



PRESENTS

A nighttime photograph of the Birmingham, Alabama skyline, with numerous skyscrapers illuminated against a dark sky. The image is framed by a purple and blue gradient border.

Inaugural Alabama *Women's Conference*

“Women As Game Changers: Orchestrating Business
Success Today and in the Future”

November 18, 2015

Hyatt Regency Birmingham – The Wynfrey Hotel
1000 Riverchase Galleria, Birmingham, AL 35244

Sponsored by:



BBVA Compass

Banking on a brighter future for all.

**At BBVA Compass, we aren't just in the business of banking,
we're in the business of building a brighter future for all.**

1-800-COMPASS • bbvacompass.com

banking on a brighter future.SM

Follow us on:



BBVA Compass is a trade name of Compass Bank, a member of the BBVA Group. Compass Bank, Member FDIC. Rev. 11/2015 / #3283



WELCOME FROM THE NATIONAL DIVERSITY COUNCIL



Greetings,

Welcome to the 2015 Alabama Women's Conference.

This year's theme is *Women as Game Changers: Orchestrating Business Success Today and in the Future*. As the United States undergoes profound transformation, women are playing an increasingly important role in our nation's economy. Women make up more than half of the U.S. population and their representation in the workforce has increased considerably during the past four decades. Women comprised less than 29 percent of the U.S. workforce in 1967. Today, they make up nearly half of the nation's workforce.

Women still face challenges to overcome barriers and achieve economic equality. Despite this reality, women are empowering themselves as game changers in the workplace and the marketplace. They are influencing the course of business while positively impacting the success of their organizations and charting their own futures. Our goal during this conference is to explore the role and impact of women as game changers in business. We will discuss women's unique contributions as leaders and their opportunities to orchestrate positive outcomes for future business success.

The Alabama Women's Conference offers women a venue to learn from diverse, insightful speakers and panelists. In addition, it provides an opportunity to network with other professionals and to dialogue about important issues affecting women's career success. I invite you to be part of this unique event and explore your role as a game changer in your organization.

Cordially,

Dennis Kennedy
Founder & CEO
National Diversity Council

WELCOME FROM THE CHAIR



G'Day!

I am privileged to welcome you to our inaugural Alabama Women's Conference. This is an unbelievably exciting year as we launch the Alabama Diversity Council. We could not have chosen a more appropriate event to begin our journey to foster an environment of diversity and inclusion as a Women's Conference.

There is much work to do in our great state to remain competitive in today's global economy. Organizations must be innovative and creative if they are to achieve and maintain a diverse workforce. Also we need to actively develop our leaders and encourage employee engagement throughout every entry level of our infrastructure to ensure that our organizational objectives are not merely fulfilled, but exceeded. Achieving these goals requires that businesses constantly strive for change and promote environments of inclusion while educating employees on the importance of these policies.

The Alabama Women's Conference will afford the women of our communities the opportunity to explore the tools and resources necessary to build diverse workforces and network with other professionals. Our breakout sessions will surely touch on many topics to further the education of our leaders, allowing for an interactive, fun-filled day of nothing but leadership tactics, which surely will transfer to our everyday workplace.

We welcome you and encourage your active participation and interaction with your colleagues and the other great leaders of the community. I feel certain the knowledge you obtain at Alabama Women's Conference will benefit your personal and professional development. It will also allow you to be an ambassador to your co-workers, managers, and senior leaders, introducing tactics and ideas to promote a diverse and inclusive environment for all.

I would like to thank our sponsors who recognize the value of our Alabama Women's Conference and who continue to provide financial support to build our newly-formed Alabama Diversity Council. I want to acknowledge our speakers and presenters who have made the commitment to be here and to give their time and talents for the good of our community. Finally, I would like to thank the conference organizers and volunteers who worked diligently to bring you a top-notch conference.

Enjoy the Conference!

Sincerely,

Natalie Bickel

Chair, Alabama Women's Conference
Joint Venture Partner, Outback Steakhouse
nataliebickel@outback.com

MASTER OF CEREMONY



MEGAN CLEGHORN, JD, MBA
Co-Founder & CEO
Request for Relief LLC

Megan Cleghorn, JD, MBA is the President of Cleghorn Performance Elevation LLC, an elite private–client executive coaching, leadership empowerment and executive communication company. As a coach and consultant, Megan marries her many years of operational and financial expertise with her passion for empowering current and future senior executives with the tools to graduate from *Excellent to Superior*.

