

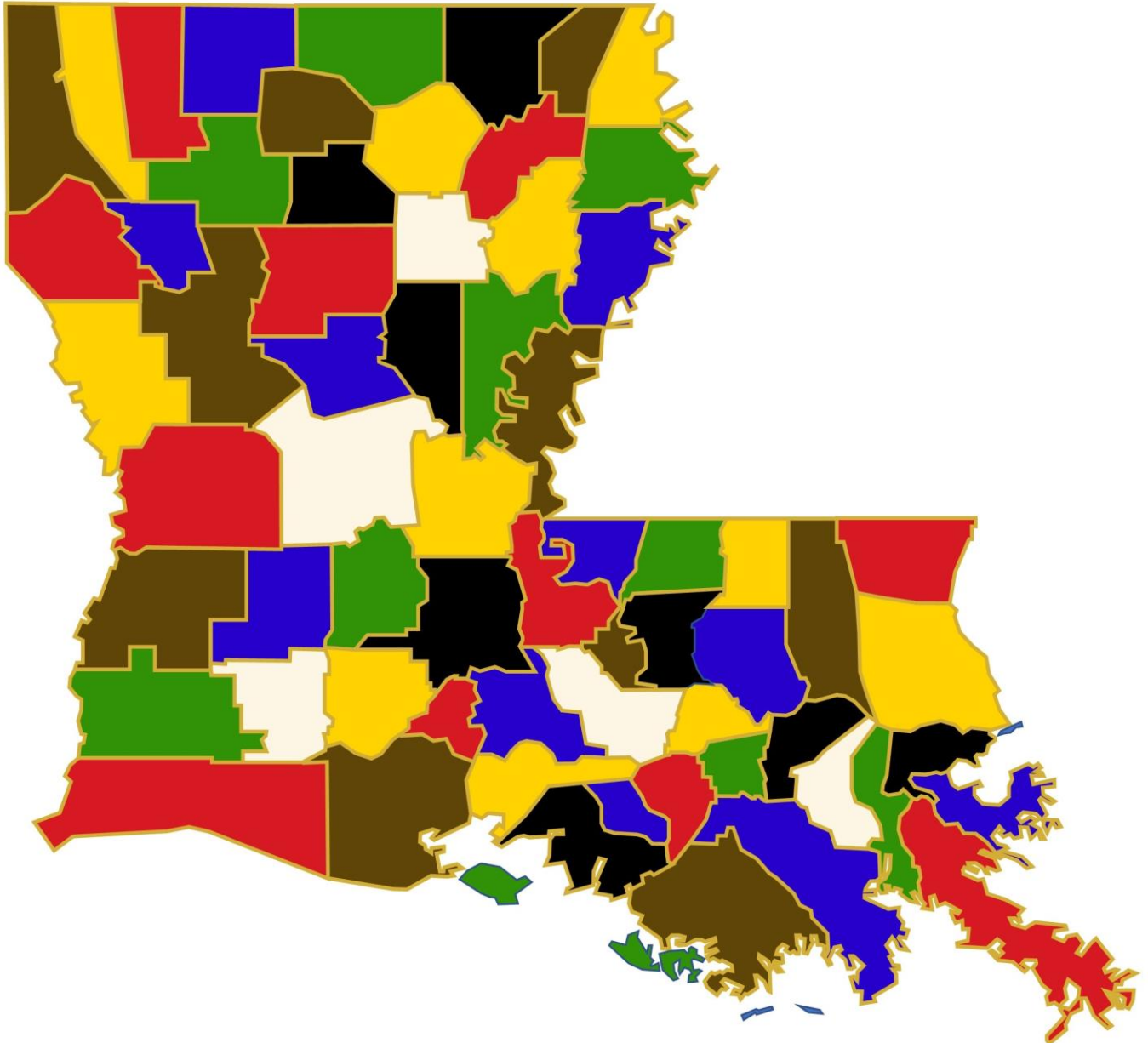


**Louisiana HR**  
Louisiana Society for  
Human Resource Management

AFFILIATE OF  
**SHRM**<sup>®</sup>  
SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT

# The Louisiana Society for Human Resource Management Diversity & Inclusion Summit

Friday, February 8, 2019, New Orleans, LA



## Putting Our Differences to Work!

[www.louisianashrm.shrm.org/diversity](http://www.louisianashrm.shrm.org/diversity)



## 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 4<sup>th</sup> Annual Louisiana SHRM Diversity & Inclusion Summit, February 8, 2019 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

**Gena Champagne**, SHRM-SCP, SPHR  
Louisiana SHRM State Council Director

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 <https://www.linkedin.com/groups/1833120>  @LA\_SHRM



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The **Society for Human Resource Management (SHRM)** is the world's largest HR professional society, representing 300,000 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.

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

LASHRM'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 2019 Louisiana Society for Human Resource Management  
Diversity & Inclusion Summit  
Agenda**

(Subject to Change)

**Thursday, February 7, 2019**

5:30 PM – 8:30 PM

**Welcome Reception – Sponsored by NOLA SHRM**

**Friday, February 8, 2019**

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 – Sponsored by CLECO  
Dr. Katrice Albert - Power of Possibilities**

10:15 AM – 10:30 AM

Break

10:30 AM – 11:45 AM

Concurrent Breakout Sessions

11:45 AM – 1:15 PM

**Lunch in the Art Gallery - Sponsored by Ochsner Health System  
Louisiana SHRM Diversity Award Presentation**

1:15 PM – 2:30 PM

Concurrent Breakout Sessions

2:30 PM – 2:45 PM

Break

2:45 PM – 4:00 PM

**Diversity All-Star Panel – Sponsored by Ochsner Health System**  
An Executive Perspective on Diversity & Inclusion in Business

4:00 PM – 4:15 PM

Closing

4:15 PM – 5:15 PM

Post Summit Social located in the Legacy Kitchen Bar  
**Sponsored by USI**



## Keynote Speaker



### **Dr. Katrice Albert**

**Executive Vice President of Inclusion and Human Resources,  
National Collegiate Athletic Association (NCAA)**

Katrice A. Albert is the NCAA's executive vice president of inclusion and human resources. In this role, she leads efforts to enhance diversity, inclusion, leadership development, and education and community engagement. Additionally, she is responsible for leading national office employee relations, performance management, professional development, and compensation and benefits programs. Before joining the NCAA, she served in executive capacities with the University of Minnesota System from 2013 to 2017, and at Louisiana State University from 2005 to 2013. She led diversity, inclusion and equity strategies in both positions.

Albert frequently writes, speaks and consults on issues of intercultural competence, educational and workforce diversity, gender and dynamics of power, the complexities of diverse populations, educational access, community-university partnerships, corporate social responsibility, and the application of psychological knowledge to ethnic minorities and other underserved populations. Also, she serves on the editorial board of the Journal of Community Engagement and Scholarship, and her works have been published in the Journal of Counseling Psychology and the Journal of Counseling and Development. Albert also is the co-editor of two volumes: "Trayvon Martin, Race, and American Justice: Writing Wrong" and "Racial Battle Fatigue in Higher Education: Exposing the Myth of Post-Racial America."

Albert earned a doctoral degree in counseling psychology at Auburn University and completed her clinical internship at the Center for Multicultural Training in Psychology at Boston Medical Center. She holds a master's degree in counseling psychology from The University of Southern Mississippi and graduated magna cum laude from Xavier University of Louisiana with a bachelor's degree in psychology.





## Keynote Address

Sponsored by CLECO

9:00 AM – 10:15 AM | Patrons Ballroom

### Dr. Katrice Albert

**Executive Vice President of Inclusion and Human Resources,**

National Collegiate Athletic Association (NCAA)



### Power of Possibilities

If we are serious about future proofing all sectors at every level, intentional efforts toward equity and diversity in the comprehensive talent strategy should be of highest priority.

