Creating a Sense of Belonging in the Changing World

May 12, 2023 • Sugar Land Marriott

The Association of Chinese American Professionals
Oxy is taking action to support our company and industry in valuing different perspectives and fresh ideas. Our Diversity, Inclusion and Belonging program guides Oxy leadership in promoting an equitable, inclusive and diverse workplace.

Learn about our commitment to diversity at www.oxy.com/about/our-DEI-commitment/
Welcome to

The 23rd Annual Diversity Summit

Building a Sense of Belonging in the Changing World

Friday, May 12, 2023

Houston Marriott Sugar Land
16090 City Walk, Sugar Land, Texas 77479
As a born-and-bred Texas company, H-E-B is committed to fostering a culture of diversity & inclusion in Texas, both in our workplaces and the communities we serve. Celebrating the differences and similarities of all Texans is integral to everything H-E-B does, every day, from employee recruitment to supplier registration, store locations to in-store product selection.
# Diversity Summit 2023

## Program

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# Conference Program-at-a-Glance

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<th>Time</th>
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<tbody>
<tr>
<td>7:30 a.m. – 12:30 p.m.</td>
<td><strong>Conference Registration</strong></td>
<td>Ballroom Foyer</td>
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<tr>
<td>8:00 a.m. – 3:00 p.m.</td>
<td><strong>Corporate Exhibits</strong></td>
<td>Ballroom Foyer</td>
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<td><strong>Coach’s Corner</strong></td>
<td>Cane I-III</td>
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<tr>
<td>8:30 a.m. – 8:50 a.m.</td>
<td><strong>Welcome</strong></td>
<td>Ballroom VI</td>
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<tr>
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<td>Welcome Remarks:</td>
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<td></td>
<td><em>Cecil Fong, Diversity Summit Executive Director</em></td>
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<td>Honorary Chair Remarks:</td>
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<td><em>Christina Jones, VP HR Diversity &amp; Inclusion and Employee Relations, Shell US</em></td>
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<td><em>Steven Foster, President, South Houston Market, St. Luke’s Health</em></td>
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<tr>
<td>8:50 a.m. – 9:10 a.m.</td>
<td><strong>Ice Breaking Exercise</strong></td>
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<td>Pranika Uppal Sinha &amp; Minnie Tsai Nelson</td>
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<td>9:10 a.m. – 10:10 a.m.</td>
<td><strong>Plenary Session</strong></td>
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<td>“Power of Forgiveness”</td>
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<td>Speaker: <em>Vani Rao, Executive Coach</em></td>
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<td>10:10 a.m. – 10:30 a.m.</td>
<td><strong>Networking Break</strong></td>
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<td><strong>Concurrent Session 1</strong>: 10:30 a.m. – 11:30 a.m.</td>
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<tr>
<td>A</td>
<td>“Data-Driven DEI: The Tools and Metrics You Need to Measure, Analyze, and Improve Diversity, Equity, and Inclusion” - <em>Dr. Randal Pinkett</em></td>
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<td>“From Aspiration to Impact: Can we <em>really</em> make a Difference?” - <em>LaTanya Flix</em></td>
<td>Ballroom VII-X</td>
</tr>
<tr>
<td>C</td>
<td>“LGBTQ+ Social Movements in the United States” - <em>Dr. Donna Davis, Dr. Brice Yates</em></td>
<td>Magnolia I-III</td>
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<tr>
<td>11:30 a.m. – 1:00 p.m.</td>
<td><strong>Luncheon</strong></td>
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<td>Diversity Champion Award Ceremony</td>
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<td><strong>Concurrent Session 2</strong>: 1:05 a.m. – 2:05 p.m.</td>
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<td>A</td>
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<td>Small Group Discussions – <em>Dr. Donna Davis &amp; M. Helen Cavazos</em></td>
<td>Magnolia I-III</td>
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<td><strong>Concurrent Session 3</strong>: 2:10 p.m. – 3:10 p.m.</td>
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<td>“Culture Revolution for a New Digital Age of Trusted AI” - <em>Phaedra Boinodiris</em></td>
<td>Ballroom VI</td>
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<tr>
<td>B</td>
<td>“Improving Health Equity Access Across Our Communities” - <em>Carla Newman Sapsford</em></td>
<td>Ballroom VII-X</td>
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<td><em>Ariel Jones, Dr. Toi Harris, Dr. LeChauncy Woodard, &amp; Dr. Sarah Candler</em></td>
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<tr>
<td>3:10 p.m. – 3:30 p.m.</td>
<td><strong>Networking Reception, Survey, and Door Prizes Drawing</strong></td>
<td>Ballroom Foyer</td>
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All conference activities are located on the first floor.
We are better together.

More voices make ours even stronger and more resilient, more experiences make us better prepared for challenges ahead, and the more we learn from each other, the better we’ll be as a team.

At Enbridge, we are committed to improving equity by building an environment where everyone feels included and able to contribute.

We are a proud sponsor of the 2023 Diversity Summit and would like to congratulate this year’s winners.
A Welcome Message from Diversity Summit Co-Chair

Steven Foster, MBA, MHA, FACHE
President, South Houston Market, St. Luke's Health

May 12, 2023

Dear Summit Participants:

It is my privilege to welcome you to the 2023 Diversity Summit and represent St. Luke's Health as Honorary Co-Chair. I’m pleased to serve with Christina Jones from Shell USA in this role.

My admiration goes to Cecil Fong, the Association of Chinese American Professionals, and the summit planning committee for their commitment to advancing diversity, equity, and inclusion. Congratulations to this year's Diversity Champion honorees for inspirational contributions to your workplace and community.

Advancing diversity, equity, and inclusion is deeply personal to me. When I started moving into executive leadership positions, I would look around the room and see too few individuals who looked like the communities we serve or me. That's where my passion for starting the Texas Gulf Coast chapter of the National Association of Latino Healthcare Executives (NALHE) began. The La Mesa Emerging Leaders Program, one of the many initiatives of the NALHE, focuses on connecting Latinos, Latinas, and multicultural students and young professionals with leadership figures from around the country who can mentor and empower them. St. Luke's Health has encouraged my passion at a national level with CommonSpirit Health to create career pathways with a DEIB lens for frontline to senior-level colleagues across the organization.

