

# The Louisiana SHRM Diversity & Inclusion Summit

February 2 & 3, 2023 | New Orleans, LA





United Way of  
Southeast Louisiana



## Welcome

The 2023 Louisiana SHRM Diversity & Inclusion Summit is back for our 8th year! The Louisiana Society for Human Resources (Louisiana SHRM), an affiliate of the Society for Human Resource Management (SHRM), is proud to present our 8th Annual Diversity & Inclusion Summit, February 2 and 3, 2023.

The Louisiana SHRM Diversity & Inclusion Summit will bring together human resource professionals, diversity practitioners, legal professionals and business, civic & community leaders from across the state.

New this year we've added a half day Master Class on Diversity! The Summit kicks off Thursday, February 2, 2023 with our Diversity Master-Class, Welcome Reception & Immersive Networking experience followed by a full day of great content and presentations on Friday, February 3, 2023.

Get ready for two exciting days with us Networking, Sharing, Learning and Growing!

**Perry Sholes**, SHRM-SCP, SPHR  
Louisiana SHRM Diversity Director

**Karen Breaux**  
Louisiana SHRM State Council Director

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The **Society for Human Resource Management (SHRM)**, creates better workplaces where employers and employees thrive together. As the voice of all things work, workers and the workplace, SHRM is the foremost expert, convener and thought leader on issues impacting today's evolving workplaces. With 300,000+ HR and business executive members in 165 countries, SHRM impacts the lives of more than 115 million workers and families globally.



The **Louisiana Society for Human Resource Management (Louisiana SHRM)** is an affiliate of the Society for Human Resource Management (SHRM) that functions to provide leadership, organization, programming and networking to the nine local SHRM affiliate chapters, ten affiliate student chapters and their more than 1,900 members throughout the state. For more information on Louisiana SHRM, please visit us at <http://LouisianaSHRM.org>.

The vision of the Louisiana SHRM Council is to be the voice of the Human Resource profession throughout Louisiana in matters relating to business, legislative issues, and professional development.

Louisiana's SHRM's mission is to provide Human Resource strategic direction and guidance to local state chapters, businesses, organizations and the human resource professionals in our state.

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**The 2023 Louisiana Society for Human Resource Management  
Diversity & Inclusion Summit Agenda**  
(Subject to Change)

**Thursday, February 2, 2023**

1:00 PM – 4:30 PM  
(Pre-Summit Workshop\*)

**Diversity Master Class\* - Sponsored by CLECO  
Cultural Dynamics & DEI: Achieving Measurable Success  
that Drives Business Outcomes**

