

# MEET THE SPEAKERS!

## MICHELLE CRAIN

EXECUTIVE DIRECTOR  
LIFE/RUN

Within the last 8 years of her 19 at LIFE Inc. Michelle has established new Centers for Independent Living in both Abilene and San Angelo, Texas. LIFE Inc. is a non-profit organization that assists individuals with disabilities with programmatic access to housing, employment, transportation, recreational facilities and health and social services. Unique to the Centers is the fact that services are designed, directed and delivered by qualified individuals with disabilities, themselves.



## KAREN HARTSFIELD

SENIOR VP GENERAL  
COUNSEL &  
CORPORATE SECRETARY  
ATMOS ENERGY, DALLAS

Karen Hartsfield has served at Atmos Energy Corporation since August 2017. Ms. Hartsfield leads a team responsible for advising the company on legal strategy, regulatory and government affairs, risk and compliance, corporate communications, as well as corporate governance matters. She is a member of the executive leadership team and serves on the Management Committee. Prior to joining Atmos Energy's legal team in June 2015, Ms. Hartsfield was in private practice for 19 years.



## GLENDA MATHIS

CHIEF EXECUTIVE  
OFFICER, CFRE  
YWCA

Since 2008 Glenda has successfully moved YWCA forward growing the annual operating revenue from \$3.5 million in 2008 to approximately \$12.5 million in 2018. She has an extensive background in nonprofit management and has worked in education and child care services throughout her career. She describes her role of Executive Director of the YWCA as a "humbling walk with diversity through all the ages, genders, races, ethnicities, politics, socio-economics, or physical limitations that each of us bring to the table every day."



## DAVID PARK

SENIOR VP  
UTILITY OPERATIONS  
ATMOS ENERGY, DALLAS

David Park has served at Atmos Energy for 25 years. Currently he is responsible for the regulated utility which serves over three million natural gas distribution customers in over 1,400 communities in eight states from the Blue Ridge Mountains in the East to the Rocky Mountains in the West. He is a member of the executive leadership team and serves on the Management Committee.



# MEET THE PANELISTS!



## DR. RICHARD BAKER

ASSISTANT VICE CHANCELLOR  
& VICE PRESIDENT FOR EQUAL  
OPPORTUNITY SERVICES  
UNIVERSITY OF HOUSTON



## SARAH BEVERS

DIRECTOR OF FINANCE  
UNITED SUPERMARKETS



## CHASE HEAD

U.S. COTTON QUALITY  
CONTROL SPECIALIST  
FIBERMAX-BASF



## CATHY LANDTROOP

FOUNDER AND CEO  
LANDTROOP STRATEGIES



## SHANNON MILLER

PHR, SHRM-CP,  
EXECUTIVE VICE  
PRESIDENT OF TALENT  
MANAGEMENT  
UNITED SUPERMARKETS



## KATHY OAKS

SENIOR MANAGER  
VOLUNTEER CARE TEAM  
AMERICAN CANCER  
SOCIETY, INC.



## MELINDA PHARIES

MARKETING DIRECTOR  
CARPET TECH



## CORY POWELL

CO-FOUNDER &  
DIRECTOR OF THE  
MENTOR TECH PROGRAM  
TEXAS TECH UNIVERSITY



## SONYA QUIRINO

VICE PRESIDENT,  
INSTITUTIONAL  
COMPLIANCE OFFICER  
TEXAS TECH UNIVERSITY  
HEALTH SCIENCES CENTER



## JOE RAPIERE

PRESIDENT AND CHIEF  
EXECUTIVE OFFICER  
PARKHILL, SMITH & COOPER



## GREG STEVENS

CHIEF OF POLICE  
CITY OF LUBBOCK



## K. SUNSHINE STANEK

CRIMINAL DISTRICT ATTORNEY  
LUBBOCK COUNTY

# SCHEDULE OF EVENTS

11:30 A.M.

## KEYNOTE SPEAKER & LUNCHEON

Sunset Ballroom

**Welcome Remarks:** Chamber Chairman Abel Castro,  
First Bank & Trust

**Speaker Introduction:** Cathy Pope,  
East Lubbock Community Alliance

**Luncheon Keynote:** Dr. Carol Sumner

1:30 P.M.

## CEO FORUM: BUILDING GAME CHANGING ORGANIZATIONS

Introduction: Cathy Pope

Horizon C

**Speakers:** David Park and Karen Hartsfield

Building game changing organizations by aligning the performance, purpose and people as well as equipping leadership to recognize the unique skills and talents of employees.

1:30 P.M.

