

Diversity Summit 2022

April 22, 2022 • Houston Marriott Westchase

Maintaining Connections in the Virtual World



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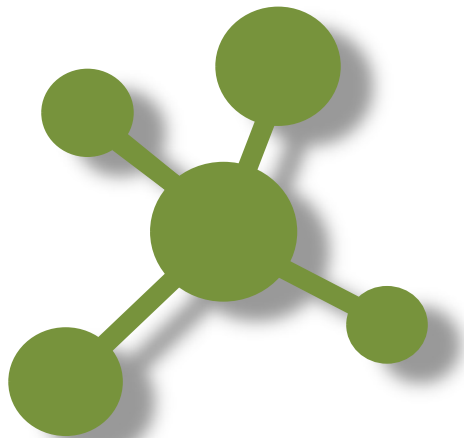
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Welcome to

The 22nd Annual Diversity Summit

**Maintaining Connections in the
Virtual World**



Friday, April 22, 2022

Houston Marriott Westchase
2900 Briarpark Dr. Houston, Texas 77042



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Oxy is taking action to ensure our company and industry value different perspectives and fresh ideas. Our Diversity, Inclusion and Belonging program guides Oxy leadership in promoting a more equitable, inclusive and diverse workplace.

Learn about commitment to diversity at
www.oxy.com/about/our-DEI-commitment/



Diversity Summit 2022

Program

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Conference Program-at-a-Glance

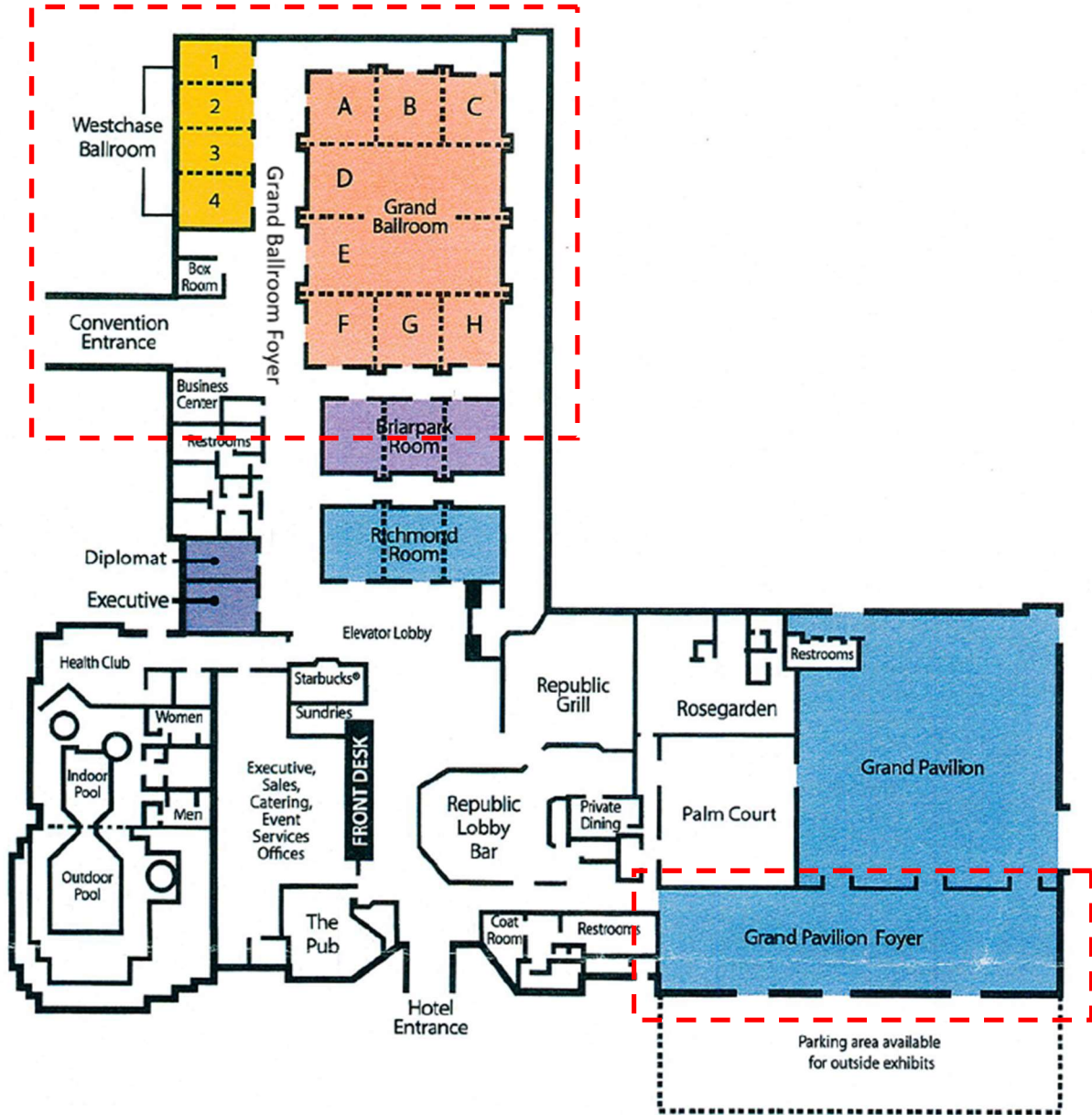
Time	Event	Room
7:30 a.m. – 1:30 p.m.	Conference Registration	Grand Ballroom Foyer
8:00 a.m. – 8:45 a.m.	Pre-Opening Session “ <i>Gender and Sexual Diversity and Its Implications in Texas</i> ” <i>Dr. Maria C. Gonzalez, University of Houston</i>	Grand Ballroom A-B-C
9:00 a.m. – 2:30 p.m.	Sponsor Exhibits	Grand Ballroom Foyer
9:00 a.m. – 2:30 p.m.	Coach’s Corner	Westchase 3-4
9:00 a.m. – 9:30 a.m.	Welcome Welcome Remarks: <i>Cecil Fong, Diversity Summit Executive Director</i> Honorary Chair Remarks: <i>Donna Davis, Houston Community College</i> <i>Maistran Pillay, Enbridge</i>	Grand Ballroom D-E
9:30 a.m. – 10:30 a.m.	Plenary Session “ <i>Building Mental Fitness: Strengthening Your Capacity for Empathy, Respect, and Inclusion</i> ” <i>Amy Yip, Amy Yip Coaching</i>	Grand Ballroom D-E
10:30 a.m. – 10:50 a.m.	Networking Break	Grand Ballroom Foyer
Concurrent Sessions 10:50 a.m. – 11:50 a.m.		
A	“Metrics and How They Can Help or Hinder a DEI Program” - <i>Amanda Scott</i>	Grand Ballroom D-E
B	“Win-Win Strategies in Creating a Diverse Workforce” - <i>Dr. Jeronimo Cortina</i>	Grand Ballroom A-B-C
C	“How to Navigate Predominately White Spaces to Grow and Thrive in Your Career” - <i>DeAnnah Stinson Reese</i>	Grand Ballroom F-G-H
12:00 p.m. – 1:30 p.m.	Luncheon Keynote: <i>Ashton Holt, Aon Consulting</i> Diversity Champion Award Ceremony	Grand Pavilion Foyer
1:30 p.m. – 1:45 p.m.	Networking Break	Grand Ballroom Foyer
Concurrent Sessions 1:50 p.m. – 2:50 p.m.		
A	“Diversity in Higher Education” - <i>Donna Davis, Richard Anthony Baker, Mahnaz Kolaini, and Nicole Arleane Roberson</i>	Grand Ballroom D-E
B	“Connecting Resilience, Belonging, and Success” - <i>Chris Pitre</i>	Grand Ballroom A-B-C
2:50 p.m. – 3:30 p.m.	Networking Reception and Door Prizes Drawing	Grand Ballroom Foyer

