



DIVERSITY
COUNCIL OF THE CAROLINAS

Educate. Inspire. Change.

Educate. Inspire. Change.



Diversity Council of the Carolinas 2011 Conference on Diversity, Inclusion & Engagement

Thursday, September 22, 2011
7:30am - 4:30pm

Harris Conference Center
3216 CPCC Harris Campus Drive
Charlotte, NC 28208

Who Should Attend: CEO's, diversity practitioners, human resource professionals, managers, entrepreneurs, social, civic, community leaders and volunteers who are charged with shaping, influencing, managing, and implementing diversity initiatives.

Register Today!

Individual Registration: Members \$129 / Non-Members \$149

Registration includes access to keynote and breakout sessions, seated lunch, networking and exhibits.

To register, please visit us at www.c-dcc.org

CONFERENCE AGENDA

7:30am - 8:15am **Continental Breakfast and Registration**

8:15am - 8:30am **Welcome**
Joe Machicote, President, Diversity Council of the Carolinas

8:30am - 9:15am **Opening Address**
Patricia Crawford, Senior Vice President
Enterprise Diversity and Inclusion, Wells Fargo

Morning Keynote
Nereida Perez, Vice President
Global Diversity and Inclusion, Ingersoll Rand

9:15am - 10:15am **Concurrent Sessions**

Session 1 **Diversity & Inclusion as a Business Strategy**
Presenter: **June Carter**, SVP Diversity & Inclusion Strategy Consultant, Wells Fargo
Steve Larson, Strategy Consultant, Wells Fargo
Conference Room: Ash

Session 2 **Core Competencies for Strategic Leaders in Today's Competitive Diverse Global Economy**
Presenter: **Stan Kimer**, President, Total Engagement Consulting by Kimer
Conference Room: Cypress

Session 3 **Embracing Diversity to Prevent Discrimination: Cultural friction and integration as it relates to Title VII**
Presenter: **Leslie Marengo**, Concepcion, Martinez, & Bellido, P.A.
Conference Room: Maple

Session 4 **Skills for Diversity: An Interactive Dialogue – Better Preparing Students for the Real World**
Presenter: **Dr. Linette P. Fox, Ph. D.**, Johnson C. Smith University
Conference Room: Willow

10:15am - 10:30am **Break / Exhibits Open**

CONFERENCE AGENDA

10:30am - 11:30am **Sessions Continue**

Session 1 **Diversity & Inclusion as a Business Strategy**
Presenter: **June Carter**, SVP Diversity & Inclusion Strategy Consultant, Wells Fargo
Steve Larson, Strategy Consultant, Wells Fargo
 Conference Room: Ash

Session 2 **Core Competencies for Strategic Leaders in Today's Competitive Diverse Global Economy**
Presenter: **Stan Kimer**, President, Total Engagement Consulting by Kimer
 Conference Room: Cypress

Session 3 **Current Legal Restriction and Opportunities in Promoting Diversity & Inclusiveness**
Presenter: **Julian H. Wright, Jr.**, Robinson, Bradshaw & Hinson, P.A
 Conference Room: Maple

Session 4 **Skills for Diversity: An Interactive Dialogue – Better Preparing Students for the Real World**
Presenter: **Dr. Linette P. Fox, Ph. D**, Johnson C. Smith University
 Conference Room: Willow

11:30am - 12:30pm **Sessions Continue**

Session 1 **Diversity & Inclusion as a Business Strategy**
Presenter: **June Carter**, SVP Diversity & Inclusion Strategy Consultant, Wells Fargo
Steve Larson, Strategy Consultant, Wells Fargo
 Conference Room: Ash

Session 2 **Core Competencies for Strategic Leaders in Today's Competitive Diverse Global Economy**
Presenter: **Stan Kimer**, President, Total Engagement Consulting by Kimer
 Conference Room: Cypress

Session 3 **Diversity, New Decade, New Dilemmas; Affirmative Action vs. Diversity**
Presenter: **Cindy-Ann Thomas**, Senior Counsel, Little Learning Group
 Conference Room: Maple

Session 4 **Skills for Diversity: An Interactive Dialogue – Better Preparing Students for the Real World**
Presenter: **Dr. Linette P. Fox, Ph. D**, Johnson C. Smith University
 Conference Room: Willow

12:30pm - 2:00pm **Luncheon / Keynote**

Presenter: **Dr. Sondra Thiederman, Ph.D**, President, Cross Cultural Communications, Inc.

