

THE NATIONAL DIVERSITY COUNCIL PRESENTS

LOUISIANA DIVERSITY & LEADERSHIP CONFERENCE

Friday, March 23, 2012

Delgado Community College

New Orleans, Louisiana

Title Sponsors



Entergy is all about people.

"A cornerstone of Entergy's culture is respect – respect for every individual regardless of race, gender, nationality, religion, sexual orientation or any other cultural factor."



We have job, internship and co-op opportunities for:

Accountants
Analysts
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Operators
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At Entergy, we offer challenging work, comprehensive benefits and incentive programs with opportunities for continuous career growth. Explore our website to learn more about Entergy and the career opportunities available to you.

entergy.com/careers



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Welcome



Dennis Kennedy
Founder & CEO, National Diversity Council

Dear Participants,

Welcome to the First Annual Louisiana Diversity & Leadership Conference, Sponsored by Entergy and Jones Walker. I am very excited about the opportunity we have in Louisiana to not only celebrate our differences but also bring attention to issues related to workplace diversity and equality. Our theme this year is "Deconstructing the Louisiana Glass Ceiling." Based on national averages, women in the workplace earn on average 77 cents for every dollar that a male co-worker earns for comparable work; in Louisiana, women earn 65 cents for every dollar as of 2011. This is evidence that the glass ceiling is still well in place in Louisiana, a situation the Louisiana Diversity Council is determined to rectify.

"Deconstructing the Louisiana Glass Ceiling" is both a business and moral imperative for our community. First, from a business perspective, when organizations are not inclusive and thus not making full use of their human capital the implications are detrimental: high turnover rates, low worker engagement and lower productivity among their employees. Furthermore, a work environment with artificial barriers has the potential to lead to a class action law suit. Such a suit would impact both the bottom line and ultimately the corporate brand. Finally, all organizations have a responsibility to the community. This responsibility is to create a work environment in which all individuals have an equal opportunity to develop and compete based on merit and not on one's gender, race, religion, nationality, age, disability, sexual orientation or gender identity.

To see change in Louisiana, it's going to take people coming together and speaking truth to power and thus challenging the current status quo of inequality. In addition, it's going to take determination, commitment, and organization. I implore you to get involved so that the Louisiana community can dismantle the artificial barriers in our workplaces that impede the progress of both women and people of color. Our state will not change without individuals who are willing to work together for change.

Thanks,

Dennis Kennedy
Founder & CEO,
National Diversity Council

Board of Directors



Shannon Brice
Chief Financial Officer
Richard's Disposal, LLC



Teresa Donich
HR Director
Strategic Restaurant
Acquisition Company, LLC



Lisa Futrell
Partner
Jones Walker



Kenneth Hunter
Director of Diversity Affairs
Equal Opportunity Officer
LSU Health Shreveport



Robert Spencer
Human Resources Strategic
Initiatives Director
Entergy

Emcee



Scott Satchfield
Reprter, WWL-TV

Scott Satchfield joined the Eyewitness News team as a general assignment reporter in June 2007. A native of the New Orleans metro area, Scott said his move to WWL was truly a homecoming.

“Growing up in Covington, Channel 4 was a fixture in my home,” he said. “Now, I’ve come full circle -- joining the news team that inspired me to pursue a career in journalism.”

Scott came to WWL-TV from WBRZ-TV in Baton Rouge, where he spent two years as a reporter and fill-in anchor. Shortly after his arrival at WBRZ, Hurricane Katrina struck.

He covered many stories in New Orleans during and after the storm. Scott’s three-part series on the staff and patients stranded at Charity Hospital in New Orleans earned him a 2007 Regional Edward R. Murrow Award. His stories also gained recognition from the Associated Press.

Scott began his career as a “one-man band” reporter at WMDN-TV, the CBS affiliate in Meridian, MS. He also interned for WCBD-TV in Charleston, SC.

A graduate of the University of Mississippi, Scott earned a Bachelor’s degree in Broadcast Journalism. As Sports Director at WUMS-FM, he spent two years covering the Ole Miss Rebels.

In his spare time, Scott plays basketball and tennis. You can also catch him exploring the diverse New Orleans music scene, or following Ole Miss sports and Saints football.