Marriott Hotel Conference Rooms

Houston Marriott Westchase

2900 Briarpark Dr, Houston, TX 77042

Conference Rooms



A Welcome Message from Diversity Summit Co-Chair

Donna Davis, JD
Diversity, Equity, and Inclusion Officer, Houston Community College

April 22, 2022

Dear Diversity Summit Participants:

Welcome to the 22nd Annual Diversity and Inclusion Summit! As this year's Summit Co-Chair, I am delighted that we have the opportunity to engage again with our colleagues in person. During the Covid-19 pandemic, Cecil Fong and the Summit Planning Committee did an exceptional job of keeping diversity professionals engaged with dynamic virtual programming and webinars. We are grateful for the opportunity to remain connected with each other while making a positive diversity impact in the Houston Metropolitan area. Please join me in thanking Cecil Fong for his leadership, dedication, and commitment to bridging the gap and planning a conference with content that will influence the diversity work we are engaged in daily.



This year we welcome colleagues from various fields within the Houston Metropolitan area. These individuals are committed to ensuring diversity is an essential part of their organization's system approach to effectuate positive change. Research has shown that organizations with a genuine commitment to diversity positively improve employee morale, office climate, and overall productivity. I hope that our time together will provide us with the motivation and encouragement to move diversity initiatives forward in a bold way that results in growth and success for each organization we represent.

April is "Celebrate Diversity" month and was initiated to recognize and applaud the mosaic of differences among us. Houston Community College (HCC) is delighted to be one of the Summit sponsors this year as we celebrate diversity. The HCC community is proud of the authentic and transparent opportunities afforded to diverse students, faculty, and staff to impact inclusivity in all system approaches at the College. Our goal is to create a true sense of belonging for the internal community and external visitors. We are committed to supporting all diverse characteristics and social identities. Additionally, HCC promotes not only the concepts of diversity and inclusion but also the importance of equity.

This year's Summit theme is "Maintaining Connections in a Virtual World." It is a timely theme, and I hope you will gather information and contacts to help further the depth of virtual opportunities available for diversity professionals within your organization.

Kind regards,

Donna Davis

Donna Davis, JD
Diversity, Equity, and Inclusion Officer
Houston Community College

A Welcome Message from Diversity Summit Co-Chair

Maistran Pillay
VP of TIS, ERP & Enterprise Applications, Enbridge, Inc.

April 22, 2022

Dear Summit participants:

I am excited to welcome you to the 22nd Annual Diversity Summit! I consider it an honor to represent Enbridge as an honorary co-chair for this year's Diversity Summit, along with Donna Davis.

On behalf of AI Monaco and the senior leadership team of Enbridge, I want to extend my heartfelt gratitude to Cecil Fong, the Association of Chinese American Professionals, and the Summit planning committee for their inspiring leadership and a solid commitment to improving diversity, equity, and inclusion in the workplace. I would also like to congratulate the 2022 Diversity Summit Champion Award recipients for their stellar contributions to their companies and our community!



Each year, this Summit gathers professionals across the Houston Metropolitan area to inspire, inform and encourage them through a variety of speakers and sessions. Enbridge is honored to continue our partnership with the Summit and its dedicated planning team this year. Thank you for reminding us that it is not enough to celebrate our diversity—we must also create an environment where everyone feels welcome and valued. This includes promoting flexibility, encouraging diversity of thought, and creating a psychologically safe work environment that fosters creativity and innovation.

As VP of Technology and Information Services (TIS) at Enbridge, I know first-hand the struggles faced as we strive to improve representation across all levels of the organization. However, we are making progress through inclusive talent acquisition and management practices. To achieve our goals, we know Enbridge must create a workplace where all individuals feel respected, are treated fairly, and know they are valued team members.

The theme of this year's Summit is "Maintaining Connections in the Virtual World." The dictionary defines connection as "the action of linking one thing with another," which resonated with me. The first thing that struck me as I thought about the topic is that we have all become more connected despite the pandemic. Technology innovations helped us increase connections over vast distances when face-to-face interactions were impossible. We are expanding the circle to include more people with every connection we make.

Throughout the pandemic, the power of connection has broken down barriers and fostered inclusion in many instances. However, there is still work to do, and we have to be deliberate and mindful of the many distractions that come with living in the new normal. There needs to be a concerted effort to continue leveraging technology to improve inclusion for everyone. I think the sessions today will help us all define the next steps on this journey.

I hope you all enjoy this year's Summit and leave with insights and actions to advance DEI within your companies and communities.

All the best,

Maistran Pillay

VP of TIS, ERP & Enterprise Applications
Enbridge, Inc.



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HOUSTON
COMMUNITY COLLEGE

Diversity Summit Planning Committee

Honorary Co-Chairs

Donna Davis Houston Community College
Maistran Pillay Enbridge

Executive Director

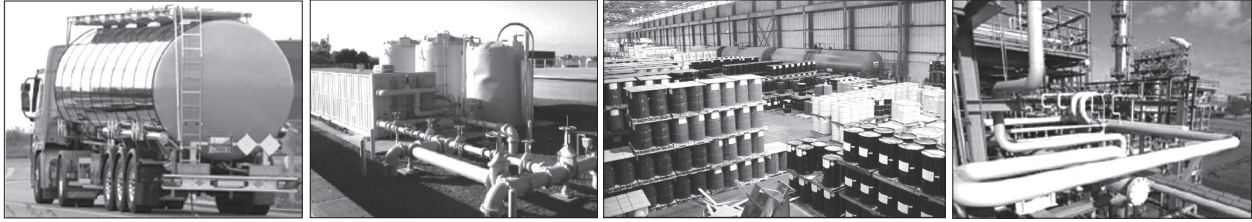
Cecil Fong

Committee Members

Quiana McCray	Amazon Web Services
Chris Lin	BP
Kelly Kleinkort, Shea Bible	Catalyst
Donna Cole	Cole Chemical
Amanda Scott	Enbridge
Annie Lidge	Fluor
Pranika Sinha	Greystone
James Harris	H-E-B
David Cross, Donna Davis	Houston Community College
Jagdip Ahluwalia	Indo-American Chamber of Commerce
Gayla Wilson	Interfaith Ministries Greater Houston
Michelle Collette	Marathon Oil
Roland Manzano	METRO
M. Helen Cavazos	MH Cavazos Associates
Daniel Chen	Nguyen, Jazrawi & Chen, PLLC
Angela Johnson	Occidental Petroleum
Yeni Ortega	Phillips 66
Carla Newman	PROS, Inc.
David Medina	Rice University
Denise Hall, Deborah Wilkins	Shell Oil
John Sequeira	TL One Partner

DS Conference Logistics

Cecil Fong	ACAP President
Paul Liou	ACAP President-Elect
Minnie Tsai	ACAP Vice President
Betty Tung	DS Conference Logistics Lead
Stephen Huang	DS Program Book Editor
Peggy Chiu	Photographer
Webster Wu	Registration
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2022 Diversity Summit Program Schedule

Time	Event	Location
7:30 a.m. – 1:30 p.m.	Registration	Grand Ballroom Foyer

Six SHRM continuing education credits are available for attending the conference.