5:00 PM – 8:00 PM

**Welcome Reception & Immersive Networking Experience**

**Friday, February 3, 2023**

8:00 AM – 8:45 AM

Open Exhibit Hall & Networking

8:45 AM – 9:00 AM

Summit Kickoff

9:00 AM – 10:15 AM

**Keynote Session – Sponsored by the United Way  
Timothy J. Fair, Ph.D.**

10:15 AM – 10:30 AM

Break / Exhibit Hall

10:30 AM – 11:45 AM

Concurrent Breakout Sessions

11:45 AM – 1:00 PM

**Lunch in the Sculpture Garden (2<sup>nd</sup> Floor)**

1:00 PM – 2:15 PM

Concurrent Breakout Sessions

2:15 PM – 2:30 PM

Break / Exhibit Hall

2:30 PM – 2:45 PM

**Louisiana SHRM Diversity Award Presentation**

2:45 PM – 4:00 PM

**Diversity All-Star Panel**

4:00 PM – 4:15 PM

Closing and Door Prize Giveaway

4:15 PM – 5:15 PM

**Post Summit Social located in the Legacy Kitchen Bar**



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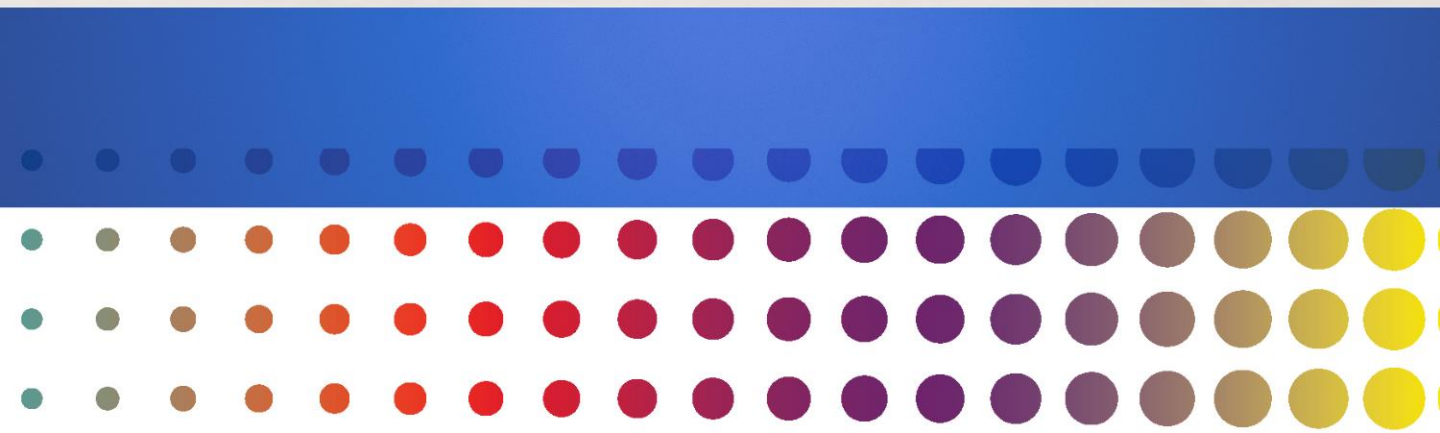




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## Master Class

1:00 PM – 4:30 PM | Sponsored by CLECO



### Kelly Lockwood Primus

CEO of Leading NOW

### **Cultural Dynamics & DEI:**

### **Achieving Measurable Success that Drives Business Outcomes**

The Center for Diversity & Inclusion, a research institute of Leading NOW, has re-engineered Cultural Dynamics for the Workplace. This ground-breaking research has identified the five (5) key factors necessary to deliver successful Diversity, Equity & Inclusion initiatives that produce measurable Business Outcomes.

This Master Class on Cultural Dynamics is an interactive session. Kelly Lockwood Primus, CEO of Leading NOW, will present this research, delve into each of the five key factors, and provide best practices of why & how to incorporate Cultural Dynamics into your organization.

Participants in this session will learn the meaning of Cultural Dynamics in the Workplace, grasp an understanding of the five key factors, and leave with the knowledge of how to successfully implement Cultural Dynamics in their organization.

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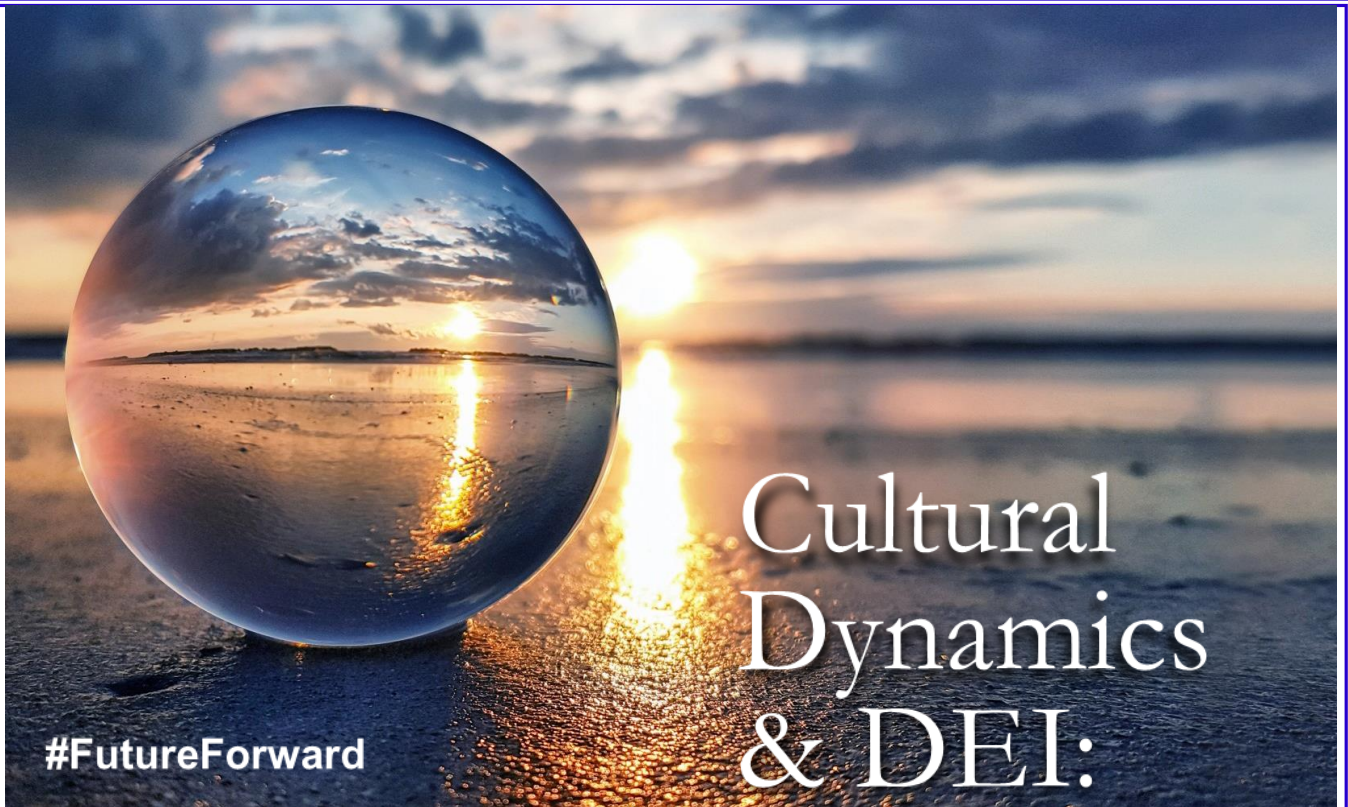