Schedule of Events

8:00 a.m. - 9:00 a.m.	REGISTRATION	
9:00 a.m. - 10:00 a.m.	LOUISIANA’S MULTICULTURAL LEADERSHIP AWARDS BREAKFAST	2nd Floor Las Maurepas Room
1:00 a.m. - 10:50 a.m.	CONCURRENT SESSION I - Diversity Best Practice Roundtable - Building Awareness and Cultural Competencies - Women take Care, Men take Charge	2nd Floor Bayou Lafourche Room Bayou Signette Room Dolphin’s Den, 1st Floor
11:00 a.m. - 11:50 a.m.	CONCURRENT SESSION II - Creating an “Inclusive” Work Environment - It’s Not a Glass Ceiling but 8:00a Sticky Floor	2nd Floor Bayou Lafourche Room Bayou Signette Room
12:00 p.m. - 1:00 p.m.	DIVERSITYFIRST AWARDS LUNCHEON	2nd Floor Las Maurepas Room
1:10 p.m. - 2:00 p.m.	CONCURRENT SESSION III - Marketing Yourself in a Competitive Environment - Building Your Leadership Skills	2nd Floor Bayou Lafourche Room Bayou Signette Room
2:00 p.m. - 3:00 p.m.	CLOSING RECEPTION	

Multicultural Leadership Award Winners



Daniel Davillier
Owner
Davillier Law Group



Emile Bagneris
Senior Partner
Ungarino & Eckert, LLC



Lacreacia Cade
President
Louisiana Association of
Black Women Attorneys



Jessica Monroe
Director
State Government Affairs
Johnson & Johnson



Kenesha D. Antoine
Managing Attorney
Law Firm of KD Antoine



Robert Spencer
Human Resources Strategic
Initiatives Director
Entergy



Luis Leitzelar
Partner
Jones Walker



Shirley Roberson
Director of
Multicultural Affairs
LSU Health Shreveport



Sonia Perez
President
AT&T - Louisiana



Toni Mobley
VP of Human Resources
Audubon Nature Institute



Valerie Englade
VP, Community Affairs
East Jefferson General
Hospital



William Aaron Jr.
Managing Partner
Aaron, PLC A Professional
Hospital



Representative Barbara Norton
State Representative
State of Louisiana

DiversityFIRST Corporate Awards



THE POWER OF PEOPLE®

Entergy Corporation is an integrated energy company engaged primarily in electric power production and retail distribution operations. The company owns and operates power plants with approximately 30,000 megawatts of electric generating capacity, and it is the second-largest nuclear generator in the United States. Entergy delivers electricity to 2.8 million utility customers in Arkansas, Louisiana, Mississippi and Texas. The company has annual revenues of more than \$11 billion and approximately 15,000 employees.

Developing an Engaged, Empowered and Energized Workforce

Diversity and inclusion is more than just the programs and initiatives we offer at Entergy, it's the way we do business – bringing a diverse group of individuals together in an environment where they have the opportunity to personally contribute to the company's success while growing in their own career goals. At Entergy, we believe in cultivating a diverse workforce that is engaged, empowered and energized. We value and respect our employees and we implement workforce policies that reflect that trust and respect.

We engage employees through competitive compensation and benefits packages and we directly link pay to performance through incentive plans and merit pay increases. We also assist employees in achieving their personal financial goals through retirement and savings plans as well as student scholarships, matching educational gifts and employee-directed volunteer grants through our Community Connectors program.

We empower employees to take control of their future careers by investing in employee and leadership development programs such as mentoring, career planning, educational reimbursement programs and various management and skills training programs.

We energize employees regarding their personal well-being by providing fitness centers at many of our office locations and sponsoring ENSHAPE – our employee wellness program.

At Entergy, we recognize diversity and inclusion as a business imperative that helps the company achieve business results. We embrace diversity as a strategic competitive advantage and actively promote an inclusive workforce environment through more than 20 diversity and inclusion councils and employee resource groups. We also work with INROADS, an organization that helps identify opportunities for high-potential, ethnically diverse students, to hire interns, and we are a strong supporter of historically black colleges and universities; contributing more than \$1.1 million over the past five years.

Our workforce efforts achieved special recognition in 2009. Entergy was ranked number 35 on BusinessWeek's "2009 Best Places to Launch a Career." In addition, Minority Engineer magazine named Entergy one of the nation's Top 50 Employers. The company placed No. 29 in the ranking on the publication's 18th annual list and was one of only two utilities recognized.

Our commitment to diversity extends beyond our workforce to our suppliers as well. Since 1987, when Entergy entered into the Declaration of Fair Share Principles with the National Association for the Advancement of Colored People (NAACP), supplier diversity has awarded more than \$3 billion in contracts and purchase orders to diverse suppliers. In addition, we have developed a Web-based, third party-managed portal for suppliers to do business with Entergy, and for prime suppliers to record second-tier spend. As part of our commitment to supplier diversity, Entergy has established goals to move the company toward 30 percent of annual spending with diverse suppliers.