Across the nation and especially in my beloved State of Louisiana, there are far too many bridges yet to cross such that women, ethnic minorities, those with disabilities, LGBTQ, and other diverse citizens have full access to employment opportunities and career advancement. There is one thing that I know for sure and that is when diverse talent is left on the sidelines, we are unable to accelerate innovation and race ahead. This keynote address will offer conference participants the “power of possibilities” in several distinctive ways:

1. The gift of becoming/being standard bearer of inclusion. How do I build my intercultural competence steeped with empathy and compassion for myself and others?
2. The gift of being a waymaker. How do I use my positional power and my sphere of influence to open doors for those who have historically been left out of the career mapping and progression process?
3. The gift of a comprehensive talent strategy. How do I future-proof my industry where no diverse talent is left on the sidelines? How do I help hiring authorities reduce explicit and implicit bias and increase intentionality in the hiring process from the C-Suite to individual contributor and every position in-between?
4. The gift of brave conversations. How do I create brave spaces to lean into and have brave, bold and courageous conversations? How do I, in elegant and sophisticated ways, articulate when I see racial battle fatigue occurring?
5. The gift of operating with energized engagement. How do I create organizational excitement/synergies so that everyone sees equity and diversity as their everyday work—regardless of title, regardless of intergenerational group, regardless of their demographics--simply regardless?

This talk will challenge the conference participants to IGNITE, to be future forward and to bend the arch toward success by focusing on how to accelerate their unyielding commitment to equity and diversity. As nothing is more powerful than every LASHRM member reaching their highest potential and becoming a champion of inclusive excellence.



## Concurrent Breakout Sessions

### Patrons I

Sponsored by USI

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



### Ronnie Slone

Founder and President

The Slone Group

### Me First! Diversity, Equity, & Inclusion (DEI): The View From My Seat

Across industries, it is a well-known fact that companies that are more innovative are diverse. However, only half of those same companies are intentional in ensuring diversity, equity, and inclusion are cornerstones in their policies and procedures. How does an HR professional keep this intentionality in the forefront of the top leader's mind? Well, simple. It starts with you/us! Me First! DEI: The View From My Seat will take a look at the following hallmarks of intentional DEI practices.

Objectives:

- Review what is DEI and what does that mean for organizations.
- Open up dialogue about the role and responsibilities of an HR professional in ensuring diversity, equity, and inclusion is "at the table".
- Understand that this is a continuous conversation, not to be reduced to an affinity group, task force, or subset of employees.
- Create a DEI framework to get this work started, keep it going, or refine the focus/direction within one's organization.

### Patrons III

Sponsored by Creole Cuisine Restaurant Concepts

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



### Julia Mendez

Principle Business Consultant

Affirmity

### Invisible Disabilities and Accommodations

The estimated population of individuals with disabilities living in the United States is estimated at over 12%. And those with invisible disabilities, or disabilities that are not immediately apparent to others, account for approximately 10% of the U.S. population. It is very likely that your organization employs individuals with invisible disabilities, many of whom will never disclose their disabilities. During this workshop I will discuss my past experiences counseling individuals with disabilities as well as give a glimpse of what it is like to live with invisible disabilities.

This workshop will touch upon the following items:

- ADA definition of disability
- Common invisible disabilities
- Symptoms of several mental disabilities
- Common stereotypes associated with invisible disabilities
- Microaggressions
- Common accommodations requested by employees
- Steps to breaking down stereotypes regarding individuals with disabilities



## Concurrent Breakout Sessions

### Patrons IV

Sponsored by Transcendent Law Group, LLC

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



**Michelle Craig**

**Managing Partner**

Transcendent Law Group, LLC



**Monique Gougisha Doucette**

**Shareholder**

Ogletree Deakins

**Diversity & Inclusion in the Public Sector: Devising a Plan to Implement D&I Principles in the Public Sector**

While D&I programs have been around for many years in the private sector, in the public sector these programs are still in the early stages. However, the considerations for implementing a comprehensive and effective diversity and inclusion program are common to both sectors. This seminar will identify the common element between these programs, provide examples and best practices for developing successful D&I programs in the public sector and assist participants in understanding and overcoming the obstacles to implementation of an effective D&I program in their public organizations.