Advancing diversity, equity, and inclusion in the workplace does not happen by accident. It takes intentional, ongoing effort from every level of an organization, starting with those in leadership. It's that desire to push forward that brings us together for this summit. As we gather with our colleagues from the public and private sectors across Greater Houston, I know we'll enjoy fellowship and find guidance in our respective unique experiences and common efforts.

At St. Luke's Health, we lead with compassion, excellence, and collaboration through our diverse workforce of more than 21,000 employees, providers, interns, and volunteers. United in our belief in the inherent dignity of all people, our value of inclusion calls us to embrace the shared humanity of every person regardless of race, religion, sexual orientation, gender identity, national origin, or economic status. Caring for the poor and most vulnerable during good times and challenging times amplifies our commitment to our employees, patients, and the communities we serve.

As reflected in this year's summit theme, "Building a Sense of Belonging in the Changing World," we must embrace change while strengthening our shared commitment. I look forward to meeting and learning from everyone.

Sincerely,

Steven Foster, MBA, MHA, FACHE
President, South Houston Market
St. Luke's Health
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CenterPoint Energy

Collaborating Organizations

ADL Southwest Region
Association for the Advancement of Mexican Americans

Houston Business Journal
Interfaith Ministries for Greater Houston

International Coach Federation – Houston
Register now at: hccs.edu
Diversity Summit Planning Committee

Honorary Co-Chairs
Christina Jones Shell
Steven Foster St. Luke’s Health

Executive Director
Cecil Fong
Associate Executive Director
Daniel Chen

Committee Members
D’Jomme Adia, M. Helen Cavazoz AAMA
Chris Lin BP
Kelly (Kleinkort) Montes Catalyst
Donna Cole Cole Chemical
Amanda Scott Enbridge
Pranika Uppal Sinha Greystone
Dr. Darin Baskin Houston Community College
James Harris H-E-B
Jagdip Ahluwalia Indo-American Chamber of Commerce
Gayla Wilson Interfaith Ministries Greater Houston
Catalina Consuegra Marathon Oil
Roland Manzano METRO
Daniel Chen Nguyen, Jazrawi & Chen, PLLC
Angela Johnson Occidental Petroleum
Minnie Tsai Ogletree Deakins
David Medina Rice University
Denise Hall, Deborah Wilkins Shell Oil
Dr. Donna Davis South Texas College of Law
Dolly Brenneman Soaring to Greatness
John Sequeira TL One Partner

Conference Logistics
Carla Newman Sapsford Program Committee Lead
Betty Tung Conference Logistics Lead
Stephen Huang Program Book Editor
Irene Chen Registration Lead
Janet Chung Photographer
Frank Lin Website
Grace Lin, Tina Huang Treasurer

Association of Chinese American Professionals (ACAP) Leadership
Paul Liou President
Minnie Tsai President-Elect
Ching-Hwa Kiang Vice President
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Available Lending Services

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7(a) Program
504 Program
Export Working Capital Program

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Purchase Your Own Facility
Real Estate Investment

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As global events affect how local communities can reach a clean energy transition, the need for international collaboration and the exchange of expertise is greater than ever. Fortunately, the Indo-American Chamber of Commerce of Greater Houston has forged direct ties between India and our region’s energy sector. The IACCGH also serves as a voice for Houston’s Indo-American business community, and our own partnership with the organization is one of our most vital alliances.

www.shell.us/getconnected

We recognize and congratulate the IACCGH on the many valuable contributions the organization has made within the community.

Visit us online at www.stlukeshealth.org to learn more about the award-winning healthcare services St. Luke’s Health provides throughout Texas, including Greater Houston.

St. Luke’s Health
proudly supports the
Indo-American Chamber of Commerce of Greater Houston’s
Annual Celebration Gala

We recognize and congratulate the IACCGH on the many valuable contributions the organization has made within the community.

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www.shell.us/getconnected
## 2023 Diversity Summit
### Program Schedule

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<tbody>
<tr>
<td>7:30 a.m. – 12:30 p.m.</td>
<td>Registration</td>
<td>Ballroom Foyer</td>
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*Six SHRM continuing education credits are available for attending the conference.*

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<td>Corporate Exhibits</td>
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*Please visit the exhibition booth of conference sponsors.*

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<td>Coach’s Corner</td>
<td>Cane I-III</td>
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*Professional coaches from International Coach Federation - Houston will offer complimentary career coaching sessions. Sign-up at the Registration Desk to take advantage of this exciting opportunity!*

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<tr>
<td>8:30 a.m. – 8:50 a.m.</td>
<td>Welcome Remarks</td>
<td>Ballroom VI</td>
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Welcome Remarks:  *Cecil Fong, Executive Director, Diversity Summit*

Honorary Co-Chairs:

*Christina Jones, VP HR Diversity & Inclusion and Employee Relations, Shell US*

*Steven Foster, President, South Houston Market, St. Luke’s Health*

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<td>Ice Breaking Exercise</td>
<td>Ballroom VI</td>
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Chairs:

*Minnie Tsai Nelson– Immigration Attorney, Ogletree Deakins*

*Pranika Uppal Sinha, Managing Director, DEI and Organizational Development, Greystone*

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<td>Plenary Session</td>
<td>Ballroom VI</td>
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*“Power of Forgiveness”*

Chair:  *Kelly (Kleinkort) Montes, Executive Director, US Corporate Engagement, Catalyst*

Speaker:  *Y. Vani Rao, Executive Coach*

When we can forgive others, we can begin forgiving ourselves.

Forgiveness allows us to free ourselves from an invisible weight (i.e., baggage), heal troubled relationships, and strengthen positive ones. The Hawaiian Code of Forgiveness, called Ho’oponopono, means to make things right internally and externally. The Hawaiian healing arts treated the whole body spiritually, mentally, emotionally, and physically. Medical science has taken a while but has finally begun accepting that mental and emotional stress can weaken the immune system and lead to other chronic health issues.

If you want to heal your past relationships and improve your current ones, at home and in the office, if you feel that the past few years of divisive politics, pandemic challenges, and economic pressures have negatively impacted you, if you’re ready to reset your energetic connections so that you can move forward towards health and happiness, Ho’oponopono is for you.

