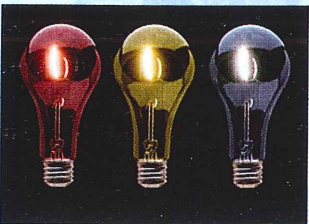




## Leverage

diversity for competitive advantage



## Create

environments that allow employees to work at peak performance



## Explore

the changing world markets to build a proactive workforce



## Examine

best practices



## Network

and connect with others

### Sponsors

ExxonMobil



JPMorganChase



Marathon Oil Company



### Planning Committee

Chair: Hsiu-Fen Chen, JPMorgan Chase & Co.

Vice Chair: Florene Perry, Shell Oil Company

### Committee

Pat Carter, Hewlett Packard Company

Ria Griffin, The Dow Chemical Company

Cynthia Rocha, H-E-B

Felicia Jackson, United Way Project Blueprint Program

Jenny Ko, Asian Chamber of Commerce

Neely Nelson, ExxonMobil Chemical

John Nguyen, Shell Oil Company

Naila Qureshi, Asia Society

Tom Tsai, ACAP/The Dow Chemical Company

Linda Toyota, Holocaust Museum Houston

Shay Williams, JPMorgan Chase & Co.

Jenny Yang, Marathon Oil Company

### Collaborating Organizations

Asia Society

Asian Chamber of Commerce

Center for Houston's Future

Holocaust Museum Houston

Houston Area Urban League

Rice University, School of Continuing Studies

3B Resources Group Public Relations - Donated Services

United Way of Texas Gulf Coast

University of Houston

# 2003 Diversity Summit and Career/Product Fair



## Diversity Leadership and the Bottom Line - A Clear Connection

Friday, July 18, 2003  
8:15 a.m. - 4:00 p.m.

Adam's Mark Hotel, Houston  
2900 Briarpark Drive  
(off Westheimer between Gessner and W. Sam Houston Parkway)

### Continuing Education Credits

For information or to register:  
<http://www.acap-usa.org/diversity/>  
713-750-2586



Facilitate the discovery and sharing of the advantages that diversity in leadership and strategic approach bring to the bottom line of an organization.

**Objectives**

- Learn how to use diversity for competitive advantage
- Create environments that allow employees to work at peak performance
- Examine best practices (ethics, standards of practice, professional competencies, etc.)
- Build a proactive workforce in response to the changing world markets
- Network and connect with others who have successfully incorporated diversity into their leadership team and enhanced their bottom line.

**Continuing Education Credits**

Rice University School of Continuing Studies will award registered participants of the 2003 Diversity Summit with certificates denoting 0.6 General CEU's.

For professionals in the Human Resources field looking to maintain their PHR or SPHR designation or for re-certification, the Human Resources Certification Institute has sanctioned 6 Recertification Credits for this Summit through Rice University's School of Continuing Studies.

Applicants for CEU certificates must be registered in the 2003 Diversity Summit and provide information listed on the registration form.

**Conference Registration**

The Association of Chinese American Professionals (ACAP) will serve as Conference Registrar.

**Please make checks payable to ACAP.**

Mail or fax to:  
 Association of Chinese American Professionals  
**Ms. Ya-Ling Chuang, Conference Registrar**  
 10303 Westoffice Drive, Box #194 Houston,  
 Texas 77042

Phone: 713-857-2317 Fax: 800-572-9407  
 For information: Hsiu-Fen Chen 713-750-2586

**8:15 - 8:45 Registration**

**8:45 - 9:30 "Diversity Leadership and the Bottom Line - A Clear Connection"**



**Bobbi Mooney**  
 Global Manager of Shell ITI and Executive Advisory Board member of the Shell Asian Pacific Employees Network Group (SAPENG)



**James D. Calaway**  
 President and CEO, Center for Houston's Future

**9:30 - 11:30 "Transform Diversity into Business Results" - Panel Discussion**

Chairpersons: Ernest Smith, Vice President & Shay Williams, Development - Org. Learning, JPMorgan Chase & Co.

