



The Louisiana Society for Human Resource Management



Diversity & Inclusion Summit

March 10, 2017

Hilton Garden Inn New Orleans Convention Center
New Orleans, LA

www.louisianashrm.shrm.org

Valuing People, Valuing Diversity

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Louisiana Society for
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RESOURCE MANAGEMENT

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 second Diversity & Inclusion Summit, March 10, 2017 in New Orleans, LA.

Come and engage with business, civic & community thought leaders that 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 meaningful discussions 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, SHRM-SCP, SPHR
Diversity Director

Mike Pelletier, SHRM-SCP, SPHR
State Council Director

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The **Society for Human Resource Management (SHRM)** is the world's largest HR professional society, representing 285,000 members in more than 165 countries. For nearly seven decades, the Society has been the leading provider of resources serving the needs of HR professionals and advancing the 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.

Louisiana HR
Louisiana Society for
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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.



This Program Has Been Approved for 5 hours
SHRM Certification Credit and 5 hours HRCI
General Credit!



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The 2017 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	Keynote Session – Dima Ghawi
10:15 AM – 10:30 AM	Break
10:30 AM – 11:45 AM	Concurrent Breakout Sessions
11:45 AM – 1:00 PM	Lunch / Louisiana SHRM Diversity Award Presentation
1:00 PM – 2:15 PM	Concurrent Breakout Sessions
2:15 PM – 2:30 PM	Break
2:30 PM – 3:45 PM	Diversity All-Star Panel: The State of Diversity & Inclusion in the Louisiana Workplace
3:45 PM – 4:00 PM	Closing



Keynote Address

9:00 AM – 10:15 AM | Garden Rooms

Dima Ghawi

*Transformational Catalyst for Leadership
Development and Empowerment*

Leadership Speaker & Coach, Dima Ghawi, LLC

Dima ignites the untapped potential in individuals across the globe, empowering them to shatter limitations and become courageous, purpose driven leaders. Her own journey is one of escaping confinement, crossing continents, and transforming her life's purpose. Harnessing the power of her story, Dima is committed to inspiring individuals to attain personal and professional growth, while simultaneously helping organizations increase diversity within their leadership ranks.

Through keynote speeches, workshops, executive coaching, and her online global community, Dima shares her unique leadership journey with one goal in mind: motivate and activate those around her to reimagine their potential and grow into leaders.

Dima draws from two decades of corporate experience leading global teams and developing future leaders worldwide. She has worked across the United States, Europe, Asia, Middle East, and Africa for several Fortune 100 companies including IBM, Merrill Lynch, and Intuit. She has honed a keen expertise in developing leaders to meet the demands of the global workforce.

In addition to her global empowerment work, Dima serves on numerous nonprofit boards. She has been recognized for her services with the 2014 President of the United States Bronze Volunteer Service Award, the 2014 Baton Rouge Business Report's "Forty Under 40" Award, and the 2016 Louisiana State University "Esprit de Femme Award." She has been featured in numerous publications for her professional and philanthropic work.



Concurrent Breakout Sessions

Garden Rooms

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



Kelley Johnson

Senior Partner, Certified Leadership Coach
inQUEST Consulting
Dallas, TX

Managing Inclusion During Political & Social Turbulence

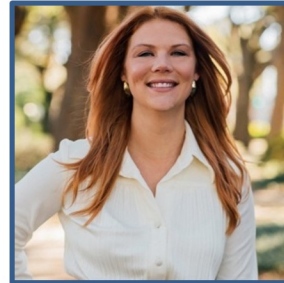
With the best of intentions, leading organizations have invested significant resources towards building diverse and inclusive workplaces. However, with epic levels of social and political uncertainty, many organizations are grappling with how to manage inclusion while providing employees a safe place to have respectful and productive dialogue about sensitive issues that often bring significant emotion and conflict. We will discuss strategies organizations can use to foster an inclusive culture even during turbulent times.

In this session, participants will:

- Understand the workplace implications to social and political issues going on outside of company walls
- Identify the role of senior leadership in setting the tone for inclusion, especially during turbulent times
- Discuss best practices for creating a safe place for respectful employee dialogue

St. Charles Room

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



SarahJane Guidry

Executive Director
Forum for Equality
New Orleans, LA

Building Model Workplaces for LGBT Employees: Equality Means Business

Employers have a vested interest in building model workplaces for their LGBT employees and recruiting prospects. Companies are setting the standard with comprehensive and inclusive policies. We believe that this is the best way to encourage others to promote diversity and to strengthen Louisiana's capacity to recruit and retain a talented workforce.