Vani Rao integrates Ho’oponopono into her executive coaching practice. She combines Eastern...
Vani Rao integrates Ho’oponopono into her executive coaching practice. She combines Eastern philosophy with Western business acumen to help individuals reconnect to their spirit and authentic voice – the intersection of business and belonging. Her session explores the Ancient Hawaiian Code of Forgiveness and its relevance today in a fast-moving environment. It provides a pragmatic exercise that can be practiced daily to reset any relationship.

10:10 a.m. – 10:30 a.m.      Networking Break      Ballroom Foyer

Visit exhibits and sign up for a complimentary session at Coach’s Corner.

10:30 a.m. – 11:30 p.m.      Concurrent Session 1

Session A: Data-Driven DEI: The Tools and Metrics You Need to Measure, Analyze, and Improve Diversity, Equity, and Inclusion” Ballroom VI
Chair: Denise Hall, DEI Advisor, Shell US
Speaker: Dr. Randal Pinkett, Chairman and CEO, BCT Partners

There is an ever-evolving suite of tools and metrics to improve diversity, equity, and inclusion (DEI) for people and organizations. This includes various solutions for DEI assessment, benchmarking, planning, learning, measurement, performance management, reporting, and much more. Which tools and metrics are right for you? Your organization? How can you effectively use data to accelerate your DEI efforts? Data-Driven DEI™ is a simple, step-by-step process—centered on people first and then organizations—to assess your DEI current state, analyze that data to create a personal and organizational action plan and implement data-driven, science-based, and technology-enabled interventions to improve DEI. During this session, participants will learn this approach by developing their own DEI mini-strategic plan to guide their personal DEI journey and how it can be applied to guide an organizational DEI journey.

Session B: “From Aspiration to Impact: Can we really make a Difference?” Ballroom VII-X
Chair: Amanda Scott, Specialist, Diversity, Inclusion, and Talent Acquisition Strategy, Enbridge
Speaker: LaTanya Flix, SVP, Diversity, Equity and Inclusion, Greater Houston Partnership

Join us for an interactive conversation that will help you lead from your seat and enhance business success. During the session, we will explore definitions of diversity, equity, and inclusion and discuss proven practices to advance equity and inclusion and create better outcomes. LaTanya will also share key insights from the Houston region’s first Equity & Inclusion Assessment and offer suggestions on how you can leverage the data to drive action.

Session C: “LGBTQ+ Social Movements in the United States” Magnolia I-III
Chair & Moderator: Dr. Donna Davis, Sr. Director DEI, South Texas College of Law
Speakers: Dr. Brice Yates, Chief Diversity and Inclusion Officer, UH-Clear Lake

Via continued aggressive advocating by the LGBTQ+ community and their partners, LGBTQ+ social movements have gained momentum with each passing decade. From the watershed movement of the Stonewall Riots, which was credited with creating visibility for the LGBTQ+ community, to the fight for marriage equality, LGBTQ+ social movements are at the forefront of civil rights discussions within the United States.

This session will provide a historical context of LGBTQ+ social movements in the United States.
1. Learn about social movements that have impacted the LGBTQ+ community
2. Learn about legislative bills targeting LGBTQ+ rights
11:30 a.m. – 1:00 p.m. | Luncheon | Ballroom I-V
---|---|---
Emcee: | Y. Vani Rao, Executive Coach | 
Diversity Champion Awards:
Corporate: | Roland Manzano, Director, Staffing Initiatives and Outreach, METRO | 
Community: | Adrian Garcia, Commissioner Precinct 2, Harris County | 
Team: | Information Technology Team, CenterPoint Energy |

1:05 p.m. – 2:05 p.m. | Concurrent Session 2 | 
Session A: | “Putting the ‘E’ Back to ‘ESG’ – Equity and the Environment” | Ballroom VI |
Chair: | Pranika Uppal Sinha, Managing Director, DEI and Organizational Development, Greystone. | 
Speaker: | Tamika Tyson, Co-Founder, TGC Impact Growth Fund | 

How we talk about Climate Change mirrors the DEIB space - both require uncomfortable conversations. Numbers are only part of the picture, yet a well project will yield a 25% return, and a renewable project, 5%. Asking markets to yield this delta is not yet part of the energy equation. The energy transition, according to our three speakers, requires uncomfortable conversations.

Similar to ‘Equity’ conversations, the ‘Environmental’ in ESG debate raises the hackles of those on both sides of the energy industry – renewables and oil and gas. Bridging the gap between $3 and $10 a gallon is part of this intriguing conversation between three energy specialists. The focus will be on people, systems, and data.

Session B: | “What is neurodiversity, and how it fits together with mental health and good choices.” | Ballroom VII-X |
Chair: | Donna Cole, CEO, Cole Chemical | 
Speaker: | Gayle Fisher, Founder, Getting Sorted | 

This session will start with science/somatic causes of being wired differently and how that affects family and personal development. It will discuss interventions for challenges in learning, coping, communicating, motivation, and creating a good adult life. Toward mental health, it will cover co-occurring challenges and pro-active interventions/therapies, as well as ally issues and what that can mean within the family and village. It will cover much ground, knowing there are always more icebergs below the surface, and there will be time for questions.

Session C: | Small Group Discussions | Magnolia I-III |
Chairs: | Dr. Donna Davis, Sr. Director DEI, South College of Law | 
M. Helen Cavazos, Director, Human Resources, AAMA | 

During the COVID-19 Pandemic, we saw the least amount of healthy dialogue around the subject of diversity, equity, and inclusion (DEI). The siloed spaces of our personal and professional lives, combined with the often political discourse around the subject, have silenced many in fear. The small group discussions will provide a space for interactions among DEI practitioners around current DEI topics related to the following issues:

- Current DEI State and Federal Legislation
- Advancing Anti-Racism Initiatives
- Maintaining a Culture of Empathy
- Building a DEI System of Accountability
- DEI Crisis Mode: Advancing Equity and Justice
- Altering the Status Quo: Confronting Bias
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<tr>
<th>2:10 p.m. – 3:10 p.m.</th>
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<td><strong>Chair:</strong></td>
<td><em>Daniel Chen</em>, Immigration Attorney, Nguyen, Jazrawi &amp; Chen</td>
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<tr>
<td><strong>Speaker:</strong></td>
<td><em>Phaedra Boinodiris</em>, Trustworthy AI Practice Lead, IBM Consulting</td>
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Earning trust in Artificial Intelligence is not a technical challenge with a technical solution. It is a socio-technical challenge that requires a holistic approach across people, processes, and tools. In this talk, Phaedra Boinodiris will talk about the kind of culture required to curate AI responsibly and give listeners concrete steps on what you can do within your organization, irrespective of your role.

