



January 31, 2020 | New Orleans, LA





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 the 5th Anniversary of our Diversity & Inclusion Summit, January 31, 2020 in New Orleans, LA.

Engage with business, civic & community thought leaders that 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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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.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 2020 Louisiana Society for Human Resource Management
Diversity & Inclusion Summit
Agenda**

(Subject to Change)

Thursday, January 30, 2020

5:30 PM – 8:30 PM

Welcome Reception – Sponsored by NOLA SHRM

Friday, January 31, 2020

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

James Wright- Diversity, Inclusion, and Equity: Let's Discuss the Difference

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
Perspectives on Diversity, Equity, & 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



James E. Wright, SHRM-CP, PHR, CDR
Diversity & Inclusion Strategist, Trainer and Speaker

James Wright is a dynamic and compelling leader with a demonstrated ability to inspire and catalyze large corporations to develop strategic plans and programs that frequently receive national recognition for their effectiveness in Diversity and Inclusion. With a track record of delivering practical roadmaps for increasing Diversity in global corporations such as Apple Inc., LinkedIn, NBCUniversal, WarnerMedia (Time Warner), Verizon (MCI), and respected industry organizations, James has become a sought-after speaker in the field of diversity and inclusion, human resources, and social media. A featured guest on NBC and FOX, Wright's articles and commentary appear frequently on LinkedIn and his expertise has been included in The Washington Post as well as several SHRM articles.

James, previously a senior leader of Inclusion and Diversity at Apple Inc, led a dedicated team focused on Inclusion Recruiting and External Partnerships. He was also a senior leader in LinkedIn's Inclusion Recruiting as well as NBCUniversal's Talent Acquisition focused on pipeline development. In addition, James held roles in AOL's Operations group as an Engineer and worked in Law & Public Policy at MCI – the nation's second largest telecommunications company at the time. Additional experience includes organizing lobbying conventions and political visits for senior government officials including two U.S. Presidents.

In recent years, Wright has built a reputation for enabling organizations to not only achieve and leverage Diversity in the workplace but utilize it effectively to gain speed and flexibility in trend-spotting, decision-making and building a widespread mindset of Inclusion to deliver high levels of employee satisfaction and increased productivity.

With thought-provoking content and a masterful use of technology, James built his website, JamesWantsToKnowYou.com, to engage audiences with a provocative style that delivers learning that transforms consciousness. He approaches his work with the notion that we – YES, ALL OF US – have a multitude of opportunities in the day to engage, encourage, listen to, and learn from someone who is different from ourselves. Wright constantly poses the question: how will you use today to advance authentic inclusion?



Keynote Address

Sponsored by CLECO

9:00 AM – 10:15 AM | Patrons Ballroom

James E. Wright, SHRM-CP, PHR, CDR

Diversity & Inclusion Strategist, Trainer and Speaker



Diversity, Inclusion, and Equity: Let's Discuss the Difference

Many would say Diversity is being asked to the party and Inclusion is being asked to dance. But how does this analogy relate to equity and why does it matter? If you are a part of an organization who has succeeded in maintaining diversity in your hiring and you've actually included multiple diverse groups of employees across the scope of your business, have you taken the next step to ensure that everyone has access to the same opportunities. The notion of equity accepts that biases and obstacles exist for many that do not exist for others. Essentially it means realizing that we don't all begin on an even playing field and then working to compensate for that fact. Achieving equity in the workplace requires actively correcting for the disparity – or inequity – of advantages enjoyed by some and not others. In this session we will discuss these definitions and the actions required to ensure we are living up to them.

Sponsored By





Concurrent Breakout Sessions

Patrons I

Sponsored by USI

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



Kimya S. P. Johnson

Senior Counsel

Ogletree Deakins

Robert C. Perryman

Associate

Ogletree Deakins

Implementing Legally-Compliant Diversity and Inclusion Initiatives: Practices, Pitfalls & Opportunities

Even the most well-intentioned employers seeking to recognize and strengthen diverse and inclusive cultures in their workplaces face many challenges, including determining where to start, what to do, and how to measure the success of diversity and inclusion initiatives. And the most experienced D&I practitioners often face new challenges in implementation. This presentation provides a road map for designing an effective D&I plan, practical tips for executing a comprehensive plan, a discussion of new D&I issues, and an analysis of the pitfalls to avoid in ensuring a legally-compliant and successful D&I plan.



Patrons III

Sponsored by Affirmity

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



Julia Méndez Achée

Principal Business Consultant

Affirmity

Best Practices for Accommodations: Religion, Gender Identity, Transgender, & Disabilities

Employers are starting to see increased requests from applicants and/or employees for accommodations due to a disability, religion, gender identity, or transgender status. Attendees of this session will hear practical solutions for creating a more inclusive workplace.