Megan is also the CEO of Request For Relief LLC, a national organizational–wellness consultancy servicing clients facing high–stress business and workplace challenges, including restructurings and post–M&A integration. Through RFR, Megan facilitates organizations’ effective management of stress and burnout that increases employee resilience, strengthens performance and improves bottom–line business results.

Prior to leading Cleghorn Performance Elevation and RFR, Megan spent more than a decade at the premier global law firm as a corporate restructuring professional, advising companies in distressed situations on operational and financial reorganizations as they underwent transformational change.

In addition, Megan is a lecturer at, and advisor to The Wharton School of Business MBA Program on topics of Executive Communication and Advanced Persuasion. Megan regularly presents nationally on topics of Transformational Change, Leadership Empowerment, Advancement of Women, Organizational Wellness, and Entrepreneurship. Megan obtained her B.S. and her J.D. at Duquesne University and her M.B.A. at The Wharton School of Business at the University of Pennsylvania.

AGENDA

9:00 a.m. **REGISTRATION**

9:30 a.m. -10:40 a.m. **CONCURRENT SESSIONS I**

Your Value Proposition: Changing Lanes

Devon

Finding Your Balance

Essex

10:55 a.m. -12:10 p.m. **CONCURRENT SESSIONS II**

Navigating Workplace Politics: Lessons on Leadership

Essex

Finding Your Balance

Devon

12:15 p.m. -1:45 p.m. **AWARDS LUNCHEON**

MOST POWERFUL & INFLUENTIAL WOMEN AWARDEES

LaBella S. Alvis

Partner
Christian & Small LLP

Jenna Bedsole

Shareholder & Chair, Baker Donelson's Labor & Employment Practice Group
Baker, Donelson, Bearman, Caldwell & Berkowitz, PC

Sheila Benson

CEO
Employment Screening Services

Natalie Bickel

Chair, Alabama Women's Conference
Joint Venture Partner, Outback Steakhouse

Paige M. Boshell

Partner
Bradley Arant Boult Cummings LLP

Dr. Gwendolyn E. Boyd

President
Alabama State University

Angela C. Cameron

Partner
Burr & Forman LLP

Lucy DiChara

Vice President, Controller & Assistant Corporate Secretary
Alabama Gas Corporation

Susan M. Hengel

Executive Vice President
Organizational Development
Regions

Rosilyn E. Houston

Chief Talent & Culture Executive
BBVA Compass

Cathy E. Hulsey, JD, SPHR

Chief of Staff
EPL Inc.

Deborah J. Long

Executive Vice President
Secretary & General Counsel
Protective Life

Kelli Powers

Chief Financial Officer
Huntsville Hospital System

Jill Wilson

Vice President
Communications & Marketing
Gray

MOST POWERFUL & INFLUENTIAL WOMEN AWARDEES



LaBella S. Alvis
Partner, Christian & Small LLP

LaBella S. Alvis is a partner at Christian & Small LLP, where she heads the Professional Liability and Medical Malpractice Practice Group and emphasizes teamwork and the importance of finding efficient solutions for her clients.

For more than 30 years, her passion has been going to court, and her love for the courtroom began at Cumberland Law School, where she participated in the ATLA Trial Competition finals in Washington D.C. Alvis' legal experience is focused on several different subjects, including aviation, liquor liability, trucking, insurance coverage, sports injuries, and medical malpractice. She has been recognized by the American Board of Trial Advocacy, International Academy of Trial Lawyers, Super Lawyers® (including top 5 percent of all attorneys and top 25 percent female lawyers in Alabama), Best Lawyers in America®, Benchmark's Top 250 Women in Litigation, and she currently serves as president of the Birmingham Inns of Court.

Away from the office, Alvis is an avid horseback rider. She competes in hunter/jumper and dressage disciplines and has won many equestrian competitions, including finishing first in two divisions during the 2010 state championship.



Jenna Bedsole
Shareholder & Chair, Baker Donelson's Labor & Employment Practice Group
Baker, Donelson, Bearman, Caldwell & Berkowitz, PC

Jenna Bedsole is a shareholder in the Birmingham office and leads the Firm's Labor & Employment Practice Group. She has represented employers in a broad range of employment matters, including the defense of cases under federal and state discrimination laws, and the enforcement of non-compete agreements. With the recent increase of wage and hour law cases, she has defended employers successfully in both single plaintiff cases and collective actions. Ms. Bedsole conducts management and employee training relating to employment issues in the workplace, drafts handbooks and employment agreements, provides policy review and regularly counsels employers to ensure compliance with applicable employment and labor laws.