8:00 a.m. – 8:45 a.m.	Pre-Opening Session	Grand Ballroom A to C
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“Gender and Sexual Diversity and Its Implications in Texas”

Chair: **Roland V. Manzano**, Director of HR/Staffing, METRO

Speaker: **Dr. Maria C. Gonzalez**, Associate Professor of English, University of Houston

This presentation includes a brief overview of a few important cases that ground the current legal definitions of gender and sexuality in the state of Texas. Concrete examples and understanding of current gender and sexuality terms are also presented. Finally, a discussion of the recent arguments around state policies and mandates concerning gender and sexuality with a focus on how they affect public accommodations, housing, and employment will be presented. Opportunities for questions, clarifications, concerns, and discussions represent the overall plan for the presentation.

9:00 a.m. – 2:30 p.m.	Sponsor Exhibits	Grand Ballroom Foyer
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9:00 a.m. – 2:30 p.m.	Coach’s Corner	Westchase 3 to 4
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Professional coaches from International Coach Federation - Houston will be offering complimentary career coaching sessions. Sign-up at the Registration Desk to take advantage of this exciting opportunity!

9:00 a.m. – 9:30 a.m.	Welcome Remarks	Grand Ballroom D to E
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Executive Director: **Cecil Fong**, Executive Director, Diversity Summit

Honorary Co-Chairs:

Donna Davis, Diversity, Equity, and Inclusion Officer, Houston Community College

Maistran Pillay, VP ERP & Enterprise Applications, Enbridge

9:30 a.m. – 10:30 a.m.	Plenary Session	Grand Ballroom D to E
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“Building Mental Fitness: Strengthening Your Capacity for Empathy, Respect, and Inclusion”

Chair: **Pranika Sinha**, Managing Director, DEI and Organizational Development, Greystone

Speaker: **Amy Yip**, Founder, Amy Yip Coaching

The more mentally fit you are, the more you’ll be able to handle the stress, anxiety, and frustrations that might come from work and personal life challenges. Mental fitness includes relationships and how you engage with others like your colleagues, partner, and children. Mental Fitness is the X-Factor to transforming a workplace culture into thriving: anchored in deep empathy, mutual respect, and inclusion. And it starts with us as individuals.

The good news: just like physical fitness, you can boost your Mental Fitness with practice. During this interactive workshop, we will unpack

- How do you tend to self-sabotage with Saboteurs like the Judge, the Hyper-Rational, the Controller, the Hyper-Achiever, the Pleaser, and five others?
- The ore muscles at the root of mental fitness
- Practices to build your mental muscles, including how to show up with greater empathy towards others

Format/Exercises: Highly interactive workshop with reflections, audience engagement, and live practices together that can be 'taken home' to do

- *We will do a visualization practice which entails tapping into the empathy muscles.*

10:30 a.m. – 10:50 a.m.	Networking Break	Grand Ballroom Foyer
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Visit exhibits and sign up for a complimentary session at Coach's Corner.

10:50 a.m. – 11:50 p.m.	Concurrent Session	Room
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Session A: **“Metrics and How They Can Help or Hinder a DEI Program”** Grand Ballroom D to E

Chair: **Donna Cole, President/CEO, Cole Chemical**

Speaker: **Amanda Scott, Specialist, Diversity, Inclusion, and Talent Acquisition Strategy, Enbridge**

Enbridge uses its Informed Insights to drive its journey toward an inclusive workplace. The core piece of the initiative is comprehensive data analysis and transparency. Sharing comprehensive data with employees requires the keen understanding that we all need to know where we are starting from to define where we want to go as an organization. It is not always an easy road! This session will dive into ways your data can help you along the inclusion journey and the many potholes to avoid along the way.

Session B: **“Win-Win Strategies in Creating a Diverse Workforce”** Grand Ballroom A to C

Chair: **Yeni Ortega, Sr. Advisor, Inclusion & Diversity, Phillips 66**

Speakers: **Jeronimo Cortina, Ph.D., Associate Professor, University of Houston**

When the word 'diversity' comes up with the hiring, retention, and training of Latinos and other underrepresented groups, companies often approach it as something they have to make room for outside of their core business due to external pressure from shareholders, analysts, and the media. This thinking is upside down. In Spanish, there is a saying: 'contra corriente' - thinking that goes against public opinion's prevailing tide. In this vein, Dr. Cortina will share how diversity is a win for companies, customers, and communities. Dr. Cortina will share the numbers and highlight the wins companies can score when they listen to, hire and retain the diverse talent we have in abundance in Houston and Texas.

Session C: **“How to Navigate Predominately White Spaces to Grow and Thrive in Your Career”**
Grand Ballroom F to H

Chair: **Denise Hall, US DEI Advisor, Shell USA**

Speaker: **DeAnnah Stinson Reese, Award-Nominated Corporate Racial EQUITY Strategist**

Audience: Racially Marginalized Groups

Description: Members of racially marginalized groups experience discrimination, bias, prejudice, and many other forms of sabotage and injustice in the workplace. This topic unpacks the nuances of breaking past levels within a system designed against you to grow still and thrive within your career.

Takeaways: Participants will learn tangible strategies for positioning themselves for promotions and leadership positions within organizations.

12:00 p.m. – 1:30 p.m.	Luncheon	Grand Pavilion Foyer
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Emcee: **Y. Vani Rao**, *Executive Coach*

Keynote: **Ashton Holt**, *Associate Partner and Global Practice Leader, Aon Consulting*

Ashton Holt has collected data from clients for over 20 years in the energy, tech, and finance industries. His benchmarking of the before- and after-Covid data reveals what workers are saying about what they now require from employers to feel respected and connected. Pay equity and workplace flexibility alone will not address the cultural issues causing employees to leave in droves to places of work seen as more progressive and forward-thinking. He shares that the ‘Covid era’ will have far-reaching consequences for employers, as employees of color, in particular, have more options and will no longer accept the former status quo. Learn what your company can do to retain top talent before it’s too late.