### Patrons II

Sponsored by NOLA SHRM

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



**Amy Landry, SHRM-CP**

**Founder and President**

Fuel Success Academy, LLC

**What's Working for Working Families?**

Pregnancy and the arrival of a new child should be a time of joy and excitement, but for working women in the United States, it's often a time of financial stress and uncertainty. Women who dare become mothers are often subject to additional discrimination, bias and harassment.

How can companies put into practice a culture that supports new working mothers? We have seven tips to focus on promoting B.A.L.A.N.C.E. best practices in the workplace and ultimate goal of retention of new mothers.





## **Diversity All-Star Panel:**

**An Executive Perspective on Diversity & Inclusion in Business**

**Sponsored by Ochsner Health System**

2:45 PM – 4:00 PM | Patrons Ballroom



**Hollis Conway**

Assistant Director for Diversity, Leadership and  
Education

University of Louisiana Lafayette



**Kevin Dawson**

Vice President  
GE New Orleans



**Todd Manuel**

Director of Organizational Health & Diversity

Entergy Corporation



**Monica Sylvain**

Executive Vice President, Chief Diversity Officer  
IBERIABANK



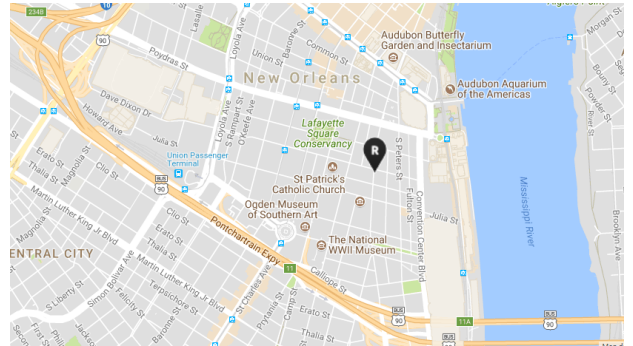
**Special Guest & Moderator:**

**Missy Sparks, PhD**

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

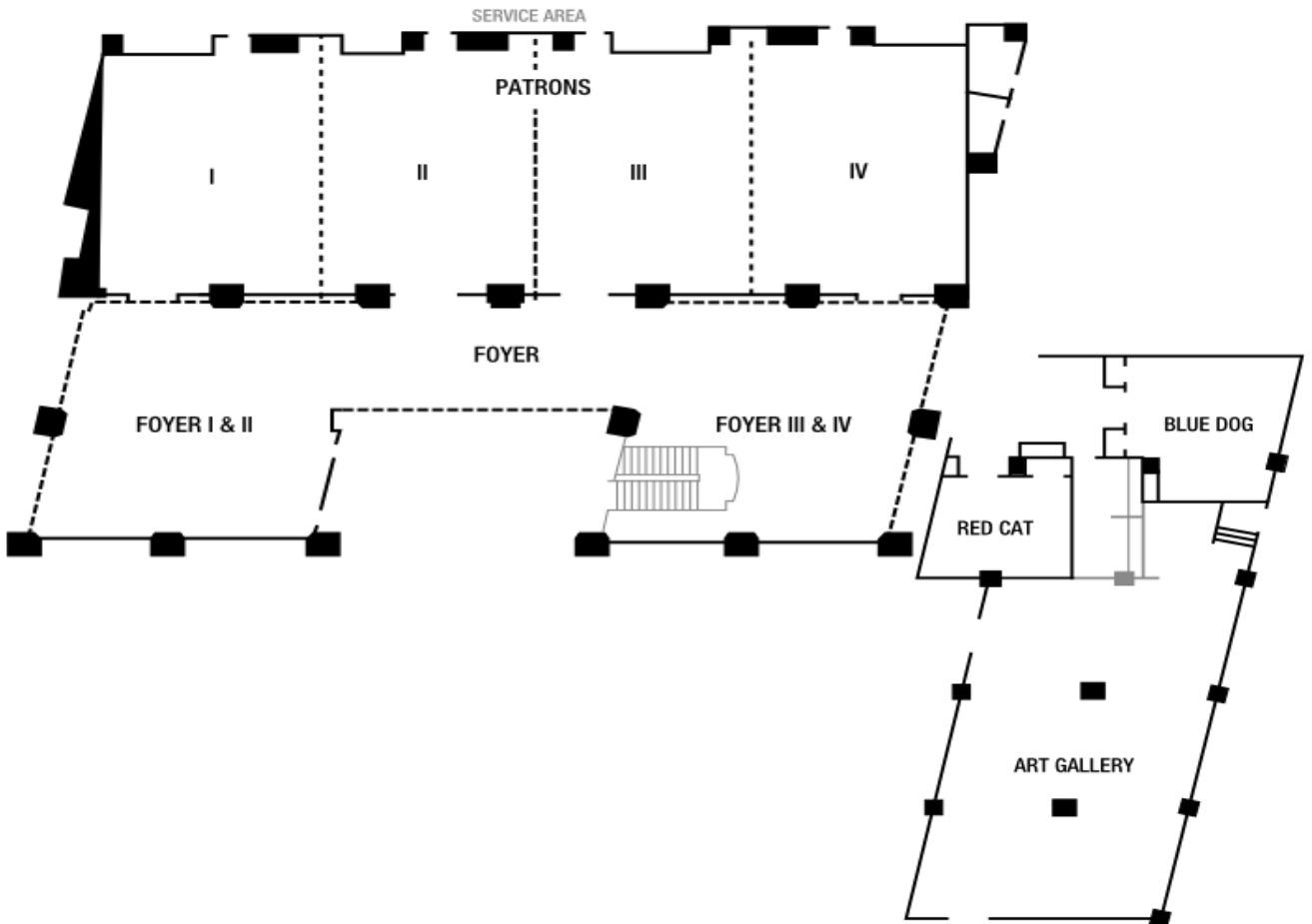


## Facility Information



### Renaissance Arts Hotel

700 Tchoupitoulas St. | New Orleans, LA 70130 | (504) 613-2330



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**Connecting Louisiana's future.**