Inclusiveness matters more than mere compliance. For organizations to thrive, they must learn to bring out the best in all of their employees, which starts with recognizing the concerns and needs of LGBT employees.



Concurrent Breakout Sessions

Canal Room

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



Gloria Cotton

Senior Partner, Learning & Development
inQUEST Consulting
Chicago, IL

Strategies for Improving Inclusion of People with Disabilities in the Workplace

Many organizations understand the value and benefits of an inclusive work environment. The diverse perspectives, backgrounds and ideas from employees fuel innovation and are key for business success. There is an opportunity to increase awareness and spark dialogue around the importance of Disability inclusion for many organizations. Many organizations have blind spots that continue to impact their ability to attract, develop and engage people with disabilities.

In this session, participants will:

- Explore biases for employing people with disabilities
- Understand the business benefits of disability inclusion in the workplace
- Identify key strategies to recruit, retain/engage and develop employees with disabilities

Bourbon Room

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



Dereck Rovaris, Sr., Ph.D.

Vice Provost for Diversity
LSU



Mimi Singer Lee, Ph.D., SHRM-CP, PHR

Executive Director of Human Resources
LSU

I Still Haven't Found What I'm Looking For...You Too?

The search for candidates can be challenging and often leaves employers feeling less than satisfied with their selection. This session will showcase strategies for recruiting and attracting diverse applicant pools and techniques for successful interviews and closing the deal. Today's recruitment can not passively rely only on job boards and career sites. A commitment to diversity means a highly active, intentional search and hiring process including pool review, interviews, and offers. Participants must be prepared to step away from "what has always been done" and try new approaches.

During this session you will learn:

- How to identify key barriers to attracting a diverse pool.
- Tools for attracting candidates.
- How to build awareness of unconscious biases during selection.
- What to expect during the offer stage.



Diversity All-Star Panel: The State of Diversity & Inclusion in the Louisiana Workplace

2:30 PM – 3:45 PM | Garden Rooms



Celton Hayden

President & CEO
CC's Coffee House



Blanca E. Robinson

Owner
Viv Consulting, LLC



Patrick McKinney

Executive Director of Human Resources
New Orleans Saints & Pelicans



Michelle D. Craig

Managing Partner
Transcendent Legal, LLC



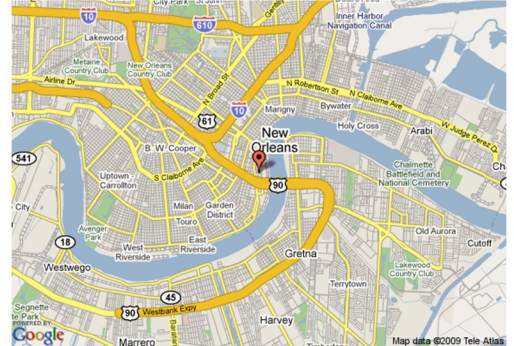
Special Guest & Moderator:

