for Greater Houston

1:30 p.m. – 1:40 p.m.	Networking Break	Grand Ballroom Foyer
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Visit exhibits, and sign up for a complimentary session at Coach’s Corner

1:40 p.m. – 2:50 p.m.	Concurrent Sessions	Room
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Session A: **“Working With People Who Are Not Like Me”** Grand Ballroom E to H

Chairs: **David Cross**, Director Office of Institutional Equity, Houston Community College
Ariana Danquah, Global HR Consultant, Shell International E&P

Speaker: **Joe Bontke**, Outreach and Education Coordinator, EEOC

Imagine a work environment where all communications and interactions were conducted in a civil and respectful manner. Co-workers and customers would be treated respectfully on a consistent basis. There would be no place for harassment, discrimination, bullying, workplace violence, unethical actions, or other disrespectful and potentially illegal behaviors. Instead of this idealized picture, studies and polls indicate that workplaces are a reflection of society-at-large and that incivility is a serious problem that is getting worse. In this module, EEOC’s Joe Bontke offers a solution to edit and make your own. Take away his compilation of resources to make it work for your workplace.

Session B: **“Diversity Does Not Mean Inclusion”** Briarpark Room

Chairs: **Bing Li**, Operations Lead, Shell Oil
Shara Hammond, Leadership and Inclusion Manager, Marathon Oil

Speakers: **Carla Kuaiwa**, Founder, CK Cross Consulting
Pranika Sinha, Senior Manager, Employee and Organization Development, Occidental Petroleum

Diversity is simply the "What," Inclusion is the "How." Some companies see inclusion as a major disruption of their processes this it is hard to pinpoint where and how to start. Unless organizations change their processes, such as Recruitment, Training, Promotion, Advertisement, etc., inclusion is just a nice thought. Key Questions are:

- 1. Is the organization's business objectives reflect diversity and inclusion?*
- 2. Is the organization partnering with progressive communities, like LGBT, Hispanic Chamber, etc., for seeking the best candidates for open positions? What does the employment brand look like?*
- 3. Is the organization supportive of co-working that Millennials are drawn to?*
- 4. Is the organization seeking input from all workers or just the managers?*
- 5. Is pay equity practiced? Same job, same salary for all people*
- 6. Is the organization building a path for advancement available for all or just managers?*

Session C: **“LGBTQ Inclusion Matters - Creating Impact and Extending Your Reach through Inclusive Language”** Richmond Room

Chairs: **Niya Blair**, Director, Center for Diversity and Inclusion, University of Houston
Elaine Decanio, Consultant

Speakers: **Tammi Wallace**, Strategist and Thought Partner, EnFocus Strategists
Margaret Mayer, Consultant and Lead Trainer, EnFocus Strategists

LGBTQ inclusive organizations have the opportunity to capture and engage with members of multiple, intersecting communities to enhance both organizational value and optimize stakeholder engagement. Studies confirm in reporting that over 70 percent of the LGBTQ community and over 80 percent of allies are more likely to engage with a company that is LGBTQ inclusive. This interactive session helps participants leverage LGBTQ inclusive language to understand how LGBTQ inclusion extends beyond

organizational policies. Participants will learn best practices in LGBTQ inclusive language, lived culture, and inclusive action skills to best engage LGBTQ communities and allies.

3:00 p.m. – 3:30 p.m.	Network Reception	Grand Ballroom Foyer
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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 door prize drawing which will start at 3:00 p.m. and you must be present to win.*
- *Door prizes include one week stay at a resort plus airfare for 4 people, an Apple iPad, and a number of smaller prizes.*



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Diversity Summit Co-Chairs

Angela R. Johnson

HR Director
Occidental Petroleum Corporation

Angela Johnson is a Human Resources professional with over 20 years of broad HR knowledge and expertise in various HR disciplines and industries. She currently serves as the Human Resources Director for Occidental Petroleum Corporation and is responsible for providing strategic HR expertise and support to the corporate business leaders and C-Suite executives.

Angela is a native of Houston, and a graduate of the University of Houston, where she received a Bachelor's degree in Business Management and a Masters of Theology from Southwestern Baptist Theological Seminary in Fort Worth, Texas. She has been married to her husband, Danny, for almost 29 years and together, they are the proud parents to two sons, and two beautiful granddaughters.