Ms. Bedsole also represents educational institutions and school boards regarding issues with the Teacher Tenure Act, the Fair Dismissal Act, No Child Left Behind, the IDEA, due process proceedings, special education, FERPA issues, truancy proceedings, attendance zoning and the First Amendment. She has defended education clients before the EEOC, the Office of Civil Rights and FMCS Arbitrators.

Ms. Bedsole is also a registered mediator with the Alabama Center for Dispute Resolution.

MOST POWERFUL & INFLUENTIAL WOMEN AWARDEES



Sheila Benson
CEO, Employment Screening Services

Sheila Benson founded Employment Screening Services in 1994 and still serves as the President and Chief Executive Officer. The company started out as a subsidiary of Stewart Title of Birmingham. Sheila recognized the impending need for background screening services and took Employment Screening Services out on its own in 1999. Sheila's leadership and vision have brought Employment Screening Services' success and reputation to fruition. Employment Screening Services has been named on Inc. 5000's list of fastest growing companies for the seventh year in a row and was named one of the Top Woman-Owned business from DiversityBusiness.com for three years.

As a woman entrepreneur, Sheila has earned honors such as being named one of the Top Birmingham Women in 2007 by the Birmingham Business Journal and the Star Award from the Women's Business Enterprise National Conference in 2005.

Sheila currently serves on the advisory board of the Ida Moffett School of Nursing at Samford University and is a serving member of the Women Presidents' Organization. Active in the business community, Benson has served on the boards of directors of the Central Alabama Women's Business center, a project of the Schlarb Foundation for Women Entrepreneurs and the Greater Birmingham Association of Home Builders and Associate Council. She leads ESS' annual efforts to support local charities like Pathways, the American Cancer Society and United Cerebral Palsy. Sheila graduated from the Tuck Executive Program, Tuck School of Business at Dartmouth.



Natalie Bickel
Chair, Alabama Women's Conference
Joint Venture Partner, Outback Steakhouse

Like you, Natalie Bickel is a leader in business and the community. Currently, Natalie is the Joint Venture Partner for the "No Rules, Just Right" Outback Steakhouse in Alabama, where she operates and leads nine restaurants to their everyday successes.

With nearly two decades in the restaurant industry - real-life, in-the-trenches - Natalie brings to the workplace a very different view of what it means to be in a management role. Of course, there are the responsibilities of day-to-day operations; but, more importantly, it's about people. Natalie appreciates, and shares with her folks, that leadership is a moment-to-moment choice and not about title, tenure or position.

Work is good. But, it doesn't define the person. Natalie volunteers a great amount of her extra time to multiple organizations. She is an avid supporter of the Muscular Dystrophy Association, always making a muscle! She sits on the Board of Directors for the Alabama Restaurants and Hospitality Alliance. Along with her status as a Bloomin Brands Ambassador for the National Diversity Council, she was recently asked to be on the Board of Directors for the newly-formed Alabama Diversity Council.

Natalie's most favorite and most honored job, though, is being a mom to her four children – Jude, Liam, Catherine and Morah. A new resident to Alabama, she and her family have truly embraced the hospitality and remarkable outdoor activities Alabama has to offer. She enjoys hiking, boating, yoga and outdoor concerts. Occasionally, you'll even catch her on 5K course, trekking through the mud! Natalie loves life and will continue to live it to its fullest!

MOST POWERFUL & INFLUENTIAL WOMEN AWARDEES



Paige M. Boshell

Partner, Bradley Arant Boult Cummings LLP

For more than twenty years, Paige Boshell has advised and counseled clients on a variety of privacy and information security risk assessment and mitigation processes, including the identification of, protection from, detection of, response to, and recovery from data security risks. She drafts and negotiates SaaS, cloud, software licensing, and other information technology and service provider contracts. She counsels clients on alternative delivery of wholesale and retail services (such as by computer or mobile device), online promotions and advertising and telemarketing, as well as marketing by text or e-mail, and associated privacy issues.

