

2nd Annual Florida Diversity & Leadership Conference



The Winds of Change

University of Central Florida

January 14, 2011

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Welcome



Dennis Kennedy
Founder & CEO, National Diversity Council

Welcome to the 2nd Annual Florida Diversity & Leadership Conference. The theme for this year's conference is "Wind of Change." In the back drop of new national leadership that reflect the diversity of our country, I believe it behooves organizations and in particular the leaders of corporations to see "Change" as a business necessity. That is, in order for organizations to be successful, there has to be a change in the way companies and organization attract, recruit, retain, develop and promote diverse talent. It is essential for organizations to review their systems to ensure that diverse candidates have the same opportunities as everyone else.

A review of the 2010 Florida Glass Ceiling Study reveals that both women and people of color are still devoid of opportunities to participate on both Corporate Boards and in the C-Suites. I believe very strongly that Corporate Leadership should reflect the diversity of the community and its employee base. Hence, the barriers that have for so long excluded some groups have to be literally torn down in order for us to see real and measure change in the demographics of leadership in corporations in the state of Florida. The leadership pipeline has to be inclusive.

The "Wind of Change" is blowing in Florida but it is going to require more than one individual writing a letter. It is going to require regular folks just like you and I to speak up and challenge the status quo of inequity that is unfortunately so prevalent in some of our workplaces in our communities. In addition, we as a community have to hold leaders accountable; it is essential.

History teaches us that "Change" has always been difficult but I am very hopeful and encouraged that the Community of Florida will usher in a new era of respect and acceptance for differences. Please join me on January 14th in Orlando as the "Wind of Change" blows in Florida.

www.diversityfirstjobs.com



Letter from Honorary Chair



Dr. Valerie King
Director, Office of Diversity Initiatives, University of Central Florida

Dear Conference Participants,

It is my pleasure to welcome you and other Florida Diversity and Leadership Conference guests to the University of Central Florida, a multi-campus metropolitan research university that stands for opportunity. Even with the tremendous growth that has propelled UCF to becoming the largest university in the State of Florida and the second largest university in the nation, we remain steadfast to the goal "To become more inclusive and diverse" that was established 1992 by our president, Dr. John C. Hitt.

The Office of Diversity Initiatives is pleased to partner with the Florida Diversity and Leadership Conference to host this event. It is our hope that the conference speakers and sessions will enhance your understanding and appreciation for diversity in its many dimensions. We also hope you will be empowered with leadership strategies to address the various professional and personal opportunities and changes we face in a world that is becoming increasingly diverse.

Again, welcome to UCF

Sincerely,
Valerie Greene King, Ph.D., Director

Keynote Speakers



Donna Brazile

Veteran Democratic Political Strategist, Founder and Managing Director Brazile & Associates LLC

A New Orleans native, Ms. Brazile began her political career at the age of nine when she worked to elect a City Council candidate who had promised to build a playground in her neighborhood; the candidate won, the swing sets were installed, and a lifelong passion for political progress was ignited. Four decades and innumerable state and local campaigns later, Ms. Brazile has worked on every presidential campaign from 1976 through 2000, when she served as campaign manager for former Vice President Al Gore, becoming the first African-American woman to manage a presidential campaign.

Author of the best-selling memoir *Cooking with Grease: Stirring the Pots in American Politics*, Ms. Brazile is an adjunct professor at Georgetown University, a syndicated newspaper columnist for United Media, a columnist for Ms. Magazine, and an on-air contributor to CNN, NPR, and ABC, where she regularly appears on *This Week with George Stephanopoulos*.

In August 2009, O, The Oprah Magazine chose Ms. Brazile as one of its 20 remarkable visionaries for the magazine's first-ever O Power List. In addition, she was named among the 100 Most Powerful Women by Washingtonian magazine, Top 50 Women in America by Essence magazine, and received the Congressional Black Caucus Foundations highest award for political achievement. Ms. Brazile is the proud recipient of honorary doctorate degrees from Louisiana State University and Xavier University of Louisiana.

Ms. Brazile is founder and managing director of Brazile & Associates LLC, a general consulting, grassroots advocacy, and training firm based in Washington, D.C.

John Rowland

Three Term Governor, State of Connecticut



John G. Rowland's 20-year public service career has distinctly improved the quality of life in Connecticut.

His communication skills and coalition building talents were major factors in the rebirth of the capitol city of Hartford, as well as other major cities in the state. The landmarks of his legacy can be seen across Connecticut.

Investments in public elementary education during Governor Rowland's tenure made Connecticut #1 in reading, writing, and mathematics. Under John Rowland's watch, investments in the arts positioned Connecticut as #1 nationwide in arts endowments. Investments in the state university system, as well as local community colleges, have resulted in Connecticut gaining a competitive edge in attracting students from around the world.

