



Cincinnati

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*Celebrating Leadership:
The Power of Women in the Workplace*

September 3, 2015 • 8:00AM - 11:30AM

Myers Alumni Center

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Welcome

Dennis Kennedy

Founder & CEO, National Diversity Council



Dear Participant,

Welcome to the Cincinnati Women in Leadership Symposium hosted by University of Cincinnati. This great event offers an opportunity for you to observe, learn, network and hear different perspectives from a diverse mix of executives who have made the climb up the corporate ladder.

The theme for today's summit is "Celebrating Leadership: The Power of Women in the Workplace". You will gather a wealth of knowledge, experience and expertise from top professional women speaking on topics pertinent to today's female leaders, as well as personal and professional challenges they faced while successfully rising to the top in their respective organizations.

I encourage you to take the initiative to meet new colleagues, talk openly about today's topics and exchange ideas. It is my hope that your experience today is rewarding and allows you to gain some insight to reflect on your own goals and status in an effort to help catapult you to the top in your own career development.

We sincerely appreciate your attendance today in support of the Women in Leadership Symposium and the Ohio Diversity Council. I would like to thank our corporate sponsors, planning committee, program participants, and volunteers for their support and participation.



Ohio Diversity Council Insight

Mission & Vision

Our History

Organized in 2011, the Ohio Diversity Council (OHDC) is committed to fostering a learning environment for organizations to grow and leverage their knowledge of diversity. The OHDC is a great opportunity for professionals, students and organizations to learn diversity's best practices from the top corporate leaders.

Our Mission

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

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

Our Vision

We are committed to transforming our workplace communities into environments where people are valued for their uniqueness and differences, and are confident that their contributions matter.

Our Goals

- Promote diversity and inclusion in the workplace and community
- Develop leaders who are educated and aware of all aspects of diversity and inclusion
- Develop programs that support diversity education and awareness

Our Programs

- Networking and mentoring opportunities with corporate leaders and peers
- Community outreach for local high school teens and college students
- Educational and development programs sharing best practices in diversity for businesses and professionals
- Awards and recognition programs to promote diversity initiatives



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Contact: *Cecilia Orellana-Rojas, VP Strategy and Research,*
cecilia.orellana-rojas@nationaldiversitycouncil.org
www.nationaldiversitycouncil.org/what-we-do/training/



Moderator

Lisa A. Taylor

JD, CCEP, Director & Chief Compliance Officer, UC Health



Lisa Taylor currently works as the Director and Chief Compliance Officer for UC Health in Cincinnati, Ohio. Lisa has worked for over 12 years in the areas of audit, risk assessment, leadership reporting, and development of overall Compliance and Ethics Programs in both health care and manufacturing. Prior to her current role, Lisa served as an Assistant Manager in Corporate Compliance for Toyota Motor Engineering and Manufacturing North America (TEMA) and as the Corporate Compliance Officer for Children's Medical Center Dallas (CMCD) where she was responsible for the overall Compliance and Ethics Program. Lisa began her compliance career with Cincinnati Children's Hospital Medical Center assisting with the overall development of the program and HIPAA compliance.

Lisa received her BS (1996) from the College of Mount St. Joseph in Cincinnati, Ohio, and her JD (2000) from Salmon P. Chase College of Law at Northern Kentucky University in Highland Heights, Kentucky. She is a member of the bar in Ohio, Indiana and Texas. She is also a Certified Compliance and Ethics Professional (CCEP) through the Society of Corporate Compliance and Ethics (SCCE).

Lisa is active in her community through programs affiliated with her church. Lisa has been published and is a noted speaker on topics related to compliance and ethics.

Lisa resides in Lawrenceburg, Indiana, with her husband John and their son Nathan.

KNOW

tomorrow will be better thanks to the efforts made today.

Making a difference every day. It's what we believe in, and why PNC is so proud to be a part of the Cincinnati Women in Leadership Symposium.