Paige also counsels financial institutions and retailers on privacy and information security policies and procedures, customer notices, service provider relationships, alternative delivery of products or services, and data breach and recovery. She advises clients that have suffered a data breach in connection with the resulting investigation, including coordination with fraud investigators, technology service providers and law enforcement and the ensuing mitigation effects, including preparation of customer notices, negotiation of vendor contracts, and coordination with consumer reporting agencies.

Paige is honored to be named one of the “Top 15 Business Women in Alabama” by the National Diversity Council and to accept this recognition on behalf of Bradley Arant Boult Cummings LLP.



Dr. Gwendolyn E. Boyd

President, Alabama State University

Dr. Gwendolyn E. Boyd is the 1st female President of Alabama State University. A Montgomery, Alabama, native, Boyd earned her undergraduate degree from ASU, with a major in mathematics and a double minor in physics and music. Boyd became the first African-American female to earn a Master of Science degree in Mechanical Engineering from Yale University. She also earned both the Master of Divinity and the Doctor of Ministry degrees from Howard University.

Boyd’s professional career at the Johns Hopkins University Applied Physics Laboratory was spent as an analyst in the Strategic Systems Department, where she was part of engineering teams that conducted independent analyses and operational performance evaluations of Strategic Weapons Systems on Polaris, Poseidon and Trident submarines. In 1999, she became the Assistant for Development Programs and was later named Executive Assistant to the Chief of Staff at APL.

Boyd was nominated by President Barack Obama and received U.S. Senate confirmation to serve as a trustee to the Barry M. Goldwater Scholarship and Excellence in Education Foundation in 2009. President Obama also appointed Boyd to the President’s Advisory Commission on Educational Excellence for African-Americans.

Boyd’s remarkable list of achievements includes serving as the 22nd National President of Delta Sigma Theta Sorority Inc., an international organization exceeding 250,000 members and receiving two honorary doctorates, Congressional recognitions, 28 keys to various cities throughout the country, declarations of Gwendolyn E. Boyd Day in eight cities, civic citations, and various leadership and volunteer awards, as well as professional awards for her achievements in the fields of engineering and higher education. Her recent recognitions including being named one of the “Most Interesting College Presidents in America, being voted one of the “Women Who Shape the State of Alabama” and being selected to membership in the prestigious 2015 class of Leadership Alabama.

MOST POWERFUL & INFLUENTIAL WOMEN AWARDEES



Angela C. Cameron
Partner, Burr & Forman LLP

Angie is a Partner in the firm's Health Care Industry Group where she devotes her practice to defending health care providers against medical malpractice claims as well as defending health care providers in false claims litigation.

In addition to her health care litigation practice, Angie assists health care providers with navigating federal and state laws directly impacting the health care industry, including but not limited to the Health Insurance Portability and Accountability Act ("HIPAA"), the state of Alabama's certificate of need laws, and Medicare and Medicaid regulations.

Angie's experience includes developing and implementing compliance programs for a variety of clients as well as representing health care providers before state licensing boards such as the Alabama Board of Medical Examiners, the Alabama State Board of Pharmacy, the Alabama Board of Nursing, and the Alabama Board of Examiners in Psychology.



Lucy DiChara
Vice President, Controller & Assistant Corporate Secretary, Alabama Gas Corporation

Lucy DiChiara currently holds the position of Vice President, Controller and Assistant Corporate Secretary of Alabama Gas Corporation. During her 29 year career at Alabama Gas, she has worked in various areas of accounting and information technology.

She earned her Bachelor's and Master's degree in accounting from the University of Alabama at Birmingham.

Lucy is a member of the American Gas Association and Southern Gas Association. She currently serves on the Southern Gas Association Finance Committee. Lucy is a Momentum Women's Leadership Program alumni.

MOST POWERFUL & INFLUENTIAL WOMEN AWARDEES



Susan M. Hengel

Executive Vice President, Organizational Development, Regions

Sue Hengel joined Regions in 2008 and oversees organizational effectiveness for the bank. In this role, she oversees a team of associates whose mission it is to build organizational capabilities and business effectiveness through leaders by developing, implementing, and managing human capital solutions which align with and support Regions strategies.

Prior to joining Regions, Hengel held positions with Lee Hecht Harrison as General Manager and Leadership Development Consultant, and National Service Industries as head of human resources for two divisions, National Linen Service and Atlantic

Envelopment Company.