Workplace Applications:

- Learn what activity is protected under Title VII of the Civil Rights Act, and the Americans with Disabilities Act, and Section 503 of the Rehabilitation Act
- Hear about recent cases involving discrimination due to a denial or lack of a reasonable accommodation
- Create more inclusive workplaces



Concurrent Breakout Sessions

Patrons IV

Sponsored by NOLA SHRM

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



Alejandra Guzman

VP of Real Estate & International Business
New Orleans Business Alliance

Amy Landry, SHRM-CP

CEO
Landry Training, LLC

Damona Barnes, SHRM-SCP

HR Consultant
HR NOLA

Practical Diversity: Taking Inclusion from Theory to Practice

Women still account for fewer than 5 percent of the chief executive positions in the US, UK and Europe, according to new research that suggests efforts to diversify corporate leadership may be stalling. Diverse companies have a competitive advantage when recruiting top talent, have a better understanding of their customers, employee satisfaction, and better decision making. This all leads to a cycle of performance that leads to financial success. During this session, you will be given information that validates the importance of diversity for organizational success as will provide some practical tools and advice to get both individuals and organizations to the path of achieving their diversity goals.

Patrons II

Sponsored by Transcendent Law Group

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



Patrick Young

Talent & Workforce Training Manager
New Orleans Business Alliance

Getting Louisiana Talent Back to Work: Unlocking the Job Market for the Formerly Incarcerated

Nearly 700,000 people are released from prison each year and are locked out of the job market. Those who have served their time should not be “re-sentenced” by employers, especially when businesses are experiencing a human capital crisis.

- Is there a need? – Labor Shortages
- Where can you find ready applicants? - # of people returning from incarceration
- Beyond Ban the Box – tips for employers to hire
- Second Chance – finding success with another opportunity

Second Chancers are a vast, largely untapped labor pool of hard workers with immense potential for success. Listen to learn more about Second Chancers (also known as workers who have previously been incarcerated), how to hire them, and how you can support talented workers in need of a second chance.

This session will discuss the various ways that Opportunity Centers works with Second Chancers, including finding work and matching them with employers willing to offer an opportunity at meaningful employment.



Diversity All-Star Panel:

Perspectives on Diversity, Equity, & Inclusion in Business

Sponsored by Ochsner Health System

2:45 PM – 4:00 PM | Patrons Ballroom



Missy Sparks, PhD

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



Maria D. Buggage, SHRM-CP, PHR

Director of HR, Diversity & Inclusion, and Talent
Management
Ampirical



Kevin Monroe

Vice-President of Operations
Cox Communications



Michael Williamson

President and CEO
United Way of Southeast Louisiana

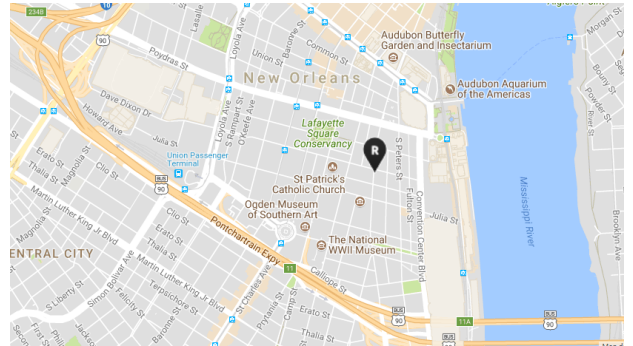


Michelle Craig

Panel Moderator
Managing Partner
Transcendent Law Group

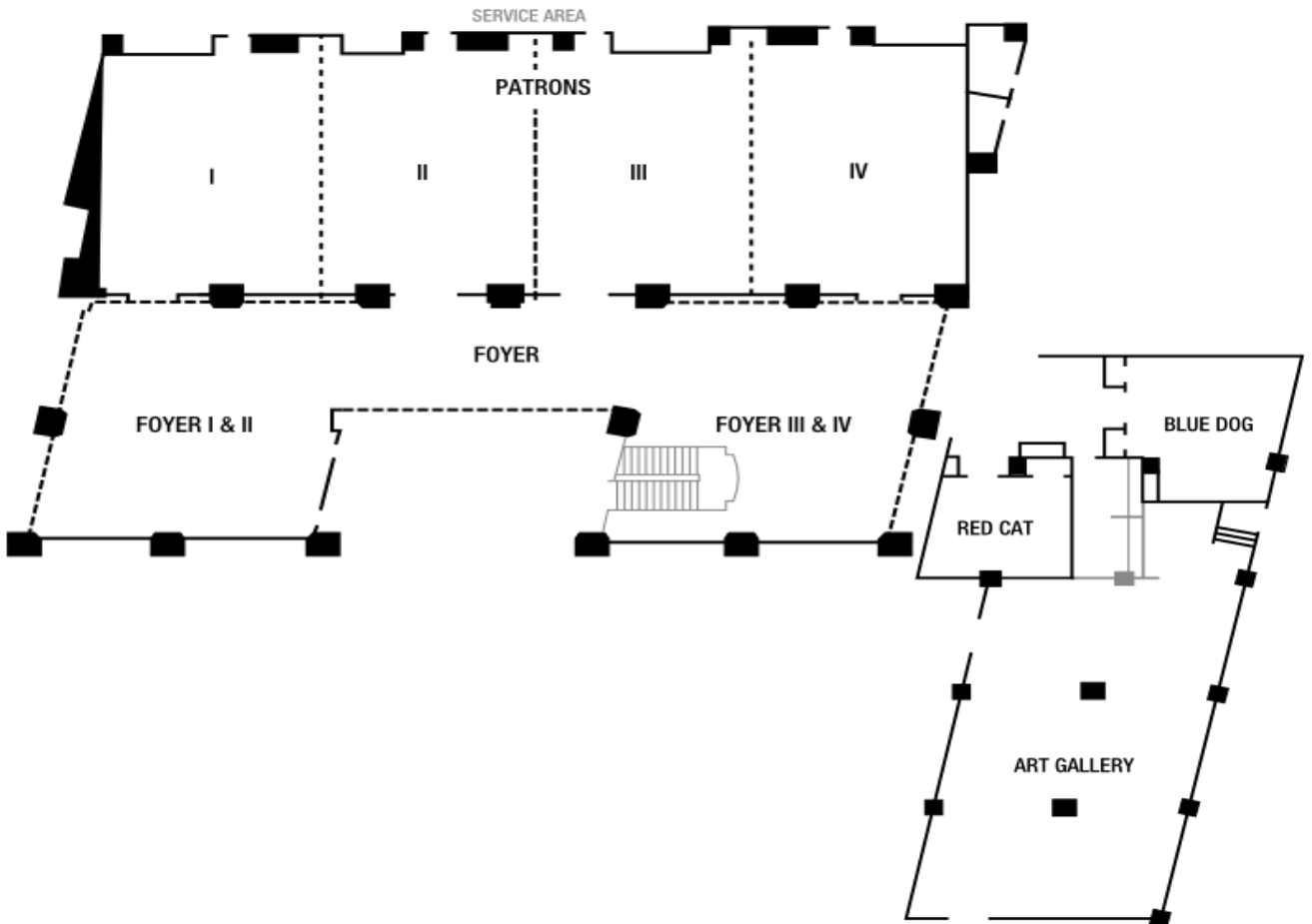


Facility Information



Renaissance Arts Hotel

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



Support Diversity & Inclusion!

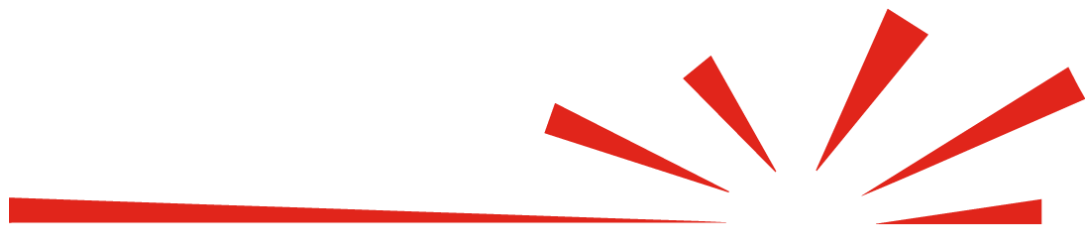
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Visit Our Diversity Champion Exhibitors



Check Out Your Local Louisiana SHRM Chapters





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!

Annual Legal Update - Lafayette, LA - February 12, 2020

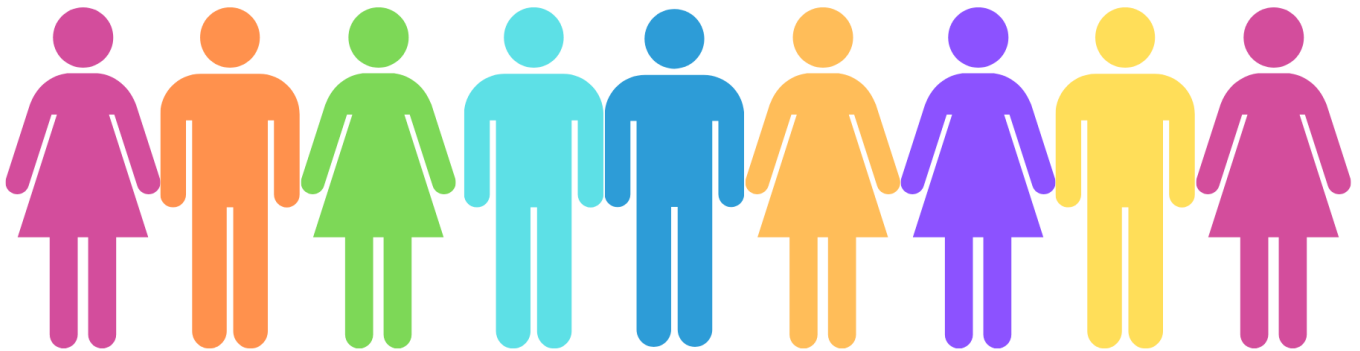
"Downhills Don't Come Free" - Lafayette, LA - March 11, 2020



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