

# Diversity Summit 2017

**Theme:**

**“Building Common Ground through  
Inclusion and Leadership”**



**Friday, May 5, 2017**  
**Sugar Land Marriott**  
16090 City Walk  
Sugar Land, TX 77479



## LEADERSHIP THRIVES ON DIVERSITY AND INCLUSION

U.S. business leaders must remain proactive as the drive toward greater diversity and inclusion continues worldwide. From ensuring the best possible work environment, to building a global workforce that can anticipate the needs of a fast-changing marketplace, all ambitious business goals depend on how well diversity and inclusion are maintained in the workplace.

That's why we're proud of our role as a sponsor of the 17th Annual Diversity Summit and welcome its goal of "Building Common Ground Through Inclusion and Leadership."

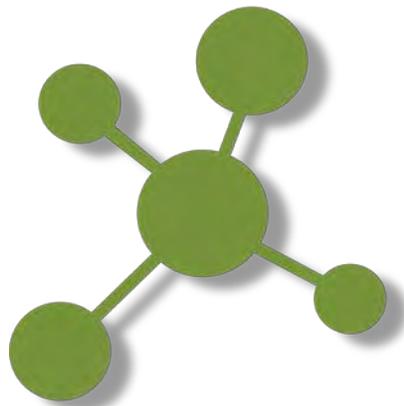
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Welcome to

*17th Annual Diversity Summit*

**Building Common Ground through  
Inclusion and Leadership**



*May 5, 2017*

Sugar Land Marriott Town Square  
Sugar Land, Texas



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- Cathay Bank is the longest-operating U.S. bank founded by Chinese-Americans
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# Diversity Summit 2017

## Program

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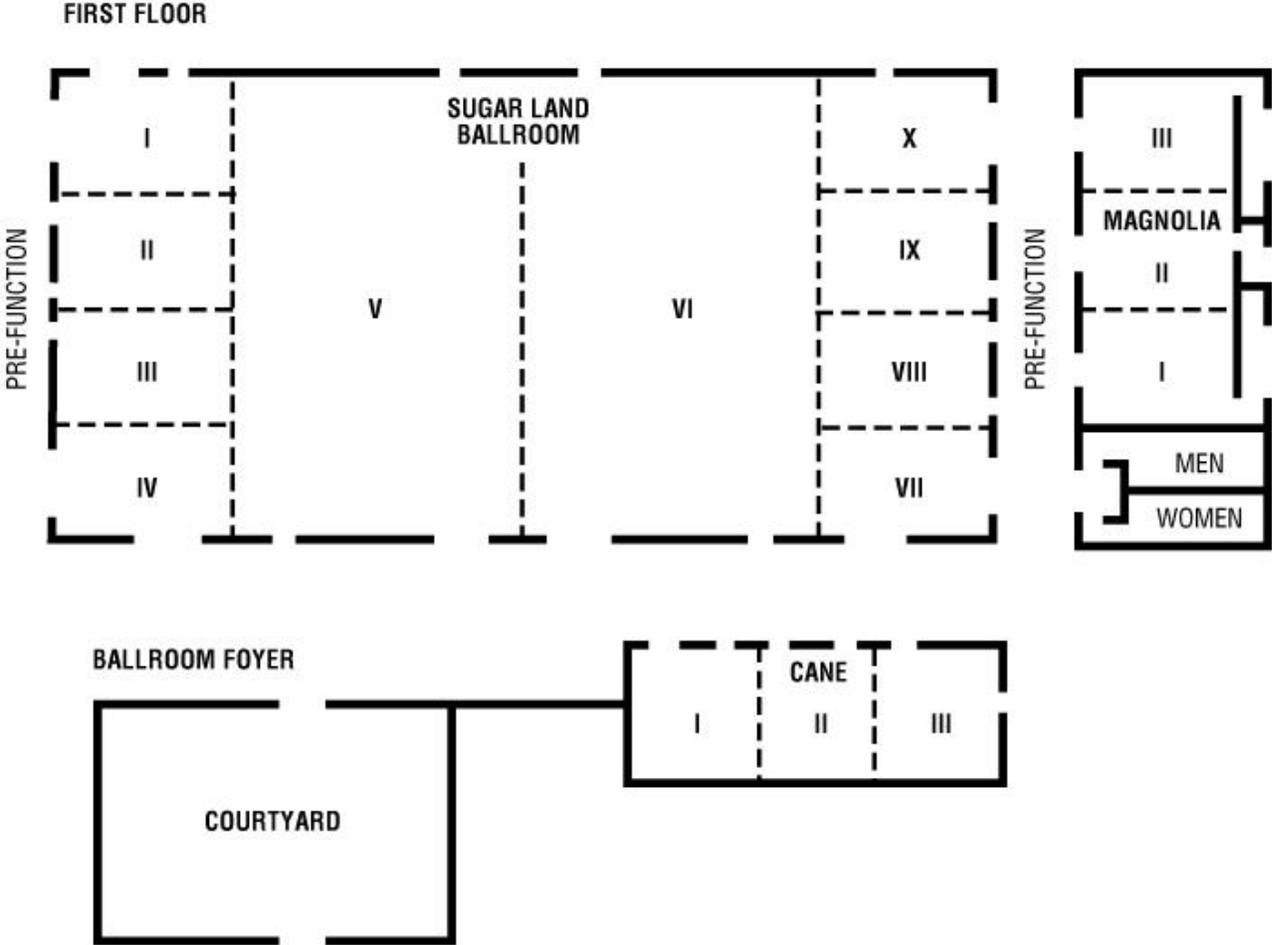
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## Program-at-a-Glance

Time	Event	Room
7:45 a.m. – 8:45 a.m.	Diversity Café (for sponsors, speakers and award recipients only)	Magnolia I-III
7:30 a.m. – 3:30 p.m.	Conference Registration	Conference Center Foyer
8:00 a.m. – 8:45 a.m.	Power of Coaching	Sugar Land Ballroom III-IV
9:00 a.m. – 4:00 p.m.	Corporate Exhibits / Coach’s Corner	Cane I-III
9:00 a.m. – 4:00 p.m.	Sponsor Exhibits	Conference Center Foyer
9:00 a.m. – 9:30 a.m.	<b>Welcome</b> Welcome Remarks: <i>Cecil Fong, Diversity Summit Executive Director</i> Honorary Co-Chair Remarks: <i>Pin Tai, CEO, Cathay Bank</i> <i>Vani Rao, D&amp;I Advisor, BP America</i>	Sugar Land Ballroom V
9:30 a.m. – 10:30 a.m.	<b>Plenary Session</b> “Intersection of Privilege and Inclusion” <i>Dr. Peter Rodriguez, Dean of Jones Business School, Rice University</i>	Sugar Land Ballroom V
10:30 a.m. – 10:50 a.m.	Networking Break	Conference Center Foyer
10:50 a.m. – 11:50 a.m.	<b>Plenary Session</b> “Race and Gender: Making Sense of Power and Identity” <i>Dr. Robert Jensen, Journalism Professor, University of Texas</i>	Sugar Land Ballroom V
12:00 p.m. – 1:30 p.m.	<b>Luncheon</b> Emcee: <i>Erik Barajas, News Anchor, KTRK</i> Keynote Speaker: <i>Dr. Greg Vincent,</i> <i>VP Diversity and Community Engagement, University of Texas-Austin</i> Diversity Champion Award Ceremony	Sugar Land Ballroom VI
1:30 p.m. – 2:00 p.m.	Networking Break	Conference Center Foyer
Concurrent Sessions 2:00 p.m. – 3:10 p.m.		
A	Inclusive Leadership	Sugar Land Ballroom V
B	Effective Conflict Management - Breaking Down Walls for Better Communication and Decision Making	Magnolia I-III
C	Being a Straight ALLY for the LGBTQ Community	Sugar Land Ballroom I-II
D	Supplier Diversity: Building Common Ground through Diversity & Inclusion	Sugar Land Ballroom III-IV
3:10 p.m. – 4:00 p.m.	Networking Reception and Door Prizes Drawing	Conference Center Foyer

**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**  
*Pin Tai, CEO & President of Cathay Bank*

May 5, 2017

Dear Summit Participants and Guests:

Welcome to the 17<sup>th</sup> Annual Diversity Summit! We have to thank Cecil Fong, Betty Tung and the Association of Chinese American Professionals for organizing such a meaningful event, year after year, to remind and encourage all of us to work together to make our communities and our companies better places to live and work.