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<tr>
<th>3:10 p.m. – 3:30 p.m.</th>
<th><strong>Network Reception</strong></th>
<th><strong>Ballroom Foyer</strong></th>
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**Door Prizes Drawing**

- Please return all name badges to the registration desk for recycling.
- Please complete conference surveys on Whova or return the hard copy to the registration desk.
- All attendees for afternoon sessions will be eligible for a door prize drawing that will start at 3:00 p.m. You must be present to win.
“As a leading research university with a distinctive commitment to undergraduate education, Rice University aspires to pathbreaking research, unsurpassed teaching, and contribution to the betterment of our world. It seeks to fulfill this mission by cultivating a diverse community of learning and discovery that produces leaders across the spectrum of human endeavor.”

Vision for the Second Century Mission Statement
Rice University Board of Trustees
Christina A. Jones has worked for Shell for eighteen years as an H.R. professional with a variety of experiences. She has served in H.R. roles in Texas, California, and abroad in Oman and The Netherlands. Her experience has supported multiple Shell businesses, including Supply and Distribution, Lubricants, Manufacturing, Upstream Non-Operated Joint Ventures, and Downstream Commercial and Renewable Energy Solutions.

She has been fortunate to contribute in a vast array of roles, from H.R. Account Manager, Lean Practitioner, Recruitment Manager, Talent Manager, HR Business Partner, and H.R. V.P. for Country H.R. Consultancy, before taking on the role of VP HR D&I/Employee Relations for the U.S.

Christina earned a Bachelor's degree in Psychology and a Master's in Human Resource Management, both from Texas A&M University. She's married for eighteen years with a high school sophomore son on the school soccer team and is working on completing the adoption process of their daughter from Haiti. In her spare time, Christina enjoys reading, traveling, wine tasting, eating what her classically trained chef husband creates, and visiting the orphanage when they can.
Diversity Summit Co-Chairs

Steven Foster, FACHE
President, South Houston Market, St. Luke's Health

Steven Foster is the South Houston Market President for St. Luke's Health. In this role, Foster manages three of twelve hospitals with the Texas Division within Common Spirit Health, including the Patients Medical Center in Pasadena, Sugar Land Hospital, and Brazosport in Lake Jackson. Common Spirit Health, formally known as Catholic Health Initiatives (CHI), is the largest not-for-profit, faith-based system in the U.S.

Born in Mexico City but raised in Texas, Foster has more than 20 years of progressive hospital administration experience in California, Oklahoma, and Texas, as well as internationally in Costa Rica and Mexico. His experience ranges from for-profit hospitals to large, U.S. News and World Report Ranked #1 Academic Medical Centers.

Steven earned a Master’s degree in Business Administration (MBA) and a Master's in Healthcare Administration (MHA) from the University of Houston, Clear Lake. He also holds a Bachelor of Science degree from Sam Houston State University and is board certified as a Fellow with the American College of Healthcare Executives.

He is credited for creating productive relationships with members of the medical staff, employees, and Board members in each organization he works at. He has managed complex hospital operations and physician practices with over 50 physicians. His collaborative management style and focus on accountability at all levels produce positive results in patient safety, employee and physician satisfaction.

Steven received the distinguished 2021 National Association of Latino Healthcare Executives (NALHE) leadership award for his career achievements. He is the founder and Houston chapter President of NALHE (2020-2022). Foster is married to his wife, Florencia, and has three children: Marisol, Sebastian, and Lucas.
Diversity Champion Award Recipients

Corporate Diversity Champion

Roland V. Manzano
Director Staffing Initiatives and Outreach
METRO

Roland Manzano has a Bachelor of Science from Sam Houston State University with over forty years of Human Resources experience. He was with Cap Gemini America, Compaq Computer Corporation, Bank of America, and BMC Software, before joining the Metropolitan Transit Authority of Harris County (METRO) in 2003. As of February 1, 2023, Roland was promoted to the Director of Staffing Initiatives and Outreach. In this position, he is primarily tasked with developing and initiating outreach activities to various organizations such as Military organizations, minorities, and ADA, and developing a college recruitment program to implement and develop special initiatives for hiring at METRO.

Roland has always practiced and promoted diversity and inclusion through his professional work. He led a dedicated group of employees to conduct outreach to diverse communities to provide career opportunities for long-term growth. He initiated METRO’s Diversity Council, an employee resource group (ERG) with representation from various groups and departments. The goal was to provide a forum for discussion of EEO issues and to celebrate diverse cultures. It aims to give dignity and respect to all diverse communities and improve career opportunities for everyone.

He has been a member of the Diversity Summit planning committee for many years and has provided METRO tote bags yearly to conference attendees.

Among his many accomplishments are the following:

- He initiated a Bilingual incentive for bus operators at METRO who could speak Vietnamese, Chinese, Spanish, and American Sign Language to improve customer service to the diverse Houston population and attract more diverse candidates to METRO. Recently this bilingual incentive has expanded to include Arabic and French.
- He participated in developing a similar program called the METRO Co-Op High School Intern program in the METROLift department, where these student interns staff the customer service positions and bridge the gap between school and employment.
- In his new role at METRO as Director of Staffing Initiatives and Outreach, he will continue to expand diversity and inclusion outreach and develop new staffing initiatives to enhance diversity and inclusion at METRO.
Diversity Champion Award Recipients

Community Diversity Champion

Adrian Garcia
Commissioner Precinct 2
Harris County

Commissioner Adrian Garcia was born and raised in Houston’s Northside neighborhood and has always called Harris County Precinct 2 home. Elected in 2018, Adrian Garcia serves as Commissioner for Harris County Precinct 2. His career in public service began as a Houston Police Officer when he patrolled the streets of Houston, meeting residents and investigating serious and violent crimes. Before serving as Harris County Commissioner Precinct 2, Commissioner Garcia served as a Councilmember for the City of Houston and was the first Latino Harris County Sheriff.

Serving more than 1.3 million people as County Commissioner, Garcia helps to ensure that Commissioners Court passes a balanced countywide budget of more than $5 billion while ensuring that Harris County operations are funded to serve a quickly growing county.