Diversity Awards:

Corporate: **Annie Lidge**, *Supply Diversity Manager, Fluor*

Community: **David Leebron**, *President, Rice University*

Team: **Digital and Information Technology STEM Team**, *Houston Community College*

1:30 p.m. – 1:50 p.m.	Networking Break	Grand Ballroom Foyer
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Visit exhibits, and sign up for a complimentary session at Coach’s Corner

1:50 p.m. – 2:50 p.m.	Concurrent Sessions	Room
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Session A: **“Diversity in Higher Education”** Grand Ballroom D to E

Chairs: **Daniel Chen**, *Immigration Attorney, Nguyen, Jazrawi and Chen, PLLC.*

Speaker:

Donna Davis, *Diversity, Equity, and Inclusion Officer, Houston Community College*

Richard Anthony Baker, Ph.D. ED, *Institutional Equity, EO/AA and Title IX, Rice University*

Mahnaz Kolaini, Ph.D., *Director, Counselling and Ability Services, Houston community College*

Nicole Arlean Roberson, Ph.D., *Director Equal Opportunity and Diversity, Texas A&M University System*

This interactive workshop will provide a comprehensive overview of diversity in higher education from DEI practitioners and executive leaders. The facilitators will discuss how diversity impacts key stakeholders (students, staff, and faculty) within an institution's structure, recruitment, retention, and inclusivity.

The engaging session will provide participants with the tools and awareness necessary to improve their understanding across differences provided through a diverse lens. Targeted activities explore specific diversity concepts, including unconscious bias, microaggressions, gender, privilege, sexual orientation, generational differences, and religion. Participants will leave equipped with tangible tools to positively impact their organizations' diversity initiatives and strategic plans and make their own. Take away his compilation of resources to make it work for your workplace.

Session B: **“Connecting Resilience, Belonging, and Success”** Grand Ballroom A to C

Chairs: **Carla Newman**, *Senior Manager Revenue Operations, PROS*

Speakers: **Chris Pitre**, *WSJ Bestselling Book Author / VP Softway*

Do you have stakeholders who say they want more DEI but do not prioritize it? Learn how leaders and

teams within companies like Google, Groupon, The Obama Foundation, and others connect inclusion and diversity organically to create cultures where belonging thrives in congruence with business results. Walk away with tactics and tools that connect culture to business outcomes, allowing executives to understand how DEI is integral to achieving the goal.

2:50 p.m. – 3:30 p.m.	Network Reception	Grand Ballroom Foyer
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Door Prizes Drawing

- *Please return all name badges to the registration desk for recycling.*
- *Please complete conference surveys and return them to the registration desk.*
- *All attendees for afternoon sessions will be eligible for a door prize drawing that will start at 3:00 p.m. You must be present to win.*



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Diversity Summit Co-Chairs

Donna Davis, JD

Diversity, Equity, and Inclusion Officer
Houston Community College

Dr. Donna Davis is responsible for creating and implementing programs to continue a culture of diversity, equity, and inclusion throughout the Houston Community College System (HCC). Dr. Davis collaborates with Faculty, Talent Engagement, Institutional Equity, and Student Services for systemic talent acquisition and compliance approach. Additionally, Dr. Davis is the liaison with the HCC Foundation on DEI matters and collaborates with the [Center of Racial Healing](#), a non-profit organization that partners with HCC on diversity matters, to strengthen our partnerships with the community and further the creation of a DEI program and curriculum for the College.



Previously, Dr. Davis served as the Director of Institutional Equity & Title IX Coordinator at Kennesaw State University. She is a nationally certified civil rights investigator, diversity officer, executive coach and holds multiple designations in Diversity, Equity, and Inclusion (DEI). Dr. Davis has over twenty years of higher education, compliance, and DEI experience. She is a recognized presenter in cultural competency, implicit bias, privilege, organizational development, and a member of the National Association of Diversity Officers in Higher Education.

Dr. Davis has served as the Faculty Diversity Officer in the Office for Diversity, Inclusion, and Equal Opportunity, at Case Western Reserve University. She has also held prior positions with various universities as adjunct faculty, assistant dean, director, and legislative counsel and participated as a board member with various professional organizations.

She holds a Doctorate of Jurisprudence degree from Southern University Law Center, a Master of Science in Positive Organization Development & Change from the Weatherhead School of Management at Case Western Reserve University, and a Bachelor of Arts in Business Management from Dillard University.



Diversity Summit Co-Chairs

Maistran Pillay

VP ERP & Enterprise Applications
Enbridge

Maistran Pillay is an executive with over 20 years of global experience in IT, business operations, and enterprise transformation programs. He has global experience spanning southern African regions, Asia, Europe, North America, and LATAM.

In his current role with Enbridge, he is responsible for the Technology enablement of the Enterprise Transformation Program, referred to as enterprise resource planning.

In addition to this, he leads the digital enablement of the corporate functions' strategies and the robotics process automation practice.

Maistran has been an advocate of corporate diversity throughout his career. He was an early leader in developing a sustainable diversity program for companies in South Africa as it emerged from its apartheid era in the early 90s.

He is the executive sponsor for EDGE (Ethnically Diverse Group of Employees). EDGE's mission is to leverage resources and provide ethnically diverse employees with the knowledge required to maximize personal growth and enhance business success.

Maistran was born and raised in South Africa. He holds a Bachelor of Mechanical Engineering from the University of Natal, South Africa, and a Master of Business Administration from the University of South Africa.



Diversity Summit Keynote Speakers

Amy Yip Amy Yip Coaching

Amy Yip is a Life Transformation and Mental Fitness coach who works with high-achieving, ambitious women to tap into their potential and bridge the gap between where they are now and where they want to be (even if that destination isn't totally clear yet). Her passion for coaching is to empower people to realize their full potential, let go of the 'shoulds' and author their own life stories because if you don't tell your story, someone else will.



In January 2020, after 16+ years of building and leading global teams in organizations like Google, Clorox, and Booz Allen, Amy left the corporate world, sold everything, and took a 1-way flight to Ghana with her husband to volunteer at a breast cancer non-profit and traveled the world. COVID shifted their plans; they got stuck in Ghana for seven months.

She believes that *Your mindset, NOT your circumstance, makes all the difference in your happiness and success.*

Through this lens, she works with clients to find their voice, the courage to speak up, build self-confidence, navigate change, and discover what they REALLY want for their next chapter.

Amy's an ICF PCC, Certified Hudson Institute Coach, and a pioneer Mental Fitness Coach. She holds an MBA from Anderson School of Management, UCLA, a BS in Computer Science, and a BA in Communications from UMD.

Ashton Holt Associate Partner and Global Practice Leader, Aon

Ashton Holt provides senior executive leadership with high-end analytical research and advice on a range of HR topics such as pay equity, recruitment, talent development, diversity, org transformation, strategic workforce planning, organizational effectiveness, and human capital benchmarking.



Ashton has nearly 20 years of experience in helping Fortune 500 companies and global organizations of varying sizes harness the power of data science to frame human capital strategies, guide HR transformations, and evaluate employment practices. Among his prior roles, Ashton served as an advisor at a labor economist firm and was a global people analytics leader at two premier F500 organizations. His industry experience and client base span multiple sectors, including Biotech, Energy, Manufacturing, Retail, Media, and Technology.

Ashton holds a Master of Science in Organizational Development and a Bachelor of Science in Business. Ashton is also a United States Navy veteran.



