

**The Louisiana Society for Human Resource Management**



# **Diversity & Inclusion Summit**

**February 26, 2016**

Hilton Garden Inn New Orleans Convention Center  
New Orleans, LA

**Valuing People**

**Embracing Our Differences**

**Sponsored By**





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## Welcome

The Louisiana Society for Human Resource Management State Council (Louisiana SHRM), an affiliate of the Society for Human Resource Management (SHRM), is proud to present our first annual Diversity & Inclusion Summit, February 26, 2016 in New Orleans, LA.

The Louisiana SHRM Diversity & Inclusion Summit will bring together business leaders, human resource professionals, diversity practitioners, legal professionals and community thought leaders who will move the discussion from diversity awareness to action in diversity.

Louisiana SHRM believes that businesses benefit from having a diverse workforce and wants to help the business community create an inclusive workplace that embraces differences in race, ethnicity, gender, national origin, age, sexual orientation, gender identity, socioeconomic background, religion, disability and veteran status.

The goal of the summit is to have a meaningful discussion about the current state of diversity and inclusion in Louisiana businesses; to understand the importance and value of diversity and inclusion in business; and learn best practices and strategies to improve diversity and inclusion in Louisiana.

**Timothy A. Kelly**, Diversity Director

**Edie Cummings**, State Council Director



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Founded in 1948, the **Society for Human Resource Management (SHRM)** is the world's largest HR membership organization devoted to human resource management. Representing more than 275,000 members in over 160 countries, the Society is the leading provider of resources to serve the needs of HR professionals and advance the professional practice of human resource management. SHRM has more than 575 affiliated chapters within the United States and subsidiary offices in China, India and United Arab Emirates.

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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 1,600 members throughout the state. For more information on Louisiana SHRM, please visit us at <http://LouisianaSHRM.SHRM.org>.

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

Louisiana SHRM's mission is to provide Human Resources strategic direction and guidance through collaborative partnerships with businesses, organizations and the Human Resources professionals in our State.



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**The 2016 Louisiana Society for Human Resource Management  
Diversity & Inclusion Summit**

**Agenda**

(Subject to Change)

8:00 AM – 8:45 AM	Registration, Breakfast & Networking
8:45 AM – 9:00 AM	Summit Kickoff
9:00 AM – 10:15 AM	<b>Keynote Session – Dr. Ivory Toldson</b>
10:15 AM – 10:30 AM	Break
10:30 AM – 11:45 AM	Concurrent Breakout Sessions
11:45 AM – 1:00 PM	Lunch / <b>Louisiana SHRM Diversity Award Presentation</b>
1:00 PM – 2:15 PM	Concurrent Breakout Sessions
2:15 PM – 2:30 PM	Break
2:30 PM – 3:45 PM	<b>Diversity All-Star Panel Cultivating Diversity &amp; Inclusion in the Workplace: Real Talk for Real Solutions</b>
3:45 PM – 4:00 PM	Closing



## Keynote Address

9:00 AM – 10:15 AM | Garden Rooms

### Dr. Ivory A. Toldson

**Executive Director**, White House Initiative on HBCUs  
**Editor-in-Chief**, The Journal of Negro Education  
**Associate Professor**, Howard University

Dr. Ivory A. Toldson was appointed by President Barack Obama to devise national strategies to sustain and expand federal support to HBCUs, as the executive director of the White House Initiative on Historically Black Colleges and Universities. He is currently on leave from his position as full professor at Howard University. He has also served as senior research analyst for the Congressional Black Caucus Foundation, and editor-in-chief of *The Journal of Negro Education*, and contributing education editor for *The Root*, where he debunked some of the most pervasive myths about African-Americans in his *Show Me the Numbers* column.

In addition to ongoing work with elected officials, government executives, HBCU leaders and advocacy groups, Dr. Toldson conceptualized the White House Initiative on HBCUs All-Stars program, which identifies and engages the top HBCU scholars. He also co-authored a series of blogs on federal sponsorships for various federal agencies and hosted a series of webinars, in an effort to increase the approximately \$5 billion of federal revenue that flows to 100 HBCUs.

Dr. Toldson has more than 65 publications, including 4 books, and more than 150 research presentations in 36 US states, Puerto Rico, Dominican Republic, Scotland, South Africa, Paris, and Barcelona. He has been featured on MSNBC, C-SPAN2 Books, NPR News, POTUS on XM Satellite Radio, and numerous local radio stations. His research has been featured in *The Washington Post*, *The New York Times*, *The Root*, *The National Journal*, *Essence Magazine*, and *Ebony Magazine*.