Finally, Angela is a coach, teacher, and mentor, who challenges herself daily to be the best she can be to positively impact and influence the lives of everyone with whom she comes in contact.



Mustafa Tameez

Founder and Managing Director
Outreach Strategists

Mustafa Tameez's background in politics, national security, media, and community relations, has helped him carve out a niche as a strategic consultant across multiple disciplines, serving clients and projects ranging from local interests to national campaigns.

He is a media expert with over 600 media appearances on Fox News, CNN, MSNBC, and local television. Mustafa leverages his experience to provide cultural intelligence training to clients ranging from the Houston Police Department to leading corporations and non-profits.



Keynote Speakers

Howard Ross

Author and Thought Leader

Howard Ross is a lifelong social justice advocate and is considered one of the world's seminal thought leaders on identifying and addressing unconscious bias. He is the author of *ReInventing Diversity: Transforming Organizational Community to Strengthen People, Purpose and Performance*, (published by Rowman and Littlefield in conjunction with SHRM in 2011), and the Washington Post bestseller, *Everyday Bias: Identifying and Navigating Unconscious Judgments in Our Daily Lives*, (published by Rowman and Littlefield in 2014). His latest book, *Our Search for Belonging: How Our Need to Connect is Tearing Us Apart*, was released by Berrett-Koehler in May of 2018.



Howard has specialized in the synthesis of neurocognitive and social science research and direct application re: Diversity, Inclusion, Equity, and Accessibility work. His client work has focused on the areas of corporate culture change, leadership development, and managing diversity. Ross has successfully implemented large-scale organizational culture change efforts in the area of managing diversity and cultural integration in academic institutions, professional services corporations, Fortune 500 companies, and retail, health care, media, and governmental institutions in 47 of the United States and over 40 countries worldwide.

Howard served as the 2007-2008 Johnnetta B. Cole Professor of Diversity at Bennett College for Women, the first time a white man had ever served in such a position at an HBCU. Howard founded Cook Ross Inc., one of the nation's leading Diversity and Inclusion consultancies. He sold the company in July 2018.

Juliet K. Stipeche

Director of Education, City of Houston

Juliet Stipeche was born and raised in Houston, Texas and is the daughter of immigrant parents from Argentina and Mexico. She graduated valedictorian of the High School for Law Enforcement and Criminal Justice and earned an academic scholarship to Rice University. She also received an academic scholarship from the Houston Livestock Show and Rodeo. Prior to starting college, she participated in the YMCA's Mano-A-Mano Sin Fronteras Exchange Program where she worked with children in an impoverished Colonia near Chihuahua, Mexico and assisted with the development of a dental health program.



Juliet graduated with a Bachelor of Arts magna cum laude in Political Science, Policy Studies and Religious Studies from Rice in 1996 and was awarded the Joseph Cooper Prize as the most outstanding Policy Studies student in her graduating class. After graduation, she spent the summer as an adult advisor for the YMCA's International Exchange Program to Kyoto, Japan and participated in the Hiroshima Peace Conference.

Juliet then attended The University of Texas School of Law and was elected to the Texas Law Fellowships program where she assisted in raising funds to provide stipends for students interested in non-profit and public service internships and clerkships. She received her law degree in 1999 and was admitted to the Texas State Bar on November 3, 1999.

Juliet is very proud to be the first attorney in her family. She is a civil litigator and certified mediator. In 2007, she founded Nagorny & Stipeche, P.C. in Houston, Texas where she remains of counsel. In 2013, she was nominated and admitted as a Fellow for the Texas Bar Foundation based on her dedication to the administration of justice and her high professional standing among her peers.

Juliet was elected to the Houston Independent School District Board of Education as the Trustee of District VIII in a special election in 2010. Later, in 2011, Juliet was re-elected to serve a full four-year term. She served as Chairperson of HISD's Audit Committee for three years, pushed for administrative and educational reform, and was elected by her peers to serve as the Board of Education's President in 2014.

