TRI-STATE DIVERSITY COUNCIL PRESENTS

Second Annual Tri-State

Diversity & Leadership

CONFERENCE

Wind of Change

Friday, September 28th

8:00 a.m. – 3:45 p.m.

Flatotel Hotel

135 West 52nd Street

New York, NY 10019

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Welcome from the National Diversity Council

Dennis Kennedy

Founder & CEO, National Diversity Council

Greetings,

It is my privilege to welcome you to the Second Annual Tri-State Diversity & Leadership Conference. This year's theme is "Wind of Change." I believe it behooves the Tri-State Area and, in particular, the business leaders in the area, to see "change" as a business necessity. In order for organizations to be successful, a change must take place in the way that companies and organizations attract, recruit, retain, develop and promote diverse talent. It is essential for organizations to review their systems and ensure that diverse candidates have the same opportunities as everyone else.
A review of the 2011 Tri-State Glass Ceiling Study reveals that both women and people of color continue to lack the same opportunities to participate on Boards and C-Suite positions. I strongly believe that corporate leadership should reflect the diversity within our local communities. The barriers that exclude underrepresented groups must be torn down in order for us to witness and measure change in corporate leadership. The leadership pipeline must be inclusive.

The "Wind of Change" is blowing throughout the Tri-State Area, but it will require leaders and professionals like you to speak up and challenge the status quo of inequity. We, as a community, need to hold our leaders accountable. The National Diversity Council sincerely appreciates your attendance today in support of the Tri-State Diversity & Leadership Conference. I would like to thank all of our corporate sponsors and partners, panelists, moderators, and volunteers. Without each of you, this event would not be a success.

Sincerely,

D. Kennedy

Dennis Kennedy
CEO & Founder
National Diversity Council

Keynote Speaker

Donna Brazile

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

Veteran Democratic political strategist Donna Brazile is an adjunct professor, author, syndicated columnist, television political commentator, Vice Chair of Voter Registration and Participation at the Democratic National Committee, and former chair of the DNCs Voting Rights Institute. Last, but never least, she is a native of New Orleans.

Aside from working for the full recovery of her beloved New Orleans, Ms. Braziles passion is encouraging young people to vote, to work within the systen to strenthen it, and to run for public office. 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 was 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, whenshe served as the 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. A former member of the board of directors of the Louisiana Recovery Authority, responsible for leading the states rebuilding process in the aftermath of two catastrophic hurricanes, Ms. Brazile is the proud recipient of honorary doctorate degrees from Louisiana State University and Xavier University of Louisiana, the only historically Black, Catholic institution of higher education in the United States.

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

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2012 Tri-State Woman of the Year Award

Elizabeth W. Powers

Partner
Duane Morris LLP

Elizabeth W. Powers is a member of the corporate department, where she concentrates on corporate finance, compliance and reporting and corporate governance. Her traditional focus has been on companies in regulated industries, including insurance and energy. Ms. Powers represents issuers in securities transactions, including public offerings and private placements of equity and debt securities, Rule 144A transactions, shelf registration statements and takedowns, medium- term note programs and equity dribble-out programs. She advises clients on issuer stock repurchase programs, Rule 10b5-1 (c) plans, Section 16 and Rule 144 and has worked on corporate reorganizations, including migration of the state of incorporation and formation of holding companies.

Ms. Powers assists companies with Securities Exchange Act of 1934 periodic and current reports, providing guidance on triggering events for Current Reports on Form 8-K, as well as with the preparation of proxy statements, including matters relating to shareholder proposals, CD&A, say-on-pay and additional soliciting materials. She advises companies, boards of directors and board committees on the requirements of the Sarbanes-Oxley Act of 2002, the Dodd-Frank Act and related SEC and New York Stock Exchange rules and regulations, including director independence analysis, corporate governance guidelines, committee charters, codes of conduct and policies relating to Reg. FD, related person transactions, insider trading and clawbacks. She has prepared amendments to corporate charters, such as declassification of the board of directors and elimination of super-majority voting, as well as to bylaws, including advance notice, proxy access, majority voting and indemnification. She also works on executive compensation matters, advising on shareholder approval requirements, SEC registration and disclosure.