Dubbed a leader "who could conceivably navigate the path to the White House" by the *Washington Post*, one of "30 leaders in the fight for Black men," by *Newsweek Magazine*, and the "Problem Solver" by *Diverse: Issues In Higher Education*, Dr. Toldson, according to U.S. Secretary Arne Duncan, is "a prolific young scholar and myth buster." According to *Capstone Magazine*, "Toldson has spent a lot of time traveling across the country talking with teachers about misleading media statistics that invariably either link Black males to crime or question their ability to learn." Dr. Toldson was named in the 2014 and 2013 *The Root* 100, an annual ranking of the most influential African-American leaders.

After completing coursework for a Ph.D. in Counseling Psychology at Temple University, Dr. Toldson became a correctional and forensic psychology resident at the United States Penitentiary. There, he completed his dissertation on Black Men in the Criminal Justice System. Upon completion, Dr. Toldson joined the faculty of Southern University and became the fourth recipient of the prestigious DuBois Fellowship from the US Department of Justice. He also served as the clinical director of the Manhood Training Village. He has received formal training in applied statistics from the University of Michigan, and held visiting research and teacher appointments at Emory, Drexel, and Morehouse School of Medicine.

A native Louisianan and LSU graduate, Dr. Toldson returns home as a noted author and scholar to address Louisiana SHRM on the important issue of Diversity & Inclusion.



## Concurrent Breakout Sessions

### Gardenia Room

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



### Ronnie L. Slone

President of The Slone Group

#### Cultural Competency

Our attitude, skills, perspectives, history, goals, values, likes, knowledge, communication style, personality, age, race, gender, beliefs, sexual orientation, abilities, interests, etc, are all part of our unique diversity

#### **Attendees of this session will learn:**

- What Diversity is, and how we carry our own diversity with us at all times.
- What Culture is, and values, norms, history and beliefs shape our culture.
- How to be culturally competent. Having the capacity to work effectively & interact with people from different cultures.
- How to create an inclusive environment where EVERYONE feels welcome, respected, valued and heard.

### St. Charles Room

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



### Sabrina Baker, PHR

Founder, Acacia HR Solutions  
Los Angeles, CA

#### From Service Member To Supervisor: Human Resource' Role in Helping Veterans Transition into The Corporate America

In this presentation, Sabrina Baker will discuss human resources role in helping veteran candidates transition from soldier to supervisor – or whatever open role fits their background.

#### **Key Learnings:**

- Attendees will understand how to manage perceptions regarding veteran candidates including an in-depth discussion on the realities of PTSD.
- Be given numerous resources for translating and understanding military experience.
- Be given ideas suitable for creating, implementing and accessing a veteran hiring program



## Concurrent Breakout Sessions

### Canal Room

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



### Katrina Kibben

Director of Marketing  
RecruitingDaily

### The Business Case for LGBT Diversity

There are 10 million LGBT employees currently working in full-time jobs in the United States. Talk about a huge hiring pool. Yet, coming out at work remains something of a sensitive subject. But why? In this workshop, we'll review quantifiable data that measures the financial impact of inclusion and diversity initiatives specific to sexual orientation as well as programs you can use to attract, hire and retain LGBTQ employees by creating a more welcoming, accepting and safer workplace.

### Bourbon Room

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



### Julia Mendez, PHR, SHRM-CP,

CAAP, CDP, CELS  
Principal Business Consultant  
PeopleFluent

### Unconscious Bias

It is inevitable based on how we were raised, environmental factors, level of educational attainment, culture, etc. for us to be drawn to people who are similar to us. However, sometimes this could lead to unconscious bias which can impact who we hire, promote, mentor, train, or socialize with. How can you tell if you have unconscious bias? What are some things you and your organization can do to decrease the level of unconscious bias which goes into making employment decisions? How can you build an environment which is inclusive to all people?



## All-Star Diversity Panel

### CULTIVATING DIVERSITY & INCLUSION IN THE WORK PLACE:

### Real Talk for Real Solutions



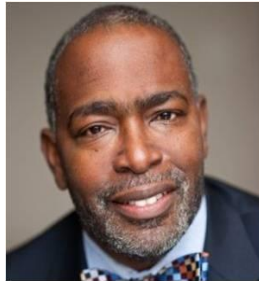
**Charles Rice**  
President & CEO  
Entergy New Orleans Inc.