DiversityFIRST Corporate Awards



Jones, Walker, Waechter, Poitevent, Carrère & Denègre L.L.P. (Jones Walker) provides a comprehensive range of legal services to a local, national and international client base through offices located in Alabama, the District of Columbia, Florida, Georgia, Louisiana, Mississippi, and Texas. Our 375 attorneys practice law with high levels of creativity and innovation, and deliver quality legal representation without sacrificing personalized client service. We are recognized for responsive client service, excellence in law, and for adding value to each representation. Our representation emphasizes the needs of highly-

regulated industries. Jones Walker ranked in the top tier of law firms in the Metropolitan Rankings among firms listed in The U.S. News & World Report rankings, announced in December, 2011. The firm had national rankings in Business & Finance Law, International Trade & Finance Law, and in Litigation –Environmental.

In recent years, the firm has sponsored numerous events and programs in furtherance of its diversity objectives and inclusiveness, as well as receiving recognition for its efforts. Representative efforts and recognition include:

- 2011 Gold Sponsor, Louisiana State Bar Association, Conclave on Diversity in the Legal Profession
- 2012 Gold Sponsor, Louisiana State Bar Association, Conclave on Diversity in the Legal Profession
- 2011 Silver Benefactor Urban League Gala
- Sponsor of Reception Honoring Attorneys that have been members of the LA State Bar for 30+ years, Louis A. Martinet Society, Baton Rouge
- Student Sponsorship for Attendance at National LGBT Conference
- 2011 Platinum Sponsor, 23rd Annual Conference of the National Consortium on Racial and Ethnic Fairness in the Courts
- 2011 Gold Sponsor, Annual Scholarship Gala, The Greater New Orleans Louis A. Martinet Legal Society, Inc. and The New Orleans MARTINET Legal Foundation, INC., honoring Jones Walker Tax, Trusts and Estates partner, Janice Foster
- June 2011 Participation by two partners in DRI Diversity for Success Seminar
- Lisa Futrell, Jones Walker Business & Commercial Litigation Partner, Board of Directors, Louisiana Diversity Counsel
- Lou Leitzelar, Jones Walker Business & Commercial Litigation Partner, Immediate Past Chair, LSBA Minority Involvement Section
- In 2011, Shantell Payton, an associate in the Business & Commercial Litigation practice, has been selected to receive the Karl Connor Alumni Award from the Loyola University College of Law A.P. Tureaud Chapter of the Black Law Student Association
- In 2009, Jones Walker was named to MultiCultural Law Magazine's list of "Top 100 Law Firms for Women," part of a series of listings of the top 100 law firms for diversity. The listings are compiled based on diversity statistics derived from annual surveys that the publication sends to law firms with more than 100 attorneys.

DiversityFIRST Corporate Awards



LSU Health Shreveport is one of about 120 academic medical centers across the United States, providing primary, preventive and advanced healthcare for patients while training future physicians, scientists and healthcare workers. In addition, using funding from federal and private sources, LSU Health Shreveport scientists look for new breakthroughs and perform clinical trials to improve our nation's healthcare.

- In January of 2011, LSU Health Sciences Center-Shreveport (LSUHSC-S) demonstrated its commitment to Diversity, Inclusion, and Equal Employment Opportunity (DA/EEO) with the appointment of its first ever dual positioned, Director of Diversity Affairs/Equal Employment Opportunity Officer.
- The Chancellor, LSUHSC-S, appointed a Diversity Steering Committee made up of senior leaders who represent the major components of the campus, the committee was formed to develop and implement the LSUHSC-S Diversity Strategic Plan.
- The Office of Multicultural Affairs, LSU Health Shreveport School of Medicine, has made significant contributions to LSUHSC-S and the state of Louisiana by bringing underrepresented groups into the healthcare fields via the medical, graduate, and allied health programs.
- The DA/EEO office in an ongoing collaboration with the Multicultural Center of the South, implemented the "Art in Healthcare" program which provides local medical and extended care facilities innovative arts programming to promote healing for patients, respite for family members and stress relief for medical personnel. The program includes providing live music and dance performances in hospital lobbies and waiting areas, allowing artists to create art with patients, and providing art exhibitions in hospital galleries, libraries, etc.
- To increase Supplier Diversity, LSUHSC-S is working with local organizations to encourage minority, women, and veteran owned businesses to bid on contracts.
- As a community leader in the Diversity and Inclusion area, the DA/EEO office has developed a training series that focuses on diversity related topics to help facilitate dialogues on race, ethnicity, and gender. This methodology utilizes stage plays as an alternate means of classroom or online training, and is available to all employees and members of the community.
- LSUHSC-S is a strong supporter of ethnic and cultural observances. During the month of February, Black History Month, the DA/EEO office was the sponsor of the "Black History Month Minute" which aired on a local radio station and featured short public service announcements about known and not so well known facts about Black History.
- The Chancellor recorded a public service announcement that aired over the local radio stations to inform the community about his goals and vision for Diversity, Inclusion, and Equity for LSUHSC-S.
- To demonstrate the relationship between Diversity and EEO, the DA/EEO office provides a classroom-training program for all employees, supervisors, and students, in the basic principles of Diversity and EEO law to help them grow in the areas of diversity and inclusion.
- The DA/EEO office, working with senior leadership, has redesigned and developed EEO policies and complaint procedures to assist with creating a climate of inclusion.
- The DA/EEO office in conjunction with the Human Resource Office, Office of Training and Development, offer a variety of employee development classes in the areas of Diversity and Human Relations.