In 2013, Juliet joined Rice University as the Associate Director for the Richard Tapia Center for Excellence and Equity, which promotes greater participation of underrepresented minorities and women in the sciences and engineering, empowering them to be future leaders in academia and industry. She has written and presented lectures on topics ranging from demanding excellence in education to empowering students in today's world to educating for equity in Texas.

On February 1, 2016, Mayor Sylvester Turner selected Juliet to serve as Director of Education, a new position within the mayor's administration. Juliet passionately believes that public education is a human right, is the great social equalizer, and is the foundation for a prosperous community. She is excited to collaborate with educational institutions and community partners to build lasting relationships to promote educational opportunity and excellence in the City of Houston.



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That's why we're proud to support the Diversity Summit and its mission to support inclusive work environments.



Corporate Diversity Champion

Deborah Wilkins Buford

Senior Equal Opportunity Consultant
Shell Oil Company

Deborah Wilkins Buford has been working with Shell Oil Company since 1997. In total, she has almost 40 years of varied Human Resources experience in employee relations, diversity management, facilitation and training, and Equal Employment Opportunity (EEO).

Her Diversity and Inclusion (D&I) experience includes leading regional and global development and implementation of D&I plans and providing strategic guidance to staff, senior and mid-level management regarding D&I issues. In addition to past roles as the Regional and Global D&I Manager for Shell's IT and Global Solutions businesses, she also served as in Shell's Global D&I Practice as a Global Diversity and Inclusion Consultant, where she supported all of Shell's businesses in the Americas and designed and facilitated D&I interventions at a regional, country, or organizational level. In her current role, she is responsible for EEO compliance, including proper implementation of employment law and appropriate responses to inquiries from government agencies. She also has nationwide oversight of Shell's 10 US Employee Resource Groups and recently led efforts to refresh and restructure the groups to improve their overall business focus.



Deborah graduated from Pennsylvania State University with a Bachelor's degree from the College of Human Development. She's held professional HR certification since 1993 and completed the NTL Institute's Diversity Practitioner Program in 2006. She resides in Sugar Land, TX with her husband, Gordon, and their Westie, Puddles.



Community Diversity Champion

Ali Al Sudani

Senior Vice President for Programs and Chief of Staff
Interfaith Ministries for Greater Houston

Ali Al Sudani was born and raised in Missan, Iraq. He holds a bachelor's degree in mechanical engineering from Basrah University. In 2003, he began working as Chief Translator with American and coalition forces. After receiving threats during this time, he left Iraq. In April 2009, with the help of Interfaith Ministries, he was resettled as a refugee in Houston, TX. Ali then joined IM as a Reception and Placement Case Worker in June 2009, by May 2010 he was promoted to Director of Refugee Services.



Currently, Ali serves as Senior Vice President for Programs and Chief of Staff overseeing all of IM's programs including Refugee Services, Meals on Wheels, Interfaith Relations, and Volunteer Houston. Prior to joining IM, he was Senior Program Coordinator for "People in Need". He became a Certified Trainer in Capacity Building with the Czech Fundraising Center administering medical and Capacity Building funded projects in Iraq.

Ali knows firsthand the refugee experience, as he himself fled his home country of Iraq and now has helped to resettle an average of 1,500 refugees a year in Houston, the majority of them Cuban, Iraqi, Afghani, Eritrean, Sudanese, Congolese, Somali, Burmese and Bhutanese. "Houston is the most welcoming city to refugees," Ali boasts of his adopted hometown, which, "if it were a country, would rank fourth in the world for refugee resettlement..." he says.

Throughout his tenure at IM, Ali has hired, developed and supported a team of staff that is the most culturally and ethnically diverse of all of our service areas. Ali's team receives consistently glowing feedback from our funders and partners on how well they serve our refugee clients, how dedicated and accommodating they are, and how our refugee program serves as an excellent example for other programs across the country. Ali's team is an inspiration within IM for the ways they continuously collaborate, treat one another with kindness and respect, and maintain positivity and optimism in the face of any challenges they may face. Ali's leadership is a key reason that his team is so resilient and successful.





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Previous Diversity Champions

The following recipients have been recognized as Diversity Champions by the Diversity Summit. Each recipient exemplifies the attributes of a true diversity champion and has made extraordinary contributions at a corporate or community level.