Originally from Minnesota, Hengel has lived in Atlanta, Georgia and now Birmingham, Alabama. She earned a Master's in Business Administration from Kennesaw State University in Atlanta, Georgia and a graduate certificate from Fielding University in Evidenced Based Coaching.

Previously, Hengel served as President of the Society for Human Resource Management in both Atlanta and in Birmingham.



Rosilyn E. Houston

Chief Talent & Culture Executive, BBVA Compass

Rosilyn Houston began her banking career 29 years ago as a part-time teller while attending college. She has held various front-line and leadership positions in the BBVA Compass retail, wealth, and commercial bank lines of business. Rosilyn has experience managing in the complex and dynamic environments of North Texas, California, Alabama, and Florida. She recently served as the Regional Retail Executive in the East and North Texas regions responsible for the 1200 employee base achievement of service excellence and operational profitability. Rosilyn's regions are high performing and award winning.

She assumed her post as the head of U.S. Human Resource Operations in July of 2015, reporting directly to the Chairman and CEO, Manolo Sanchez. Rosilyn is the highest ranking female in the U.S., and the first African American to serve on the bank's management committee.

Rosilyn is a proud mother of three accomplished children, ages 27, 21, and 13. She has a strong passion for giving to her family and to her community. She has served in the non-profit sector, previously spending five years as Chief Executive Coordinator for Bishop T.D. Jakes, General Manager for The Potter's House of Dallas and T.D. Jakes International Ministries. Rosilyn and her husband, Ron, are active Small Group leaders at their place of worship.

Rosilyn is a 12 year active member of Jack and Jill of America, Inc., most recently serving as Chaplain of the Birmingham Chapter. Her additional community volunteerism includes: Executive Board Seats at Girls, Inc. of Central Alabama, The American Heart Association, The Leukemia and Lymphoma Society, and Camp Smile-A-Mile. Also, she is an active volunteer with Junior Achievement, Children's Hospital of Alabama Committee for the Future, Leadership Birmingham, and Momentum Leader and Mentor.

MOST POWERFUL & INFLUENTIAL WOMEN AWARDEES



Cathy E. Hulsey, JD, SPHR
Chief of Staff, EPL Inc.

As a member of EPL's strategic leadership team reporting to the President/CEO, I am responsible and committed to sustaining an exciting, fast-paced, engaging and profitable corporate culture. I provide guidance and work closely with the President/CEO and Executive Team on the core initiatives of the company that will improve the operational and financial effectiveness of the Company. My role is to lead by example, support our People and processes, and direct the work of others assigned to the Organizational Development and Effectiveness Division which includes People Services, Facilities Management, Contract Management, Internal Communications, and other duties as may be assigned. I also serve as chair of the Governance Board's Organizational Development & Efficiency Committee, which is organized to understand and set top business priorities that align with our strategic plan, focus on People, Finance and Processes to ensure better efficiency and effectiveness for greater productivity. I view all employees as leaders, innovators, and change agents. My goal is to build a culture based on trust, open communication, recognition, diversity and high expectations.



Deborah J. Long
Executive Vice President, Secretary & General Counsel, Protective Life

Ms. Long is a 1975 graduate of Auburn University, where she graduated with high honor and was a member of Phi Kappa Phi, Omicron Delta Kappa and Mortar Board, and a 1980 graduate of the University of Alabama Law School, where she was Editor in Chief of the Alabama Law Review and a member of Order of the Coif. Prior to entering law practice, she clerked for the Honorable Frank M. Johnson, Judge on the United States Circuit Court for the Fifth Circuit (now Eleventh Circuit).

Deborah J. ("Debbie") Long is Executive Vice President, Secretary and General Counsel of Protective Life Corporation. Prior to becoming General Counsel of Protective Life in 1992, Ms. Long was a member of the Maynard, Cooper & Gale law firm in Birmingham, Alabama, where she practiced in the areas of insurance, banking and finance, business acquisitions and mergers, and general corporate law.

