



The Louisiana Society for Human Resource Management



Diversity & Inclusion Summit
February 23, 2018, New Orleans, LA

Strength in Our Differences

www.louisianashrm.shrm.org/diversity



Louisiana  **HR**
Louisiana Society for
Human Resource Management

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SOCIETY FOR HUMAN
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 3rd Annual Louisiana SHRM Diversity & Inclusion Summit, February 23, 2018 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
Louisiana SHRM Diversity Director

Mike Pelletier, SHRM-SCP, SPHR
Louisiana SHRM 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 1,900 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 2018 Louisiana Society for Human Resource Management
Diversity & Inclusion Summit**

Agenda

(Subject to Change)

Thursday, February 22, 2018

5:30 PM – 8:30 PM

Welcome Reception – Sponsored by NOLA SHRM

Friday, February 23, 2018

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 – Dr. Shelton Goode, DPA

Inclusion 2020: Global Trends that will Redefine the Work, the Workers
and the Workplace

Sponsored by CLECO

10:15 AM – 10:30 AM

Break

10:30 AM – 11:45 AM

Concurrent Breakout Sessions

11:45 AM – 1:00 PM

Lunch in the Art Gallery - Sponsored by CLECO

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 – Sponsored by CLECO

An Executive Perspective on Diversity & Inclusion in Business

3:45 PM – 4:00 PM

Closing



Keynote Address

9:00 AM – 10:15 AM | Patrons Ballroom

Dr. Shelton Goode, DPA

Executive Director of Diversity & Inclusion,
Metropolitan Atlanta Rapid Transit Authority (MARTA)

Inclusion 2020: Global Trends that will Redefine the Work, the Workers and the Workplace

The work, workers, and workplace of the future will continue to undergo dramatic transformation. Research suggests that by 2030 workers will be older and younger at the same time, more educated and less skilled, hyper-connected through new technologies, and more ethnically diverse.

How can we ready our organizations for this new workforce reality? What new strategies, competencies, and skills will be necessary to harness the benefits, yet counter the negative effects of these global disruptions? More importantly, what new leadership models will be needed to achieve high performance, innovation, and inclusiveness?

Dr. Shelton Goode, diversity executive and thought leader, best-selling author and speaker, will address these questions as he details the megatrends and business implications that will shape the workforce of the future. Additionally, he will provide practical strategies that business leaders should employ if they expect to achieve greater Inclusion by 2020.

Participants will learn the strategies, skills, and inclusive leadership behaviors needed to prepare for the workforce of the future. At the end of this session participants will be able to:

- Describe the mega trends that will shape the workforce of the future;
- Outline what are the strategic business implications of these mega trends and their impact on current workplace culture;
- Identify what are the skills, strategies, and new leadership competencies that will be necessary in the future to achieve greater high performance, inclusiveness, and innovation for workforce 2020.



Keynote Address

9:00 AM – 10:15 AM | Patrons Ballroom

Dr. Shelton Goode, DPA

Executive Director of Diversity & Inclusion,
Metropolitan Atlanta Rapid Transit Authority (MARTA)

Dr. Shelton Goode is Executive Director for the (MARTA) which is the principal public transport operator in the Atlanta metropolitan area. Dr. Goode is responsible for developing and implementing D&I strategies and equal employment opportunity (EEO) programs for the Authority and serves as the Chief Compliance Officer (CCO) for those programs.

Dr. Goode is an executive with over 20 years of human resource, business and university-teaching experience. He has held executive human resource and diversity positions for companies ranging in size from \$300M to \$11B+ and has developed or implemented talent management programs, performance management systems, sales incentive plans, labor relations strategies, and large-scale culture change initiatives. Prior to MARTA, Dr. Goode was a senior D&I leader at Oshkosh Corporation and Pennsylvania Power & Light (PPL) and Georgia Power. Based on the results achieved in these positions earned the reputation as a strategic, yet results-oriented HR, D&I business leader.

The author of “Diversity Managers: Angels of Mercy or Barbarians at the Gate”, Dr. Goode learned the value of diversity management first-hand by rolling up his sleeves and providing CEOs and senior executives with counsel, insight, resources, tools and innovative ideas that helped advanced their companies’ strategic business goals. For the last 10 years, he has leverage seasoned leadership and consulting skills to help companies implement diversity manage initiatives which enhanced their talent acquisition, employee retention, and employee engagement strategies.

Dr. Goode, a highly-decorated Air Force veteran, has not only served the country in time of war but also consistently served his community in time of need. In July 2011, the Supreme Court of Georgia appointed him to the State Bar Ethics Investigative Panel. He was one of only three non-lawyers serving on this prestigious panel. He chaired the Conference Board Diversity and Inclusion Leadership Council and has served on the board of numerous professional organizations such as the Atlanta Compliance and Ethics Roundtable, American Association National of Blacks in Energy, Society for Human Resource Management, and the Atlanta and Diversity Management Advocacy Group.