2:00pm - 2:15pm **Networking Session and Exhibits Open**

2:15pm - 3:15pm **Leadership Panel Discussion**

Panelists:

- **Patricia Crawford**, SVP Enterprise Diversity & Inclusion, Wells Fargo
- **Nicole W. Dean**, Vice President of Corporate HR and Chief Diversity Officer, Belk Inc.
- **Stan Kimer**, President, Total Engagement Consulting by Kimer
- **Rabbi Judith Schindler**, Temple Beth El and Co-Chair Advisory Board Mecklenburg Ministries
- **Cindy-Ann Thomas**, Senior Counsel, Little Learning Group
- **Robert Ingram**, Publisher, Uptown Professional Magazine

Moderator: **Dr. Edwin J. Nichols, Ph.D**, Director of Nichols & Associates, Inc.

3:15pm - 3:30pm **Break / Exhibits Open**

3:30pm - 4:30pm **Afternoon Keynote**

Dr. Edwin J. Nichols, Ph.D, Director of Nichols & Associates, Inc.

4:30pm **Closing Remarks**

Joe Machicote, President, Diversity Council of the Carolinas



SPEAKERS

KEYNOTE SPEAKERS



Patricia Crawford, Senior Vice President
Enterprise Diversity and Inclusion, Wells Fargo

Patricia Crawford is Senior Vice President and head of Enterprise Diversity and Inclusion for Wells Fargo. In this role, she leads the company's diversity initiatives and is responsible for providing leadership and strategy to help the company develop and maintain a diverse and inclusive culture internally and external relationships that align with Wells Fargo diversity mission and values.



Nereida Perez, Vice President
Global Diversity and Inclusion, Ingersoll Rand

Nereida is a Global Diversity, HR and External Relations executive, known for developing and implementing innovative results. Experienced working with top Fortune 500 companies. She is a nationally recognized speaker on Inclusion & Diversity strategy development, Human Resources and External Relations management.



Dr. Sondra Thiederman, Ph.D., President
Cross Cultural Communications, Inc.

Dr. Thiederman is one of the nation's leading experts on workplace diversity, cross-cultural business, and bias reduction. As President of Cross-Cultural Communications, a San Diego based training firm, Sondra has 25 years experience as a speaker, trainer, and author helping professionals in Fortune 500 companies, public sector organizations, and dozens of associations find ways to successfully navigate our increasingly diverse workplaces.

Dr. Thiederman has written on diversity for the web site Monster.com, and is the author of four books including the groundbreaking, *Making Diversity Work: Seven Steps for Defeating Bias in the Workplace*. Most recently, she has completed work on the training video *Is It Bias? Making Diversity Work*.



Dr. Edwin J. Nichols, Ph.D.
Director of Nichols & Associates, Inc.

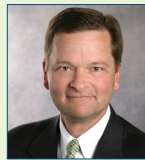
Edwin J. Nichols, Ph.D. is a Clinical/Industrial Psychologist, working in Organization Development. He is Director of NICHOLS AND ASSOCIATES, Inc., an applied behavioral science firm, effecting technology transfer to organizations, based on principles of philosophy, basic and behavioral science. His hallmark paradigm: The Philosophical Aspects of Cultural Difference. He provides services to Fortune 500 Corporations, foreign governments, national government agencies, parastatals, associations, health and mental health systems. His commitment is to help organizations achieve systemic congruence through cultural competence; thus, assuring the value added, the competitive edge and an increased market share.

WORKSHOP PRESENTERS / PANELISTS



June M. Carter, Senior Vice President,
Diversity and Inclusion Strategy Consultant for
Wells Fargo's Community Bank Eastern Region

June is a certified diversity practitioner who in her current role consults to executive leaders across Wells Fargo on diversity and inclusion, team member engagement, change management, organization development, and other business strategies. She has served as the lead consultant for Wells Fargo's Black/African American Connection Team Member Network for the last 5 years.



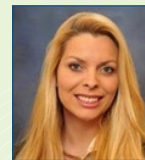
Steve Larson, Strategy Consultant
Wells Fargo & Company

Steve Larson is a Strategy Consultant in Enterprise Diversity and Inclusion for Wells Fargo. He is responsible for diversity strategy, consults to the Enterprise Diversity Council and provides program management for the Wells Fargo Team Member Network Program. Steve is a certified diversity practitioner and is nationally recognized as an expert in the field. His passion is developing and deploying strategies and programs that help organizations and individuals realize the excitement, power and creativity that inclusion brings.



Stan Kimer, President
Total Engagement Consulting by Kimer

Stan Kimer combines his passion for personal growth with world-class business know-how to propel enterprises to gain efficiencies and grow profit through total engagement. He is recognized as an internal/external consultant with unique skills in employee development/career road mapping, GLBT (Gay, Lesbian, Bisexual, Transgender) diversity management and organizational effectiveness/project management.