2008

Cecil Fong

Shell Oil Company

Jagdip Ahluwalia

Indo American Chamber of Commerce of Houston

Jenny Yang, Ph.D.

Association of Chinese American Professionals
(ACAP)

2009

Robert Pease

President and CEO, Motiva Enterprises LLC

La Monica Yarbrough

Community of Respect, Project Coordinator
ADL - Southwest Region

2010

Donna Cole

President/CEO, Cole Chemical

Martin Cominsky

Director, Anti-Defamation League – Southwest
Region

David Medina

Director Multicultural Community Relations
Rice University

2011

John Sequeira

Diversity and Inclusion Consultant, Shell Oil
Company

Richard Huebner

President, Houston Minority Supplier
Development Council

Jill Carroll, Ph.D.

Scholar, Writer & Speaker

2012

Earl Shipp

Vice President, the Dow Chemical Company

Dolly Nguyen Haim Brenneman

President and Founder, Soaring to Greatness

2013

Felipe Bayon Pardo

Senior Vice President, BP America Head of
Global Deepwater Response

Cherry Steinwender

Executive Director and co-founder, Center for the
Healing of Racism

2014

Greg Vesey

Vice President of Gas Supply and Trading,
Chevron

Adrian Garcia

Harris County Sheriff

2015

Floyd J. LeBlanc

Vice-President, Public Affairs and
Communications, CenterPoint Energy

Craig Clayton

CEO, iNSPIRAR Inc and
Founder of Respect Matters-Houston

2016

Kelly Showalter

General Manager, Shell Technology Center

Maria Palacios

"Goddess on Wheels"

2017

Lynn Chou

General Manager, Chevron

April Day

President, Women's Business Enterprise Alliance

2018

Stanley Kazibwe

Marketing and Business Development Associate –
LNG, Bechtel

Nancy Levicki

President and Co-Founder, Dress for Success
Houston



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Houston, Texas 77019
(713)247-9600
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Global Reach, Local Approach

Outreach Strategists, LLC is a global communications and public affairs firm. Our diverse team of experts has extensive backgrounds in government, politics and media.



We specialize in:

- Public Relations
- Marketing
- Public Affairs
- Business Development
- Digital Marketing
- Crisis Communications

Outreach Cultural Intelligence



As a product of Outreach Strategists, our team leverages the tools of the firm to provide specialized training, engage communities and develop strategic plans for lasting change. We increase an organization's Cultural Intelligence by addressing issues around Diversity and Bias.



Specialized and Corporate Training



Community Engagement



Strategic Planning

We specialize in:

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 - Administrators
 - Attorneys
 - Corporations
 - Law Enforcement
 - Teachers
- Community Engagement
- Strategic Planning

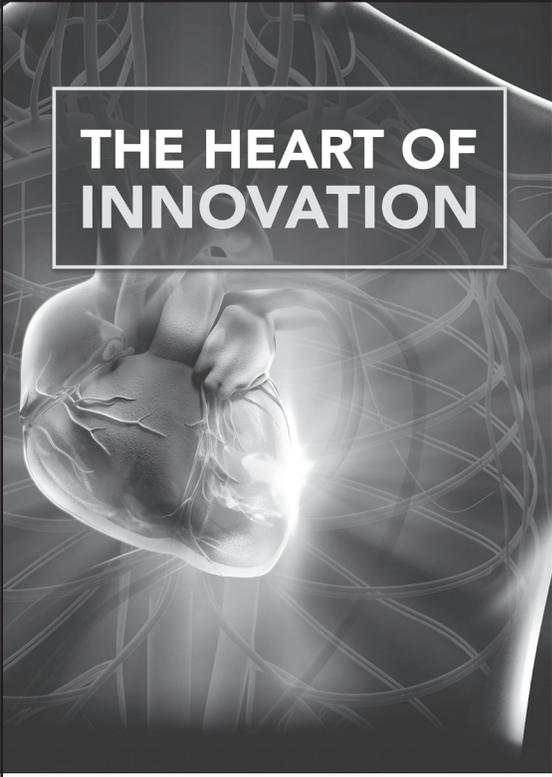
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Speakers and Session Chairs

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.