I am honored to represent Cathay Bank as Co-Chair with Y. Vani Rao at this year's Diversity Summit. Cathay Bank was founded in 1962 in Los Angeles, another city of great diversity like Houston. We started out with a mission to serve the Chinese American community in Los Angeles and have an open door for all. After 55 years, we have expanded to New York, New Jersey, Massachusetts, Texas, Washington State, Illinois, Nevada, Maryland, Hong Kong, Shanghai and Taipei. Our Board of Directors, managers and staff consist of men and women from different ethnicities. Cathay Bank has embraced a strong culture of diversity, inclusion and team work. Many talented bankers from diverse backgrounds are attracted to the Bank because of our core values, corporate culture and friendly working environment.



The theme for this year's Summit is Building Common Ground through Inclusion and Leadership. We will have many great businesses and community leaders to share their experiences and success stories of how they advanced in their careers by embracing diversity, inclusion and servant leadership.

We are also proud to present the 2017 Diversity Summit Champion Award to the recipients:

Lynn Chou, General Manager of Chevron – Corporate Diversity Champion,  
April Day, President of WBEA– Community Diversity Champion, and  
Frances Tarlton "Sissy" Farenthold, J.D. – Diversity Legacy Award.

Congratulations to Lynn, April and Sissy for their excellent contributions to our community and to corporate world!

Best Regards,

Pin Tai  
CEO & President  
Cathay Bank

## **A Welcome Message from Diversity Summit Co-Chair**

*Y. Vani Rao, D&I Advisor, BP America*

May 5, 2017

Greetings to our diverse and inclusive family:

Welcome to the 17<sup>th</sup> annual Diversity Summit. BP is honored to continue our long-standing partnership with the Summit and its incredible team. Each year this event brings together professionals, practitioners, community leaders and students together for our shared mission of supporting Greater Houston.

As a leading international oil and gas company, BP invests more in the U.S. than in any other country and is proud to be America's No. 1 energy investor over the past decade. From the deep sea to the desert, from rigs to retail, our people work every day to serve our customers and provide heat, light and mobility for a changing world.



This year's theme of Building Common Ground through Diversity and Inclusion resonates with us as it is an integral part of BP's values. We recognize that people who feel included in BP have a sense of belonging, bring their whole selves to work, are empowered within their team and trust their colleagues. This generates great outcomes.

Along with Co-Chair Pin Tai, Cathay Bank's President and CEO, we are also proud to recognize the 2017 Diversity Summit Champion Award recipients:

April Day, President of WBEA– Community Diversity Champion,  
Lynn Chou, General Manager of Chevron – Corporate Diversity Champion, and  
Frances "Sissy" Farenthold, J.D. – Diversity Legacy Award.

Through their leadership, April, Lynn and Sissy continue building diverse communities in Greater Houston in both the public and private sectors. We are grateful for their dedication.

We look forward to your active engagement and encourage you to bring your whole self to every session. We recognize that diversity is perceiving difference, and inclusion is valuing it. We value you – our diverse and inclusive family.

Best wishes,

Y. Vani Rao  
D&I Advisor, BP America



**DIVERSITY**  
surrounds me everyday  
at HCC. **INCLUSION**  
allows me to be **ME.**

*HCC is committed to providing an educational climate that is conducive to the personal and professional development of each individual. Discrimination and/or other harassment based on race, sex, gender identity and gender expression, national origin, religion, age, disability, sexual orientation, color or veteran status is prohibited by HCC policy.*

[hccs.edu/diversity](https://hccs.edu/diversity)

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### ***Silver***

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*CenterPoint Energy*

*Houston Community College*

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*H-E-B*

*Houston First Corporation*

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*Memorial Hermann Southwest Hospital*

*Stone Mountain Properties*

*University of Houston*

## **Collaborating Organizations**

*Asian Americans in Energy, the Environment and Commerce*

*Indo American Chamber of Commerce*

*International Coach Federation – Houston*

*Madras Pavilion*

*Soaring to Greatness, LLC*



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**Vision for the Second Century Mission Statement  
Rice University Board of Trustees**

# **Diversity Summit Planning Committee**

## **Honorary Co-Chairs**

Pin Tai      Cathay Bank  
Vani Rao    BP

## **Executive Director**

Cecil Fong

## **Committee Members**

Saadia Sultan	AE2C
Elizabeth Campbell	Andrews Kurth Kenyon LLP
Chuping Huang, Stephen Huang	Association of Chinese American Professionals
Albert Ku, Grace Lin, Betty Tung	BP
Helen Ye De La Rosa	Cathay Bank
Ming Burdett	CenterPoint Energy
Marylynn Kallina Matthew, Jewel Smith	Chevron
Helen Zhang	Cole Chemical
Ingrid Hill	Consultant
Latha Viswanathan	Enbridge
Rohby Mitchell	Houston Community College
David Cross	Indo-American Chamber of Commerce
Jagdip Ahluwalia	Memorial Hermann Southwest Hospital
Carla Kuaiwa	METRO
Roland Manzano	MH Cavazos Associates
M. Helen Cavazos	Rice University
David Medina	Russell Fischer, LLC
Tim Fischer	Shell Oil
Elaine Decanio, Ariana Robinson,	Soaring to Greatness, LLC
Deborah Wilkins-Buford	OneGoal - Houston
Dolly Brenneman	TL One Partner
Helen Hailemariam	University of Houston
John Sequeira	L.L.Gold Consulting, LLC
Niya Blair	
Jaymie Woods	

## **Committee Chairs**

Dolly Brenneman	Sponsorship Committee Chair
John Sequeira	Award Nomination Committee Chair
Stephen Huang	Program Book Editor

## **Conference Logistics**

Betty Tung	Hotel Logistics
Grace Lin	Treasurer & Registration
Frank Lin	Website
Lee Zhen Wang	Photographer

## 2017 Diversity Summit Session Schedule

Time	Event	Location
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7:30 a.m. – 3:30 p.m.	Registration	Conference Center Foyer
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Five SHRM continuing education credits are available for attending the conference.

7:45 a.m. – 8:45 a.m.	Diversity Cafe	Magnolia I-III
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Facilitator: **Elizabeth Campbell**, *Partner and Chief Diversity Officer, Andrews Kurth Kenyon LLP*

Networking session for sponsors, speakers and award recipients as well as table discussions of some of the topics to be addressed during the Summit.

8:00 a.m. – 8:45 a.m.	Power of Coaching	Sugar Land Ballroom III-IV
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Chair: **John Sequeira**, *CEO, TL One Partner*

Speakers: **Cecilia Engquist**, *President, ICF Houston*  
**Barbara Stewart**, *President-elect, ICF Houston*

Join us in a fun and interactive session to learn more about professional coaching. Practical information will be mixed with interaction and Q&A. The discussion will include how to identify situations when working with a coach may be beneficial, how to choose a coach, and some powerful coaching stories. Come early, leave inspired!

9:00 a.m. – 4:00 p.m.	Sponsor Exhibits	Conference Center Foyer
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9:00 a.m. – 4:00 p.m.	Corporate Exhibits/Coach's Corner	Cane I-III
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Professional coaches from *International Coach Federation - Houston* 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.

9:00 a.m. – 9:30 a.m.	Welcome Remarks	Sugar Land Ballroom V
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Executive Director: **Cecil Fong**, *Executive Director, Diversity Summit*

Honorary Co-Chairs: **Pin Tai**, *CEO, Cathay Bank*  
**Y. Vani Rao**, *D&I Advisor, BP America*

9:30 a.m. – 10:30 a.m.	Plenary Session	Sugar Land Ballroom V
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### **“Intersection of Privilege and Inclusion”**

Chair: **David Medina**, *Director Multicultural and Community Relations, Rice University*

Speaker: **Dr. Peter Rodriguez**, *Dean of Jones Business School, Rice University*

What we assume about each other and ourselves can promote or deter unity. To achieve the benefits of an inclusive society we must openly discuss our experiences and actively seek to explain how ideas of privilege and inclusion affect us all.