With Precinct 2 downstream from five counties, Commissioner Garcia is laser-focused on strengthening our infrastructure to reduce our risk of chronic flooding. As major initiatives, he’s improving the condition of roadways and sidewalks; constructing new hike and bike trails; reducing homelessness; and improving dozens of Precinct 2 parks for area families.

As a champion for the underserved and underrepresented, Commissioner Garcia directed the construction of the first All-Inclusive park in Precinct 2 and Harris County to serve the needs of all people. However, those with physical and cognitive disabilities will be the primary beneficiaries.

As a lifelong law enforcement officer, he has worked to increase the budget of all Harris County law enforcement agencies by more than $100m since taking office in January 2019. Additionally, Commissioner Garcia has pursued technology enhancements for law enforcement by proposing a $14.8m investment in technology solutions; this is evident in implementing a ShotSpotter pilot program, a system that detects the illegal use of firearms, resulting in the prompt arrest of violent offenders.

A believer in the potential all children are born with, Commissioner Garcia has championed a host of education initiatives, including free SAT/ACT Prep Classes, Early Childhood Education with an Inter-generational approach, and contemporary workforce development initiatives in partnership with Precinct 2 community colleges, all in the pursuit of helping area residents have the best opportunities at resilient and good paying jobs.

In his spare time, Commissioner Garcia enjoys bike riding, reading autobiographies, traveling with his family, and cooking.
At CenterPoint Energy, we are committed to advancing diversity, equity, and inclusion to support our colleagues, customers, contractors, suppliers, and community members, regardless of race, gender, color, sexual orientation, age, religion, or physical or mental disability, so they have an equal opportunity to thrive.

Diversity, equity, and inclusion are core to who we are, what we do, and how we do it. We believe that DEI is a critical component of our long-term business strategy, serving as the cornerstone of our service, performance, and growth.

Accomplishments for IT Key Initiatives

1. Utilization of diverse interview panels in the hiring process and interviewing/recruiting/hiring diverse individuals.
   Metrics: In 2022, IT achieved a 99% success rate for placements using diverse interview panels and a 96% success rate for requisitions with diverse candidates interviewed.

2. Promoting awareness by encouraging employees to share their diverse stories and experiences.
   Metrics: The participation of employees from IT has been significant, with 75% of the stories submitted within the company coming from the IT organization.

3. Encourage employee and leadership DEI training
   Metrics: 25% of IT employees completed the training in 2021-2022, with a large portion completing the training on “overcoming unconscious bias in the workplace”.

   Metrics: Employee membership in ERGs and AGs is significantly increasing, and participation in sponsored events is high. The IT organization has many employees (60%) actively engaged in various ERG/AG groups.

5. Communicating progress on diversity, equity, and inclusion goals.
   Metrics: Weekly Status Reports and Quarterly Newsletters highlight progress on the DEI journey and include metrics to measure improvement.

The DEI culture is alive and flourishing within CenterPoint Energy. The IT department has been a leader and pacesetter in embracing and furthering our DEI vision within the company. The IT leaders and employees “walk the talk” in terms of supporting a diverse and inclusive environment where we respect, understand, and appreciate each other, those we serve, and the people around us.

Information Technology Team

Ron Bahr – Executive Sponsor
Bryan Glines – Team member
Deloris Mobley – Team member
Jyoti Seetharam – Team Lead
Brian Lohe – Team member
Susan Hall – Team member
Cindy Bissonnette – Team member
Radha K Gaddam – Co-Lead
Madhu Koduru – Team member
Vu Nguyen – Team member
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2020: AAM June 2020; CKENSE Analytics April 2022

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Speakers and Session Chairs

Phaedra Boinodiris
Trustworthy AI Practice Lead, IBM Consulting

A fellow with the London-based Royal Society of Arts, Phaedra Boinodiris has focused on inclusion in technology since 1999. She currently leads IBM Consulting’s Trustworthy AI Practice and serves on the leadership team of IBM's Academy of Technology.

Boinodiris co-founded the Future World Alliance, a non-profit dedicated to curating K-12 education in AI ethics. She is pursuing her Ph.D. in AI and Ethics at University College Dublin's Smart Lab. In 2019, she won the United Nations Woman of Influence in STEM and Inclusivity Award. Women in Games International recognized her as one of the Top 100 Women in the Games Industry as she began one of the first scholarship programs in the United States for women to pursue degrees in game design and development.

Dr. Sarah Candler
Chair, Women in Medicine Committee, Texas Chapter of the American College of Physicians, and Delegate to the American Medical Association from American College of Physicians

Sarah Candler, MD, MPH, FACP, is a board-certified Internal Medicine physician specializing in value-based primary care for older adults. Dr. Candler has dedicated her professional career to decreasing disparities in healthcare through systems-based policies that acknowledge and address Social Drivers of Health.

Dr. Candler serves on the American College of Physicians' (ACP) National Medical Practice, and she also serves as a delegate from the ACP to the American Medical Association (AMA), helping guide national advocacy efforts for the House of Medicine and as a member of the Governing Council of the Specialty and Service Society.

Dr. Candler most recently served as Medical Director of One Medical Seniors' Houston Northside office. She practiced first-hand the value-based primary care for underserved older adults that she advocates for in all these other capacities.

M. Helen Cavazos
Director of Human Resources
Association for the Advancement of Mexican Americans

Helen Cavazos is a human resources and diversity executive with an extensive background in a variety of industries, including retail, insurance, financial services, and transportation.

Her human resources career includes working at the corporate headquarters of McDonald's Corporation in Chicago, and her last corporate position was as Vice President of Human Resources & Diversity at METRO Houston.

She is the founder and president of M. H. Cavazos & Associates, a human resources and diversity management consulting firm. She has channeled her human resources expertise to working with non-profit organizations such as SER Jobs, AVANCE, The Houston Food Bank, and Avenue 360. She served as facilitator/instructor for HACE Career Development Programs focusing on training and development for Hispanics.

She currently serves as Director of Human Resources for AAMA, a non-profit organization that includes the George I Sanchez Charter Schools and health and human services clinics here and in Laredo, Texas.
She is active on the Education Committee of the City of Houston Mayor's Hispanic Advisory Board, the Executive Committee of Ronald McDonald's House Charities Board of Houston/Galveston, the Women's Initiative Leadership of Anti-Defamation League, and serves on the Advisory Committee of ACAP's Diversity Summit. She was appointed to the HGAC Workforce Solutions Board and served on the Education, Procurement & Audit Committees.