Alim Adatia

Director at Outreach Strategists and a Partner on Outreach Cultural Intelligence

Alim Adatia's previous positions included involvement as Deputy Campaign Manager and Policy advisor for prior Mayoral and Congressional races within the greater Houston area. Alim has also had the pleasure of serving as Special Counsel to former Massachusetts Governor Deval Patrick. In this role, Alim also served as an Assistant Attorney General and the head of the Governor's statewide Drug Lab Task Force. Prior to that, Alim served as an Assistant District Attorney at the Suffolk County District Attorney's Office (SCDAO) in Boston, MA where he was named District Court Prosecutor of the Year. In this office, he spent a majority of his time as the Safe Neighborhood Initiative Prosecutor within the Gang Unit. Within the private sector, Alim was previously a VP of Asset Management for international hospitality and commercial real estate firm and also ran his own legal practice with a focus on indigent criminal defense.



Dr. Richard Anthony Baker

Assistant Vice Chancellor and Vice President for Equal Opportunity Services for the University of Houston System and University of Houston

Richard Anthony Baker has spent 15 years as an equity compliance officer for two major university systems. In those roles, Dr. Baker managed the institution's anti-discrimination efforts, including providing administrative guidance in the areas of equal opportunity and diversity, harassment, and sexual misconduct. Dr. Baker is President of the American Association for Access, Equity, and Diversity (AAAED), Dr. Baker was named to the 2015 Houston Business Journal's 40 Under 40, AAAED's 2015 President's Award for Leadership and Service and the 2013 Difference Makers Award by the University Commission on Women. Dr. Baker has the distinction of being the first African-American to graduate from Texas Tech University with a JD and graduate degrees in Public Administration (M.P.A.) and Higher Education (Ph.D.).



Niya Blair

Director, Center for Diversity and Inclusion, University of Houston

Niya Blair serves as the Director of the Center for Diversity and Inclusion at the University of Houston. As the first director of the Center, Niya provides leadership, strategic vision, organization and administrative oversight of campus-wide initiatives, policies, workshops, and training that cultivate inclusion, embraces diversity, and fosters institutional success. She is a qualified administrator for the Intercultural Development Inventory (IDI), a cross-cultural development measurement tool. Niya has over a decade of experience working in the areas of diversity, social justice, inclusion, and leadership in higher education and non-profit and for-profit organizations.



Joe Bontke

Outreach and Education Coordinator
Houston District office of the EEOC

Joe Bontke has been in the field of Human Resources & Civil Rights for the past 30 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, he was appointed as Assistant Professor at Baylor College of Medicine and commissioned as an Honorary Admiral in the Texas Navy.



Spending the majority of the year dealing with discrimination, harassment and retaliation in the workplace can take its toll. As the training officer for the District Office, the wellbeing of his staff is an added concern of management and led to Bontke's "side job" as a real bearded Santa Claus for 100+ events each December, Joe learned many years ago his red suit made life better. His 90-second video on youtube inspires others to find their "Red Suit" and tell others what works for them.

Dolly Nguyen Haim Brenneman, EMBA

President and Founder, Soaring To Greatness, LLC

Dolly Brenneman is a servant leader, entrepreneur, organizer, development consultant, and an executive coach working to awaken and transform individuals and organizations to soar to new heights. Her vast experiences in healthcare, banking & investment, insurance, interfaith and community organizations help enrich those she interacts with fresh, creative and unique perspectives. She enjoys matching talents and resources to help diverse stakeholders to succeed in their mission. She coaches her clients to gain new insights, minimize stress, find new directions, achieve new goals, and what it takes to live the best life that they have been given.



M. Helen Cavazos

President/CEO, MH Cavazos & Associates

M. Helen Cavazos is a human resource and diversity & inclusion executive with an extensive background in a variety of industries to include retail, insurance, financial services, energy, transportation, and media. Her human resources career includes working both in the public and private sector and most recently a consultant to nonprofit organizations. She has worked with top 500 companies with a long tenure at McDonald's Corporation and last corporate position as Vice President Human Resources & Diversity Officer for METRO Houston. She serves on Houston Mayor's Hispanic Advisory Council, Houston Symphony Hispanic Leadership Council and the Executive Committee of RMHC Houston. She was recently appointed to the Houston Galveston Area Council Workforce Development Board. She has served on the Diversity Summit Committee for 10 plus years.