The National Association of African Americans in Human Resources awarded him their HR Trailblazer Award in 2005 and 2012 -- the only person selected for the award twice. In April 2013, the Technology Association of Georgia presented him with the organization's first Lifetime Diversity Achievement Award for his body of work in diversity and human resources.

Dr. Shelton Goode speaks nationally on a variety of public administration, human resource, ethics and diversity topics.



Concurrent Breakout Sessions

Patrons I

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



Monique Gougisha Doucette

Shareholder

Ogletree Deakins

Corporate Diversity and Inclusion Programs: How to Prevail and Avoid the Pitfalls

It is quite common for well-meaning corporate diversity and inclusion programs to begin with a blast and quickly slow to a sputter. Corporations often struggle with launching and maintaining successful diversity programs for many reasons: lack of organizational buy-in, weak initiatives, follow-up failures, etc.

This session will discuss the legal challenges faced by companies when implementing diversity programs. The session will also examine what practically works (and does not work) for developing effective diversity and inclusion programs including:

- the essential foundations and concepts for a diversity program;
- understanding 'diversity management vs. diversity PR'
- eliminating inherent biases regarding diversity programming
- best practices for maintaining depth and sustaining diversity and inclusion programs

Patrons III

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



Katee Van Horn

Founder and CEO

Bar the Door Consulting and Coaching

From Diversity Zero to Hero: The GoDaddy Transformation Story

Overhauling a company's reputation, brand and culture is no small feat, but over the last five years, GoDaddy has achieved a full-scale transformation. Katee Van Horn, the former VP of Global Engagement and Inclusion, was there throughout. She'll bring us behind the scenes to show exactly what it took to elevate GoDaddy to one of the most admired workplaces for diversity, and particularly for women in tech.

In this session you will:

- Learn practical tips to engage your employees in their career
- Ways to innovate your annual review process to simplify and block bias
- Implement tools to help managers become more consistent and fair around promotions



Concurrent Breakout Sessions

Patrons IV

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



Deborah Estrin , SHRM-SCP, SPHR
Manager, Diversity & Inclusion and
Employment Compliance

Energy

Recognizing Invisible Disabilities in the Workplace

In the next 10 years, one in 5 individuals in the United States will be classified as a person with a disability. This session will help you understand the breadth of the current ADA and EEOC definitions of disability, how you can be successful working with Individuals with Disabilities in your workplace, and how you can encourage IWDs (especially those with invisible disabilities) to voluntarily self-identify.

Blue Dog

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



Perry Sholes, SHRM-SCP, SPHR
President

Progressive HR Strategies, Inc

Striving While.....? Getting to your Goal without Losing Your Soul!

Being a Person Of Color or any Minority in any company can be challenging. It's even more challenging when you are the ONE or one of a few. As a POC not only are you trying to figure out the technical aspects of your new job, you are navigating through a world that has many unwritten rules, norms and customs. In addition to all these things, for some people it may be their first experience with a POC or minority. The session is based on a book "Striving While Black!" by Kwame Salter.

The session will examine what individuals and companies can do to help make the transition and inclusion of diverse talent work in their favor and accomplish retention goals.

- Career Intelligence Quotient (CIQ): Organizational Savvy, Mastering Interpersonal Skills, & Learning Agility
- Mastering the Five P's!: Poise, Presence, Projection, Persistence, Politics
- Tactics for Getting to Your Goals – Overview of Seven Principles Key to Success
- Best practices for companies who recruit diverse talent and strive to retain that talent



Diversity All-Star Panel: An Executive Perspective on Diversity & Inclusion in Business

2:30 PM – 3:45 PM | Patrons Ballroom



Pat Harris

Diversity & Inclusion Pioneer, Author and
Former Chief Diversity Officer / VP of Global
Engagement (retired)
McDonald's Corporation



Brandy Christian

President and CEO
The Port of New Orleans



Crystal McDonald

Founder and CEO
Acrew.co



Quentin L. Messer, Jr.

President and CEO
New Orleans Business Alliance (NOLABA)



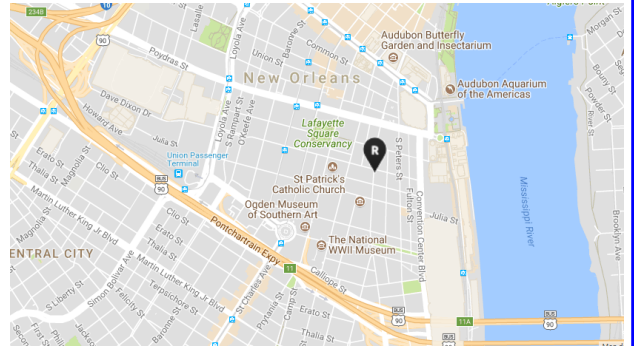
Special Guest & Moderator:

Missy Sparks, PhD

Assistant Vice-President of Talent Management/
Human Resources at Ochsner Health System