**Louisiana HR**  
Louisiana Society for  
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# Cultural Dynamics & DEI:

#FutureForward

## About Leading NOW

Leading NOW is defining the future of inclusive leadership development for the 21st Century. As the epicenter of new knowledge and the pinnacle of transformative solutions, Leading NOW is the global advisor to organizations – changing mindsets, behaviors, and cultures to be inclusive for all. Leading NOW's research nucleus, The Gender Dynamics Institute and the Center for Diversity & Inclusion bring together the world's greatest minds in DE&I, to share insights, observations, and discoveries to provide guidance to existing Leading Women & Leading Forward solutions, and to recommend the creation of new solutions to help clients reach their inclusive talent & culture goals. For more information, visit [www.LeadingNOW.biz](http://www.LeadingNOW.biz). #FutureForward.

Leading NOW is a certified women-owned business.

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# NOLA SHRM

Affiliate of the Society for Human Resource Management Chartered in New Orleans, LA

## Why Join NOLA SHRM?

### NETWORKING & COMMUNITY

Network with over 500 HR professionals in the Greater New Orleans Area.



### EDUCATIONAL OPPORTUNITIES

Members enjoy discounted prices on registration for chapter meetings featuring subject matter experts in various disciplines in the HR profession. Other education includes our member-only Legal Perks and In Focus featuring smaller group discussions on HR topics, and our Annual Conference features a full day of learning and networking.

### PROFESSIONAL RESOURCES

Whether you need advice from a fellow HR professional or a reference from a vendor partner, NOLA SHRM members are the go-to resource for everything HR.



### CERTIFICATION

If you are HR certified or considering certification, NOLA SHRM offers HRCI and SHRM approved programming for recertification credits. Our certification prep courses are offered annually.





## WELCOME RECEPTION & IMMERSIVE NETWORKING EXPERIENCE

Thursday, February 2<sup>nd</sup> | 5:00 PM – 8:00 PM

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# Equity in Communities

THURSDAY, FEBRUARY 2, 2023  
5:00PM - 8:00 PM



JOLIE BERNARD  
CEO The Bernard Group



SHAWNTELE GREEN  
CEO Star Automotive



MICHAEL WILLIAMSON  
President United Way SELA



DR. STEPHEN JONES  
CEO Care Eleven Health



PERRY SHOLES  
President Progressive HR  
Strategies



KENDRA JOI  
Mindful Emcee, Entertainment  
Host





## Keynote Address

9:00 AM – 10:15 AM | Sponsored by The United Way of Southeast Louisiana



### Timothy J. Fair, Ph.D

Vice President for Inclusion & Diversity at Burlington Stores, Inc.