<b>10:30 a.m. – 10:50 a.m.</b>	<b>Networking Break</b>	<b>Conference Center 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 a.m.</b>	<b>Plenary Session</b>	<b>Sugar Land Ballroom V</b>
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**“Race and Gender: Making Sense of Power and Identity”**

Chair: **Dolly Brenneman, President and Founder, Soaring To Greatness, LLC**

Speaker: **Dr. Robert Jensen, Journalism Professor, University of Texas**

The social movements of the 20th century resulted in significant progress on rights for women and minorities. However, there is still a long way to go to understand the themes playing out in society. Some of the key questions we can ask are:

- Why is U.S. society still marked by persistent racism and sexism?
- Why have political movements that embrace white and male dominance gained new strength?
- What will it take to ensure not only basic civil rights but civic - decency and effective dialogue in U.S. politics and culture?

<b>12:00 p.m. – 1:30 p.m.</b>	<b>Luncheon</b>	<b>Sugar Land Ballroom VI</b>
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Emcee: **Erik Barajas, News Anchor, KTRK**

Speaker: **Dr. Greg Vincent, VP for Diversity and Community Engagement, University of Texas-Austin**

Diversity Awards:

Corporate Diversity Champion: **Lynn Chou, General Manager, Chevron**

Community Diversity Champion: **April Day, President, Women's Business Enterprise Alliance**

Diversity Legacy Award: **Frances Tarlton "Sissy" Farenthold, J.D.**

<b>1:30 p.m. – 2:00 p.m.</b>	<b>Networking Break</b>	<b>Conference Center Foyer</b>
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Visit exhibits, and sign up for a complimentary session at Coach’s Corner

<b>2:00 p.m. – 3:10 p.m.</b>	<b>Concurrent Sessions</b>	<b>Room</b>
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**Session A “Inclusive Leadership” Sugar Land Ballroom V**

Chair: **Saadia Sultan, Executive Director, AE2C**

Speaker: **Sonya Ware, CEO and President, Blue Beagle Consulting**

Inclusive leadership is greater than hosting an international potluck or giving out hugs. Inclusive leaders are those who seek out diverse perspectives to gain profound insight and make robust decisions (Deloitte). This workshop will review characteristics of inclusive leaders and teach a simple model of inclusion through empathy.

**Session B “Effective Conflict Management - Breaking Down Walls for Better Communication and Decision Making” Magnolia I-III**

Chair: **Jaymie Woods, Founder, L.L. Gold Consulting, LLC**

Speaker: **Dawn Keske, Founder, Upper Hand Resources**  
**Bonnie Moore, Founder, Moore Lead and Learn**

Conflict is an integral part of our everyday world in business and personal relationships. This has become even more apparent with the recent U.S. Presidential election, social media, and other events that seem to shake our world. Conflict represents a difference of opinions, ideas, perspectives and needs. When handled poorly; conflict can destroy relationships, delay production, and increase personal stress. When conflict is managed effectively it can lead to better decision making, innovation, and enhanced relationships. In this session, you will learn skills for managing conflict, whether it's in the workplace or in your everyday life. You will also learn to drive productive conversations and build and preserve relationships that foster trust and diversity of thought.

**Session C      “Being a Straight ALLY for the LGBTQ Community”      Sugar Land Ballroom I-II**

Chair:            *Elaine Decanio, Change Manager, Shell Oil*  
                       *Ariana Robinson, HR Account Manager, Shell Oil*

Moderator:    *Tammi Wallace, Founder and Principal Consultant, EnFocus Strategies*

Panelists:      *Erika Richie, Margaret Mayer, John Sequeira, and Helen Hailemariam*

Visible support of straight ALLIES is proving to be an essential part of creating safe and inclusive environments and promoting full equality for the LGBTQ community. Straight ALLIES are a strong and powerful voice and are needed everywhere from friends, family members, team mates, fellow church parishioners, co-workers and beyond. Coming out as a straight ALLY is a courageous act, and for most people it is a journey. In this session you will learn what it means to be a straight ALLY, the way you can become an effective advocate for LGBTQ equality and fairness, the challenges you might face in your journey as a Straight ALLY, and the tremendous impact your actions will have in educating and changing hearts and minds.

**Session D      “Supplier Diversity: Building Common Ground through Diversity & Inclusion”      Sugar Land Ballroom III-IV**

Chairs:            *Jagdip Ahluwalia, Executive Director, IACCGH*  
                       *Jewel Smith, Manager Supplier Diversity, CenterPoint Energy*

Moderator:    *Tim Jeffcoat, District Director, Small Business Administration*

Panelists:      *James Harris, Director Diversity & Inclusion and Supplier Diversity, H-E-B*  
                       *Cindi Salas, Director Purchasing & Logistics, CenterPoint Energy*  
                       *Gilda Ramirez, Senior Director, Port of Houston*  
                       *Teena Bell, Supplier Diversity/Risk Management Manager, Dresser-Rand*

Panelist will share company initiatives and/or community committee involvement that highlight supplier diversity’s common ground and speak to the efforts being put forth under their leadership to establish building blocks for greater supplier diversity inclusion and success. Expect robust and engaging dialogue, pathways for success, and avenues of involvement to result from your attendance.

<b>3:10 p.m. – 4:00 p.m.</b>	<b>Network Reception</b>	<b>Conference Center Foyer</b>
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**Door Prizes Drawing**

- Return all name badges to the registration desk for recycling at the end of conference.
- All attendees who return completed **conference surveys** will be eligible for door prize drawings which will start at 3:30 p.m. and you must be present to win.

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on the support  
of my team.”

Jason’s perspective  
on what matters

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## Diversity Summit Co-Chairs

### **Pin Tai**

CEO & President of Cathay Bank

**Pin Tai** was appointed as the Chief Executive Officer and President of Cathay General Bancorp and Cathay Bank on October 1, 2016. He joined Cathay Bank in 1999 as the General Manager of New York Region and continued to take on more responsibilities within the bank, such as EVP in charge of Eastern Regions including Texas, Chief Lending Officer and President and Director of Cathay Bank.



Cathay Bank is a publicly traded commercial bank with total assets of \$14.5 billion. It was rated by Forbes Magazine as the top 20 best banks in America in 2016 and 2017. Founded in 1962 in Los Angeles Chinatown with the mission to provide financial support to Chinese American communities and have an open door for all, Cathay Bank currently operates 59 branches in California, New York, Massachusetts, Texas, Washington State, Illinois, Nevada, New Jersey, Maryland and Hong Kong, and a representative office in Shanghai and Taipei. The Board of Directors and senior management consist of men and women from different ethnicity other than Chinese Americans. Under Pin's leadership, Cathay Bank has embraced a strong culture of team work, diversity and inclusion. Many talented bankers are attracted to the Bank because of the corporate culture and friendly working environment.

Mr. Tai has over 34 years of commercial banking experience in America, Hong Kong and China. Prior to joining Cathay Bank, he worked for Bank of China, USA in charge of credit and business development, correspondent banking and marketing. Before that, he was with Bank of America in Hong Kong and China responsible for providing international banking services to Chinese state-owned banks and companies as well as multinational companies doing business in Hong Kong and China.

Mr. Tai graduated from the University of Rochester with B.S. degree in Chemical Engineering and received his MBA degree with Honor from Northwestern University's Kellogg School of Management. He was former Deacon Board Chairman of the Church of Living Grace of New Jersey, Vice Chair and board member of NY Chinatown Partnership Local Development Corporation and Director of New York Chinese American Bankers' Association. He is currently a Director of Cathay Bank Foundation, Foothill Family Services at Pasadena and Worldwide Christian Church Ministries.

## Diversity Summit Co-Chairs

### **Y. Vani Rao**

Diversity & Inclusion Advisor of BP America



**Vani Rao** works for the BP America D&I team and is accountable for Business Resource Group (BRG) engagement and operations. With 12 national groups and 65 chapters across the Americas, the BRGs represent multiple diversity dimensions – age, ethnicity, gender identify, generations, nationality, physical abilities, sexual orientation, veterans, and working parents.

Vani joined BP in the Gulf of Mexico in 2006, with roles in projects & engineering, continuous improvement, planning and capability. She has also been a national co-lead for BP’s Asian Network (BPAN).

Vani received her Bachelors degree in Psychology from Austin College and MBA from Columbia University. She is also certified in project management (Project Management Professional) and Myers-Briggs Type Indicator. Before joining BP, she worked as a project management consultant.