Ms. Long has been active in legal issues impacting the business and legal community and the insurance industry, serving in various capacities in the American Council of Life Insurers, the Business Counsel of Alabama, the Birmingham Bar Association, the Alabama Bar Association, the Alabama Association of Life Insurance Companies (including serving as President), the Alabama Life and Disability Insurance Guaranty Association (including serving as President), the Texas Life & Health Insurance Guaranty Association (Vice Chair) and the National Organization of Life and Health Guaranty Associations. She has served on the Board of Governors of the Association of Life Insurance Counsel, a century old international bar association for life insurance lawyers and the Alabama Association of Life Insurance Companies and has served as President of these associations. She also serves on the Boards of the Alabama Women's Commission, the Public Affairs Research Council of Alabama and A+ Education Partnership, and she is a member of The Fellows of the American Bar Foundation since 2008.

Ms. Long has served on the Boards of various Birmingham charitable organizations, including Big Brothers/Big Sisters of Greater Birmingham, the YWCA of Birmingham, Oasis Women's Counseling Center, Birmingham Museum of Art, and Partners in Neighborhood Growth, Inc.

MOST POWERFUL & INFLUENTIAL WOMEN AWARDEES



Kelli Powers

Chief Financial Officer, Huntsville Hospital System

Kelli Powers currently serves as the CFO of the Huntsville Hospital System. She was previously the CEO at Athens-Limestone Hospital for 4 years and the prior to that was the CEO at Lanier Health Services in Valley, Alabama. She has over 23 years of Healthcare experience. She has a bachelor's degree in Accounting from The University of Alabama and a Masters of Management in Health Care from Vanderbilt University. She has worked at several hospitals across the state of Alabama including Baptist of Montgomery, East Alabama Medical Center and The DCH Health System. She and her husband have two children who currently attend The University of Alabama. In 2012 she was named Citizen of the year for Limestone County by the Chamber of Commerce.



Jill Wilson

Vice President, Communications & Marketing, Gray

Jill's 27 year career at Gray Construction has spanned various positions, all within the marketing group. As Gray's first woman vice president, Jill currently serves as the company's top marketing officer, skillfully and creatively marketing design and construction services to customers, communities and allied organizations around the world.

With her strategic guidance, Jill's team is able to provide expert marketing support surrounding Gray's core markets which include: manufacturing, automotive, food and beverage and distribution center facility construction.

Based out of Gray's headquarters, Jill has also served in a number of leadership positions on several local, statewide and national boards including the Design-Build Institute of America, The Society for Marketing Professional Services, Kentucky Association for Economic Development and the Kentucky Chamber of Commerce.

In addition to being a graduate of Leadership Kentucky and Leadership Bluegrass, Jill was also included in the inaugural group of Leading Women in Central Kentucky.

She has a business degree from Georgetown College and is known for her ability to provide leadership and make decisions that keep Gray positioned as a market leader in the design-build industry.

CONCURRENT SESSIONS

CONCURRENT SESSIONS I

9:30 a.m.–10:40 a.m. **YOUR VALUE PROPOSITION: CHANGING LANES** Devon

Moderator: Delores Armstrong, Farmers

Panelists:

Melanie Maddox, VP, BBVA Compass

Natalie E. Bickel, Joint Venture Partner, Outback Steakhouse

Susan M. Hengel, SVP Organization & Leadership Development, Financial Services, Regions

FINDING YOUR BALANCE

Essex

Moderator: April Sibley, Southern Company

Panelists:

LaBella S. Alvis, Partner, Christian & Small

Marquita N. Hicks, Absolute Professor, UAB Department of Emergency Medicine

Kelli Powers, CFO, Huntsville Hospital Health

Dawn McGlothlan, CDP, VP, Corporate Social Responsibility

CONCURRENT SESSIONS II

10:55 a.m.–12:10 p.m. **NAVIGATING WORKPLACE POLITICS: LESSONS ON LEADERSHIP** Essex

Moderator: Sheila Quarles, NaphCare Inc.

Panelists:

Kelli Powers, CFO, Huntsville Hospital Health

Natalie E. Bickel, Joint Venture Partner, Outback Steakhouse

TBD

FINDING YOUR BALANCE

Devon

Moderator: April Sibley, Southern Company

Panelists:

Martha Underwood, Director of Solution Delivery & Operations, Callidus Cloud

Megan Cleghorn JL, MBA, Co-Founder & CEO, Request for Relief LLC

Dawn McGlothlan, CDP, VP, Corporate Social Responsibility

STEAKS DONE RIGHT



OUTBACK
STEAKHOUSE®

Visit OUTBACK.COM for a location nearest you!