Together We Make a Difference

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Diversity Champion Award Recipients

Corporate Diversity Champion

Annie Lidge
Supplier Diversity Manager
Fluor

Starting her career with Fluor in 1974, **Annie Lidge** has over 40 years of experience in procurement and contracting within the engineering, procurement, and construction (EPC) industry in government and commercial applications. Annie was appointed Fluor's Corporate Supplier Diversity Program Manager in 2013. In this role, she transformed the longstanding Program into one that is proactive and innovative. Annie has developed groundbreaking processes and procedures by establishing various internal program committees that foster connections and provide developmental growth opportunities for diverse businesses in the supply chain. She has created a thriving supplier diversity program with all domestic Fluor offices engaged and supporting diverse business enterprises and minority development councils in their respective regions.



She must vet the M/WBE companies to ensure they meet Fluor's supplier standards, from Insurance to Quality, to Safety to the specific product or service that Fluor acquires. Annie goes out of her way to help M/WBEs understand Fluor's requirements and then assists with getting the M/WBE the needed help to meet Fluor's expectations. She then introduces to the appropriate personnel within Fluor and follows up to ensure both parties are aware of the next steps. She even meets with both parties in a meeting to help facilitate the conversation for two-way understood communication.

During Covid, Annie assisted M/WBEs who had new products to meet the Covid protocol for Fluor that created new business opportunities. She helped diverse companies pivot during covid. Annie is a mentor to diverse businesses and shares her Rolodex for referrals.

Annie is not afraid to include senior management in the conversations about Fluor in the business community so that they understand that their influence will help Fluor meet its diversity goals and meet their customer's expectations and Fluor meeting their ESG goals.

Annie participates in MBE and WBE organizations, SBA, and others to find diverse businesses to vet for Fluor. She connects various businesses in the community with Fluor's non-profit outreach so that Fluor personnel can work side by side with M/WBEs. She supports education at universities and non-profits for leadership and business for diverse businesses through scholarships.

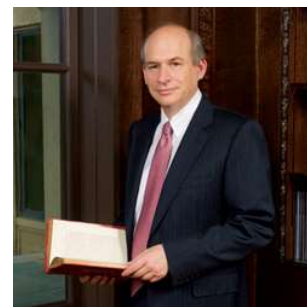
Community Diversity Champion

David Leebron
President
Rice University

David W. Leebron became Rice University's seventh president in 2004. Under Leebron's guidance, the institution has undergone a period of growth and transformation. During his tenure, the university has increased its undergraduate student population, enhanced the vibrancy of the campus with \$800 million in new construction, extended its research endeavors and international presence, deepened its relationship with its home city of Houston, and earned greater visibility locally, nationally and internationally.

Early in his presidency, Leebron engaged in extensive consultations that produced the Vision for the Second Century (V2C), a plan for Rice's growth and advancement as one of the world's premier research universities. As Rice enters the next phase of strategic planning, the Vision for the Second Century/Second Decade (V2C2), the university is well-positioned for its second hundred years.

Perhaps the biggest change has occurred in undergraduate enrollment, which has increased 30 percent since 2004. The number of applications received for fall 2018 set a record at approximately 21,000. President Leebron, as part of the V2C2, also introduced The Rice Investment - groundbreaking financial aid initiatives for the middle class, offering free and reduced tuition and fees to families in America's largest economic class. International applicants have increased fivefold, and undergraduate and graduate students now come from more than 90 countries.



Under his watch, the student body has become more diverse and more international. Among the domestic student population, Blacks increased from 7 percent to 10 percent; Hispanic students increased from 11 percent to 16 percent, and the Asian- Americans representation went from 14 percent to 32 percent. The international students boomed during this period from 3 percent to 12 percent, representing more than 70 countries. The increase in student diversity led to the creation of a multicultural center to provide a space where a diverse Rice community can collaborate on diversity and inclusion programs and initiatives.

Leebron led the efforts to grow the student population and create a more generous financial aid program to allow more students of color to attend Rice. As president, he saw the student population almost double from 4,855 to 8,500. He created a financial aid program that benefits all students, especially low-to-middle-income students. Students from families with under \$65,000 in income receive free tuition, fees, and room and board. Students from families who make between \$65,000 to \$130,000 receive free tuition.

Leebron also increased the diversity of the faculty. Black professors in 2005 made up 1.9 percent of the faculty; today, it is 2.6 percent. The percentage of Hispanic professors increased from 3.2 percent to 6.8 percent. Leebron also hired the first Asian provost, the first Black provost, the first Latino vice president of enrollment, the first Latina vice president of enrollment, the first Latino dean of the Jones School of Business, the first Black dean of the School of Engineering, the first Black vice president of Human Resources, the first Black vice president of Development, the first female vice president of Public Affairs, the first Black magister of a college (dorm), the first Black police chief, and the first Latino police chief. Diversity climbed to the very top as more Black and Latino members took their seats at the board of trustee table.

During his tenure, the number of diverse student groups flourished. Where at one time there was only one Black student group, there are now nine: Black Business Student Association, Black Graduate Student Association, Black Male Leadership Initiative, Black Student Association, Caribbean Student Society, DAWA Pre-Health Society, National Society of Black Engineers, Rice African Student Association, Rice Black Women's Association.

Hispanic student groups also grew. There are now five: The Hispanic Association of Cultural Enrichment (HACER), the Society of Hispanic Professional Engineers, the Rice Mariachi Luna Llena, Rice Salseros, and the Latino Graduate Student Association.

Because of his commitment to diversity, almost every major department or school at Rice now has a diversity and inclusion officer or committee. For example, the Athletic Department, the business school, the engineering school, the Admissions Office and the Alumni Relations Department have people assigned to lead diversity efforts. Most recently, Leebron created the position of vice provost of diversity, equity, and inclusion to overlook all the diversity efforts at Rice.

Under his leadership, Rice created a series of centers that provide students with a variety of ethnic and cultural studies. They include the Chao Center for Asian Studies, the Center for the United States and Mexico, and the Center for African and African American Studies.

Leebron was also instrumental in establishing an array of institutes and programs to address social issues that affect our communities. These include the Boniuk Institute for the Study of and Advancement of Religious Tolerance, the Kinder Institute for Urban Research, and the Doerr Institute for New Leaders.

Most recently, Leebron created the Task Force on Slavery, Segregation, and Racial Injustice, whose mission is to investigate Rice's past with respect to slavery, segregation, and racial injustice; to encourage frank and honest discussion about the past and to identify suggestions for Rice's future.

His efforts to make Rice more diverse have paid off. Rice was named the No. 1 school for "race/class interaction" by the Princeton Review. Under the guidance and vision of Leebron, Rice has come a long way since it was founded to provide a college education to the white residents of Texas. Once again, Rice is one of the most diverse universities in the country, reflecting the demographics of Houston, the most diverse city in the country.

Team Diversity Champion

Digital and Information Technology STEM Team, Houston Community College

The team comprises Samir Saber, Program Director of IT Continuing Education, and Raymond “Mitch” Keller, Professor of Computer Networking. The team successfully conceived and conducted four free STEM camps at HCC West Loop and Stafford campuses (HCC Southwest), North Forest campus (HCC Northeast), and Eastside campus (HCC Southeast). The subjects were Virtual Reality and Apple Swift Coding with Robotics. Participants included middle and high school students from low socioeconomic neighborhoods who receive reduced or free lunches.



