



9th Annual Greater San Antonio
Best Practices & DiversityFIRST™
Awards Luncheon

Looking Ahead

**THE FUTURE OF DIVERSITY
AND INCLUSION**

TUESDAY, OCTOBER 23, 2012

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Welcome



Dennis Kennedy

Founder & CEO, Texas Diversity Council

Welcome to the Ninth Annual Greater San Antonio Best Practices and DiversityFIRST™ Awards Luncheon. I commend you for your attendance today and thank you for your support of the aims and objectives of the Texas Diversity Council.

The theme for today's luncheon is *"Looking Ahead: The Future of Diversity and Inclusion"*, and we are delighted to have Dr. Gilda Garcia, Vice President- Institutional Equity and Diversity at the University of North Texas. Dr. Garcia serves as a state board member of the Texas Diversity Council. She is a long-time and dedicated supporter of the mission, vision and values of our organization.

We are very pleased to be recognizing several individuals and organizations for their leadership, achievement, and commitment to diversity and inclusion.

I want to thank the planning committee and the entire Greater San Antonio Advisory Board for their hard work to ensure the success of this luncheon. Furthermore, I would like to express my gratitude to each of our sponsors for their contributions and commitment to diversity and inclusion.

President's Welcome



RALPH LEAL, SPHR
Southwest Research Institute
Texas Diversity Council,
San Antonio Advisory Board
President

Dear Friends and Colleagues,

As President of the Greater San Antonio Advisory Board of the Texas Diversity Council, it is my privilege to welcome you. Our event time of "Looking Ahead: The Future of Diversity and Inclusion" is a great message for today's and tomorrow's societies.

The event planning group has put hours of thought, careful consideration and labor into today's program. I hope you can join me in passing on our congratulations and appreciation to the volunteers and planning group members. We will also recognize individuals and organizations for their contributions to the noble cause of diversity and inclusion. They do what they do not because it is what they have to do. They do it because it is what they are called to do and for that we recognize these DiversityFIRST™ Award winners.

Thank you for taking time out of your busy schedules today. Without your support and presence, the diversity and inclusion movement would be near impossible. Together, we can make a difference and continue making great strides toward a bold and acceptable world.

Best wishes and thanks again to you and yours. I look forward to your participation in upcoming Texas Diversity Council events.

Co-Chairs' Welcome Letter

Greetings!

Welcome to the 2012 Texas Diversity Council Greater San Antonio Advisory Board (GSAAB) Best Practices and DiversityFIRST™ Awards Luncheon. The Greater San Antonio Advisory Board is proud to sponsor this annual event to recognize those community leaders who are doing great work to advance diversity and inclusion in the workplace. This year's theme, "Looking Ahead: The Future of Diversity and Inclusion", encapsulates the charge of forward movement that we must continue to carry out to meet the challenges of this ever-changing world.

We hope that each of you are able to leave this morning's workshops energized and equipped with additional tools needed to accept the charge of continuing your commitment to diversity by looking ahead and expanding the conversation of diversity and inclusion in your workplace. Additionally, we ask that you join us in congratulating our DiversityFIRST™ Award winners for 2012; they are true community leaders and

are doing exceptional work.

We want thank you for taking time out of your schedule to participate in the luncheon and a special thank you to the members of the San Antonio Advisory Board and our generous sponsors, who helped make this day possible for us. We would be remiss if we did not take this opportunity to also thank our luncheon keynote speaker, Dr. Gilda Garcia, Vice President, Institutional Equity and Diversity, with the University of North Texas. We are proud of the leadership she continues to display in helping make the University of North Texas the exemplary educational institution it is today.

Please feel free to seek out a member of our Advisory Board if you are interested in partnership with the Texas Diversity Council or would like to attend one of our meetings. We are here to serve you and make the San Antonio workplace a model for inclusion and diversity.



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Dr. Gilda Garcia
Vice President
Institutional Equity and Diversity
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Dennis Kennedy
Founder & CEO
Texas Diversity Council
TEXAS
DIVERSITY COUNCIL

TXDC Insight

The Texas Diversity Council (TXDC) is committed to fostering a learning environment for organizations to grow in their knowledge of diversity. The TXDC provides a great opportunity for organizations to learn from some of the top corporate leaders in the area of diversity. It currently consists of four advisory boards in the Gulf Coast, North Texas, San Antonio, and Austin areas.

:: Our Vision ::

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 the knowledge that their efforts make a difference.