As Governor, Rowland initiated one of the nation's few state-sponsored "Faith Based Initiatives," partnering state government with churches and religious organizations to focus on supportive housing, substance abuse, job training, and prison reform.

From welfare reform to higher education, John Rowland helped make Connecticut an environment for world-class opportunities and hope.

John Rowland became a member US House of Representatives at the age of 27. He served three terms in the US Congress and, during his ten-year tenure as Governor, served as Chairman of both the National Republican Governors' Association and the New England Governors' Association.

Facing preliminary investigative hearings by a legislative panel he stepped down from public office on July 1, 2004. On April 1, 2005, he began serving a sentence of one year and one day at a federal institution in Loretto, Pennsylvania, after accepting a plea agreement.

Most Powerful Women



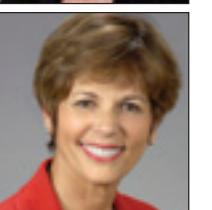
Dr. Valarie King
*Director, Office of Diversity Initiatives
University of Central Florida*



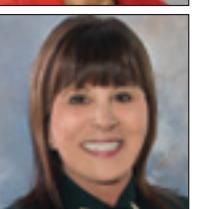
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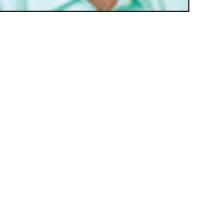
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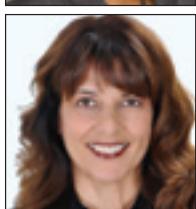
Tracey Jaensch
*Managing Partner
Ford & Harrison LLP*



Susan Stackhouse
*President/ CEO
Stellar Partners, Inc.*



Penelope A. Dixon
*Partner
Carlton Fields*



Dr. Mary Kay Vona



Chief Val Demings
*Chief
Orlando Police Department*

Master of Ceremony



Valerie Boey
Television Reporter at FOX 35 Orlando

Valerie Boey is the newest member of the FOX 35 morning news team. This 16 year television news veteran joined WOFL in February of 2008. Valerie reported at the CBS affiliate in the Tampa/St. Petersburg area for four years before coming here.

Valerie is an AP award winning journalist and a multimedia specialist. As a political correspondent, she started up a Tallahassee Bureau for WTSP (CBS Tampa) and WTLV (NBC Jacksonville). Valerie also wrote for several newspapers, such as Florida Today and the Fort Myers News Press. Her work expanded to all Gannett owned stations and websites. Her desire to be closer to the beach took her to the Tampa Bay area to cover local and breaking news.

Valerie's career started at WINK (CBS affiliate) in Fort Myers. She was the Collier County Bureau Chief in Naples. Before that, she worked as an assignment editor and associate producer. She graduated from New York University. While attending school, Valerie interned at NBC Nightly News in New York.

Valerie was born and raised in New York, then moved to Illinois when she was in high school. As a Chinese American, Valerie takes pride in her Asian heritage. She is a leader in the Asian American Journalists Association's Florida Chapter and mentor's students interested in becoming journalists. She also supports several charities.

This journalist is also an author. Valerie is in the process of working on a children's book and getting it published. During her free time, Valerie also enjoys traveling overseas and in the states. On a daily bases she likes kickboxing, jogging and shopping. Going to concerts is also a highlight, whether it's classical, jazz or anything Aerosmith. She looks forward to exploring Central Florida and experiencing new adventures here.

Agenda

- 8:00 a.m. **REGISTRATION OPEN**
- 8:30 a.m. - 9:45 a.m. **MOST POWERFUL AWARDS BREAKFAST**
Pegasus Ballroom DEF
- Donna Brazile
*Veteran Democratic Political Strategist
 Founder and Managing Director
 Brazile & Associates LLC*
- 10:00 a.m. - 11:00 a.m. **CONCURRENT SESSIONS**
- 11:10 a.m. - 12:10 p.m. **CONCURRENT SESSIONS**
- 12:10 p.m. - 1:30 p.m. **DIVERSITY FIRST™ AWARDS LUNCHEON**
Pegasus Ballroom DEF
- John Rowland
*Three Term Governor
 State of Connecticut*
- 1:40 p.m. - 2:40 p.m. **CONCURRENT SESSIONS**
- 2:50 p.m. - 3:50 p.m. **CONCURRENT SESSIONS**
- 4:00 p.m. - 5:00 p.m. **CLOSING NETWORK RECEPTION**