There were 142 students who confirmed their attendance by phone before the camp; 102 attended, and 91 successfully completed the camps. The demographic breakdown was as follows: Latino, 30 percent; African American and White, 25 percent each; and Asian American, 20 percent. Students who completed the camps received 1.5 Continuing Education units via HCC’s Digital and Information Technology Continuing Education program to compensate for their 15 hours of camp activities.

The camps were funded mainly by a \$69,971 Texas Workforce Commission (TWC) Governor’s Summer Merit Program (GSMP) grant. The grant proposal was pursued and submitted by Samir Saber as the principal investigator and grant manager. Raymond “Mitch” Keller and Samir Saber also assumed the roles of co-directors and co-managers of the camps.

The purpose of the camps was to give underserved young people the opportunity to experience technology traditionally beyond their reach. Students were able to use the latest Virtual Reality (VR) technology powered by Oculus headsets. Students were fully immersed during the camps and empowered to explore new worlds and possibilities thanks to the technology and experienced faculty. The students also benefited from HCC’s existing Engage virtual world and other cutting-edge software to provide the full experience. Many students were inspired to create their games and explore more possibilities using VR, rapidly integrating into many existing and upcoming industries. The summer camps exposed students to a high-tech world and motivated them to pursue studies toward a future career in IT.

The K-12 students also participated in Apple Swift coding camps, gaining an understanding of coding by playing the Swift Playgrounds game and learning about block coding and scripting with Swift. They applied the concepts by using Sphero robots donated by Apple, a partner of HCC since 2017.

Saber and Keller worked to secure a donation from The PepsiCo Foundation that funded T-shirts, giveaways, and refreshments for the summer camp participants. The students also enjoyed visits and pep talks from several guests, including college presidents, deans, directors, and a resident director of entrepreneurship who offered career coaching.

To ensure the camps’ success, 18 faculty and 11 support staff members under the direction of Saber and Keller were involved, serving as mentors and providing logistical assistance. They included administrative assistants, an office manager, an instructional server administrator, and three lab technicians. The camps were initially planned to be held virtually due to COVID-19. However, after prudent consideration with college leadership, Saber and Keller tackled the difficulties head-on, opting for in-person camps so that students would receive the full benefits of the cutting-edge technology and a robust, fully immersive camp experience. The plans were carried out successfully with meticulous safety measures.

The camps provided invaluable, lifetime experiences for the students who otherwise may not have had access to a high-tech experience that they will never forget. Meanwhile, the students inspired the Digital and Information Technology team with curiosity, enthusiasm, and appreciation for the camps.

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Speakers and Session Chairs

In order of appearance in the Program Schedule

Roland V. Manzano

Director of HR/Staffing, METRO

Roland Manzano has a Bachelor of Science from Sam Houston State University with over thirty years of Human Resources experience. His career began in executive recruiting with a local search firm. He is a CPC (Certified Personnel Consultant), certified in Employee and Labor Relations, has worked with companies such as Cap Gemini America, Compaq Computer Corporation, Bank of America, BMC Software, and is currently Director of Human Resources/Staffing at METRO (Metropolitan Transit Authority of Harris County) since July of 2003.



María C. González, Ph.D.

Associate Professor of English, University of Houston

Dr. Gonzalez is an authority on American literature, Mexican-American novelists, Chicana writers, and Feminist and Queer Theory. Gonzalez is the author of *Contemporary Mexican American Women Novelists: Toward a Feminist Identity*. Currently completing a book on the influence of Chicana lesbian writers and queer theory in Chicana literary studies, she is the co-editor of Voices Breaking Boundaries' three-volume series collection of transnational art and essays, *Borderlines*. Past President of the National Women's Studies Association and a board member of the National Association for Chicana and Chicano Studies, she has served on the editorial boards of the *NWSA Journal*, *The Journal of Lesbian Studies*, *NACCS Annual Proceedings*, and *Chicana/Latina Studies Journal*.



One of the founders of the GLBT Studies Minor and the LGBT Resource Center at the University of Houston, she served for many years on the UH Faculty Senate and is the treasurer of the Texas Transgender Nondiscrimination Scholars.

Cecil Fong

Executive Director, Diversity Summit

Cecil Fong is the Executive Director for Diversity Summit, a non-profit organization aimed to promote diversity and inclusion to create an inclusive work environment to allow everyone equal opportunity to succeed.

Cecil Fong is the President of Education Rainbow Challenge, a non-profit organization geared toward raising interest in math and science via semi-annual math challenges and hands-on science experiments. Since its inception in 1999, over 10,000 students in grades 3-8 in the Houston area have participated in this program. Cecil is the President of OCA Greater Houston. OCA is a national organization that advocates for equal rights for Asian Americans. Cecil retired from Shell Oil in 2011. With a career spanning 34 years, he has held several technical and management positions in various business segments. He holds Bachelor's and Master's degrees in Chemical Engineering from Rice University.



Pranika Uppal Sinha

Managing Director, DEI and Organizational Development, Greystone

Pranika Uppal Sinha leads Diversity, Equity, and Inclusion (DEI) at Greystone. In this role, she is responsible for introducing new DEI initiatives, including education, resources, and programming, across the entire firm and integrating DEI to ensure Greystone’s diversity and inclusion efforts are sustainable and progressing forward. Pranika also oversees organizational development at Greystone, devising training, and leadership programs, and creating impactful content for employees and leaders.



Pranika earned a BS degree in Environmental Engineering at Northwestern University and an MBA at Rice University and is also a graduate of Leadership Houston – Class XXXIV. She has been involved with the Texas & National Diversity Councils and the Diversity Summit in Houston for several years and lectures about DEI at the Rice University, Jones School of Business. Pranika is based in Houston, TX, where she resides with her husband, two daughters, and rescue dog.

Donna Fujimoto Cole

President/CEO, Cole Chemical & Distributing, Inc.

Ms. Cole founded Cole Chemical 42 years ago to supply industrial and process chemicals to Fortune 500 companies. She advocates for small minority and women-owned businesses and serves on many national and local boards. Cole Chemical’s quality of service is recognized by SBA, Toyota, ExxonMobil, and many others.



Amanda Scott

Specialist, Diversity, Inclusion, and Talent Acquisition Strategy, Enbridge

Amanda Scott started her career working on US Political campaigns in 5 different states, focused on electing women at all levels, from Presidential down through all levels to local city government races in Houston. Amanda has experience in the Healthcare, Construction, and Energy industries. She has expertise in many facets of HR, including Employee Relations, Talent Acquisition, Workforce Analytics, Management Strategy, and Organizational Development. She is a native Houstonian, and she enjoys living here with her husband, two kids, and three fur babies.



Yeni Ortega

Sr. Advisor, Inclusion & Diversity, Phillips 66

Yeni Ortega supports the global I&D strategy while partnering with business units and Employee Resource Groups in their strategy implementation. Ortega has more than 20 years of experience in various marketing and procurement roles in the oil and gas industry.