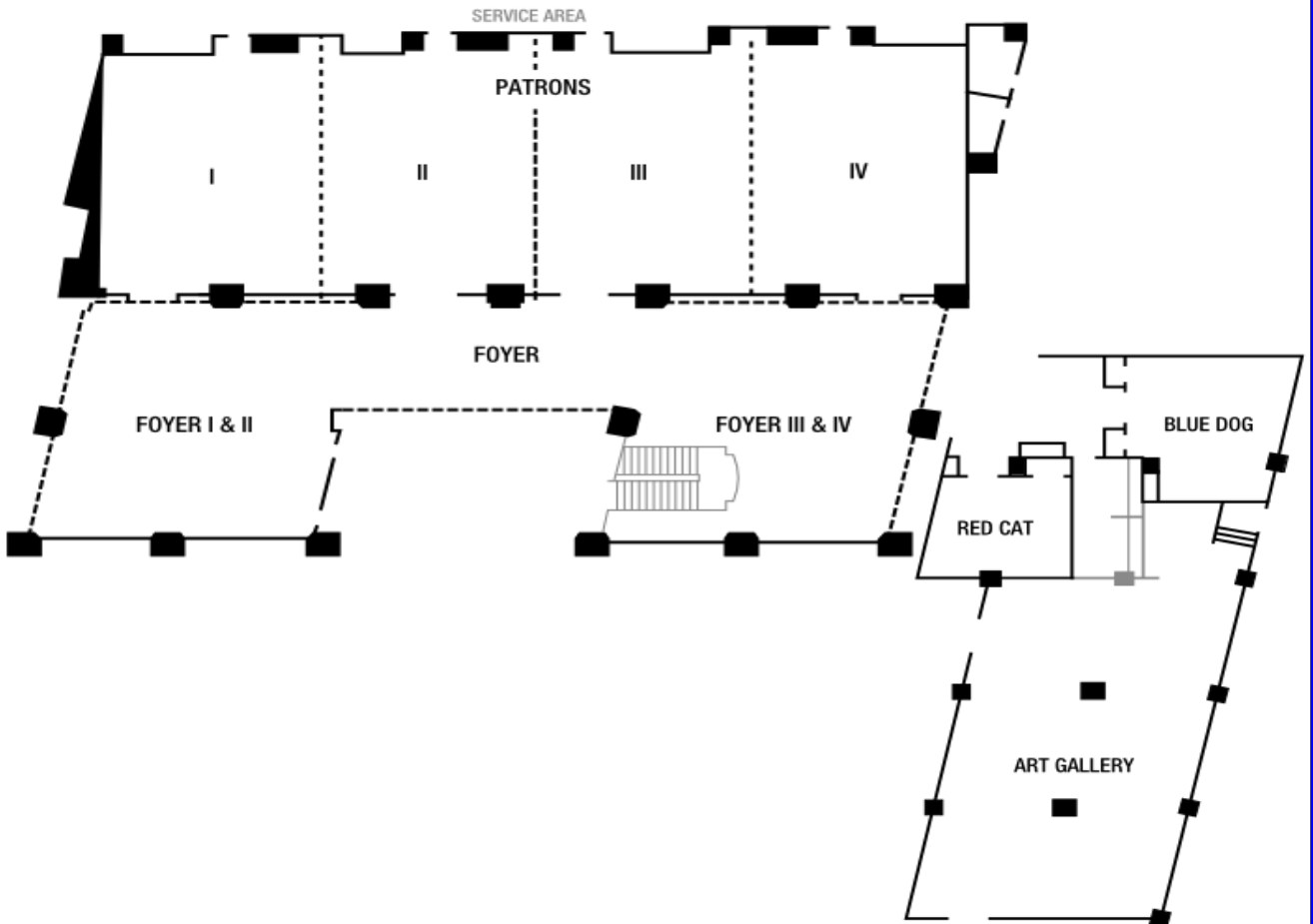


Facility Information



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GBR SHRM MINI SEMINAR

REWARDS TO DRIVE A HIGH PERFORMANCE CULTURE



Presented by: **Jamie Griffin, SPHR**
Founder & Principal at Good Workforce, LLC

Wednesday, March 7, 2018

Postlethwaite & Netterville, APAC
8550 United Plaza Blvd, Ste 1001 • Baton Rouge, LA

Registration – 2:00 p.m.

Seminar – 2:30 p.m. – 5:00 p.m.

After Dark Networking Social following the Seminar

Event Registration Cost
\$45 Members / Non-Members

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



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



<http://nola.shrm.org>



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ashrm

Acadiana Society for
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Upcoming Events

March 14

Best Practices and Pitfalls of 401k Audits

Fall 2018

Diversity Workshop and Expo

acadianashrm.org

follow us on  

Welcome to Acadiana



SHRM18

ANNUAL CONFERENCE & EXPOSITION

JUNE 17 - 20 • CHICAGO

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



Celebrate

HR

LOUISIANA CONFERENCE ON HUMAN RESOURCES
APRIL 5-6, 2018 | HILTON NEW ORLEANS RIVERSIDE

<https://louisianashrm.shrm.org/louisiana-conference-human-resources>



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