**Daniel Chen**  
**Immigration Attorney**  
Nguyen Jazrawi and Chen

Daniel assists companies and individuals in obtaining citizenship, permanent residency, and many nonimmigrant classifications across many backgrounds, including artists, athletes, doctors, extraordinary-ability individuals, corporate international executives and managers, investors, scientists, and various professionals across many industries.

Daniel was the 2018-2019 Association of Chinese American Professionals President and the 2017 President of the Houston-Taipei Society, a Sister City Organization promoting cultural and business relationships for the City of Houston with Taipei. In 2012, he served as the president of the Asian American Bar Association in Houston.

**Donna Fujimoto Cole**  
**President and CEO, Cole Chemical & Distributing, Inc.**

After four years in the chemical industry as VP of Sales and 26% owner of del Rey Chemical International, and 3% owner of GoldKing Chemicals, Donna Fujimoto Cole founded Cole Chemical in 1980 at the age of 27, divorced with a four-year-old daughter with $5,000 from savings. At the encouragement of chemical buyers from Exxon, Shell, Monsanto, and Dupont, she started a certified minority- and women-owned business to help customers meet their government purchasing goals. Ms. Cole not only hired minorities and women, but she also pioneered 2nd tier reporting of their own MBE/WBE purchases to her customers in 1982.

After 43 years, Ms. Cole has started, sold, invested, and divested many types of businesses, from civil construction to drilling loss circulation materials, chemical manufacturing, real estate, promotional advertising, chemical distribution, warehousing, blending and packaging, provided financing alternatives for customers, back office support and IT integration with supply chain management services. She has Rockwell Fund, The Women's Home, and The Center for Asian Pacific American Women.

**Dr. Donna Davis**  
**Senior Director of Diversity, Equity, and Inclusion,**  
Benny Agosto, Jr. Diversity Center, South Texas College of Law Houston

Donna has twenty-two years of experience in higher education serving in leadership positions at law schools and university systems nationwide. She is a nationally certified DEI officer, civil rights investigator, executive coach, speaker, and consultant.

She holds a Doctor of Jurisprudence degree from Southern University Law Center, a Master of Science in Positive Organization Development & Change from the Weatherhead School of Management at Case Western Reserve University, and a Bachelor of Arts in Business Management from Dillard University.
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Gayle Fisher  
Founder, Getting Sorted

Gayle is an activist mom of a 10th grader with learning differences. She is an educator, author, advocate, ally, and learning differences consultant and has lived on the spectrum for 14+ years. She teaches workshops at Lone Star College and out in the community. She is the Founder of Getting Sorted, Special Needs Sibs, Our Training Center, and writes at If We Learn Differently. She participates in the Center for School Behavioral Health (CSBH) of MHA Greater Houston, the Behavioral Health and Suicide Prevention Community Taskforce (BHSP) of Montgomery County, First Responders Supports When Dealing With Neurodiversity, and is on the boards of Cafe Azul and NAMI-Greater Houston. More can be found at GettingSorted.com.

LaTanya Flix  
Senior Vice President of Diversity, Equity, and Inclusion  
Greater Houston Partnership

LaTanya Flix oversees internal DEI learning and development and leads broader regional efforts through One Houston Together-- a data-driven effort of more than 100 businesses, institutions, and non-profit organizations to advance people of color into senior management roles, increase racial diversity on corporate boards and grow to spend with Minority Business Enterprises.

With more than 25 years of experience, LaTanya has a record of success leading organizational change management and supporting senior leaders in operationalizing equity and inclusion across all areas of business strategy. LaTanya holds a BA from Trinity University and a Master of Public Affairs from the LBJ School of Public Affairs at the University of Texas at Austin.

Cecil Fong  
Executive Director, Diversity Summit

Diversity Summit is a non-profit organization that promotes diversity and inclusion to create an inclusive work environment and give everyone an equal opportunity to succeed. Cecil Fong is also the Executive Director of Education Rainbow Challenge, a non-profit organization that raises interest in math and science via math challenges and hands-on science experiments. Since its inception in 1999, over 10,000 students in grades 3-5 in the Houston area have participated in this program.

Cecil is on the board of OCA Greater Houston and the Chinese Community Center. He is also a senior fellow with Leadership Houston and American Leadership Forum. Cecil is a Shell retiree. With a career spanning 34 years, he has held several technical and management positions in various business segments, including Exploration & Production, Chemicals, Lubricants, pipelines, Supply & Distribution, and Technology. He holds Bachelor's and Master's degrees in Chemical Engineering from Rice University.

Denise B. Hall  
US DEI Advisory, Shell USA

Denise B. Hall has over two decades of experience in various operations and corporate environments where she has served in leadership, technical, and HR positions. Her career has included work in over 12 states, including Wyoming, Iowa, Louisiana, Nebraska, and Texas. Currently, she is the US DEI Advisor at Shell USA, Inc. Denise oversees the eleven Employee Resource Groups (ERGs) and acts as a liaison to the lines of businesses to support and implement Shell's DEI initiatives.
Denise is a native Houstonian and Prairie View A&M University graduate with a BS in Chemical Engineering and an MBA in Organizational Leadership from LeTourneau University. She is the mother of Lauren (age 8) and Dorian (age 6), and they keep her abreast of all the latest news on Disney. Denise and her family love to travel, play outdoor sports, and cook in their spare time.

**Toi B. Harris, MD**  
Senior Vice President, Chief Equity, Diversity & Inclusion Officer  
Memorial Hermann Health System

**Dr. Toi Harris** has been a practicing psychiatrist for nearly 25 years and is double board-certified in psychiatry and child and adolescent psychiatry. Dr. Harris joined Memorial Hermann in 2022 after 17 years at Baylor College of Medicine, where she most recently served as the associate provost of Institutional Diversity, Equity and Inclusion & Student and Trainee Services; she is also a professor at Baylor College of Medicine. Dr. Harris completed her undergraduate and medical degrees at the University of Missouri-Kansas City and a psychiatry residency and child and adolescent psychiatry fellowship at the Baylor College of Medicine.

Dr. Harris is acknowledged as a thought leader in EDI, having published more than 40 peer-reviewed publications, co-authored a number of abstracts and book chapters, and presented nationally and internationally on a variety of psychiatry and EDI topics.