Kelder Summers

Director of Development at Cafe Reconcile
On Air Radio and TV talent

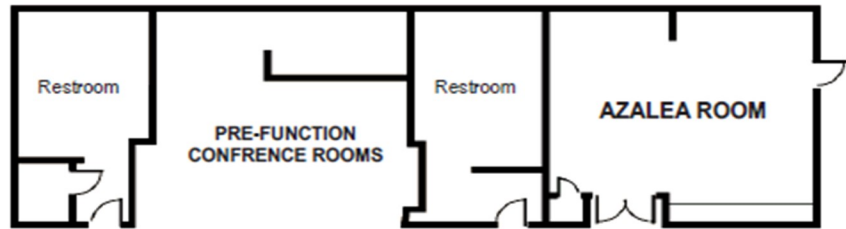


Facility Information

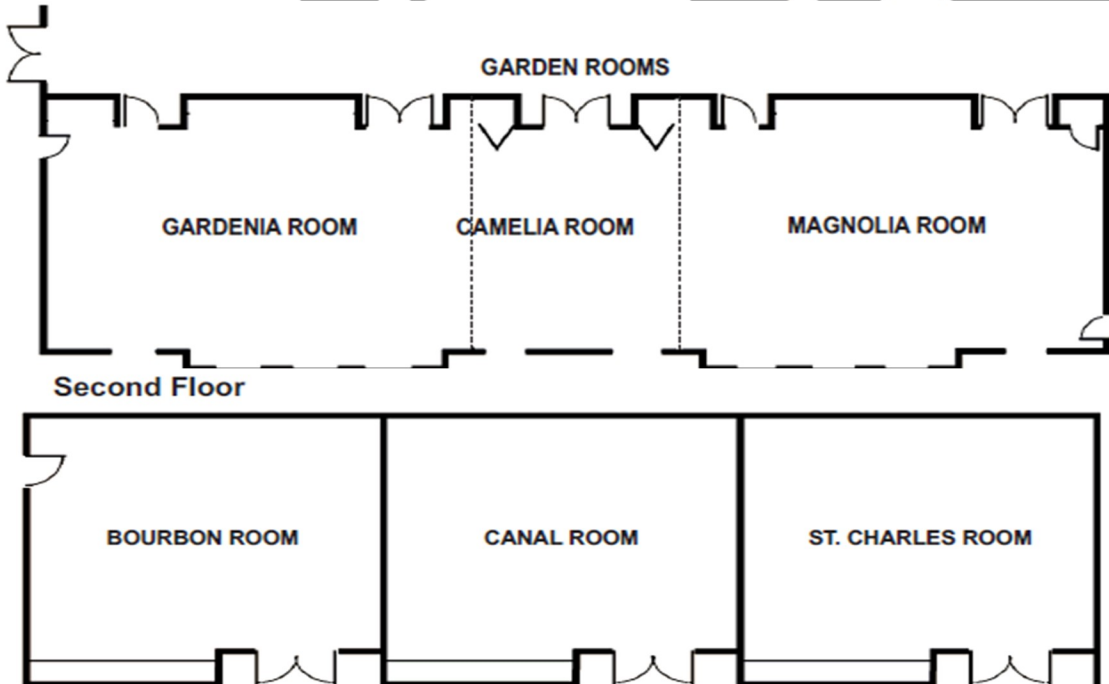


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First Floor



Second Floor





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Check Out Your Local Louisiana SHRM Chapter



GBR SHRM MINI SEMINAR

Gender Based Pay Practices: What HR Professionals Really Need to Know

Presented by:

Jim Stodd, SHRM-SCP, SPHR

Wednesday, March 15, 2017

Registration - 2:00 p.m. | Seminar - 2:30 p.m. - 5:00 p.m.

Watermark Hotel (Downtown) | 150 3rd Street, Baton Rouge, LA

\$40 Members / Non Members

Pending approval of 2 hours of SHRM PDC's and HRCI Recertification Credits

After Dark Networking Reception following the Seminar



For more information or to join visit:
gbrshrm.shrm.org



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<http://nola.shrm.org>

Advancing HR



Friday,
May 12th 2017
8:00 am to 4:30 pm

Location:

Isle of Capri Casino
Hotel
100 Westlake Avenue
Westlake, La. 70669



ICHRMA

24th Annual Conference “Employee Engagement”

Engagement Essentials: Equipped to Excel in a Dynamic Workplace

*Dr. Joe Fierro
FierroLS & Co.*

It Doesn't Have to be Hard, the Power of Positive Conflict Resolution

*Melinda Stallings
The Positive Coach*

Best Practice Strategies for Identifying and Developing High Potentials

*Devin Lemoine
My Success Lab*

Human Resources is a Marathon: To Your Victory

*Matt Jones
Matt Jones International, Speaker & Author*

HRCI & SHRM Credit Hours pending

\$125 ICHRMA/SHRM Members

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Light Breakfast & Lunch Provided

Register at ichrma.shrm.org/annual-spring-conference

NWLA SHRM Conference 2017

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Patrick Henry

—Songwriter and current SiriusXM radio personality

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October 12, 2017

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Human Resource Management

www.acadianashrm.org

The Acadiana Society for Human Resource Management (ASHRM) is an active group of more than 350 members that offers valuable professional development resources, education, and networking to HR professionals across Acadiana. Learn more about ASHRM by visiting www.acadianashrm.org.

Upcoming Events!

- ◇ **The Inward Facing Brand - Aileen Bennett**
March 8th
- ◇ **Recent Developments in Labor & Employment Law - Greg Guidry**
April 12th
- ◇ **10 POPs for Savvy HR Professionals (Powerful Onboarding Practices)**
May 10th



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<https://annual.shrm.org/>

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ON HUMAN RESOURCES**

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Spring 2018!**

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