### **Accelerating DEI with Purpose, Passion, and a Plan**

As the scope of the work of DEI continues to grow, it is necessary for practitioners, particularly those within the HR function, to identify strategies that will help their organizations to embrace innovation and leverage DEI for organizational excellence

Timothy J. Fair, Ph.D., Vice President for Inclusion & Diversity at Burlington Stores, Inc. is a seasoned inclusion, diversity, and equity practitioner with a passion for increasing organizational capacity for inclusive leadership.


Given his vast experiences across organizational types, he has keen insight on the diversity, equity, and inclusion challenges experienced by companies, with particular expertise in the area of organizational change management, imbedding inclusive excellence throughout the fabric of an organization and implementing recruitment, succession, promotion, and retention strategies for historically underrepresented groups.

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# BUILDING *Resiliency* TOGETHER



## LOUISIANA CONFERENCE FOR HUMAN RESOURCES

Thur-Fri April 20 - 21, 2023

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<https://www.louisianashrm.org/Annual-Conference/2023>

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## Concurrent Breakout Sessions

### Patrons I

Sponsored by Ochsner Health

10:30 AM – 11:45 AM & 1:00 PM – 2:15 PM



### Michelle Craig

*Managing Attorney*

Transcendent Law Group, LLC

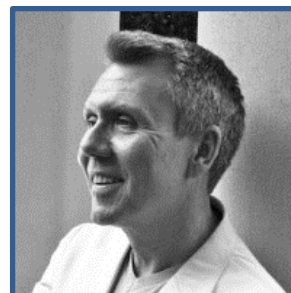
#### Drafting and Protecting Equity-Driven Policies in the workplace: What works? What doesn't? What's legal? What's Not?

Moving DEI work from theory to function should be the goal of any HR/DEI team. Often the best way to begin the process is to breakdown the goals and tackle each one separately. In this session, we will explore legally compliant equity-related policies. We will also discuss the issues, the risks and problematic policies that have resulted in compliance issue. We will explore the equity-driven policies that have worked and some that have not. We will also outline key best practices and discuss some of the issues to be wary of as you move forward auditing your policing and drafting new ones.

### Patrons II

Sponsored by Youthforce NOLA

10:30 AM – 11:45 AM & 1:00 PM – 2:15 PM



### Brent Adams Mundt

*Chief Communications Officer*

PFLAG NOLA

#### A great IDEA! Including LGBTQIA+ Allies in Diversity Planning

"Inclusion, Diversity, Equity and Access (IDEA) not only creates a great acronym, it can create a "cause" marketing plan if properly nurtured.

In this session you'll learn:

- how to "do well by doing good"
- how to leverage a PRIDE network to your marketing outreach
- how to structure a nonprofit partnership that's win-win.
- how it can connect to "workforce recruitment"

It all started when Phyllis Theriot, a straight ally, connected her PRIDE Network involvement to her nonprofit customer, PFLAG. Kevin Moffit, the CEO of Office Depot puts it this way: "Phyllis opened the door to PFLAG as a strategic partner and the benefits of that partnership unfold regularly. I was delighted we could share this success story with the other managers in the district."

The session will also cover the PRIDE networks at Starbucks, Entergy, Dow Chemical, Chevron, and Bayer. All IDEAS welcome! Wear your inclusive hat!

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## Concurrent Breakout Sessions

### Patrons III

Sponsored by Hancock Whitney

**SPEAKER and TIME CHANGE** 1:00 PM – 2:15 PM



### John Green, MHA, MPA, LSSYB

Regional Director of Diversity and Inclusion  
(North La.)

Ochsner

#### Equitable Hiring Practices

Objective: To identify equitable hiring, AKA, inclusive hiring, best practices. This content will provide insight into how through intentional effort, these practices can contribute to our workforce as it pertains towards building a diverse, equitable, and inclusive culture at the senior executive leadership levels of an organization.