   /OUTBACK

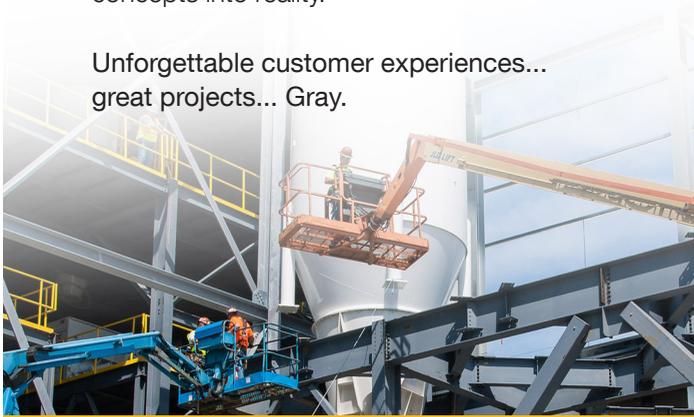
CLICK  **THRU**
SEATING

GET SEATED FASTER TONIGHT!
OUTBACK.COM/SEATING

Building across **THE SOUTHEAST**

There is nothing quite like creating a high-tech facility from the ground up. For more than 55 years across the U.S. and 20 years in Alabama, our team members have been turning building concepts into reality.

Unforgettable customer experiences...
great projects... Gray.



gray.com



STILL FISHING FOR THE RIGHT EMPLOYER?



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



NDC Consulting

When **EXPERIENCE** and **RESULTS** count, turn to **NDC Consulting**,
your complete **Diversity & Inclusion** consulting and training solution.

Let us help your organization achieve success!

Contact: **Cecilia Orellana-Rojas**, VP Strategy and Research,
cecilia.orellana-rojas@nationaldiversitycouncil.org

www.nationaldiversitycouncil.org/what-we-do/training/



The DiversityFIRST™ Certification Program prepares qualified professionals to create and implement highly successful D&I strategies for organizational excellence and a competitive edge in today's global marketplace. The program blends theory and practice during a 5-day intensive curriculum and on-going professional development within the graduate network. Graduates of the program are recognized as a NDCCDP (National Diversity Council Certified Diversity Professional).

November 16-20, 2015
 2700 Post Oak Blvd., 6th floor
 Houston, TX 77056

Areas of Focus

- The Business Case for Diversity and Inclusion
- Cultural Competence
- Measurement and Evaluation
- Diversity Leadership
- Best Practices in Diversity and Inclusion
- Graduate Network Component

Guest Speakers



LaMonte Thomas
 President & General Manager
 North Texas and Oklahoma
 Cigna



Lisa Firmin, MS, MHRM, Colonel, USAF, Retired
 Associate Provost for Faculty/
 Student Diversity and Recruitment
 The University of Texas at San Antonio



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



Pranika Sinha
 Manager-Employee
 & Organization Development
 Occidental Petroleum

Facilitators



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



Jim Penny
 Executive Director
 National Diversity Council



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

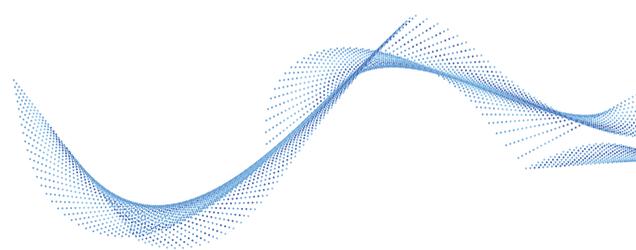


Armida Mendez Russell
 Senior Consultant
 National Diversity Council

REGISTRATION DEADLINE

October 30, 2015

For more information and to register, please contact Jim Penny at jim.penny@nationaldiversitycouncil.org
www.nationaldiversitycouncil.org/diversityfirstcertification



DiversityFIRST™
TOOLKIT

The National Diversity Council is proud to announce the launch of the DiversityFIRST™ Toolkit, an online resource intended to help organizations raise awareness and advance diversity efforts within their organizations.

Content Areas

Gender
Metrics
Infographics
Global Diversity
Diversity Councils
Diversity Marketing
Cultural Competence
Diversity and Inclusion
Employee Resources Groups

*For more information, please contact Jim Penny
jim.penny@nationaldiversitycouncil.org
or visit diversityfirsttoolkit.org*

CORPORATE PARTNERS



Morgan Stanley