**Dottie Reese, MPH,**  
MSW, CCDP  
Principal  
DMM & Associates, LLC



**Hilda Gonzalez**  
President  
HR Gonzalez Consulting  
Group, Inc.  
Chicago, IL



**Roderic F. Teamer, Sr.**  
Director of Diversity Programs  
and Business Development  
Blue Cross Blue Shield of  
Louisiana



**Brooke Duncan III**  
Partner at Adams and  
Reese, LLP



### **Special Guest & Moderator:**

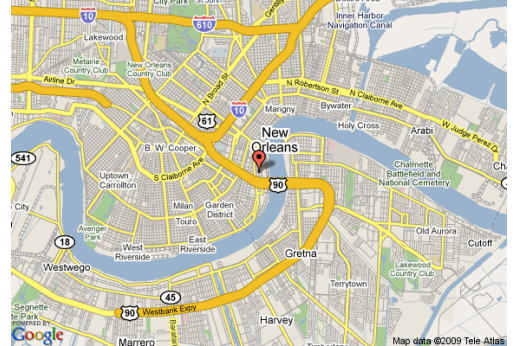
#### **Monica Pierre**

Emmy Award-winning journalist, talk show host, author and motivational speaker



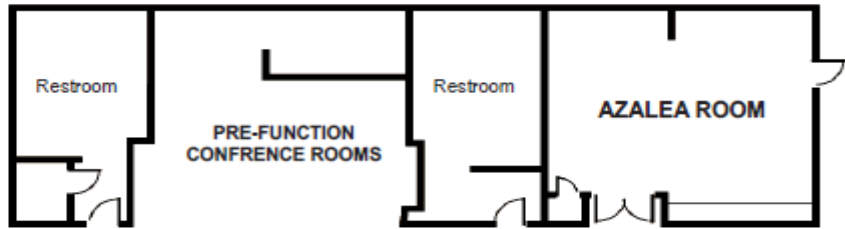


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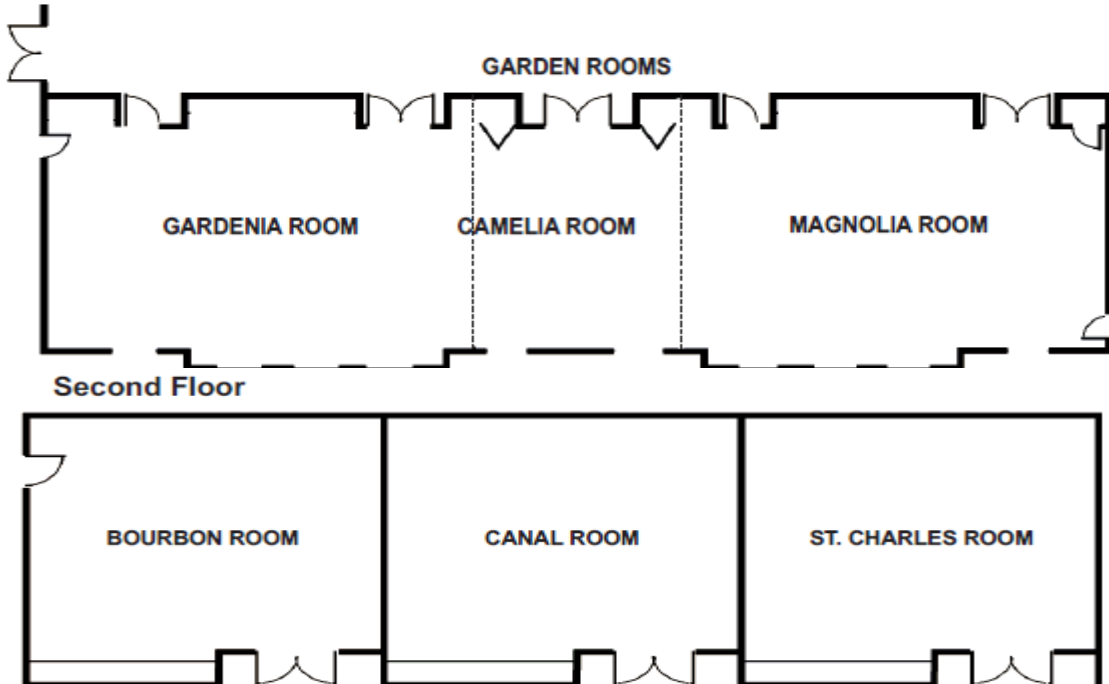


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Second Floor





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