### Patrons IV

Sponsored by NOLA SHRM

10:30 AM – 11:45 AM & 1:00 PM – 2:15 PM



### Victoria Person

Diversity, Equity, and Inclusion (DEI) Consultant  
Otsolve

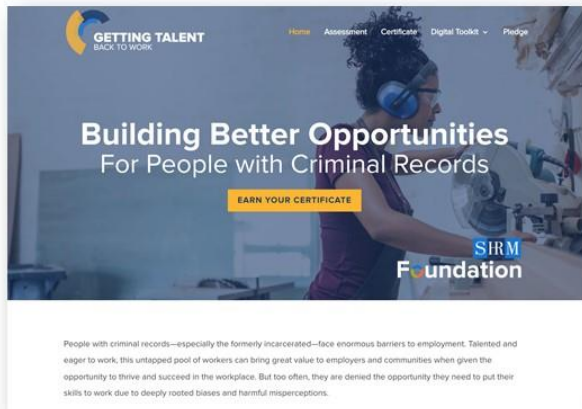
#### Micro-inequities: Not So “Micro” and How to Respond

As workplaces strive to ensure equity in their policies and practices, often overlooked are micro-inequities – those harder-to-spot slights that exclude or demean the target.

In this session, participants will discover the “What” and “Why” of these micro-indignities as well as the “How” of responding as an ally.



# BUILDING INCLUSIVE WORKPLACES GETTING TALENT BACK TO WORK INITIATIVE



## Available Resources

- Getting Talent Back to Work Certificate
- Self-Assessment
- Digital Toolkit
- Conversation Starter Cards
- Untapped Guiding Principles

## Creating Employment Opportunities for People with Criminal Records Benefits Employers, Individuals, and Communities



# BUILDING INCLUSIVE WORKPLACES EMPLOYING ABILITIES AT WORK INITIATIVE



## Available Resources

- Employing Abilities at Work Certificate (coming Spring 2022)
- Digital Toolkit
- Workplace Prep Digital Toolkit



## 2023 Excellence in Diversity Award Presentation

Sponsored by The United Way of Southeast Louisiana  
2:30 PM – 2:45 PM | Patrons Ballroom



### Past Winners

**2022 – To Be Announced 2/3/2023**

2021 – IBM

2021 – Junior League of Baton Rouge

2020 – Blue Cross Blue Shield of Louisiana

2019 – Ochsner Health System

2018 – Entergy

2017 – BASF

2016 – Northrop Grumman

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- Active development of employees through community leadership training and engagement
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- Early engagement of employees who retire to ensure continued engagement in the community

Learn more at [UnitedWaySELA.org/CSR](https://UnitedWaySELA.org/CSR)

Interested in running a Workplace Campaign?  
Email Cammie Proctor at [CammieP@UnitedWaySELA.org](mailto:CammieP@UnitedWaySELA.org)

*United Way of Southeast Louisiana serves Jefferson, Orleans, Plaquemines, St. Bernard, St. Tammany, Tangiphoa, and Washington parishes.*



## Diversity All-Star Panel:

Perspectives on Diversity, Equity, & Inclusion in Business

Sponsored by The United Way of Southeast Louisiana

2:45 PM – 4:00 PM | Patrons Ballroom

### Panelist



**Tina Schaffer, SHRM-SCP, MA**

VP Talent Strategy and Chief DEI  
(Diversity, Equity, and Inclusion)  
Franciscan Missionaries of Our Lady  
Health System



**Roscean Spencer, CAA**

Chief Diversity Officer  
New Orleans Ernest N. Morial  
Convention Center



**Tamara Wyre**

Senior Vice President, Director Of  
Diversity, Equity and Inclusion  
Hancock Whitney



### Panel Moderator

**Kelly Lockwood Primus**

Chief Executive Officer  
Leading NOW

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## Post Summit Happy Hour!

Sponsored by Transcendent Law Group and Progressive HR Strategies  
4:15 PM – 5:15 PM | Legacy Bar in Hotel