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Panelists



STACI JENKINS

Partner, Thompson Hine LLP

Staci Jenkins is a partner with the law firm of Thompson Hine practicing in the Labor & Employment Group with an emphasis on Immigration. She received her J.D. from the University of Cincinnati and her B.A. from Hanover College. Staci serves as President-Elect of Healthcare Businesswomen's Association's Ohio Chapter, Vice Chair of Thompson Hine's Cincinnati Women's Initiative, Secretary of the Cincinnati Bar Association's Immigration Committee, and member of Hoxworth Blood Center's Community Advisory Board. Staci is also a graduate of the Cincinnati USA Regional Chamber's C-Change leadership program and is currently participating in WE Lead.



LISETTE MARTINEZ

Director of Diversity Services, TriHealth

Lisette Martinez is the Director of Diversity and Language Services at TriHealth. Her responsibilities include leading a multi-dimensional D&I strategy, enhancing the inclusion efforts of the workforce and advocating actions to help achieve advantages of a diverse workforce. She facilitates the implementation of diversity change management initiatives; and works to provide linguistic services for patients who have limited English proficiency or are deaf or hard of hearing.

Lisette is a Forty Under 40 awardee; and was one of the first women in Cincinnati to receive the Women of Influence Award by Lead Magazine in 2013. Most recently she was honored with the Multicultural Leadership Award by the Ohio Diversity Council. She is a proud member of AALDP Class 21 and is currently a member of Leadership Cincinnati's Class 38. She is the Vice Chair of the African American Chamber of Commerce and member of Alpha Kappa Alpha Sorority Incorporated.

Lisette graduated from Thomas More College with an MBA in 2006; and received her BBA from the University of Cincinnati in 1996. Lisette is a native of Detroit, Michigan.



Panelists



STEPHANIE HUFF

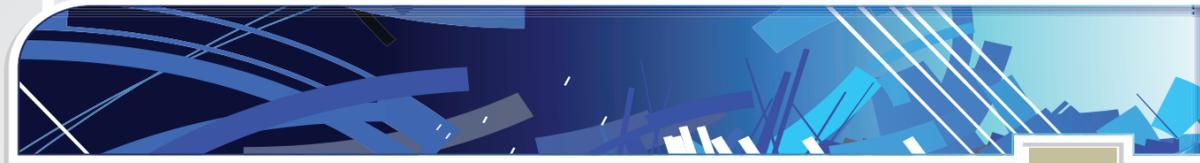
Chief Human Resources Officer, HELP Plumbing, Heating, Cooling & Electric

Stephanie Huff has held the Position of Vice President of Human Resources for Tire Discounters, Inc. headquartered in Cincinnati, OH, since 2011. Tire Discounters is a Midwest based automotive service company servicing vehicles in 100 locations throughout Ohio, Kentucky, Indiana and Tennessee.

Stephanie started her career in HR as an Executive Recruiter for a (MRI) Management Recruiters International Franchise where she focused on sourcing and hiring top sales talent for large Fortune 500 organizations across the United States. Stephanie then spent some time in Retail Management for Target Corporation as an Executive Team Lead over Guest Services. Prior to her current position Stephanie also worked in Human Resources for LexisNexis, a leading global legal information services company and Tire Discounters. While at Tire Discounters she was responsible for implementing new HR Information System, Payroll, and Time and Attendance software in addition to all new benefit, rewards and wellness programs. Additionally, Stephanie was instrumental in the rapid growth of the organization helping grow the company from 60 stores with 500 employees to over 1000 employees and 100 locations within just 4 years. Furthermore, the HR department has grown from 2 employees to 12 including an HR Manager, HR Generalists, HR Specialists, Recruiters and Payroll Manager. Stephanie recently transitioned to her current role as CHRO at HELP to aid the organization in the strategic planning and development of human resource programs and initiatives in addition to expansion into 4 new markets over the course of the next several years.

While at Tire Discounters Stephanie was a regular guest author of a column in the automotive industry newsletter, Tire Review Magazine. Some recent articles include: "Women In the Tire Industry" and "Career Goals in 2015".

Stephanie is experienced in Performance and Leadership Development, Training, HR Systems, Change Management, Legal and Safety Compliance, Rewards and Recognition, Employee Engagement, Employee Relations, Compensation and Benefits.