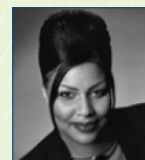
Leslie Marengo, Concepcion, Martinez,
& Bellido, P.A.

Leslie is an associate at Concepcion, Martinez, & Bellido, P.A. and is a member of the firm's Complex Commercial Litigation practice group. Ms. Marengo is a member of the Florida Bar and is admitted to practice before the United States District Court for the Southern District of Florida. She is also a Registered Patent Attorney. Active in professional associations, Ms. Marengo is currently a member of the Dade County Bar Association, Hispanic National Bar Association, and the Cuban American Bar Association. She is also an active member of the American Society of Civil Engineers.



Dr. Linette P. Fox, Ph.D., Assistant Professor,
Johnson C. Smith University

Dr. Linette P. Fox is Assistant Professor of Business Administration and Assistant Principal Investigator for the United Negro College Fund (UNCF) Faculty Enhancement Program at Johnson C. Smith University (JCSU). Dr. Fox has served as the Special Assistant to the Vice President of Academic Affairs, Chair of the Department of Business and Economics, and Co-chair of the JCSU Quality Enhancement Plan (QEP). Further, she conducts research in entrepreneurship, small business development, diversity management, and community assessment.



Cindy-Ann Thomas, Senior Counsel
Litler Learning Group

Cindy-Ann has dedicated most of her legal career to providing companies with proactive workforce training and education programs. She designs and presents such programs to assist companies in avoiding employment related litigation while emphasizing employee retention and development. Her seminars are workshops are consistently described as comprehensive, enlightening, interactive and captivating. Ms. Thomas has defended numerous employers, both before agencies and the courts, against claims of wrongful termination, discrimination and harassment on the bases of gender, age, national origin, race, color and disability as well as retaliation.

WORKSHOP PRESENTERS / PANELISTS



Julian H. Wright, Jr.
Robinson, Bradshaw & Hinson, P.A.

Mr. Wright's practice focuses on employment law, business litigation, and securities disputes. In employment law, Mr. Wright provides both counseling and litigation expertise to employers and executives. His experience ranges from the negotiation of employment and severance contracts, to day-to-day advice on employment law questions, to litigation of a variety of employment disputes, including discrimination, harassment, noncompetition covenant, trade secrets, wrongful termination and ERISA matters. A former chair of the NCBA's Labor & Employment Section, Mr. Wright currently co-chairs the firm's Employment & Labor Practice Group. Mr. Wright also has been recognized as a Leading Lawyer for Business by Chambers USA, a North Carolina Legal Elite, a North Carolina Super Lawyer, and one of the Best Lawyers in America in his primary practice area of employment law.



Nicole Dean, SPHR, Vice President
Corporate HR, Diversity & Inclusion, Belk, Inc.

Nicole is currently Vice President of Corporate HR and Chief Diversity Officer of Belk Inc. Belk is the largest privately held department store retailer (\$3.5B revenues) operating over 300 stores in 16 states. Nicole works with the CEO and executive diversity council to deepen the company's commitment to diversity and strengthen Belk's business case to drive sales and profitability. Most recently, Nicole obtained certification as a Senior Professional in Human Resources (SPHR), and received The Diversity Forum's 2010 diversity champion award for her commitment to diversity and inclusion.



Rabbi Judith Schindler, Senior Rabbi,
Temple Beth El and Co-Chair Advisory Board
Mecklenburg Ministries

Temple Beth El and Co-Chair Advisory Board Mecklenburg Ministries, an interfaith organization that promotes racial and ethnic understanding and addresses social needs of Charlotte. She is on the Interfaith Advisory Council of Charlotte Mecklenburg Schools, on the Board of the Charlotte-Mecklenburg Coalition for Housing and on the Board of Providence Day School. She serves on the President's Rabbinic Council of the Hebrew Union College and on the Clergy Advisory Board of Camp Coleman, the Reform movement's regional summer camp. She also serves on the Foundation for the Carolinas Community Catalyst Fund and is part of Crossroads Charlotte Steering Committee.



Robert Ingram, Publisher
Uptown Professional Magazine

Robert Ingram has extensive experience in the media, marketing and advertising industry with over 20 years as a publisher and top advertising executive in the multicultural and corporate awareness, diversity & inclusion space. Bob began his career as a telemarketer at U.S. Black Engineer and Hispanic Engineer magazines. He quickly rose to be that company's top advertising executive assuming the position of Associate Publisher. During the mid-1990's, Bob left CCG to start his own publication, The Urban Health Report. UHR gained great acclaim in the health care field. Upon sale of his publication, Bob continued on his path of accomplishment and career success and ultimately became the Chief Development Officer and chair of the Board of Corporate Affiliates at the National Society of Black Engineers.

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