Ms. Powers is a 1978 graduate of the University of South Carolina School of Law, where she was Executive Editor of the Law Review, and a graduate of Mount Holyoke College.

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Partner, Duane Morris LLP

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Karen Lemon
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Maryjane Baer
Director of Recruiting and Inclusion & Diversity, National Grid

Michelle Taylor-Jones
AVP of Diversity Recruiting & Strategy, Mass Mutual

Mike Davis
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Walter Hurdle
Global Chief Diversity Officer, AIG

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2012 Most Powerful & Influential Women

Barbara Cerf
Corporate VP, Women's Market
New York Life Insurance Company

Barbara Spengler
SVP, Global Information Technology
Wyndham Exchange & Rental

Christine Staron
VP, Worldwide Audit & Compliance
Chubb Personal Insurance

Judy Nymberg
Director, Virtual Sales Channel
AT&T

Julie Roehm
SVP, Marketing
SAP

Kelsey Doherty
SVP, Investor Relations
CA Technologies

Laurie Robinson
SVP & Assistant General Counsel
CBS

Lee Khatchadourian-Reese
VP, Business Services Operations
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LeeAnn Black
COO
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Mary Beth Robles
VP, Innovation Capability & Knowledge Systems
Colgate Palmolive

Mary Genoy
VP, Long Island Customer Services
National Grid

Meg Selfe
VP, Complex & Embedded Systems
IBM

Michele Meyer-Shipp
VP & Corporate Counsel
Prudential Financial

Susan Murphy
VP, Controller
KKR

Tierre Jeanne-Porter
General Counsel
IPRO

Tracy Tramel-Boleware
VP, Black Exec. Exchange Program & Volunteer Services
National Urban League

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2012 Multicultural Leader Award Winners

Alison Banks-Moore
Chief Diversity Officer, EO/AA & Work Life Initiatives
Horizon Blue Cross Blue Shield of NJ

Christina Granato
Professor & Chair of the Nursing Department
Onondaga Community College

Gabriel Silberman
SVP & Director, CA Labs
CA Technologies

Michael Chang
SVP
Chubb Insurance

Richard Hyder
VP
Aon

Sandra Rice
SVP, Eastern Region & National Recruitment
Emma Bowen Foundation

Bouvier Williams
VP, Talent, Learning & Leadership
Viacom Media Networks

Ethan Loney
VP, Diversity & Compliance
NBC Universal

Hugh Welsh
President & General Counsel
DSM

Ramón Millán
VP & CIO, Developed Markets
Pfizer Inc.

Rudy Wynter
SVP, US Shared Services
National Grid

Sonia Sroka
SVP, Director of Hispanic Marketing
Porter Novelli

Agenda

7:30-8:15 am	REGISTRATION & CONTINENTAL BREAKFAST
8:15-9:45 am	MOST POWERFUL & INFLUENTIAL WOMEN AWARDS BREAKFAST
9:45-9:55 am	BREAK
9:55-10:55 am	CONCURRENT SESSIONS I *1. Best Practices for the Outreach & Support of Individuals with Disabilities (Workshop)* *2. Diversity Best Practice Roundtable* *3. Essential Leadership Skills* *4. Extraordinary, Powerful & Influential Women Roundtable*
10:55-11:05 am	BREAK
11:05-12:05 pm	CONCURRENT SESSIONS 2 *1. Getting off the Sticky Floor – What Does it Really Take to Advance?* *2. How to Create & Sustain an Internal Diversity Counsel (Workshop)* *3. Recruiting, Developing & Retaining Diverse Talent* *4. Shattering the Glass Slipper*
12:10-2:00 pm	MULTICULTURAL LEADERSHIP AWARDS LUNCHEON *Keynote Speaker: Donna Brazile, Veteran Democratic Political Strategist & Managing Director of Brazile & Associates LLC*
2:00-2:10 pm	BREAK
2:10-3:10 pm	CONCURRENT SESSIONS 3 *1. Managing Generational Diversity (Workshop)* *2. Multicultural Leadership Roundtable* *3. Top Competencies for Leadership*
3:10-3:45 pm	RECEPTION & CLOSING REMARKS