With a lifelong love for Indian performing arts and political economy, Vani is a classically trained dancer in Kuchipudi and has been actively involved with the National Model United Nations. She is also a 2012 APAWLI (Asian Pacific American Women’s Leadership Institute) Fellow, a signature leadership program for APA women. Her current passion is supporting charitable organizations in the US and India focused on providing educational opportunities for children. Vani lives in west Houston with her husband, Thulasidass.



## Keynote Speakers

### **Dr. Peter Rodriguez**

Dean of Jones Business School, Rice University



**Peter Rodriguez** is dean of the Jesse H. Jones Graduate School of Business at Rice University. He is also an economist and professor of strategic management and teaches classes on global macroeconomics and economic growth and development. He comes to Rice from the University of Virginia's Darden School of Business where he was a professor, senior associate dean for MBA Programs and chief diversity officer.

Academics are an intellectually curious breed, but Peter's goes well beyond his research interests of corruption, globalization, economic development, and social institutions. To start with, he has a self-described tinkerer's mindset and would've been an engineer if he hadn't been an economist. His fascination with social media is evident in his twitter, Instagram and snapchat accounts. He loves photography, both technically and artistically, and lately, drone photography. He is also a native Texan, hailing from Kilgore. With his family, Peter is taking Houston by storm – sports teams, food, culture, and soon a house once they settle on the right neighborhood.

A recipient of numerous teaching awards from Princeton, Texas A&M and the University of Virginia, Peter taught short courses on global economics to the Canadian Heads of Ministries and as part of executive education teaching teams to the U.S. Army and U.S. Navy and to multinationals such as Rolls Royce, Harris Corporation, Lockton and AES. He has developed video and audio courses on globalization and growth for The Great Courses and served on the faculty of Semester at Sea.

Peter holds an M.A. and Ph.D. in economics from Princeton University and a B.S. in economics from Texas A&M University. He worked for several years as an associate in the Global Energy Group at JP Morgan Chase, here in Houston and in New York.

Peter and his wife Kathleen have three children, Gabriella, Sam, and Michael.

### **Dr. Robert Jensen**

Journalism Professor, University of Texas



**Robert Jensen** is a professor in the School of Journalism at the University of Texas at Austin and a board member of the Third Coast Activist Resource Center in Austin and the national group Culture Reframed. He is the author of *The End of Patriarchy: Radical Feminism for Men* (Spinifex Press, 2017). Jensen's other books include *Plain Radical: Living, Loving, and Learning to Leave the Planet Gracefully* (Counterpoint/Soft Skull, 2015); *Arguing for Our Lives: A User's Guide to Constructive Dialogue* (City Lights, 2013); *All My Bones Shake: Seeking a Progressive Path to the Prophetic Voice*, (Soft Skull Press, 2009); *Getting Off: Pornography and the End of Masculinity* (South End Press, 2007); *The Heart of Whiteness: Confronting Race, Racism and White Privilege* (City Lights, 2005); *Citizens of the Empire: The Struggle to Claim Our Humanity* (City Lights, 2004); and *Writing Dissent: Taking Radical Ideas from the Margins to the Mainstream* (Peter Lang, 2002).

## **Dr. Greg Vincent**

*VP for Diversity and Community Engagement, University of Texas*



**Gregory J. Vincent** has served as vice president for diversity and community engagement at The University of Texas at Austin for the last decade, pioneering new organizational models so that the award-winning Division of Diversity and Community Engagement could become one of the most comprehensive and innovative of its kind in higher education.

Since Dr. Vincent's appointment by President William Powers Jr. in 2005, the Division of Diversity and Community Engagement has grown to encompass a \$50 million budget and more than 400 employees, 50 units, and 300 community partners. The division includes the exemplary UT Charter School System, the Office for Inclusion and Equity, the Community Engagement Center, the University Interscholastic League, and the Hogg Foundation for Mental Health. The division also has the

highly regarded Academic Diversity Initiatives-Student Engagement (ADI-SE), which comprises school partnerships, student engagement, and pre-college endeavors that work to increase the number of first-generation college students and students from underrepresented populations in the higher education pipeline. ADI-SE has effectively influenced the educational pipeline from Pre-K to Ph.D. Other initiatives in the division's portfolio, like the Multicultural Engagement Center and the Social Justice Institute, focus on building partnerships to solve challenges related to social justice, campus culture, equity, and access. Dr. Vincent also directs the Thematic Faculty Initiative that has resulted in over 60 faculty hires and serves as the principal investigator of three nationally competitive grants. In addition, the division has been recognized through the INSIGHT Into Diversity, Higher Education Excellence in Diversity (HEED) Award annually since 2012, the 2014 President's Higher Education Community Service Honor Roll, and the Carnegie Foundation's 2015 Community Engagement Classification.

A native of New York City, Dr. Vincent earned his bachelor's degree from Hobart and William Smith Colleges, his law degree from The Ohio State University Moritz College of Law, and his doctorate from the University of Pennsylvania. Dr. Vincent came to The University of Texas at Austin in 2005 as vice provost for inclusion and cross cultural effectiveness. He is currently a professor in the School of Law and a professor in the Department of Higher Education Administration, where he holds the W. K. Kellogg Professorship in Community College Leadership.

From 2003 to 2005, Dr. Vincent served as vice provost for institutional equity and diversity and law professor at the University of Oregon. From 1999 to 2003, Dr. Vincent served as vice provost for academic affairs and campus diversity and law professor at Louisiana State University. From 1995 to 1999, he served as assistant vice chancellor for Academic affairs at the University of Wisconsin-Madison. In Ohio, Dr. Vincent served as the assistant attorney general and successfully argued several major civil rights cases before the Ohio Supreme Court and was promoted to legal and regional affairs director for the Ohio Civil Rights Commission. He was also vice president and lead counsel for Bank One.



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## *CenterPoint Energy values its diverse suppliers.*

Our suppliers include minority-owned and women-owned businesses, as well as small businesses. We choose diverse suppliers for their capability, safety, innovation, agility and competitive pricing. In turn, our suppliers create positive economic impact throughout the communities we serve.

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**Congratulations to the  
2017 Diversity Award Recipients**

**Corporate Diversity Champion**

**Lynn Chou**  
General Manager, Chevron

**Community Diversity Champion**

**April Day**  
President, Women's Business Enterprise Alliance

**Diversity Legacy Award**

**Frances Tarlton "Sissy" Farenthold, J.D.**

from

*Albert Ku*  
President of ACAP

## Corporate Diversity Champion

### **Lynn Chou**

General Manager  
Chevron



**Lynn Chou** is the General Manager of IT Service Delivery, within Chevron's Information Technology Company. Prior to this assignment, Lynn spent four years as the CIO of Chevron's Downstream and Chemicals. Her responsibilities included setting and executing all IT Strategies for Downstream and Chemicals.

Lynn is also a member of Chevron's CIO Leadership Team which is responsible of driving the development and execution of Chevron's information technology strategy, architecture, and operations. Lynn has also held the position of General Manager of Global Technology & Strategy within Chevron ITC for two years and Chief Information Officer of Chevron's North America Exploration & Production Company.

In addition, she has been an integral member of CNAEP's Compete Project, involved in transitioning Natural Gas Marketing and Trading business back to Chevron from Dynegy, co-led the integration of Upstream Information Technology for the Chevron-Texaco merger, and has served as a member of the Chevron enterprise CIO Leadership team and a member of the North America Upstream Leadership Team. Prior to joining Chevron, Lynn was the Worldwide Upstream CIO at Texaco, serving as a member of the Worldwide Upstream Leadership Team.

Lynn has been a long time management advisor and sponsor for Houston chapter of the Asian Employee Network (AEN). As keynote speaker at AEN Career Development Forum in 2017, Lynn shared her inspiring story about challenges and successes she faced as an Asian woman at Chevron. With over 3000 employees and contractors working under her, Lynn has always been generous in sharing her advices and has mentored over 25 employees on one-on-one basis. She hosts "Lunch with Lynn" sessions and "Connect with Lynn" for all levels of her organization. She holds "One-on-One Office Hours" with the IT Community and supports diversity recruiting efforts in her organization and across Chevron. She has an open door policy as she cares what everyone is saying, not just her superiors. As a non-native English speaker, Lynn also understands the challenges English poses to our global workforce. She has been a supporter of AEN Vocal Delivery Program which has helped over 50 non-native English speakers to speak in a North American rhythm.