David Cross

Director, Office of Institutional Equity, Diversity and Dispute Resolution Center
Houston Community College

David Cross has worked in higher education for over twenty-five years and has successfully held a variety of roles in instruction, student services, and administration before taking his current post in September 2008. Mr. Cross directs the Houston Community College (HCC) Office of Institutional Equity and the HCC Diversity and Dispute Resolution Center. Under his leadership, the HCC Council for Diversity and Inclusion was formed in 2010. The first HCC District Diversity and Inclusion plan was launched in 2012.



Ariana Danquah

Global HR Consultant, Shell International E&P

Ariana Danquah joined Shell full-time in July 2010. She completed her master's degree in business, emphasizing in Human Resource Management at Purdue University, and has a BA in Psychology from Cal Poly Pomona. She has had myriad positions within Shell including HR roles supporting Manufacturing, Recruitment, Commercial Supply

and Distribution, Global Functions, and an overseas assignment in Malaysia supporting diversity efforts for Upstream resourcing activities. Through a variety of experiences, both personal and professional, she appreciates how we all differ and can contribute in unique ways to bring a competitive advantage to collective endeavors. She is also the President of the Board for a non-profit called Workplace Lab, which specializes in empowering the global workforce with the fit for purpose advice around navigating career quandaries. She also has served as a member of the planning committee for the annual Diversity Summit even held in Sugarland, TX since 2011.



Elaine Decanio
Consultant

Elaine Decanio has worked in the oil and gas industry for over thirty years. Much of her career was with Shell Oil in a series of technology development and commercialization, change management and continuous improvement roles. Elaine is committed to helping create diverse and inclusive work environments. She served on D&I Councils and led Shell's GLBT ERG to better understand and implement opportunities for improved inclusion in the business. Elaine also served on the business advisory council for the workplace project of the Human Rights Campaign, and currently serves on Mayor Turner's LGBT Advisory Board. She is currently setting up her consultancy practice.



Andy Drake
VP of Asset Integrity, Enbridge

Andy Drake has been with Enbridge for over 35 years. He was a founding member of their informal mentor & sponsorship group, titled Leadership Development Network (LDN). He also engages in a formal mentoring program, coaching women to advance their careers. Most recently, Andy helped to form and is the executive sponsor for Employee Resource Group (ERG) FEMinEN which is focused on empowering and growing the careers of Females in Engineering.



Kimberly Duck
Director of Supplier Diversity, BP America Inc.

Kimberly Duck is responsible for managing strategic, innovative processes to influence minority and women-owned business inclusion in BP's supply chain. Ms. Duck drives this effort in BP's Upstream businesses. Her objective is to improve overall corporate targets and satisfy key stakeholder supplier diversity expectations.



Originally from Pittsburgh, Pennsylvania, and graduate of the University of Pittsburgh, Ms. Duck is a former research chemist. She later transitioned into Chevron's Global Supply Chain Management in business development. Ms. Duck earned an MBA from Houston Baptist University in Houston, Texas and is a long-standing adjunct professor at the University of Houston-Downtown in the College of Business.

Ms. Duck represents BP America Inc. as Board Chair for the Women's Business Enterprise Council South (WBEC South) and sits on the board for the Southern Region Minority Supplier Development Council (SRMSDC), both in Louisiana. She also participates in various corporate committees in Houston with the Women's Business Enterprise Alliance (WBEA) and the Houston Minority Supplier Development Council (HMSDC).

Cecil Fong
Executive Director, Diversity Summit

Cecil Fong is the Executive Director for Diversity Summit which is a non-profit organization aimed to promote diversity and inclusion in order to create an inclusive work environment to allow everyone equal opportunity to succeed.



Cecil Fong is the President of Education Rainbow Challenge, which is a non-profit organization geared toward raising interest in math and science via semi-annual math challenges and hands-on science experiments. Since its inception in 1999, over 10,000 students in grades 3-8 in the

Houston area have participated in this program. Cecil is the President of OCA Greater Houston. OCA is a national organization which advocates for equal rights for Asian Americans. Cecil retired from Shell Oil in 2011. With a career spanning 34 years, he has held a number of technical and management positions in various business segments. He holds Bachelor and Master degrees in Chemical Engineering from Rice University.