:: Our Mission ::

We will enhance appreciation and understanding for the value of diversity and inclusion. We will achieve success through efforts and activities which:

- Advance corporate leadership and education/awareness of the varied dimensions of diversity
- Commit leaders to discuss issues and challenge attitudes in an effort to promote organizational change that supports diversity
- Promote outreach efforts to our youth that inspire mutual respect and understanding

:: Our Goals ::

- Promote diversity in the workplace and community by partnering with corporate entities and community organizations
- Develop leaders who are educated in and aware of the importance of diversity and proactively support cultural change within their environments
- Develop youth programs that support diversity education and build self esteem

:: We Value ::

- Leadership that values diversity and inclusion and stimulates the potential of all individuals to contribute and achieve their goals
- Ethical leadership that promotes trust, mutual respect, and understanding
- Teamwork and alliances that cultivate diversity and inclusive work environments
- Networking and mentoring opportunities with corporate leaders and peers
- Scholarship programs for deserving high school and college students
- Awards and recognition programs in order to promote diversity initiatives



Keynote Speaker



Gilda Garcia, Ed.D.

Vice President

Institutional Equity and Diversity, University of North Texas

As Vice President of Institutional Equity & Diversity, Dr. Gilda Garcia leads the initiative to advance a campus climate of inclusion; provide strategic direction in recruiting, attract diverse faculty and staff; and actively solicit and manage new funding to support equity and inclusion initiatives. In her position, she ensures the university responds to state and federal reporting and investigative requirements related to affirmative action, equal opportunity, the Americans with Disabilities Act, sexual harassment and discrimination.

She currently serves on the American Council of Education's Commission on Inclusion and the Board of Directors for the National Association of Diversity Officers in Higher Education (NADOHE). She is also Vice Chair of the local Texas Chapter of NADOHE. Dr. Garcia also works closely with the board of Texas Women in Higher Education and the Greater Dallas Advisory Board which is a regional branch of the Texas Diversity Council.

Dr. Garcia holds a Bachelor of Arts from the University of the Incarnate Word in San Antonio, a Master of Arts in Educational Administration from Texas State University and a Doctorate in Human Resource Development from the University of Texas at Austin.



Moderator



Rita Russ

*Director of Communications and Corporate Relations
U.S. Road Tennis Association (USRTA®)*

As an African American child growing up in a predominantly Hispanic area on the West Side of San Antonio, Rita developed an early appreciation for intercultural awareness. Further development of intercultural awareness came through her education and life experiences. Her roles in administration at Hispanic-serving Institutions provided the opportunity for her to build upon her cultural competencies. After spending many years as the spouse of an active-duty military member, she has an affinity for one of the most diverse and challenging sectors of our society, the Department of Defense. She served as President of the board for the Council on Military Education in Texas and the South (COMETS) and has served as a member of the SOCAD Advisory Group for the Army.

Rita works in support of initiatives by the TXDC and was a 2011 DiversityFirst™ Award recipient. Rita recently accepted a position with the U.S. Road Tennis Association (USRTA®), a non-profit organization whose mission is to foster fun, wellness, and healthy living in the community through the promotion of the sport of RoTenGo®. In addition to the ongoing afterschool and community initiatives, USRTA® has established Operation RoTenGo®, an initiative in support of our wounded warriors and their families and caregivers.

Rita holds a BBA from UTSA, a MBA from OLLU, and is currently pursuing her PhD from Northcentral University in Prescott, Arizona.

Program Agenda

WELCOME

Rita Russ, Moderator

Director of Communications and Corporate Relations – U.S. Road Tennis Association (USRTA®)

Ralph Leal

Greater San Antonio Advisory Board President – Southwest Research Institute

Angeles Valenciano

Vice President, Business Development – Texas Diversity Council

~ LUNCH SERVED ~

RECOGNITION OF SPONSORS

Rita Russ

CO-TITLE SPONSOR REMARKS

David Crouch

Vice President of Administration – Toyota Motor Manufacturing, Texas, Inc.

CO-TITLE SPONSOR REMARKS

Wally Hedgecock

Campus Director/Campus Vice President – University of Phoenix

TEXAS DIVERSITY COUNCIL BOARD REMARKS

Keith T. Parker

President/CEO – VIA Metropolitan Transit

RECOGNITION OF INDIVIDUAL AND CORPORATE DIVERSITYFIRST™ AWARD WINNERS

Rita Russ

Director of Communications and Corporate Relations – U.S. Road Tennis Association (USRTA®)

INTRODUCTION OF KEYNOTE SPEAKER

Tammy Flemons

Business Development Liaison - CPS Energy

LUNCHEON KEYNOTE SPEAKER

Dr. Gilda Garcia

Vice President, Institutional Equity and Diversity – University of North Texas

CLOSING REMARKS

Dennis Kennedy

Founder & CEO – Texas Diversity Council

LUNCHEON COMMITTEE MEMBERS

Tammy Flemons CPS Energy, Co-Chair
Trisha Cantu Great Opportunities, Co-Chair
Ralph Leal Southwest Research Institute
Rachel Espinoza Career Advantage
Jason deGroot Texas Diversity Council
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David Vanek Texas Diversity Council

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Award Recipients



SAMUEL HAKIM, M.D.