Sessions

10:00 a.m. - 10:50 a.m. CONCURRENT SESSION I

DIVERSITY BEST PRACTICE ROUNDTABLE

Sharing knowledge is important to teaching others around you on what to do in certain situations, and the Diversity Best Practice Roundtable seeks to discuss various best practices in the field of diversity and inclusion.

Bayou Lafourche Room
2nd floor

BUILDING AWARENESS AND CULTURAL COMPETENCIES

Cultural awareness and competency has become an increasing importance as we have entered the age of Globalization. This panel discussion seeks to investigate the importance of cultural competency, potential challenges and obstacles, and how many cultures can be managed within one over-arching corporate culture.

Bayou Signette Room
2nd Floor

WOMEN TAKE CARE, MEN TAKE CHARGE

Men and women both feel the restrictive effects of gender roles and norms, especially in the workplace. This panel discussion will look into the different stereotypes associated with gender roles as well as how one may overcome these detriments in one's professional career.

Dolphin's Den
1st Floor

11:00 a.m. - 11:50 a.m. CONCURRENT SESSION II

CREATING AN "INCLUSIVE" WORK ENVIRONMENT

Fostering inclusive work environments, where every employee is valued for their unique individual contributions, is important to maintaining your workforce. This panel discussion will look through various strategies and challenges involved with creating more inclusive work environments as well as the importance and meaning of "inclusion."

Bayou Lafourche Room
2nd floor

IT'S NOT A GLASS CEILING BUT A STICKY FLOOR

Often time women and minority workers find themselves in perpetual lower-level job positions with little emphasis on career advancement. This can lead to a feeling of being "stuck" in your current position, which only breeds stagnation and inefficiency. This panel will analyze how workers come to be stuck in these lower-level positions, as well as how to get "unstuck" from the sticky floor.

Bayou Signette Room
2nd Floor

Sessions

1:10 p.m. - 2:00 p.m. CONCURRENT SESSION III

MARKETING YOURSELF IN A COMPETITIVE ENVIRONMENT

It can be difficult to stand out from the crowd in the business world, especially with so many talented diverse people vying for the same positions. This panel will focus on how to best effectively market yourself in a competitive working environment as well as the challenges that face those entering or re-entering the working world.

Bayou Lafourche Room
2nd floor

BUILDING YOUR LEADERSHIP SKILLS

Leadership skills are a must in today's business world, economy, and society as a whole. Many, however, do not know where to begin when it comes to developing your leadership abilities. This panel discussion will focus on the basic elements of leadership and how to build these traits within yourself.

Bayou Signette Room
2nd Floor

Join the Louisiana Diversity Council today



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.



LOUISIANA diversity COUNCIL
Member of the National Diversity Council

Please contact
BRADLEY HORTON
for Corporate Membership
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We don't measure success in years

WE MEASURE IT IN DECADES

In 1937, Jones Walker began as a small law firm in New Orleans. Much has changed since then. For starters, we're now one of the largest law firms in the Gulf South with more than 375 attorneys in 15 offices across the country. We also serve a broad range of industries, from banking and healthcare to energy and maritime.

While we've certainly changed over the years, what hasn't changed is our steadfast commitment to our communities and helping our clients meet their legal challenges, whether they are large corporations in highly regulated industries or small businesses just starting out like we did 75 years ago.

Perhaps that's why *Corporate Counsel Magazine* named us a "Go-To" Law Firm® for the fifth consecutive year. We're proud to have reached this milestone in our firm's history. And while we honor the past on our 75th birthday, we look forward to embracing the future and helping our clients thrive for the next 75 years.

*Honoring the past.
Embracing the future.*



- 2012
75 Years. And Still Growing.
- 2011
Jackson, MS
Olive Branch, MS
Gulfport, MS
- 2010
Birmingham, AL (expansion)
- 2009
Lafayette, LA (expansion)
Phoenix, AZ
- 2008
Birmingham, AL
Montgomery, AL
Mobile, AL
- 2006
Houston, TX
- 2001
The Woodlands, TX
Miami, FL
- 1996
Baton Rouge, LA (expansion)
- 1991
Lafayette, LA
- 1990
Washington, D.C.
- 1980
Baton Rouge, LA
- 1937
New Orleans, LA

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