**Ariel Jones**  
Senior Operations Manager of Care Coordination  
Hims & Hers

**Ariel Jones** has been passionate about creating equitable experiences and driving improved outcomes for various patient groups for over a decade. Ariel received her Bachelor of Science in Biology from Clark Atlanta University, a historically black college & university, and her Master of Science in biotechnology from Johns Hopkins University. During her master's program, Ariel discovered she would focus her career on impacting patient care through technology.

Ariel has served as a patient experience leader for Memorial Hermann Health System, Medallia, Inc., and most recently joined Hims & Hers as the Senior Operations Manager of Care Coordination. In her current role, her primary focus is making healthcare easily accessible for all patients.

**Kelly (Kleinkort) Montes**  
Executive Director, US Corporate Engagement  
Catalyst

With two decades of leadership experience, **Kelly Montes** has worked with Fortune 500 companies, leading CEOs, foreign governments, and higher education institutions to build inclusive workplaces and policies and conduct research for connection across peoples and cultures. The underpinning of her two decades of work has been connecting across differences, whether via her time and work in Inner Mongolia, China, while hosting heads of state for diplomatic dialogue or training executives on how to be inclusive leaders.

Kelly joined Catalyst in May 2019 and currently oversees the largest segment for the Catalyst supporter portfolio--the US. She works alongside a cadre of Relationship Managers to deliver value via thought partnership, actionable research, and solutions to build inclusive workplaces. Kelly frequently speaks on empathy, inclusive leadership, conversations across differences, emotional tax, and allyship; during her time with Catalyst, she has delivered over 70 speaking engagements.
Together We Make a Difference

At Marathon Oil, we believe that valuing people for the unique contribution they can make is more than good business; it’s a human way of doing business.

That’s why we’re proud to support the Diversity Summit and it’s mission to support inclusive work environments.
Kelly is a Fulbright Scholar as well as a Young Sinologist, a fellowship awarded by the Chinese Academy of Social Sciences. Kelly holds a BA in Speech Communication from Texas A&M University, an MPA from UNC-Chapel Hill, and a language certificate from the Inner Mongolia University of China, where she lived and worked for three years.

**Minnie Tsai Nelson**

Immigration Attorney, Ogletree Deakins

Minnie has a focus on employment-based immigrant and nonimmigrant visa matters. She previously worked at a boutique immigration firm, representing individual and corporate clients in a wide variety of immigration matters in both employment- and family-based and other immigration matters. She was selected for inclusion in the 2021, 2022, and 2023 editions of Best Lawyers: Ones to Watch. She is on the Diversity & Inclusion Committee of the Asian American Bar Association and is the current President-Elect of the Association for Chinese American Professionals.

**Dr. Randal D. Pinkett**

Co-founder, Chairman, and CEO

BCT Partners

Dr. Randal Pinkett is an entrepreneur, speaker, author, and DEI expert. He is the CEO of BCT Partners, whose mission is to provide insights about diverse people that lead to equity. He is the author of Campus CEO, No-Money Down CEO, Black Faces in White Places, and Black Faces in High Places. He appears on MSNBC, CNN, and Fox Business and was the winner of "The Apprentice. He holds five academic degrees from Rutgers as an Academic All-American scholar-athlete, Oxford as a Rhodes Scholar, and MIT.

**Y. Vani Rao**

Executive Coach

Vani Rao is an executive coach specializing in helping clients create a mindset to deliver results through empowerment. She believes that relentless positivity is transformational – taking accountability for every aspect of your life and seeking positive lessons from negative experiences.

She uses values-based coaching with clinically proven mental and emotional release techniques to break negative patterns and manifest goals. She has worked in the corporate sector for three decades, most notably in oil and gas, leading teams in capability, planning, projects & engineering, continuous improvement, and diversity & inclusion. She developed and led diverse Employee Resource Groups (ERGs), moving from volunteer roles to a manager on the D&I team, where she delivered a sponsorship program for Women in Global Operations and launched Inclusion Councils; her passion for inclusivity garnered numerous internal corporate and external industry awards.

Vani incorporates spirituality – Vedantic philosophy on self-realization and the Hawaiian healing arts – to help individuals reconnect to their Spirit and authentic voice. Her coaching style combines Eastern philosophy and Western business acumen to empower underrepresented groups to use their voices to get results – the intersection of business and belonging.

Vani has an MBA from Columbia University and BA in Psychology from Austin College. She is a certified trainer of Neuro-Linguistic Programming (NLP), a project management professional (PMP©), and is certified in Mental and Emotional Release (MERTM), hypnosis, and Myers-Briggs Type Indicator. She lives in Houston and loves her Dallas Cowboys.
Carla Newman Sapsford  
Program Committee Lead, Diversity Summit

Carla Sapsford has been a committed champion of DEIB work for over 20 years with Native American, Asian American, women's, and other affinity groups. In addition, she has served as a senior board member, trainer, and communications leader. She has served as the Program Committee Lead for the Diversity Summit two years in a row and is also working on a memoir. She initially spent 15 years in Europe and Southeast Asia as a journalist, reporting on terrorism, war crimes, immigration, race relations, and income inequality. Carla later became a communications manager and knowledge management specialist for a bank, an oil major, and a consumer goods company.

Carla has a BA in International Relations from Wellesley College and a double master's from Columbia University in International Affairs and Journalism.

Amanda Scott  
Specialist, Diversity, Inclusion, and Talent Acquisition Strategy  
Enbridge

Amanda Scott started her career working on US Political campaigns in 5 different states, focused on electing women at all levels, from Presidential down through all levels to local city government races in Houston. Amanda has experience in the Healthcare, Construction, and Energy industries. She has expertise in many facets of HR, including Employee Relations, Talent Acquisition, Workforce Analytics, Management Strategy, and Organizational Development. A native Houstonian, she enjoys living here with her husband, two kids, and three fur babies.

Pranika Uppal Sinha  
Managing Director, DEI and Organizational Development  
Greystone

Pranika Uppal Sinha leads Diversity, Equity, and Inclusion (DEI) at Greystone. In this role, she is responsible for DEI strategy and leading DEI initiatives, including education, resources, and programming. She ensures Greystone's diversity and inclusion efforts are sustainable and progressing forward to build belonging. Pranika also oversees organizational development at Greystone as well as devising training and leadership programs and creating impactful content for employees and leaders at all levels.