Panelists



ROBIN HIRSCH EVERHART

VP and Chief Diversity Officer, Cintas

In 2014, Robin Everhart was appointed to the role of Senior Vice President and Chief Diversity Officer for Cintas Corporation, a \$4.55 billion dollar business services company, headquartered in Cincinnati, Ohio. In her role, Robin is responsible for increasing the company's diversity among employee-partners and maintaining an inclusive workplace where each individual can fully contribute to the company's collective success. Robin also has oversight of all talent acquisition for Cintas with a concentrated focus on the recruiting, hiring, retention and development of Management Trainees and the Accelerated Leadership Program, both pipelines of future leadership for Cintas.

Robin joined Cintas in 2005 and served as Chief Compliance Officer and Vice President of Government Affairs and Corporate Communications. Her responsibilities included the design, implementation and company-wide oversight of legal and ethical compliance issues as well as using the disciplines of Communications and Government Affairs to drive Cintas' agenda, internally and externally, in an effort to protect and enhance the company's reputation.

A native of Connecticut, Robin earned her BA from the University of Georgia and spent several years prior to Cintas building and maintaining comprehensive compliance programs for Fortune 500 companies including: The Home Depot and Winn-Dixie Stores, Inc.



MARTHA SARRA

Vice President & Chief Ethics and Compliance Officer, The Kroger Co.

Martha Cutright Sarra is Vice President & Chief Ethics and Compliance Officer for The Kroger Co. Martha is responsible for identifying areas of most significant compliance risk, for developing compliance programs and for assuring execution of the Company's ethics and compliance programs. Her compliance responsibilities range from food and general merchandise retail sales to the Company's pharmacies and health care clinics, fuel centers, credit card and money services, and international procurement.

Martha has a BS/BA in Finance from The Ohio State University and earned her law degree from the University of Cincinnati in 1988. She is a Certified Compliance and Ethics Professional and member of the Ohio and Federal Bar.

Martha received "Progressive Grocer's 2013 Top Women in Grocery" award in the Senior-Level Executive category. She currently serves on Xavier University's Cintas Institute for Business Ethics Advisory Board.

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Schedule of Events



8:00 a.m.–8:30 a.m. **REGISTRATION, CONTINENTAL BREAKFAST & NETWORKING**

8:30 a.m.–8:40 a.m. **WELCOME**
Lisa A. Taylor - JD, CCEP, Director & Chief Compliance Officer, UC Health

8:40 a.m.–8:45 a.m. **INTRODUCTION OF PANELISTS AND TOPICS**
Moderator: **Lisa A. Taylor** - JD, CCEP, Director & Chief Compliance Officer, UC Health

8:45 a.m.–9:05 a.m. **TOPIC #1: “A WOMAN’S SECRET TO SUCCESS: DEVELOPING AND BALANCING SELF-CONFIDENCE”**
Staci Jenkins - Partner, Thompson Hine LLP

Introduction:

Self-confidence is extremely important in almost every aspect of our lives. People who lack self-confidence struggle to achieve success at work and in their personal life. But the good news is that self-confidence can be learned and developed by following some concrete steps. With the right amount of confidence, people are able to take informed risks and stretch themselves to reach their goals.

9:05 a.m.–9:25 a.m. **TOPIC #2: “LEADERSHIP BEYOND SURVIVOR: USING THE POWER OF ALLIANCES”**
Lisette Martinez - Director of Diversity Services, TriHealth

Introduction:

According to the National Association of Working Women, women still face multiple challenges in the workplace: a culture that minimizes and trivializes their problems, patronizing coworkers, critics who say their efforts will lead to catastrophe, and the risk that they will be pitted against one another. This discussion will focus on harnessing the power of alliances to lead more effectively. Winning takes collaboration and support from others. As in the show Survivor, the winners have strong allies.

9:25 a.m.–9:45 a.m. **TOPIC #3: “LEAN IN: THE GOOD AND THE BAD”**
Stephanie Huff - Chief Human Resources Officer, HELP Plumbing, Heating, Cooling & Electric

Introduction:

The publication of Sheryl Sandberg’s Lean In: Women, Work, and the Will to Lead sparked a heated National debate. From the debate, we learned that Lean In offers good tips for women who want to rise to the top but many main points are ignored, which could prove to do women a huge disservice.