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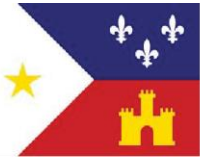
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## Bronze Sponsors



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# Visit Our Diversity Champion Exhibitors



## Check Out Your Local Louisiana SHRM Chapters





Join GBR SHRM for our Mini-Seminar!



# INTERPLAY AMONG PTO, FMLA, WORKERS' COMP & ADA

Presented by Thomas R. Peak  
Partner, Taylor Porter

March 14, 2019 | 2:30-5 p.m.  
Taylor Porter Offices, 450 Laurel St #800  
Post-seminar social to follow  
Registration opens 2.28.19 at [gbrshrm.shrm.org](http://gbrshrm.shrm.org)



ANNUAL CONFERENCE & EXPOSITION

**JUNE 23-26** LAS VEGAS

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



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[www.acadianashrm.org](http://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](http://www.acadianashrm.org).

 Upcoming Events!

- Recent Developments in Labor and Employment Law — Lafayette, LA  
February 13th
- Louisiana Conference on Human Resources — Baton Rouge, LA  
April 10th—11th
  - SHRM National Conference — Las Vegas, NV  
June 23rd—26th



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Come celebrate NSHRM's 20<sup>th</sup> anniversary this year at one of our events.  
Serving the areas surrounding Slidell, Covington, Mandeville and Hammond.

<https://northshore.shrm.org/events>

# **HR** **CAPITAL**

**APRIL 10-11, 2019**



## **LOUISIANA CONFERENCE ON HUMAN RESOURCES**

**RAISING CANE'S RIVER CENTER | BATON ROUGE, LA**

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