Pranika previously worked at Oxy in Houston, Texas, where she spent over nine years in various talent, training, and development roles. While there, she led global leadership development programs, culture, and diversity/inclusion efforts. Prior to Occidental, Pranika held talent development, training, and diversity-focused roles at Memorial Hermann Healthcare System in Houston and 21st Century Consulting, Inc. in Chicago, IL.

Pranika earned a Bachelor's degree in environmental engineering from Northwestern University and an MBA from Rice University. She is also a graduate of Leadership Houston, Class XXXIV. She has been involved with the Texas & National Diversity Councils and the Diversity Summit in Houston for many years. Pranika serves as a lecturer on DEI topics at Rice University's Business School. She is based in Houston, TX, where she resides with her husband, two daughters, and rescue dog.
Tamika Tyson
Co-Founder
TGC Impact Growth Fund

TGC Impact Growth Fund is a fund that invests growth capital in diverse and women-led or managed companies in the Southern Region. Prior to co-founding TGC, Tamika Tyospn was the Global Head of Credit at Noble Energy, and her responsibilities included managing the credit functions, trade finance, and performing due diligence on large-dollar projects and new ventures.

Tamika has over 25 years of risk management experience and started her career underwriting small business loans at First State Bank of Texas. She has worked with entities ranging from small businesses to multi-national enterprises in a cross-section of industries, including energy, oil and gas, transportation, manufacturing, pulp and paper, infrastructure, and business services. She has a Master's and Bachelor's of Business Administration with an emphasis in Finance and Economics from Sam Houston State University.

Gayla Wilson
Interfaith Relations Community Engagement Program Manager
Interfaith Ministries for Greater Houston

Gayla Wilson is responsible for developing and implementing community programs and dialogues, including the iLead Youth Engagement Program for middle school students, IMpulse Young Professionals, and Vital Conversations 2.0 to educate the Greater Houston community about the work of IMGH, as well as initiating, developing and maintaining partnerships and collaborative ventures across the Greater Houston area that promotes understanding and respect.

Although originally from Oklahoma City, Oklahoma, Houston has been home for the last 26 years. She is a fierce advocate of all things related to equity and social justice and is a lifelong volunteer, something she got from her momma. She's a wife, "bonus mom", sister, auntie, MiMi G to her grandson, Jackson, and friend to a close-knit group. She enjoys cooking, baking, gardening, Pilates, and live music; the smaller the venue, the better.

LeChauncy Woodard, MD, MPH
Internist and Professor in the Department of Health Systems and Population Health Science
Tilman J. Fertitta Family College of Medicine, University of Houston

Dr. LeChauncy Woodard serves as the Founding Director of the Humana Integrated Health Systems Sciences Institute. The institute's goal is to advance the next generation of health professionals through interdisciplinary training and research with a focus on social needs, risk factors, and determinants of health and the expanded use of value-based payment models.

Dr. Woodard is a longstanding member of the Society of General Internal Medicine, where she served as co-chair of the Health Equity Commission and of the American College of Physicians (ACP). Dr. Woodard was awarded the ACP Laureate Award in recognition of her commitment to excellence in medical care, education, research, and community service. Dr. Woodard is committed to advancing the University of Houston's mission to address health disparities and increase the value of health care for patients both locally and nationally.
Dr. Brice Yates
Chief Diversity and Inclusion Officer
University of Houston-Clear Lake

Dr. Brice Yates is responsible for implementing, developing, and overseeing UHCL's overall strategic plan as it relates to diversity and inclusion. In addition, Dr. Yates works with campus partners to create, establish and implement assessment strategies to actively and consistently assess, evaluate and leverage the progress toward a climate of inclusion and diversity for students, faculty, and staff.

Throughout Dr. Yates' career, he has created environments and learning opportunities that incorporate people of many cultures and backgrounds, particularly those underrepresented in academia. Dr. Yates' experience in Academic Affairs, Student Affairs, and Multicultural Affairs has prepared him for the leadership challenges and opportunities associated with DEI within higher education. Dr. Yates genuinely believes in leading the charge of inclusive excellence where fairness, access, equity, and social justice for all are the norms rather than the exceptions.

Dr. Yates earned his doctoral degree in Higher Education and Leadership from Indiana State University. Dr. Yates' other academic attainments include a Master of Arts in Communications Studies and a Bachelor of Arts in Spanish from Morehead State University.
The Association of Chinese-American Professionals

ACAP is an association of Chinese American professionals with a wide variety of expertise, including engineering, science, health care, business, humanity, and arts and culture. Founded in 1978 and currently with a total membership of approximately 300, the ACAP recruits its members from but is not limited to the states of Texas, Louisiana, Mississippi, Arkansas, and Oklahoma.

In 2001, the ACAP, in collaboration with JPMorgan Chase, Shell Oil Company, and Marathon Oil Company, organized the inaugural Diversity Summit annual conference. This annual conference has gained broader support and attendance from other major corporations and organizations in the greater Houston area.

As a non-profit organization, the ACAP strives to foster professional development and fellowship among its members, facilitate the development of leadership skills of Chinese-American professionals, and address various issues that Chinese American professionals face in the workplace.

To encourage the professional advancement of the members, the ACAP regularly hosts technical seminars and workshops with various professional disciplines throughout the year. The flagship activity is the Science, Engineering, and Technology Seminars (SETS) held in Houston in the spring/summer of each year. These seminars, workshops, and conferences are multidisciplinary and often involve guest speakers from other states and foreign countries. SETS usually draw 200 to 300 participants.

For more information on ACAP, please visit the website at http://www.acap-usa.org/.
MAXIMIZING PERFORMANCE THROUGH A BOLD VISION AND THE POWER OF DIVERSITY, EQUITY, AND INCLUSION.

We have a bold vision at Shell: To become one of the most diverse and inclusive organizations in the world. We embedded that goal into our strategy, not only because it’s the right thing to do, but because it will also help make us a stronger, better-performing company.

Supporting the 2023 ACAP Diversity Summit is one way we are emphasizing our commitment to the vision. At Shell, we’re dedicated to maintaining a work environment where every employee feels valued and included, and the portfolio of our global business and products must always be attractive to both our partners and customers.

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