Shara Hammond

Leadership and Inclusion Manager, Marathon Oil Company.

After joining Marathon in 2007, **Shara Hammond** has served in progressing HR business partner roles supporting International business units, North American onshore and offshore field operations, corporate organizations, and leading the Talent Acquisition function. With a breadth and depth of expertise spanning the full scope of human resources, her areas of specialty include organizational development, talent management, and leadership development.



Ingrid Hill

Executive Assistant/Office Manager, Cole Chemical

Ingrid Hill joined Cole Chemical as the Executive Assistant/Office Manager in 2014. She brought decades of valuable experience in Administration having worked for chemical, oil and gas companies as well as non-profit minority civic organizations.



Carey Kirkpatrick

CEO & Founder, CKP

Carey **Kirkpatrick** is a marketing and public relations specialist. Before starting CKP, Carey was the director of marketing for Houston Symphony and director of marketing for CultureMap.com. In 2013, Carey transitioned to agency work, joining On the Mark Communications as senior account director.

In 2014, Carey set off on her own to create CKP. She has grown CKP into an award-winning multi-department, multi-city communications agency supporting clients in a broad spectrum of industries with an integrated communications approach. Agency accolades include being named #6 on the Houston Business Journal's annual "Best Places to Work" survey in 2018 and being recognized by the PRSA Houston chapter as Agency of the Year in 2018.



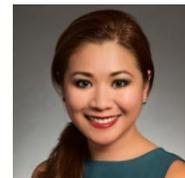
Carla Kuaiwa

Founder, CK Cross Consulting

CK Cross Consulting is a veteran-owned small business focused on small and medium-size organizations and non-profits, creating customized HR Systems and Designs to meet their unique needs and Organization Development Interventions to solve existing inefficiencies.

Carla worked for Memorial Hermann Health System in Houston for 14 years where she gained interdisciplinary experience in multiple roles in Organization Development, Human Resources, Community Relations, and Business Development. Prior to Memorial Hermann, Carla served in the US Air Force for 13 years. During her tour as a Military Training Instructor, Carla discovered her passion and talent for Human Resources and Change Management and pursued a dual Masters in HR Management and Organization Development.

She is a founding Board Member of SoleAna Stables, which provides Equine Therapy to individuals with special needs ranging from Autism, Multiple Sclerosis to Down Syndrome to PTSD. She is a Board Member of Asian Pacific American Heritage Association (APAHA), volunteers with Women's Voice for Better America, and at Free the Captives, an organization that fights teen sex trafficking in Houston.



Dr. Binghui (Bing) Li
Operations Lead, Shell Oil Company

Bing Li's career spans university teaching, refinery and chemical plant operations, process techno-economic evaluation, research, and development. He is actively involved in mentoring, volunteering, employee networks, non-profit organizations, and D/I initiatives. Bing is a Distinguished Toastmaster (DTM) and a district speech contest champion. Having passions in developing people, he regularly conducts training and seminars and facilitates workshops to help others to improve communication and leadership skills. He likes running a marathon, yoga, weight training, and traveling.



Annie Lidge
Corporate Supplier Diversity Manager, Fluor

Starting her career with Fluor in 1974, **Annie** has more than 40 years of experience in procurement and contracting within the engineering, procurement, and construction (EPC) industry in both government and commercial applications. Annie was appointed Fluor's Corporate Supplier Diversity Program Manager in 2013. In this role, Annie transformed the longstanding program into one that is proactive and innovative. She developed groundbreaking processes and procedures by establishing various internal program committees that foster connections and provide developmental growth opportunities for diverse businesses in the supply chain. She has created a thriving supplier diversity program with all domestic Fluor offices engaged and supporting diverse business enterprises and minority development councils in their respective regions. These supplier diversity efforts have positioned Fluor to not only meet but exceed the sustainability objectives of its clients and stakeholders to positively impact the environment and communities where we live and do work.