Panel Speakers:

**David Wilkins**, Director of Global Diversity Center, The Dow Chemical Company

**Winell Herron**, Group Vice President Public Affairs and Diversity, H-E-B Grocery Company

**Terri Alexander**, Diversity Director - Enterprise Systems Group, Hewlett Packard Company

**Sylvia Brooks**, President/CEO of Houston Urban League

**Alexander Chae**, Asia Society Texas Board Member & Partner at Gardere Wynne Sewell, LLP

**Noon - 1:30 p.m. Luncheon**

Mistress of Ceremony:  
 Shern-Min Chow, KHOU Channel 11

Welcome  
 Gordon Quan, Mayor Pro-Tem, City of Houston (Invited)

Keynote address



**Dale Stewart**  
 Senior Vice President, General Auditing Department, Texas Region, JPMorgan Chase & Co.

**9:00 a.m. - 2:30 p.m. Career/Product Fair**

Exhibits from 20+ major organizations.

**1:45 - 4:00 Concurrent Sessions A, B, C**

**A. "Diversity Management Analytic: Numbers...Not Feelings!"**

Chairperson: Craig B. Clayton, Sr., Director & Diversity Strategist - International Institute for Diversity, Bauer College of Business - University of Houston

Looking for ways to validate 'Diversity Management as a strategic business process? The International Institute for Diversity & Cross Cultural Management, part of the Bauer College of Business at the University of Houston, has created the Diversity Management Index™ (DMI) as a measurement system that can be customized in ways that: hold people accountable for managing diversity; provide quantifiable measures to insure inclusive respectful workplaces; help drive the organizational profit equation!

**B. Leadership Skills for Success**

Chairperson: John Nguyen, Shell Asian Pacific Employee Network Group (SAPENG), Education Committee Advisor

Have you got the "Right Stuff" to be a leader? Many people think that figures like Colin Powell, Warren Buffet and George Bush were simply born with skills that inspire others to follow their lead. No one is actually born with natural leadership skills, and anyone with a willingness to learn can obtain these skills. Learn leadership foundation skills; Why others follow while some lead; How to motivate and inspire others; Which leadership models work or does not work; How to sustain leadership success.

**C. "Be the change you want to see in the world" - Gandhi'**

Chairpersons: Naila Qureshi & Susannah Wong, Asia Society Texas

This session will showcase non-profit organizations that specialize in leadership development. The panelists will discuss the essential role played by non-profit organizations to identify and develop ethically diverse leadership in the corporate and community environment.

**I plan to attend the conference:**

Before 7/11: \_\_\_ \$75 \_\_\_ \$30 (student)  
 After 7/11: \_\_\_ \$85 \_\_\_ \$40 (student)

\_\_\_ I would like to request the Continuous Education Credit from Rice University and Human Resource Certification Institute.

\_\_\_ I would like to be a sponsor  
 \_\_\_ Platinum \$7,500 \_\_\_ Silver \$2,500  
 \_\_\_ Gold \$5,000 \_\_\_ Bronze \$1,000

\_\_\_ I plan to participate in the Career/Product Fair only - \$250

\_\_\_ I cannot attend, but would like to make a donation of \$\_\_\_\_\_.

Name \_\_\_\_\_  
 Organization \_\_\_\_\_

Address \_\_\_\_\_

City/State/Zip \_\_\_\_\_  
 Daytime Phone \_\_\_\_\_  
 Fax \_\_\_\_\_  
 Email address \_\_\_\_\_

- Platinum (\$7,500)
- Company logo or name prominently displayed on banner throughout the Diversity Summit, and on the cover of the programs of Summit and ACAP annual conference
  - 25 admissions to the Summit (including luncheon)
  - One 6' X 8' exhibit area at Career/Product Fair with a table and two chairs
  - One full page advertising in Summit and Conference programs
- Gold (\$5,000)
- Company logo displayed on banner throughout the Diversity Summit, and on the cover of the programs of Summit and ACAP annual conference
  - 20 admissions to the Summit (including luncheon)
  - One 6' X 8' exhibit area at Career/Product Fair with a table and two chairs
  - One full page advertising in Summit and Conference programs
- Silver (\$2,500)
- 10 admissions to the Summit (including luncheon)
  - One 6' X 8' exhibit area at Career/Product Fair with a table and two chairs
  - One-half page advertising in Summit and Conference programs
- Bronze (\$1,000)
- 4 admissions to the Summit (including luncheon)
  - One 6' X 8' exhibit area at Career/Product Fair with a table and two chairs
- Career/Product Fair only - \$250