Jeronimo Cortina, PhD

Associate Professor, University of Houston

Jeronimo Cortina is an award-winning Associate Professor in the Department of Political Science and the Associate Director at the Center for Mexican American Studies at the University of Houston. He earned a Ph.D. in Political Science from Columbia University, where he previously earned a Master's degree in Public Administration and Public Policy from the School of International and Public Affairs.



Denise Hall

US DEI Advisor, Shell USA.

Denise Hall oversees the ten Employee Resource Groups. She also assists on various DEI projects for the US supporting Shell's vision to become one of the most diverse and inclusive organizations in the world, a place where everyone feels valued and respected.



DeAnnah Stinson Reese

Award Nominated Career Strategist and Global DEIB Strategist

DeAnnah has 10+ years of experience working with minority professionals to secure leadership positions and helping companies to create more diverse, equitable workspaces. In 2017, DeAnnah launched her business, E3 Professional Services, after being dissatisfied in her career and realizing there was a bigger impact she could make. Using her expertise in hiring and retention efforts, she has been able to change how underrepresented groups advance their careers, working with over 10,000 professionals to date. DeAnnah takes a special interest in working with black women to help move them into senior-level/VP/C-Suite roles and negotiate for the pay they deserve, as there is a huge disparity in black women's presence in these levels of leadership.



As a Certified Global Racial Equity Strategist, she delivers consulting services rooted in E3's JEDI model-- Justice, Equity, Diversity, and Inclusion, as she continues to partner with organizations to dismantle oppressive systems in corporate America while helping minorities advance and thrive in their careers. E3 has worked with top Fortune companies worth over \$60B in creating more equitable and inclusive workplaces. Notable past partners and clients include Microsoft, Stanley Black and Decker, Forbes Coaching Council, Raytheon Technologies, TD Bank, Bounce TV, and Collins Aerospace, to name a few. As a black female, she is determined to change her community's career and financial landscape!

Y. Vani Rao

Executive Coach, VTK Consulting LLC

Vani Rao, the owner of VTK Consulting LLC, works with individuals to align their purpose with their careers. She has worked for more than 25 years in the corporate sector and most notably at BP in projects & engineering, continuous improvement, planning, capability, and diversity & inclusion.



Vani specializes in empowering underrepresented groups to use their voices to get results and helping companies increase profitability through inclusive work practices. She is also a 2012 APAWLI (Asian Pacific American Women’s Leadership Institute) Fellow, a signature leadership program for APA women. Vani serves on the Asia Society Women’s Leadership Series advisory board and supports charitable organizations in India focusing on the girl child.

Vani has an MBA from Columbia University and BA in Psychology from Austin College. She is a certified trainer of Neuro-Linguistic Programming (NLP), a project management professional (PMP®), and is certified in Mental and Emotional Release (MER™), hypnosis, and Myers-Briggs Type Indicator.

Daniel Chen

Immigration Attorney, Nguyen Jazrawi and Chen PLLC.

Daniel Chen assists companies, artists, athletes, extraordinary ability individuals, international executives/managers, investors, scientists, surgeons, and various professionals in complying with immigration laws. He is a former president of the ACAP, Houston-Taipei Society, and Houston’s Asian American Bar Association.



Richard Anthony Baker, Ph.D.

ED Institutional Equity, EO/AA, and Title IX, Rice University

Dr. Baker’s involvement in diversity and equal opportunity matters spans more than 20 years. Starting as a student and then as entry-level staff, Dr. Baker has worked at every level of equal opportunity compliance. He eventually became the chief equal opportunity officer for the third-largest university system in Texas.

After serving in that role for eight years, Dr. Baker transitioned to Rice University in August 2019 and became the Executive Director for Institutional Equity, EO/AA, and Title IX. In this role, Dr. Baker’s responsibilities include assessing the University’s diversity management effectiveness, specifically recruiting and retaining diverse personnel. Dr. Baker’s responsibilities include overseeing the University’s anti-discrimination initiatives, including authoring and enforcing policies, procedures, practices, and other institutional strategies to eliminate disparate treatment and impact its community. In addition to providing high-level strategic guidance on equal opportunity matters, Dr. Baker conducts formal investigations of individual complaints and systemic reviews of allegations of discrimination.

To prevent these events from occurring, Dr. Baker provides anti-discrimination training for thousands of employees and students and presents on equal opportunity and Title IX at academic conferences throughout the country.



Mahnaz Kolaini, PhD

Director of Counseling & Ability Services, Houston Community College

Dr. Mahnaz Kolaini is an experienced leader skilled in cooperation, building partnership, and integrated support services to address barriers impeding the students’ success. Her body of work spanning over the last fifteen years at HCC centers on access, inclusion, belonging and promoting an overall culture of care in our diverse community.

Dr. Kolaini is an experienced mental health clinician with experience in a different mental health setting. In her current role, she leads programs and activities that



include Suicide Prevention, Domestic Violence/Dating/Sexual Violence awareness and prevention, Basic Needs support, and overall wellness. In her efforts to build sustainable systems of support for students, Dr. Kolaini has forged many large-scale partnerships and care coordination agreements with community organizations to reduce the basic needs insecurity in our student population.

Dr. Kolaini is a licensed professional Counselor-Supervisor with a Master's Degree in Counseling from the University of Houston and her Doctor of Psychology from California Southern University.

Nicole Arleane Roberson, PhD

Director of Equal Opportunity and Diversity, Texas A&M University System (TAMUS)

Dr. Roberson drives alignment and expansion of institutional strategies to advance the commitment to a discrimination-free workplace and an inclusive learning environment for 11 universities, eight state agencies, and a health science center.



Dr. Roberson's work experience encompasses her passion for DEI and education. She worked for ten years for the U. S. Department of Education, Office for Civil Rights (OCR). In that role, she advocated for and protected students' civil rights within the United States education system. To advance her career in higher education, Dr. Roberson accepted a position with the University of Texas at Arlington (UTA) as the Coordinator of Equal Opportunity and Affirmative Action. In this role, she was responsible for compliance training for all UTA employees, internal and external investigations of discrimination, and the affirmative action plan. After three years in that role and completing her Ph.D., Dr. Roberson accepted an Executive Dean position with North Lake College, where she oversaw the Business and Information Technology Department for this large community college. She later took a position as the Academic Dean/Chief Academic Officer for another college, where she oversaw all degrees and industry certifications. Dr. Roberson returned to DEI as the Assistant Director of Equal Opportunity and Affirmative Action for the University of North Texas, her alma mater. Following that position, she accepted the Director of Diversity and Equal Employment Opportunity position with the Dallas Area Rapid Transit (DART). With DART, she oversaw diversity and EEO efforts for this large transportation authority. She also had the opportunity to utilize her diversity skills in supplier diversity by advancing MWDBE businesses.

Dr. Roberson has also taught undergraduate and graduate courses for over 20 years for several universities, including UNT, UTA, Southern New Hampshire University, and Amberton University.