Lynn started her career as a geophysicist at Texaco's Bellaire Geophysical Center in 1982. Lynn's background includes various geophysical assignments and extensive management experience in leading large scale company-wide IT projects and initiatives.

Lynn is a graduate of the University of Houston, where she earned a master degree in Geophysics. Her bachelor's degree is in Geology from National Taiwan University.

## Community Diversity Champion

### April Day

President

Women's Business Enterprise Alliance



For more than 16 years, **April Day** has brought her unique passion, intellect, and “sheer willingness” to her mission to develop communities and improve lives through education and economic sustainability. Her body of work demonstrates that she has always been on the front end of active service, challenging the status quo in order to create, deliver and preserve programs that achieve her personal goal to change the world.

April started her results-driven career as a program director for a 15-branch youth mentorship program involving 800 youth and 200 volunteers. Since then, April has strengthened the administrative and fiscal operations of several organizations; helped to prepare thousands of young people for college and life responsibilities; launched a women’s business center to support 500-plus small business owners and entrepreneurs annually; managed a total of eight million in annual budget dollars; and raised in excess of \$3.5 million in grant funding.

Today, serves as president of the Women’s Business Enterprise Alliance (WBEA). The WBEA is a leading third-party certifying organization that serves 750 women-owned business enterprises representing nine billion dollars in revenue and more than 40,000 jobs in 94 Texas counties. April’s primary role is to increase opportunities for women-owned businesses and corporate members through education programs and professional networking.

April gives back to the community by serving on several advisory boards including the Port of Houston Authority, Will’s Kids, the Parris Foundation and the University of Houston Non-profit Leadership Alliance. She is a business trainer for the Houston Community College’s Center for Entrepreneurship, guest lecturer for the University of Houston’s School of Social Work and a mentor for the Me to We Foundation.

A native of Springfield, Massachusetts, April earned a Bachelor of Arts degree in Psychology from the University of Houston and an MBA from Our Lady of the Lake University. She is a proud UH Cougar and Nonprofit Leadership Alliance alum and member of the Zeta Phi Beta Sorority, Inc.

## Diversity Legacy Award

### Frances Tarlton "Sissy" Farenthold, J.D.



The Honorable **Frances Tarlton Farenthold**, JD, affectionately goes by Sissy, was born in 1926, is a trailblazer as a politician, attorney, educator, and humanitarian activist. Graduated from Vassar College in 1946, she went on to be one of three women in the 800-member class of UT Law School in 1949.

Elected in 1968 as Texas House of Representative, she was the only woman serving in the Texas House at the same time as Senator Barbara Jordan, the only woman serving in the Texas Senate. They co-sponsored the *Equal Legal Rights Amendment* to the Texas Constitution. In 1972, Sissy's name was put into nomination for *Vice President of the United States at the Democratic National Convention*. She is best known for her two galvanizing campaigns in 1972 and 1974 for the *Office of Governor of Texas*.

A true pioneer working at times in unchartered territories, Sissy has inspired and been a significant role model to the many generations of women and men in public service. She spent a lifetime leading women's initiatives, and on issues of peace, social justice and human rights of historical significance. She was the first female President of *Wells College* and the first Chair of the *National Women's Political Caucus*. She was a founding member of the *Public Leadership Education Network*, created internships for college women in public leadership. During the *Reagan-Gorbachev Summit*, Sissy was the founding member of the *Women for a Meaningful Summit*, a coalition of female leaders voicing concerns for nuclear disarmament. She went on to organize the *Peace Tent* at the 1985 *UN NGO Forum* in Nairobi and the third *UN World Conference on Women*.

Indefatigable, Sissy currently serves in leadership role at *the Institute for Policy Studies* - a think tank devoted to peace, justice, and the environment; *Fund for Constitutional Government* - dedicated to the exposure and correction of corruption in the US federal government; *Texan Together* to develop grassroots leaders in Texas; *the Hershey Foundation*, dedicated to preservation and conservation of parks and natural resources; *the Rapoport Center for Human Rights and Justice* at UT; and *the Rothko Chapel* - a sacred landmark and an institution that provides a forum for global concerns through contemplation, art, discourse and dialogues. Sissy continues to make trips to investigate human rights violations here and abroad, giving voices to folks who are marginalized for justice. She never ceases to speak truth, and nonviolent approach for freedom and peace.

# ANDREWS KURTH KENYON IS PROUD TO SUPPORT THE 2017 DIVERSITY SUMMIT

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## DIVERSITY

For more information on diversity at H-E-B, visit [www.heb.com](http://www.heb.com)

## 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

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

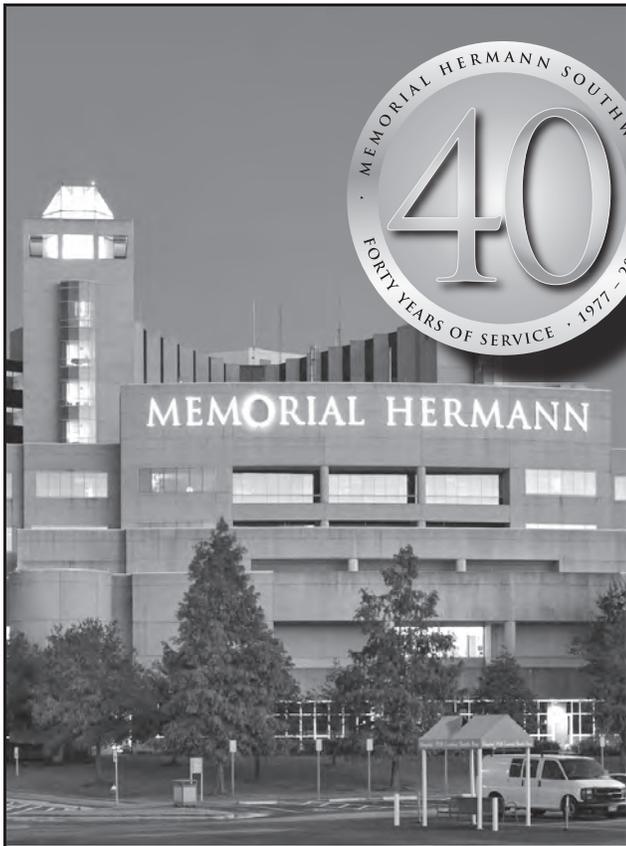
**Greg Vesey**, Vice President of Gas Supply and Trading, Chevron  
**Adrian Garcia**, Harris County Sheriff

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"



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People matter, results count.



## 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.

**Erik Barajas**  
News Anchor  
KTRK



**Erik Barajas** joined KTRK-TV's 13 Eyewitness News in March 2008.

A true Texas journalist, Erik has worked as an anchor and a reporter all over the state. He comes to Houston from KSAT 12 in San Antonio where he was a weekend anchor and reporter for four years. His television career began in Corpus Christi, Texas at KZTV 10 where he wore several hats. He worked as a news photographer, reporter, producer and anchor. He says his involvement in all those different positions helped give him an understanding and perspective of the challenges it takes to produce the news. He later moved to Austin, Texas and to KTBC

Fox 7 to be that station's weekend anchor and reporter.

One of the most notable stories Erik covered has been the crash of the space shuttle Columbia on the borders of Texas and Louisiana. Erik has also traveled to Louisiana to cover the Gulf Oil spill, and he reported from Austin, Texas, to cover President Barack Obama's visit there.

He says working in Houston at KTRK-TV is "a true blessing" because he can do what he does for a living "in front of family and friends". He adds, "Staying in Texas throughout my career, thus far has been eye opening in terms of really getting to know the state on a deeper level and realizing just how diverse this state really is."

Erik is married. He and his wife have two young boys and are very happy to be back in their hometown.

**Teena Bell**  
Supplier Diversity/Risk Management Manager  
Dresser-Rand



**Teena Bell** is the Manager of Supplier Diversity and Supplier Risk for Dresser-Rand (D-R), A Siemens Business, a global supplier of custom-engineered rotating equipment solutions in the oil, gas, petrochemical and process industries.

In this role, Teena provides strategic guidance to support D-R's existing Supplier Diversity initiatives. She manages and sets direction to influence inclusion of minority, women and small business entities within D-R's supply chain. She works collaboratively with D-R Sales, Supply chain procurement/category management and Government Business Unit groups to assist in new business proposals, sourcing initiatives and subcontractor business plans. She is responsible for enhancing program credibility by identifying and strategically aligning strong suppliers capable of adding value to our business needs. Her risk responsibilities include but are not limited to: Monitoring D-R's supply base to ensure viability, performance, compliance and social responsibility by proactively garnering continuity plans and risk indicators "real time".