8TH ANNUAL  
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*Happy Hour*  
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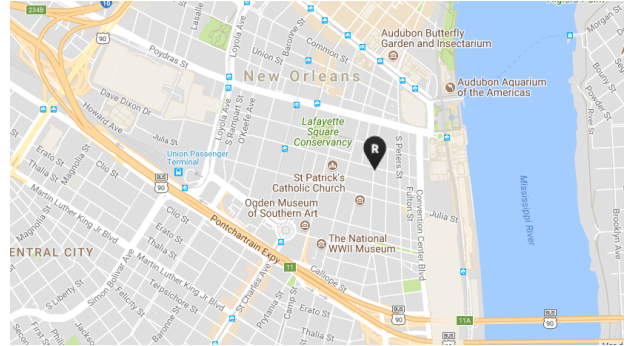
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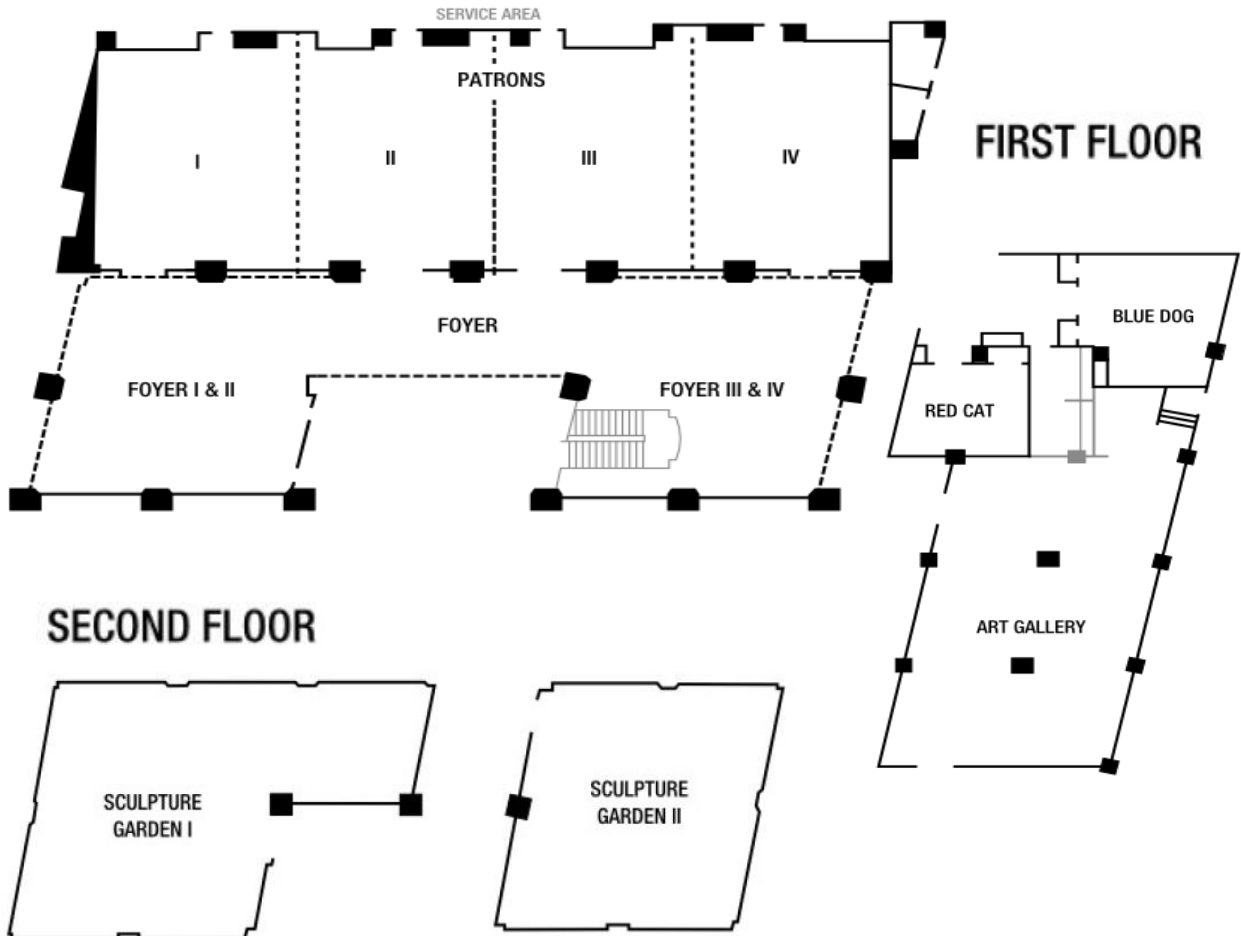