Carla Newman

Senior Manager Revenue Operations, PROS

Carla Newman has been leading DE&I initiatives for over 20 years with Native American, Asian American, Latinx, women, and other employee and business resource groups. She was recently honored as a 'DEI Champion' by the National DiversityFIRST organization for her "demonstrated dedication and continuing commitment to advocating for diversity, equity, and inclusion in the workplace." She currently serves as a Senior Manager in Revenue Operations at PROS, a Houston-based AI pricing and selling solution provider. She managed cross-cultural and diverse local teams in Europe and Southeast Asia for 15 years, working for Fortune 100 companies and an Asian start-up before moving to Houston a few years ago. She has served on non-profit DEI boards overseas and now sits on several committees, and is the president of the PROS global women's business resource group BLAZE. She started her career in international non-profit management and later as a senior foreign correspondent before transitioning to corporate work and service.



Chris Pitre

VP Softway / WSJ Best Selling Author

Chris is the author of ‘Love as a Business Strategy’ and the Co-founder of Culture+, a culture-as-a-service company. He works with and speaks at companies like Google, The Obama Foundation, ExxonMobil, Groupon, Habitat for Humanity, and others to strengthen their culture and organically build inclusive behaviors.

Chris is a student of the world and enjoys anthropology, history, travel, and culinary experiences. His interests in global cultures naturally led him to travel globally, co-leading culture and leadership transformations through culture.

Chris is a native Houstonian who loves everything Beyoncé. He has a BBA with a concentration in marketing from George Washington University in Washington, DC.



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DS 2020 and DS 2021 Virtual Sessions

Editor’s Note: Diversity Summit moved online to continue our mission during the pandemic years of 2020 and 2021. The DS transformed into a series of individual seminars virtually. We want to thank the speakers, moderators, and organizers for their dedication and time during a challenging period.

2020

Theme: Diversity and Inclusion 2.0

- July 30* ***“Intersecting Identities and the Impact of Emotional Tax”***
Speakers:
 Kelly Kleinkort, Director of Corporate Engagement, Catalyst
 Dana Dawsey, Operations Leader & Site Inclusion and Diversity Leader, Dow Chemical
- Sept. 3* ***“Feeling Safe in the Workplace: Psychological Safety, Civility & Unconscious Bias”***
Speakers:
 Pranika Sinha, Senior Manager, Talent Development & Inclusion, Occidental (Oxy)
 Joyce Eisler, Certified Leadership Coach and Supervisor of Training, Occidental (Oxy)
- Sept. 30* ***“Moving Beyond Crisis: A Systems Approach to Advance Inclusion & Equity (& Pitfalls to Avoid Along the Way)”***
Speaker:
 Michael Amilcar, CEO, Cook Ross
- Oct. 22* ***“Bystander Training”***
Speakers:
 Jessica Li, Healing Equity United
 Fiona Oliphant, Healing Equity United

2021

Theme: Diversity and Inclusion in the Virtual World

- March 24* ***“Effective Allyship: Practice, Reflect, Refine”***
Speakers:
 Kelly Kleinkort, Director of Corporate Engagement, Catalyst
 Jason Limerick, BHP Petroleum
 Jeanele Davis, SCI USA

(Continue on the next page)

- May 27* ***“Corporate Social Responsibility and Volunteerism”***
Moderator:
 Amanda Scott, Specialist, Diversity, Inclusion, and Talent Acquisition Strategy, Enbridge
Speakers:
 Mike Fernandez, SVP, Public Affairs, Communications & Sustainability (PACS) and Chief Communications Officer, Enbridge
 Melissa Garza Garrison, Director of Talent, Bridgeway Capital Management
 Jai Collier, JD, SPHR, Program Manager, Diversity & Inclusion, Harris Health System
 Gayla Wilson, Program Manager, Volunteer Houston – Interfaith Ministries Greater Houston
- July 28* ***“Let’s Talk about Race and Anti-Racism”***
Speaker:
 Pranika Sinha, Managing Director, Diversity, Equity & Inclusion, Greystone
- Aug. 26* ***“A Conversation about Race and Law Enforcement”***
Moderator:
 Al Tribble, FBI (retired)
Speakers:
 Eric Fagan, Fort Bend Sheriff
 Troy Finner, Houston Police Chief
 Brian Middleton, Fort Bend District Attorney
 Eric Robins, Sugar Land Police Chief
- Sept. 24* ***“White Males Journey to Allyship: Head and HEART Based Leadership”***
Moderator:
 John Sequeira, CEO TL One Partner LLC
Speakers:
 Ray Arata, Founder, Better Men Movement and Author
 Andy Drake, VP Asset Integrity, Gas Transmission and Midstream, Enbridge
 Leslie Mays, Chief DEI Officer, Bill and Melinda Gates Foundation
 Michael Pubentz, VP IT Major Projects & Systems Development, Oxy
- Oct. 28* ***“Mental Health and AAPI Hate: How We ALL Can Play a Role in Helping Each Other in the Workplace?”***
Speakers:
 Sarah Nguyen, MD, Assistant Clinical Professor of Psychiatry and Biobehavioral Sciences, UCLA
 Uyen-Khanh Quang-Dang, MD, MS, Geriatric Psychiatrist, Palo Alto Medical Foundation
 Tam Nguyen, Ph.D., Clinical Psychologist, Director of Ambulatory & Addiction Care, Sutter Health
 Jennifer Tran, DO, Full Spectrum Family Medicine, Palo Alto Medical Foundation



The Association of Chinese American Professionals

ACAP is an association of Chinese American professionals with a wide variety of expertise, including engineering, science, health care, business, humanity, and arts and culture. Founded in 1978 and currently, with a total membership of approximately 300, the ACAP recruits its members from but is not limited to the states of Texas, Louisiana, Mississippi, Arkansas, and Oklahoma.

In 2001, the ACAP, in collaboration with JPMorgan Chase, Shell Oil Company, and Marathon Oil Company, organized the inaugural Diversity Summit annual conference. This annual conference has gained broader support and attendance from other major corporations and organizations in the greater Houston area.

As a non-profit organization, the ACAP strives to foster professional development and fellowship among its members, facilitate the development of leadership skills of Chinese Americans professionals, and address various issues that Chinese American professionals face in the workplace.

To encourage the professional advancement of the members, the ACAP regularly hosts technical seminars and workshops with various professional disciplines throughout the year. The flagship activity is the Science, Engineering, and Technology Seminars (SETS) held in Houston in the spring/ summer of each year. SETS usually draws 200 to 300 participants. These seminars, workshops, and conferences are multidisciplinary and often involve guest speakers from other states and foreign countries.

For more information on ACAP, please visit the website at <http://www.acap-usa.org/>.

To become a sponsor of the Diversity Summit, please contact
DS Executive Director Cecil Fong at
cecil.fong@gmail.com.

For sponsorship information, please visit our website:
DiversitySummit.org

NOTE

A series of 26 horizontal dashed lines for writing notes.



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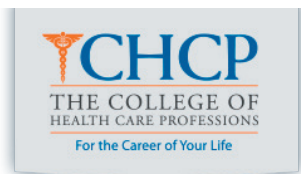


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