Teena has over 20 years of Supply Chain Management experience. She has developed and implemented procurement policies and procedures related to contract administration, strategic sourcing, supplier diversity and total cost of ownership practices in three different industries: Automotive, Waste Management and Oil/Gas Energy.

A native of Indianapolis, Indiana, Teena received her Bachelor of Science in Industrial Engineering from Purdue University in West Lafayette, IN and her Master of Business Administration – Technology Management degree from University of Phoenix in Southfield Michigan.

**Dolly Brenneman**  
President and Founder  
Soaring To Greatness, LLC



**Dolly Brenneman** is a leader, entrepreneur, organizer, organizational consultant, and success coach with experience across many industries: healthcare systems, investment, banking, education, interfaith understanding, diversity initiatives, and non-profit organizations. Her passion is to awaken and transform individuals and organizations to develop strategy and capture their talents and resources to new heights. She has a proven talent in fundraising and developing relationships with sponsors, partners, and diverse stakeholders to gain trust and collaboration.

Dolly has a thirst for the next insight of how world class organizations work and understanding of human potential and development. She received her Executive MBA from the University of Houston. Among the many certification programs Dolly has completed include: the International Coach Federation (ICF), SQ 21 Spiritual Intelligence coach; the Institute for Diversity & Cross Cultural Management; Personalysis Profile; and the Executive Coaching Master Business Accelerator. She is a facilitator of the Integral and Big Mind process, Non-Violent Communication (NVC) techniques, Wealth Dynamics, and numerous approaches that embody the “wholeness” of systems and human beings. She believes in living the very best life she has been given, be a servant leader, and to extend compassion and service to those in need. Currently, Dolly is a board member of the Rothko Chapel. She was the recipient of this Diversity Summit Community Champion Award in 2012.

**Elizabeth Campbell**  
Partner and Chief Diversity Officer  
Andrews Kurth Kenyon LLP



**Elizabeth Campbell** is an attorney, HR professional, and diversity practitioner with a successful record of working with business leaders, executives and teams to accomplish organizational goals.

Elizabeth 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 in Ann Arbor, Michigan, and her B.A. from the American University in Washington,

D.C.

**Elaine Decanio**  
Change Manager  
Shell Oil



**Elaine Decanio** has worked in the oil and gas industry for over thirty years. Much of her career has been with Shell Oil in its Project and Technology Organization. She grew up near London, UK, and came to the US to go to graduate school. She received her MS from Texas A&M University and PhD from Wesleyan University, CT. Since then she has held a series of roles in technology development, commercialization and management.

Elaine is committed to helping to create diverse and inclusive work environments. Elaine has served on D&I Councils helping to better understand the issues and opportunities for the business. She serves on the steering team of Shell’s GLBT employee resource group, and is active helping to create a safe and inclusive environment for Shell’s GLBT employees globally in. Elaine also serves on the business advisory council for the workplace project of the Human Rights Campaign. In this role Elaine has helped to develop and administer the HRC Corporate Equality Award (CEA)

**Cecilia Engquist**  
President  
ICF Houston



**Cecilia Engquist** is an executive and leadership development coach, providing coaching and consulting in the areas of strengths development, leadership development, and career choices. Cecilia has worked with clients from a broad spectrum of positions in industries including oil and gas, health care, finance and banking, manufacturing, academia, and with entrepreneurs. She is an ICF (International Coach Federation) credentialed PCC coach and also educated in Equine Facilitated Experiential Learning. Cecilia has a Bachelor of Commerce and a Master in Psychology with focus on Organizations.

One might describe Cecilia having a global mindset as she has worked, lived, and studied in various countries on 3 continents since her teenage years. Prior to becoming a coach, her corporate work experience ranged from multinational companies to smaller entrepreneurial firms where she worked with management consultancy within change management and strategic HR. Cecilia has a strong interest in advancing the coaching profession and is currently serving as President for the ICF Houston Chapter.

**Cecil Fong**  
Executive Director of 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 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 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. Major focus areas include civic engagement, leadership development, youth mentoring, arts and culture.

Cecil is past Board Chair and current Long Range Committee Chair for Chinese Community Center. He is Past President and current Board member for Rice University Community of Asian Alumni and Houston 80-20 Asian American PAC. He is Past President of Chinese Professional Club and current Advisor for Chinese Professional Club Scholarship Fund Inc. He is Past President of Association of Chinese Organizations of Houston. He is senior fellow with Leadership Houston and American Leadership Forum.

Cecil retired from Shell Oil in 2011. With a career spanning 34 years, he has held a number technical and management positions in various business segments including Exploration & Production, Chemicals, Lubricants, Pipeline, Supply & Distribution, and Technology. He holds Bachelor and Master degrees in Chemical Engineering from Rice University.

**Helen Hailemariam**  
Director of Teacher Recruitment  
OneGoal



**Helen Hailemariam** currently serves as the director of teacher recruitment at OneGoal. She is responsible for ensuring more underserved students have access to the tools and resources to graduate college. 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.

**James Harris**  
Director Diversity & Inclusion and Supplier Diversity  
H-E-B



**James Harris** is Director, Diversity & Inclusion and Supplier Diversity with H-E-B. As director of diversity & inclusion, Harris develops policy, creates programming and sets the strategic direction for the company and the (10) regional diversity councils across the state. These councils provide tactical execution of diversity awareness programming for their respective work locations. Additionally, they insure the company's overall strategy is driven into the marketplace, which creates an emotional connection to the brand.

Harris leads the supplier diversity direction for the company. He creates, collaborates and connects local, small, minority, disabled and veteran business owners to the company's procurement and sourcing process. He accomplishes this through building business networks across the state with various councils, chambers and advocacy agencies. This has led to the creation of new and differentiated goods and services for the company. In addition, it has provided job opportunities and economic impact to the communities H-E-B serves across the state.

James serves as director and advisor on many boards and councils; Houston Minority Supplier Development Council's: SDAC (Supplier Diversity Advisory Council) as Chair, Texas Diversity Council Board of Directors, TrueBlue Inclusion National Member, FMI(Food Marketing Institute) Supplier Diversity Committee and Liaison to FMI's Collaborative Committee, Houston Area Urban League, Texas NAACP; Corporate Advisory Council as Chair.

**Tim Jeffcoat**  
District Director  
Small Business Administration



**Tim Jeffcoat** is the Director of the U.S. Small Business Administration in Houston. He oversees the delivery of SBA programs and services in Houston and the surrounding 32 counties of Texas. Most of Tim's career has been in private sector leadership roles in international business, marketing and business development. Tim's career has required international assignments and global responsibilities.

Tim is a graduate of Auburn University with a Master of Business Administration (MBA) degree. Tim also has a BS degree in Marketing and a BS in Music Business. In his spare time Tim enjoys training for and competing in iron-distance triathlons and teaching business classes in graduate school. In May 2013, Tim was nominated for the SBA IKE Award in the category of Most Valuable Player.

**Dawn Keske**  
Founder  
Upper Hand Resources



**Dawn Keske** is a human resources professional with over 14 years of progressive human resources experience, including 8 years as a Human Resources Manager in the energy sector. In 2015, Dawn started her own human resources consulting business, Upper Hand Resources. She is passionate about transforming organizations and helping them reach their full potential through strategic human capital management, training and development, and coaching and mentoring both young professionals and leaders. She graduated with honors from the University of Illinois with a Master's in Human Resources & Industrial Relations and Bachelor's in Business Administration. Dawn is an active member of the Women in Energy Network and enjoys volunteering for Dress for Success as a workshop facilitator. She joined the Jill Hickman Companies Authorized Partner Network in 2016 and is excited to work with clients on enhancing their training and development programs and delivering targeted skills training through the Signature Leadership curriculum. Her extensive international and domestic work experience has given her a unique perspective on the challenges and importance of diversity and inclusion on the workplace, and she strives to be the change she wants to see, not only in the workplace but in everyday life.