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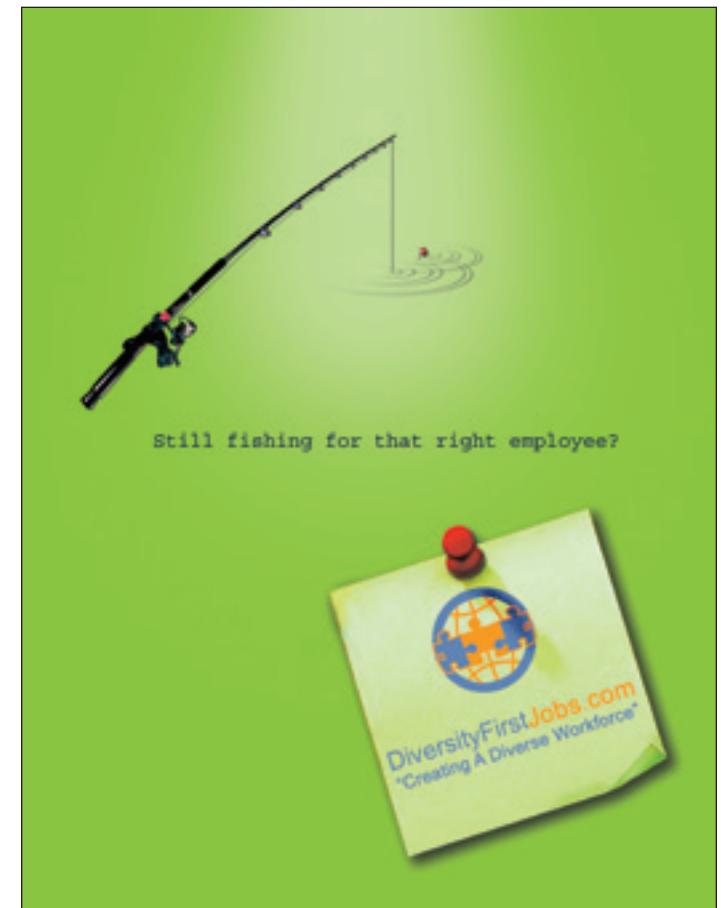


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Concurrent Sessions

10:00 a.m. - 11:00 a.m. **"MUST HAVE" LEADERSHIP SKILLS** (Panel Discussion)

Moderator:

Dan Fontaine, *Bank of America*

Speakers:

Lucas Boyce, *Director Multicultural insights & Cause Marketing, Orlando Magic*
Elizabeth M. Rodriguez, *Partner, Ford & Harrison LLP*
Kathy Boyd, *President-Americas , Tektronix*
Val Demings, *Chief of Police, City of Orlando*

Pegasus A

DIVERSITY BEST PRACTICE ROUNDTABLE (Panel Discussion)

Pegasus B

Moderator:

Allie Braswell, *President/CEO Central Florida Urban League*

Speakers:

Olga Pina, *Diversity Committee Co-Chair, Fowler White Boggs*
Cal Jackson, *Sr. Diversity Practitioner, Blue Cross Blue Shield of Florida*
Julio F. Suárez, *Director, Diversity Outreach, Darden Restaurants*

MANAGING GENERATIONAL DIVERSITY

Pegasus C

Speaker:

Bonnie Monych, *Principal, The New Workplace*

11:10 p.m. – 12:10 p.m. **TAKE CHARGE OF YOUR CAREER** (Panel Discussion)

Pegasus A

Moderator:

Dennis Kennedy, *Florida Diversity Council*

Speakers:

Pedro J. Rivera, *Director of Major Gifts, Miami Children's Hospital*
Tracey Jaensch, *Managing Partner, Ford Harrison*
Allie Braswell, *Allie Braswell, President/CEO Central Florida Urban League*
Karen Krymski, *Principal, Women PowerUP*

11:10 p.m. – 12:10 p.m. **SHATTERING THE GLASS SLIPPER** (Panel Discussion)

Pegasus B

Moderator:

Steven Stengel, *NextEra Energy*

Speakers:

Alice G. Hector, *Shareholder, Akerman Senterfitt*
Kenya J. Reddy, *Partner, Carlton Fields*
Kimberly Woppard, *SVP HR, Grow Financial*
Kathy Boyd, *President-Americas, Tektronix*

FUNDAMENTALS OF A DIVERSITY INITIATIVE

Pegasus C

Speaker:

Francia Baez, *Head of Global Diversity & Inclusion, Visa*

WHITE PRIVILEGE

Pegasus C

Speaker:

Robert Jensen, *Professor of Journalism, University of Texas at Austin*

GETTING OFF THE STICKY FLOOR (Panel Discussion)

Pegasus A

Moderator:

Dennis Kennedy, *Florida Diversity Council*

Speakers:

Angela Ward, *President, Resort Title Agency*
Dawn Siler-Nixon, *Partner, Ford & Harrison*
Additional Speakers TBD

KEYS TO PROFESSIONAL SUCCESS (Panel Discussion)

Pegasus B

Moderator:

Marsha Falkenburg, *Grow Financial Federal Credit Union*

Speaker:

Cita Maloon-Gibson, *President, Center For Excellence*

Additional Speakers TBD

WHITE PRIVILEGE

Pegasus C

Speaker:

Robert Jensen, *Professor of Journalism, University of Texas at Austin*

2011 Florida Diversity Council Agenda

YOUNG WOMEN'S LEADERSHIP SYMPOSIUM

Orlando- March 5th • Tampa Bay- February 26th • Description

This annual Symposium focuses on promoting the development of future business leaders, by giving young women access to mentors and businesses that support their goals. The Symposium will focus on leadership, college and career planning, diversity, and advocacy for girls.

SOUTH FLORIDA WOMEN'S CONFERENCE

South Florida- March 25th

The focus of this annual event is to will bring together a diverse mix of successful women leaders who, through the discussion of topics relevant to today's issues will educate, inspire and encourage women to reflect on their own goals and status as they strive to move higher within their organizations.

TALENT SUMMITS

South Florida – June 24th • Tampa Bay – June 22nd

The Talent Summit is an all day learning event designed to help companies maximize the talents and skills of current employees, as well as learn best practices on recruiting a diverse workforce. Through this summit, your organization can incorporate new talent management strategies to utilize employee engagement as the economy recovers, and amplify the productivity of your workforce as the employment market shifts. Additionally, this conference will update your organization on the latest employment branding, recruiting, retention, and engagement trends practiced by model companies with outstanding employees relations. After attending this event, you will walk away with a blueprint that you can implement in your organization.

MULTICULTURAL SUMMIT

South Florida-October

This event is a collaboration of different cultural segments, which allows our participants to pick and choose the sessions they are most interested in attending. This gives attendees an opportunity to learn leading diversity practices and to develop their own diversity knowledge related to the rich cultures within their community.

2011 Florida Diversity Council Agenda

WOMEN IN LEADERSHIP SYMPOSIUMS

Orlando – October 6th • South Florida -October 7th • Tampa – October 5th

The focus of this annual event is to bring together a diverse mix of successful women leaders who, through the discussion of topics relevant to today's issues, will educate, inspire and encourage women to reflect on their own goals and status, as they strive to move higher within their organizations.

COLLEGE DIVERSITY SUMMIT

Tampa- November

This event will foster leadership among college/university students, as well as, enhance communication and functioning in a multiracial, multiethnic, and multicultural society through diversity dialogues and experience, in turn to promote excellence and success among college students through diversity efforts. The goals of this event are to (1) make equity the cornerstone of college students' thoughts, actions and lives, (2) encourage contributions to the community by ensuring full representation and honoring the uniqueness of individuals from diverse backgrounds, (3) honor the uniqueness of individuals from diverse backgrounds, (4) create and provide intercultural and cross-cultural opportunities and experiences, (5) cultivate skill sets needed to discuss and deal with complex race/ethnicity, issues, about which we deeply disagree, including the current existence of discrimination in our society, and (6) prepare students for a diverse workplace.

CORPORATE RESPONSIBILITY SUMMIT

Orlando- November 11

The Council for Corporate Responsibility hosts conferences and training events tailored to the audience of senior leaders invested in the Corporate Responsibility efforts of their organizations. Together, we explore the ever-changing challenges and corresponding solutions to driving sustainability through good corporate citizenship.

LEADERSHIP ROUNDTABLE

South Florida-December 1st

Notes



Leading by Example: Shaping Tomorrow's Leaders

The Tampa Young Women's Leadership Symposium

February 26th, 2011

Tampa Preparatory High School
727 West Cass Street, Tampa, FL 33606

The Orlando Young Women's Leadership Symposium

March 5th, 2011

Rollins College
1000 Holt Ave., Winter Park, FL 32789

is proud to support the
**2011 Florida Diversity &
Leadership Conference**

Ford & Harrison has over 30 years of experience representing employers in a variety of industries in labor and employment law. Our commitment to our clients is to provide the "right response at the right time" by continuing to develop a firm of professionals that embraces diversity and appreciates the contributions of all individuals. For more information about our firm, please contact Tracey Jaensch at 813-261-7815 or tjaensch@fordharrison.com.

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We are committed to diversity and the transformation of our workplace and community into environments where people are valued for their uniqueness and are secure in their knowledge that their efforts make a difference.

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