## Facility Information



### Renaissance Arts Hotel

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# Louisiana HR

## Louisiana Society for Human Resource Management

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### BUILDING INCLUSIVE WORKPLACES VETERANS AT WORK INITIATIVE



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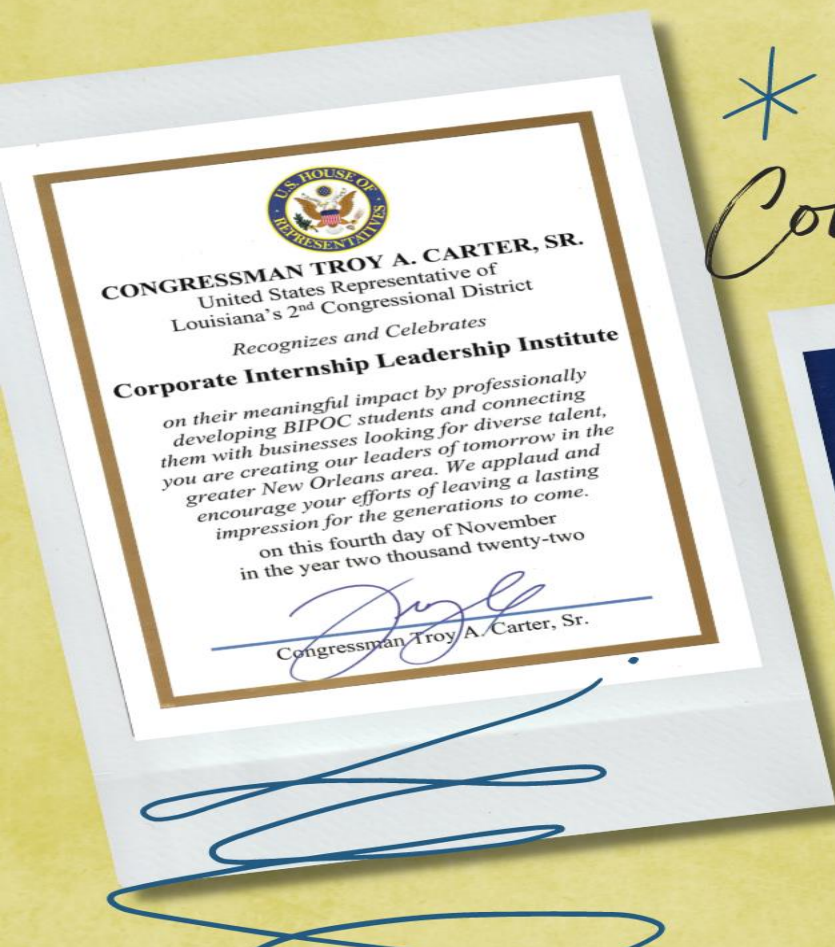
Kait S.

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## Thank You to the 2023 Summit Committee

Perry Sholes – Summit Chair

Sheila Robinson – Speaker Chair

Vance Adams – Sponsors & Exhibitors

Christine Watts – Excellence in Diversity Award & Communications

Rhonda Bouie – Registration

Susie Cox – Registration

Jadon Hunter – Registration

Renada Deschamp – At-Large Committee Member

Germaine Townsend – At-Large Committee Member

Timothy Kelly – Summit Treasurer and Advisor





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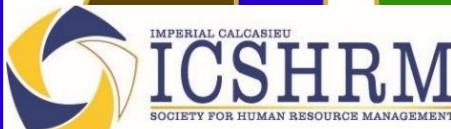
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# Louisiana HR

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# Take the doubt out of strategic alignment and execution.

## What is the PI Strategy Assessment™?

The PI Strategy Assessment is a validated survey tool that captures a leadership team's perceptions, agreement, and confidence in their business strategy. The assessment creates a data-driven link between business strategy and talent.

## How does it work?

First, leaders identify their top strategic priorities, then rank their confidence in the organization's ability to execute those priorities. Each statement is associated with one of four strategy types: cultivating, exploring, stabilizing, and producing. Results are objective driving teams to strategic alignment.



## What does it measure?

1. Strategy Identification – on which strategies does the company need to focus on for the business to be successful?
2. Strategic Alignment – how well do people, culture, and jobs align with the demands of the strategies?
3. Organizational Readiness – is the company ready to pursue its strategies, and what blind spots need to be addressed or monitored?

## Why does it matter?

When leadership team members agree and align on strategy, they can drive toward common goals more efficiently. The PI Strategy Assessment is an integral part of the Design aptitude of the talent optimization discipline.

## How does it help create a talent strategy?

The assessment confirms agreement on strategic priorities, identifies the strategy type, and ensures the right people are in place to succeed. With Strategy Assessment data in hand, you have the blue print to create a talent strategy that bridges your business plan and results.



# drive change

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