**Margaret Mayer**  
Program Development Coordinator  
Homeless Gay Kids



**Margaret Mayer** currently works as a consultant assisting organizations in increasing inter-organization and service user inclusion across race, gender, and sexual orientation. Margaret's focus includes the planning, identification, and creation of opportunities for training and action. Margaret also serves as Program Development Coordinator of Tony's Place, Tony's Place is a drop-in center for youth and young people between the ages of 13 and 24 experiencing homelessness or housing insecurities. Tony's place was developed to serve all individuals in this demographic, while driven on the foundation of providing a safe and inclusive space for those within the LGBT community. Previously, Margaret worked as lead intern with the Texas Health and Human Services Commission – Center for the Elimination of Disproportionality and Disparities in Houston.

Margaret holds a Master of Social Work degree from the University of Houston's Graduate School of Social Work (2016), with a Health and Behavioral Health specialization. She received the Mahatma Gandhi Peace Award, recognized as "Being the Change." Margaret is a Clinton Global Initiative – University member.

Margaret currently serves a mentor in the Third Ward Houston, Texas with the University of Houston Law Center Juvenile and Capital Advocacy Project. She also serves as a member of the Houston Disproportionality Advisory Committee. Additionally, Margaret was a round table presenter in 2015 at Policy Conference 2.0 in Austin, Texas speaking on reenergizing policy through the energy of social work students. Margaret volunteers with a number of organizations in Houston, including Houston Groups Psychotherapy Society, Houston Food Bank, and The Gulf Coast of Texas African American Family Support Conference.

**David Medina**  
Director Multicultural and Community Relations  
Rice University



**David D. Medina** is director of Multicultural Community Relations at Rice University, a position he has held since 1991. His responsibility at Rice is to enhance relationships between the ethnic communities of Houston and the university. Under his guidance, his team has won a gold and two silver medals in the national CASE competition. As part of the centennial celebration at Rice, Medina led a group that produced a documentary about blacks at Rice that was featured on Houston PBS and was nominated for a state Emmy. Medina also writes feature stories for the award-winning Rice University Magazine, edits the newsletter Rice At Large, and writes book reviews for Literal Magazine. He has won 17 writing awards.

Before joining Rice, Medina 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 also studied in Barcelona, Spain and at the University of Colorado at Boulder and received his high school diploma from the Chinquapin School. Medina taught Spanish for two years at St. Mark's School of Texas in Dallas.

In 2012, Medina received the Lifetime Achievement Award from the Houston Association of Hispanic Media Professionals. He received from Rice the 2012 Demaris Hudspeth Endowed Award for extraordinary service to student life and organizations. He was honored with a DiversityFIRST Award from the Texas Diversity Council. He also received the 2010 Willie Velasquez Hispanic Excellence Award for education from the Tejano Center for Community Concerns and Houston TV station Telemundo. He received the 2010 Diversity Champion Award from the Association of Chinese-American Professionals.

Medina has served on the Mayor's Hispanic Advisory Board for the past six years. He also served as a fellow of the 2010-11 class of the American Leadership Forum's Houston/Gulf Coast chapter. He served three years as president of the Houston Hispanic Forum. He was co-chair of the 2009 Diversity Summit in Sugar Land. 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 served on the boards of Nuestra Palabra: Latino Writers Having Their Say, Ser Niños Charter School, and Musiqa. He is on the advisory board of the Chinquapin School and Inprint. He has also coached YMCA soccer and basketball and little league baseball.

He is married and has two children, both graduates of Rice University.

**Bonnie Moore**  
Founder  
Moore Lead and Learn



**Bonnie Moore** is passionate about leading and learning, with over thirty-eight years of experience in leadership development, executive coaching, instructional design and team dynamics in a diverse set of industries including: corporate, non-profit and education. Her clients appreciate the innovation and excitement she brings, as well as the professional and personal growth for all of her clients in the United States and Europe. She transitioned from education where she taught multiple subjects to being an assistant principal, principal and worked at the district level to owning her own company. Holding three master's degrees, Bonnie has been awarded the Distinguished Alumni Award from Michigan State University and Volunteer of the Year from the International and Houston Councils of the Blind and other awards. She is a certified executive coach and has certifications in over twelve assessment tools and organizational systems. Bonnie has served in many leadership capacities including president for ATD Houston, Association for Curriculum and Instruction and other organizations in the field. Memberships include Association of Talent Development, ATD Houston, ICF, Houston Coaches, Houston Organizational Development Network, NeuroLeadership Institute, and a number of other organizations that support talent development. She also serves on several non-profit boards in the Houston area making a positive impact for individuals, families and the community. When not working and volunteering, she and her husband Greg like to travel, watch college sports and enjoy the fine arts in Houston.

**Gilda Ramirez**  
Senior Director  
Small Business and Education Outreach, Port of Houston Authority



**Gilda Ramirez** directs the Small Business Development and Maritime Education for the Port of Houston Authority. Since the inception of the Small Business program in 2002, the Port Authority has awarded almost half a billion dollars in contract awards – or about 39 percent of all eligible Port Authority contracts to local small businesses and there are nearly 1000 registered small businesses in the program. Ramirez also directs the Port Authority's Maritime Academy Program, a public/private partnership designed to help fill the maritime employment pipeline with bright, well-trained, young talent. Now in its sixth year, the program is anchored by two Houston Independent School District high schools – Stephen F. Austin and Jack Yates – and Galena Park, Pasadena and Channelview school districts also have Maritime programs. The program is so highly regarded by HISD that it earned the Port Authority recognition as one of the school district's Partners and they designated Austin High School as a Maritime Magnet School.

Ramirez brings a rich portfolio of civic service and recognition. She has been named "Hispanic Executive of the Year" by the Houston Hispanic Chamber of Commerce; was awarded the Texas Business Alliance's "The One Woman Soaring Heights Award"; Women on the Move, and Government Procurement's Small Business Advocate. Ramirez worked for the Metropolitan Transit Authority of Harris County for 18 years prior to joining the Port Authority. She holds a bachelor of arts in Public Administration and Boston College's certification in Corporate Community Relations.

**Erika Richie**  
Board of Director  
Montrose Grace Place



**Erika Richie** became an advocate for Transgender rights, specifically the rights of Transgender Youth, after her son came out in 2014. Soon after, she joined the PFLAG Houston board. She provides the board with the perspective that comes with being a parent of a Transgender child. In addition to serving on the board, Erika volunteers on the help line and facilitates group meetings.

Since joining PFLAG Houston, Erika has become involved in many community events including campaigning for HERO (Houston Equal Rights Ordinance), and meeting with and educating elected officials. In 2016 Erika became a member of Mayor Turner's LGBTQ Advisory Board and in 2017 joined the Board of Directors for Montrose Grace Place and became the Parent Coordinator for Gender Infinity.

Continuing to educate herself on the rights and needs of the Transgender community, Erika has traveled the country attending conferences such as HRC's Time to Thrive, Philadelphia Trans-Health Conference, Texas Transgender Non-discrimination Summit and Transgender Leadership Institute II.

**Ariana Robinson**  
HR Account Manager  
Shell Oil



**Ariana Robinson**, is currently a Human Resource Account Manager in Global Functions, supporting various HR activities across the Finance and Real Estate skillpools.

She joined Shell full-time in July 2010, after an internship at the Convent Refinery in Louisiana. 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 Recruitment, Commercial Supply and Distribution, Global Functions, and an overseas assignment in Malaysia supporting resourcing for Upstream 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. Adventurously, Ariana has traveled to most major continents, remains a keen student of other cultures (and cuisine!) and enjoys movies and music.

**Cindi Salas**  
Director Purchasing & Logistics  
CenterPoint Energy



**Cindi Salas** has been employed by CenterPoint Energy for more than 30 years in various leadership capacities. As the current Director of Purchasing & Logistics, Cindi is responsible for the supply chain operations including procurement (strategic sourcing, procurement planning, and purchasing of direct and indirect goods and services), supply/demand planning, logistics, warehousing, material distribution and inventory, and supplier management. This responsibility is relative to both electric and gas distribution and transmission, as well as all supporting and corporate aspects, for operations across a geographic area that spans six states. In addition, she is responsible for the company's supplier diversity program.

**John Sequeira**  
CEO  
TL One Partner



**John Sequeira** is the CEO of TL One Partner, LLC whose primary mission is to provide transformational coaching to its clients. His corporate career in the energy industry spans over thirty-six years and includes a broad range of Human Resources managerial, strategic advisor and specialist roles.