Roland V. Manzano
Director of HR/Staffing at METRO

Roland Manzano has a Bachelor of Science from Sam Houston State University with over thirty years of Human Resources experience. His career began in executive recruiting with a local search firm. He is a CPC (Certified Personnel Consultant), certified in Employee and Labor Relations, has worked with companies such as Cap Gemini America, Compaq Computer Corporation, Bank of America, BMC Software and is currently Director of Human Resources/Staffing at METRO (Metropolitan Transit Authority of Harris County) since July of 2003.



Margaret Mayer, MSW
Consultant and Lead Trainer, EnFocus Strategies

Margaret Mayer specializes in LGBTQ workforce inclusion and strategy development. She assists organizations in increasing inter-organization and service user inclusion across race, gender, and sexual orientation. Margaret's experience includes over three years of equity work and more than five years spent researching and studying inequality. Margaret has extensive experience in developing diversity, inclusion and equity curriculum and training courses aimed at effecting long-term systems change. Margaret is a trained State of Texas facilitator of equity and inclusion workshops.



Katie Mehnert
Founder and CEO, Pink Petro

Katie Mehnert has a business mantra: why waste a good crisis? She is the Founder and CEO of Pink Petro™, the global community and career resource aimed at disrupting the gender gap in energy. Pink Petro has grown exponentially since its launch in 2014, with members in 120 countries and at over 500 companies. Forbes recently named Pink Petro one of seven Communities Where You Can Connect with Company Insiders. And in 2017, Katie launched Experience EnergySM the only global careers platform for women in energy.



Katie spent 20 years in oil and gas and is an expert in driving cultural transformations through education and change management. Katie has held global leadership roles with industry giants BP and Shell in health and safety during

periods of the financial crisis, spills, divestment, and globalization. Her chaotic, imperfect corporate path drove her to build Pink Petro and help companies prepare for the looming talent shortage, end the gender gap and mitigate energy's reputational crisis.

Y. Vani Rao, PMP

Director of Diversity & Inclusion, Quanta Services

Vani Rao is the Diversity & Inclusion Director for Quanta Services. In this newly created role, she will partner with Quanta's global operating units to drive profitability through D&I. Vani previously worked for BP for 15 years primarily in Gulf of Mexico upstream roles and most recently in D&I with employee resource groups. Vani received a BA Psychology from Austin College and an MBA from Columbia University. She serves on Asia Society's Advisory Board and supports charitable in the US and India.



Amanda C. Scott

MBA-HRM, PHR, SHRM-CP

Amanda Scott works as a Specialist, Diversity & Inclusion at Enbridge. She started her career working on US Political campaigns, in 5 different states, focused on electing women all levels, from Presidential to local Houston races. Amanda has experience in both the Healthcare & Energy industries. She has expertise in Diversity & Inclusion, Talent Acquisition & Management Strategy, and Organizational Development. A native Houstonian, she now lives here with her husband, daughter, and three fur-babies.



Pranika Uppal Sinha

Senior Manager, Employee & Organization Development
Occidental Petroleum Corporation (Oxy)

Pranika has a passion for coaching and developing people, and has been in training and development for 17 years. Her focus at Oxy includes aligning people and business strategies, designing and delivering leadership development programs, and employee engagement/culture. She has previously worked as a diversity consultant and is the former President of the Texas Diversity Council, Gulf Coast Chapter. Pranika holds a B.S. degree from Northwestern University in Environmental Engineering and an MBA from Rice University.



Jewel Smith

Manager Supplier Diversity (retired), CenterPoint Energy

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 the 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.



Tammi Wallace

Founder and Principal Consultant, EnFocus Strategists

Tammi Wallace works with organizations on strategic counsel and high-quality consulting. She has worked with an array of clients in government, nonprofit and the private sector. She is well respected as a local leader in the LGBTQ community where she has been involved in various volunteer roles for over fifteen years. In 2016, she was appointed by Mayor Sylvester Turner to serve on the City of Houston's first LGBT Advisory Board. Tammi is Co-Founder and Board Chair of the Greater Houston LGBT Chamber of Commerce.



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And for me, that means that even the smallest voice in the room is heard.

...even the smallest voice in the room gets heard.

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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/>.

To become a sponsor of the Diversity Summit, please contact
DS Executive Director Cecil Fong at
cecil.fong@gmail.com.

For sponsorship information, please visit our web site:
DiversitySummit.org