## LEADING IN AN INTERGENERATIONAL WORKPLACE

Horizon B

**Panel Moderated by:** Beth Bridges

**Panelists:** Cory Powell, Kathy Oaks and Shannon Miller

Are generational differences in the workplace overstated, or is this a legitimate challenge facing employers and employees everywhere? Do businesses need to change the way they recruit new talent? How can we best lead others at work, regardless of age and experience? This panel will discuss challenges, trends, opportunities, and advice for how people of all ages can successfully navigate the waters of an increasingly diverse workplace.

1:30 P.M.

## BEYOND ADA: INVISIBLE CHALLENGES IN THE WORKPLACE

Horizon A

**Speaker:** Michelle Crain

Do you work with or manage someone that has a disability? Is that disability visible to the naked eye? Not all disabilities are obvious. Companies say they are conscious about creating a diverse team of workforce, but traditionally diversity includes gender, ethnic and racial background and it doesn't include disabilities. Join Michelle Crain, Executive Director, Life/Run and learn more about how to identify and create positive experiences for current employers and for job seekers with disabilities.

3:00 P.M.

## LEADERSHIP IN A MULTICULTURAL WORKPLACE (MULTICULTURAL ROUNDTABLE)

Sponsored by: Workforce Solutions South Plains

Horizon B

**Panel Moderated by:** Cory Powell

**Panelists:** Chase Head, Joe Rapiere and Sonya Quirino

Hear from leaders who are successfully managing multicultural workplaces every day. Learn about best practices in diversity management and multi-cultural communication as this panel discusses current business issues related to managing and leading in a multi-cultural workplace.

3:00 P.M.

## STORIES FROM THE FRONT: WOMEN TALK DIVERSITY

Horizon C

**Panel Moderated by:** Glenda Mathis

**Panelists:** Cathy Landtroop, Melinda Pharies and Sarah Bevers

You want a workforce that performs like a symphony but sometimes it feels and looks like Musical Chairs —complete with the scrambling, pushing and shoving. Being able to recognize the challenge and opportunity of implicit bias is key to seeing and developing talent and key to getting the right person in the right chair. People say, "it's not personal, it's just business" —but in this lively and interactive session, we'll see that diversity is always personal. We'll dive into some of the "facts" about the status of women in our Lubbock community and hear from women leaders on how they experience and manage diversity in the workplace.

3:00 P.M.

## JUSTICE FOR ALL? ECONOMIC INCLUSION AND THE LAW

Horizon A

**Panel Moderated by:** Jorge Rameriz, TTU Law School

**Panelists:** Rich Baker, Chief Greg Stevens and Sunshine Stanek

From EEOC to Law Enforcement and Criminal Justice Reform, this discussion will focus on the legal framework, existing barriers and potential changes aimed at bringing diverse or underserved communities into the financial and economic mainstream. Hear experts bring together their perspectives on these intertwined topics.

4:30 P.M.

## NETWORKING RECEPTION

Sunset Ballroom

**Closing Remarks:** Chamber Chairman Abel Castro,  
First Bank and Trust

Join us for a reception that allows for the day's conversations to continue and provides opportunities to speak one-on-one with the presenters and sponsors.



# Diversity Summit March 5, 2019



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THANKS TO OUR SPONSORS!

As **conveners** of leaders and influencers, **catalysts** for business growth and **champions** for a better community, the Lubbock Chamber of Commerce is initiating a community conversation about the business case for diversity. Our goal is to deliver a platform for businesses to collaborate to affect real, incremental **change in the workplace** and in our community.

## PRESENTING:



We are creating awareness about diversity and tolerance in the workplace and identifying the essentials of moving from good intentions to **workable applications**. We hope to transition conversation from just "diversity" to **influencing business models**. Creating a culture of intentional inclusion within business helps move individuals who have varied and different voices to a place where they have a **sense of belonging**.

## DIAMOND:



The Summit's intent is to help businesses focus on what can be done within organizations, to make a company a great place to work and do business and help **improve the bottom line**.

## EMERALD



### Keynote Speaker What is Diversity?

**DR. CAROL SUMNER**  
Vice President for Diversity, Equity, & Inclusion  
Texas Tech University

Before her appointment in 2018, Sumner served as the senior associate dean of students at Arizona State University. Since 2006 she served in many roles at ASU including, working as a member of the TRIO Student Support Services program, as director of the University Academic Success Programs and founding director of the same programs at the Downtown Phoenix campus.

**TUESDAY, MARCH 6**  
11:30 a.m. - 6:30 p.m.  
Overton Hotel & Conference Center

**PLATINUM:** Atmos Energy,  
FiberMax-BASF, Happy State Bank,  
UMC Health System,  
United Supermarkets, YWCA

## THANKS TO OUR MODERATORS:

Beth Bridges, General Manager, South Plains Mall  
Cory Powell, TTU Mentor Tech - Division of Diversity,  
Equity & Inclusion  
Dr. Jorge Ramirez, Walter and Anne Huffman Professor  
of Law TTU Law School