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Panelists

Allison Akant
Principal
Diversity Research

Barbara Spengler
SVP, Global Information Technology
Wyndham Exchange & Rental

Bennett Williams
VP
The Kaleidoscope Group

Bouvier Williams
VP, Talent, Learning & Leadership
Viacom Media Networks

Desiree Dancy
CDO & VP, HR
New York Times

Donna Riccobono
Assistant General Counsel & Director
National Grid

Elizabeth Powers
Partner
Duane Morris LLP

Elmira Mangum
VP
Cornell University

Emmanuel Psyhojos
Director, Client Services
Cisco Systems, Inc.

Eunice Williams
VP & CDO
Onondaga Community College

Evan Guzman
Manager, Global Strategic Talent Acquisitions
Verizon

Gabriel Silberman
SVP & Director, CA Labs
CA Technologies

Gina Otto
Founder & CEO
Gina's Ink

Jay Morris
VP, Leadership, Development & Education
Yale New Haven Health System

Johanna Steans
Sr. Manager, Leadership Development, Diversity & Inclusion
Esurance

Karen Lemon
VP
AT&T

Lee Khatchadourian-Reese
VP, Business Services
Comcast

Lois Cooper
VP, CSR & Inclusion
Adecco

Lynne Morton
President
Performance Improvement Solutions

Marsha Gewirtzman
Senior Director
Springboard Consulting

Maryjane Baer
Director of Recruiting & Diversity
National Grid

Michele Meyer-Shipp
VP & Corporate Counsel
Prudential

Mike Davis
Co-Founder & Principal
Global i365

Mitchel Pahl
Partner
Duane Morris LLP

Nanette Heidi
Partner
Duane Morris LLP

Pamela Green
VP, Membership
SHRM

Peter Wilson
Director of Diversity
Proskauer

Phillip Scott
Assistant General Counsel & Director
National Grid

William Rolack
Director, Global & Marketplace Diversity
Adecco

Moderators

Elmira Mangum
VP
Cornell University

Eunice Williams
VP & CDO
Onondaga Community College

Gary Richardson
Owner
Richardson Consulting

Margaret Gordon
Manager, Inclusion & Diversity
National Grid

Rod Colon
Owner
Rod Colon Consulting

Pamela Osborne
Director, Business & Portfolio Management
AT&T

Volunteers

Gloria Kwan
Proskauer

Judith Ramos
Monmouth University

Natalie Cumberbatch
Child Mind Institute

Tanya Facey
Proskauer

Miguel Perez
New Jersey City College

Jorge Branco
Monmouth University

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We celebrate the differences among us.
National Grid would like to congratulate **Mary Genoy**, Most Influential Woman and **Rudy Wynter**, Multicultural Leader.

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Webinar Series 2012

The National Diversity Council is offering a series of webinars this year.

For more info, please visit www.nationaldiversitycouncil.org/what-we-do/webinars/

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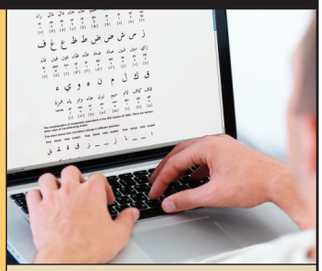

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Join the State Diversity Council

The Tri-State Diversity Council is committed to enhancing the appreciation for and the understanding of the value of diversity and inclusion in today's global society. We strive to transform our workplace communities into environments where people are valued for their uniqueness and differences, and are confident that their contributions matter.

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Senior Coordinator
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