Dr. Samuel Hakim is board certified in urology. He cares for adults' general urologic concerns and focuses on minimally invasive laparoscopic and robotically assisted surgeries. He also specializes in performing vasectomy reversals using a surgical technique that he helped pioneer.

Dr. Hakim joined Urology San Antonio in August 2009 after concluding 24 years of service in the U.S. Air Force Medical Corps. Prior to his military retirement, Dr. Hakim was a lieutenant colonel and the urology flight commander at Wilford Hall Medical Center.

Dr. Hakim began his military career in 1985 when he joined the U.S. Air Force Reserves. Upon graduating from Albany Medical College in 1989, he transitioned to active duty and completed his general surgical training at Wilford Hall Medical Center at Lackland Air Force Base.

Following that, he moved to Lebanon, N.H., for his urologic training at Dartmouth-Hitchcock Medical Center.

In 2006, in the aftermath of Hurricane Katrina, Dr. Hakim was assigned to Wilford Hall Medical Center. The following year, he served a four-month tour of duty in Baghdad, Iraq where he worked as the surgical flight commander and cared for patients in the Balad Air Force Theater Hospital, Iraq's largest trauma hospital.

When he retired from the military in 2009, Dr. Hakim entered private practice with Urology San Antonio. He helped the practice open its office in the Westover Hills area of San Antonio, where he sees patients. In addition, he spearheaded an initiative to make the practice one of the first civilian clinics in the United States offering couples the fibrin glue vasectomy reversal technique.

When he is not working in the clinic or the operating room, Dr. Hakim enjoys being physically active. In 2004, he completed the Ironman Florida Triathlon. He also enjoys the more leisurely sport of golf. Dr. Hakim and his wife Toni are blessed with three children.

ERICA LIRA CASTRO



Erica Lira Castro was born and raised in San Antonio and is a proud product of San Antonio's public school system. She was raised by a single mother who instilled in her the values of self-reliance and education. After receiving a bachelor's degree in English from the University of Texas at San Antonio, she continued her education and received a master's degree in Educational Leadership from UTSA. Mrs. Castro taught mathematics to third, fourth and fifth graders for seven years in the Harlandale Independent School District and is currently a Math Staff Developer in the Northside Independent School District. Erica and Julián Castro are the proud parents of a daughter, Carina, who was born in March 2009.

Award Recipients



TANYA A. HARTFIELD, PHR

Tanya Hartfield is the Lead Diversity Integration and Strategy Advisor at USAA. In this role, she has responsibility for developing USAA's corporate diversity strategy and programs and managing diversity events and projects. Tanya also provides training, advice and solutions related to Diversity & Inclusion programs, Equal Employment Opportunity (EEO), and Affirmative Action (AA).

Her career with USAA spans 13 years and includes prior positions in Property & Casualty Policy Service and Claims, Human Resources Benefits and Employee Relations.

Tanya earned a MBA from Our Lady of the Lake University, a BBA from Texas A&M University and the Professional in Human Resource (PHR) designation. She is an active participant of the Texas Diversity Council and has held leadership roles to include serving as an Advisory Board

Member of the San Antonio Chapter since 2007 and co-chair of the 2011 Women in Leadership Symposium.

Tanya is a native San Antonian and proud 'Air Force brat' daughter of a retired USAF Master Sergeant. She and her husband, Michael, are parents to two very active young children, Evan, 6 and Malaina, 5.

ED WHITE, JR.



Ed L. White, Jr. is a San Antonio native and a graduate of the University of Texas at Austin. He is the City Executive for BB&T (Branch Banking & Trust) and is leading the Bank's effort to establish it's operations in San Antonio.

BB&T Corporation (BBT) is one of the largest financial services holding companies in the U.S. with \$178.5 billion in assets and market capitalization of \$21.6 billion, as of June 30, 2012. Based in Winston-Salem, N.C., the company operates approximately 1,800 financial centers in 12 states and Washington, D.C., and offers a full range of consumer and commercial banking, securities brokerage, asset management, mortgage and insurance products and services. A Fortune 500 company, BB&T is consistently recognized for outstanding client satisfaction by J.D. Power and Associates, the U.S. Small Business Administration, Greenwich Associates and others. More information about BB&T and its full line of products and services is available at www.BBT.com.