Schedule of Events



9:45 a.m.–10:05 a.m. **QUESTIONS & ANSWERS SESSION**

10:05 a.m.–10:15 a.m. **BREAK**

10:15 a.m.–10:35 a.m. **TOPIC #4: “STOP PLAYING SAFE: COURAGEOUS ACTIONS TO CREATE A BRIGHTER FUTURE”**
Robin Hirsch Everhart - SVP and Chief Diversity Officer, Cintas

Introduction:

In her latest book, Stop Playing Safe, Margie Warrell argues that we often know what we want to do but fail to do it because of fear of putting our vulnerability on the line. While not particularly fulfilling, we see the status quo as an easier and less scary option. There is proof of this as advances in brain imaging technology show that human beings are wired to avoid risk. It is easier to settle with the status quo than to take courageous action and make a change. But that leaves us with restricted opportunities to develop our potential and achieve our aspirations.

10:35 a.m.–10:55 a.m. **TOPIC #5 “GREAT LEADERSHIP: CREATING CHANGE FOR THE BETTER”**
Martha Sarra - Vice President & Chief Ethics and Compliance Officer, The Kroger Co.

Introduction:

Whether you are a company or an individual going through a transition, change can be difficult. It can also profoundly reduce an organization’s performance and productivity. People need support and guidance when going through major changes, which can range from mergers and acquisitions to transitioning into new leadership positions or changing careers. Great leadership is key to overcoming obstacles and creating transformational change.

10:55 a.m.–11:15 a.m. **TOPIC #6: “PURPOSEFUL LIFE: LIVING AND FOLLOWING YOUR DREAMS”**
Speaker: Open

Introduction:

Clarity, focus and direction are essential to understanding what you really want – and to taking the steps to make it happen. Find out what female leaders in today’s workforce have done to achieve their dreams and to create a more successful life of meaning, fulfillment and purpose.

11:15 a.m.–11:25 a.m. **QUESTIONS & ANSWER SESSION**

11:25 a.m.–11:30 a.m. **CLOSING REMARKS**
Lisa A. Taylor - JD, CCEP, Director & Chief Compliance Officer, UC Health



Mission

The mission of the National Women's Council is to make a significant impact on the social advancement of women by promoting economic empowerment, international women's rights, political and workplace equality, and women's health.

Vision

The vision of the National Women's Council is to be the premier organization for women's rights and equality.

PROUD INITIATIVE OF THE



For more information, please contact

KELSEA HAUGHT | KELSEA.HAUGHT@NATIONALDIVERSITYCOUNCIL.ORG

.....
National Women's Council

www.nationalwomenscouncil.org



"...there is strength in the differences between us. ...there is comfort, where we overlap."

-Ani DiFranco



The Chief Diversity Officer is a proud sponsor of the Cincinnati Women in Leadership Symposium.



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FOR MORE INFORMATION, PLEASE CONTACT DAVID VANEK
AT DAVID.VANEK@TEXASDIVERSITYCOUNCIL.ORG



The DiversityFIRST™ Certification Program will prepare the most qualified professionals to create and implement highly successful D&I strategies for organizational excellence and a competitive edge in today's global marketplace. Graduates of the program will be recognized as an NDCCDP (National Diversity Council Certified Diversity Professional).

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Areas of Focus

- The Business Case for Diversity and Inclusion
- Cultural Competence
- Measurement and Evaluation
- Diversity Leadership
- Efforts and Initiatives Supporting Diversity and Inclusion
- Graduate Network Component

Facilitators



Cecilia Orellana-Rojas, Ph.D.
VP Strategy and Research
Texas Diversity Council



Matthew D. Gonzalez, Ph.D
Associate Professor,
Extended Academic Program
University of the Incarnate Word



Jim Penny
Senior Director
National Diversity Council



Tim McRay
Professor of Strategic Marketing
Northwood University



T.K. Floyd
Attorney at Law
National Certified Counselor
Law Office of T.K. Floyd, PLLC



Pranika Sinha
Manager-Employee
& Organization Development
Occidental Petroleum

For information on how to register, please contact Jim Penny,
jim.penny@nationaldiversitycouncil.org.



Notes



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Please contact **Lauren Reese** for Corporate Membership
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