He holds a Bachelor degree in Business Administration from the University of Notre Dame with a concentration in Human Resources management and has completed corporate management and leadership development programs at the University of Houston and the Wharton School at the University of Pennsylvania. He is a graduate of the Diversity and Inclusion Practitioner Certification Program at the National Training Lab, the Leading Learning Communities Transformational Coaching Program and the Coach U - Core Essentials Program. He was a charter member of Working Mother Media's Diversity Best Practices Council, served on the Conference Board Diversity Council and the Board of Directors of the National Hispanic Corporate Council.

John is a member in good standing with the Houston Coaches Association and the International Coaching Federation. He formerly served on the Board of Directors of Houston Coaches and was Chair of the Education

Committee. He also serves on the planning committee for the Association of Chinese Americans annual Diversity Summit and was recognized as ACAP's Corporate D&I champion in 2011.

He has published numerous articles on the topic of Diversity and Inclusion and contributed commentary to other D&I related research published by Conference Board, Catalyst, Diversity Best Practices and a case study produced by Harvard University.

He lives in Katy, Texas with his wife Diane and rescue dog, Myra Lee.

**Jewel Smith**  
Manager Supplier Diversity  
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 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.

**Barbara Stewart**  
President-Elect  
ICF Houston



**Barbara Stewart** is the founder of Accelus Partners, LLC based in Houston, Texas. As a coach and speaker, Barbara works with the owners and leaders of small and mid-sized firms on business strategy and team development using a strengths-based approach. A focus on professional and personal development allows her to support business leaders as they take their companies, employees and themselves from good to great. Barbara is a Gallup-Certified Strengths Coach and a Professional Certified Coach (PCC) by the International Coach Federation (ICF).

**Saadia Sultan**  
Executive Director  
AE<sup>2</sup>C



**Saadia Sultan** is a seasoned government relations leader with over 17 years of experience in domestic and international government relations and public affairs. She has spent over 11 of those years in the oil and gas sector in the government relations functions with Exxon Mobil Corporation and BHP Billiton in Washington DC and Houston respectively. During this time, Ms. Sultan developed high-level networks with U.S. Government, Think Tanks, Non-Profits, Foreign Governments, Multilateral Institutions, Academia, Trade Associations, and Business Councils among other organizations. Since founding SGG, Ms. Sultan has expanded her network beyond the oil and gas sector. In addition to her work as the founding partner of SGG, Ms. Sultan is also the Houston program director for Asian Americans in Energy, Environment and Commerce (AE<sup>2</sup>C). Ms. Sultan's membership in the exclusive Houston Committee on Foreign Relations, the Council on Foreign Relations affiliate in Houston, allows her to stay connected with an intimate network of public policy and foreign relations experts across the country. Additionally, Ms. Sultan is an At-Large member of the Board and chair of the Business Development Committee of the Sister Cities of Houston allowing her to maintain networks with the 18 sister cities of Houston across the globe. Ms. Sultan's additional work in the Public and Government Affairs sector keeps her involved in other networks as necessary.

**Tammi Wallace**  
Founder and Principal Consultant  
EnFocus Strategies



**Tammi Wallace** is the Founder and Principal Consultant for EnFocus which is a management consulting firm offering strategic planning and project management services focused on public affairs, business development and diversity & inclusion training/consulting.

Widely recognized as a strategist and thought partner, Tammi works with organizations on strategic counsel and high-quality consulting. Through EnFocus Strategies, she has worked with an array of clients in government, nonprofit and the private sector including one of the largest telecommunications firms in the country and a number of notable nonprofit organizations and governmental entities. Tammi has led transformative projects such as the one of the first public school district and charter school partnerships in the country, strategy development for a women’s healthcare cross-sector advocacy collaborative, and project management/stakeholder collaboration focused on an innovative community redevelopment model involving education, healthcare and housing.

Before launching EnFocus Strategies, Tammi was the Chief Growth Officer at KIPP Houston Public Schools with oversight for community relations, development, governmental relations, marketing/PR and the overall district growth strategy. Prior to her role at KIPP, Tammi served as Chief of Staff and Campaign Manager to former Texas State Representative Ellen Cohen. She has also served as the Co-Founder and Executive Director of the Houston Equal Rights Alliance (HERA), a nonprofit focused on voter education, coalition building and advocacy on behalf of the LGBT community.

**Sonya Ware**  
CEO and President  
Blue Beagle Consulting



**Sonya Ware** is an entrepreneur and owner of Blue Beagle Consulting specializing in executive coaching, strategic facilitation, and performance consulting with director level leaders. BBC’s coaching philosophy is to change what leaders do, not who they are.

Sonya has a BS in Marketing & Entrepreneurship from UH, an MA from University of St. Thomas; she is an accredited ICF PCC coach with 15+ years’ experience as a leader in oil and gas; Mom to 2 lovely sons; enjoys quality time with family; a partner in helping the world to lead, and live, authentically. “It’s Possible!”

**Jaymie Woods**  
Founder  
L.L. Gold Consulting, LLC



**Jaymie Woods** is Founder and Principal Consultant for L.L. Gold Consulting LLC, where she utilizes the latest trends, best practices and expertise in human capital, change management, diversity & inclusion and career transition coaching to enhance individual and organizational outcomes. She is currently assisting the Houston Community College in transforming their D&I program strategy. Ms. Woods has over 16 years of experience in Human Resources management at Marathon Oil Company, where she designed, organized and led significant HR D&I, employee relations and community engagement initiatives.

Ms. Woods holds an MBA-Human Resources Concentration from Wayne State University and a BS in Legal Assisting from Eastern Michigan University. She serves as the Diversity Summit Conference Coordinator and Program Committee Chair.

**Map Legend**

- Commercial, Office, Industrial
- Multifamily Residential

**Property Listings:**

- Galleria Oaks**  
5151 Richmond Ave.  
Houston, TX 77056  
713.627.8868  
222 Units
- Walden of Westchase**  
2828 Rogerdale Rd.  
Houston, TX 77042  
713.783.9090  
200 units
- SunBlossom Woodlake**  
2200 S. Gessner Rd.  
Houston, TX 77063  
713.785.9300  
222 Units
- SunBlossom Cottages**  
10300 Harvin Dr.  
Houston, TX 77036  
713.777.0212  
253 Units
- SunBlossom Mountain**  
5909 Ranchester Dr.  
Houston, TX 77036  
713.981.5644  
386 Units
- SunBlossom Gardens**  
5900 Ranchester Dr.  
Houston, TX 77036  
713.271.5600  
308 Units
- SunBlossom Louisville**  
9201 Clarewood Dr.  
Houston, TX 77036  
713.981.0137  
365 Units
- SunBlossom Woods**  
4545 Cook Rd  
Houston, TX 77072  
281.530.5942  
200 Units
- The Westbriar**  
2530 Briar Ridge Dr.  
Houston, TX 77057  
713.977.1236  
72 Units

**Other Locations:**

- 2550 Gray Falls Dr, Houston, TX 77077, 84,967 SF
- 2424 Wilcrest Dr, Houston, TX 77042, 44,911 SF
- 2500 Wilcrest Dr, Houston, TX 77042, 109,793 SF
- 3701-3731 Briarpark, Houston, TX 77042, 51,169 SF
- 12610 Bellaire Blvd, Houston, TX 77072, 88,680 SF
- 9920-9940-9960-9980 W Sam Houston Pkwy S, Houston, TX 77099, 116,700 total SF
- 10707 Corporate Dr, Stafford, TX 77477, 75,353 SF
- 10701 Corporate Dr, Stafford, TX 77477, 110,412 SF
- 12603 Southwest Frwy, Stafford, TX 77477, 142,009 SF
- 6001-6501 Westline, Houston, TX 77036, 172,571 SF

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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](mailto:cecil.fong@gmail.com).

For sponsorship information, please visit our web site:  
**[DiversitySummit.org](http://DiversitySummit.org)**.



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# Diversity and inclusion. Two reasons our team has such amazing energy.

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At Enbridge, diversity is more than just an objective, it's a mindset, a culture and a core aspect of our value of respect. Diversity means developing a generation of leaders who will help shape and sustain the future of energy. Through our commitment to diversity and inclusion, we're creating an environment in which leadership and integrity flourish, and a workplace where employees can excel, explore and grow.

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