Ed has over 25 years of banking experience in the San Antonio community and has received various awards, including the L.E.N.D award for Leadership Excellence in Neighborhood Development. He is currently active in several boards including SAGE (San Antonio for Growth of the Eastside) where he is currently secretary, the Alamo City Black Chamber of Commerce, where he has served as both a past chairman and president, the San Antonio Parks Foundation, San Antonio Economic Foundation, and the UTSA Development Board.

He was also recognized by the San Antonio Business Journal in its inaugural 40 under 40 list of community leaders and is an alumnus of Leadership San Antonio. Ed is married to Che' White and has four children.

Award Recipients



LAURA S. NIETO

Laura S. Nieto serves as Senior Manager of Community Affairs & Grassroots at Southwest Airlines, the nation's largest carrier in terms of originating domestic passengers boarded and is one of the most honored airlines in the world known for its commitment to the triple bottom line of Performance, People, and Planet.

Nieto has a passion for and expertise in community outreach to diverse audiences. Nieto has formed a powerful team of Community Affairs & Grassroots Managers who develop strategic relationships with key constituencies and national leaders with various segment audiences including the Hispanic, African-American, Asian, Women, and LGBT communities. This year alone, she and her team have generated millions of lasting impressions among diverse audiences to build brand awareness. Their work ensures that Southwest Airlines is a trusted and valued partner in the communities it serves

and exemplifies its commitment to championing causes that matter most in the daily lives of its Customers.

Nieto has lead Southwest's multicultural marketing, advertising, promotional and community outreach initiatives and has laid the foundation for its positioning within diverse communities. She has developed many innovative community programs, championed the Company's multicultural initiatives, and established a broad reach community affairs platform. Under her leadership, the airline has been recognized as an industry leader and outstanding corporate citizen due to its breakthrough Hispanic marketing efforts and numerous awards and accolades for Corporate Commitment, Community Outreach, and Diversity & Inclusion.

She is a member of the company's Diversity Council and an alumnus of the company-wide Culture Committee. She serves on the Board of Directors for the National Hispana Leadership Institute (NHLI) and is a member of the Communities for Teaching Excellence advisory board.

A Texas native, Nieto graduated from Texas Tech University where she earned a Bachelor of Arts degree in public relations.

Special Thanks to Our Best Practices Presenters

Angelica Lambarri

Retail Sales Manager, AT&T

Marti Hathorn, MBA

Assistive Technology Supervisor

Technology Evaluation and Training Unit, TETU

San Antonio Lighthouse for the Blind

Corporate DiversityFIRST™ Awards

The Texas Diversity Council established the DiversityFIRST™ Awards Initiative in 2004 to recognize and commend organizations for their support of diversity and inclusion in the workplace and community. The selections are made by members of the Texas Diversity Council Staff and the Central Texas Advisory Board.

Nominations should reflect efforts and achievements in the field of diversity and inclusion by businesses, corporations, community groups or non-profit organizations. The efforts and achievements must have been demonstrated through specific work with other individuals or groups, or through a specific product, initiative, innovative program or activity that has a visible, tangible, or measurable impact that results in a truly inclusive environment where individuals are valued for their talent and are able to reach their full potential.

The Corporate DiversityFIRST Award is presented to an organization that has:

- Developed and implemented an effective equal opportunity program as demonstrated by a diversified work force in which all persons are afforded opportunities for employment and upward mobility, regardless of race, ethnic origin, gender, religion, age, sexual orientation, disability, or any other prohibited basis of discrimination.
- Exhibited visionary and insightful leadership to confront and resolve inequities through strategic decision-making, allocation of resources, and establishment of priorities.
- Established a corporate culture with an extraordinary and unfailing commitment to diversity and inclusion in the workplace and community
- Demonstrated a consistent pattern of an organizational commitment to the recruitment and retention of individuals of underrepresented populations.
- Cultivated and promoted diversity initiatives that established a more inclusive and equitable work/learning environment.
- Demonstrated continued corporate responsibility by devoting resources for the improvement of the community at large.

Corporate Award Winners

The Boeing Company

Johnson Controls

Toyota Motor Manufacturing, Texas, Inc.

The University of Texas Health Science Center at San Antonio

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<http://www.texasdiversityconference.com/>

For more information, please contact Mai-Anh Vu at
anh.vu@nationaldiversitycouncil.org



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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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