

#AGreaterHou

2024

# HOUSTON DIVERSECITY SUMMIT

Inspiring & Advancing Talent

## SUMMIT SPEAKERS



# SUMMIT SPEAKERS

## OPENING PLENARY



**LATANYA FLIX**  
**Senior Vice President,**  
**Inclusive Leadership and Opportunity**  
**Greater Houston Partnership**

LaTanya leads One Houston Together - the Partnership's commitment to leverage the power of the business community to reduce inequities. With 120 businesses, institutions and nonprofit organizations committed, One Houston Together is the first data-driven effort of a major US metro focused on driving change in two areas where we believe the business community can have the greatest impact – creating pathways for talent advancement and leveraging our buying power.

LaTanya is a champion of inclusive leadership and system change expert and is a frequent presenter, keynote speaker and facilitator. She serves on the National Work Equity Advisory Council and her work has been honored by the Houston Business Journal, National Women's Conference and FDIC. She is a certified coach with the Harwood Institute for Public Innovation and will earn her Organizational & Relationship Systems (ORSC) coaching certification in 2024.

Prior to joining the Partnership, LaTanya was a consultant and held executive roles leading groundbreaking and large-scale program launches and helping align culture and systems to achieve business results and social impact. LaTanya received an MPAff degree from the University of Texas at Austin LBJ School of Public Affairs, completed the Public Policy and International Affairs Fellowship at UC Berkely Goldman School of Public Policy, and earned a BA from Trinity University. She is a fifth generation Texan and proud native Houstonian.



**STEVE KEAN**  
**President and CEO**  
**Greater Houston Partnership**

Steve Kean is President and CEO of the Greater Houston Partnership, the Houston region's principal business organization. The Partnership focuses on attracting investment and trade to Houston, building a strong workforce, advocating for sound public policy, and convening a diverse set of Houstonians when major issues arise.

Prior to joining the Partnership in 2023, Steve was Chief Executive Officer of Kinder Morgan, one of the largest energy infrastructure companies in North America. Steve has worked in the energy industry since 1985 in various commercial, operational and legal positions, primarily in the wholesale energy and energy transportation and storage sectors.

Steve is Chairman of the Board of the Saint Constantine School, a classical Christian school in Houston. Steve also serves on the Advisory Board of the Collaborative for Children. Steve has been an active supporter of the Saint Constantine School, Cristo Rey Jesuit College Preparatory School, KIPP Houston, the Collaborative for Children and the Houston Area Urban League.

Steve holds a bachelor's degree from Iowa State University and a law degree from the University of Iowa. He is married to Melissa Kean. They have two daughters and five grandchildren.



## **MIKKI HEBL**

### **Professor of Psychology and Management – Organizational Behavior**

#### **Rice University**

Mikki graduated with a B.A. from Smith College and Ph.D. from Dartmouth College. 2024-25 will be her 26th year at Rice University, where she is the Martha and Henry Malcolm Lovett Professor of Psychological Sciences with an appointment in the Jones School and an adjunct appointment in the Leeds Business School at UC-Boulder. Her research focuses on workplace discrimination and the ways both individuals and organizations can remediate such discrimination and successfully manage diversity.

She has 200 publications, 21 teaching awards, including the national award called the Cherry Award, research grants from NSF and NIH, and several gender-related research awards. Mikki enjoys meeting, training, and helping undergraduate and graduate Rice University students and seeing them excel.



## **EDEN KING**

### **Professor of Industrial-Organizational Psychology**

#### **Rice University**

Eden is the Lynette S. Autrey Professor of Industrial-Organizational Psychology at Rice University where she is pursuing a program of research that seeks to guide the equitable and effective management of diverse organizations.

This research– which has yielded over 100 scholarly products and has been featured in outlets such as the New York Times, Good Morning America, and Harvard Business Review– addresses three primary themes: 1) current manifestations of discrimination and barriers to work-life balance in organizations, 2) consequences of such challenges for its targets and their workplaces, and 3) individual and organizational strategies for reducing discrimination and increasing support for families.

In addition to her scholarship, Eden has partnered with organizations to improve diversity climate, increase fairness in selection systems, and to design and implement diversity training programs. She has served as President of the Society for I-O Psychology and is currently co-Editor of the Journal of Business and Psychology.

# SUMMIT SPEAKERS

## LUNCHEON



### **KATIE PRYOR**

**Executive Vice President and Chief Operating Officer**

#### **Greater Houston Partnership**

Katie is the Executive Vice President and Chief Operating Officer of the Greater Houston Partnership, the Houston region's principal business organization. In this capacity, she oversees membership development and retention, business and professional development programs, major events, sponsorships and episodic fundraising campaigns. She also serves as the staff liaison to the Partnership Membership and Nominating Committees.

Since joining the Greater Houston Partnership in 2020, Katie has worked to develop innovative member focused activities to increase member involvement, enhance services and member experiences and bring additional funds into the organization.

She previously served as executive director and senior vice president of the American Heart Association (AHA), Greater Houston. There, her areas of responsibility included managing the local Board of Directors, participating on the senior leadership team for SouthWest (6 state) Region and working on major national and local initiatives. Katie also managed a local portfolio of six- and seven-figure individual and corporate donors and served as executive lead for all healthcare system relationships. She also served in a number of local and national roles through her tenure at the AHA, including leading the strategic development of an individual giving program throughout the SouthWest Region in her role as vice president of the Mission Advancement department.



## **ANDRÉS T. TAPIÁ**

### **Senior Partner – Global DE&I and ESG Strategist**

#### **Korn Ferry**

Andrés has been one of the leading voices in shaping a contemporary, next-generation approach to diversity and inclusion. The approach is global, deeply integrated into talent systems, and focused on enabling marketplace success. He has over 25 years of experience as a C-suite management consultant, diversity executive, organizational development and training professional, and journalist.

Throughout Europe, Asia, North America, and his native Latin America, Andrés has served clients in shaping their enterprise-wide diversity and inclusion business cases and strategies across industries—including financial, technology, healthcare, retail, manufacturing, government, not-for-profits, and education—with dozens of Global 500 organizations as well as non-US multinationals in Brazil, South Korea, and India.

Andrés is the author of *The Inclusion Paradox: The Obama Era and the Transformation of Global Diversity*, as well as the co-author of *Auténtico: The Definitive Guide to Latino Career Success*, *The 5 Disciplines of Inclusive Leadership: Unleashing the Power of All of Us* and of *The 5 Disciplines of Inclusive Organizations: How Diverse and Equitable Enterprises Will Transform the World*. He has been published in major dailies throughout the US and Latin America, including *New America* Media wire service and the *Huffington Post*.

He serves on the boards of Leadership Greater Chicago, Jobs For The Future, and Ravinia Festival. He previously served as a Commissioner on the Highland Park (IL) Housing Commission overseeing that city's Inclusionary Housing code and has served as a Highland Park City Councilmember since 2021. Andrés received a bachelor's degree in modern history from Northwestern University in the Chicago area with an emphasis in journalism and political science. He grew up in a bilingual/bicultural home in Lima, Perú.



## **DR. MELANIE JOHNSON**

### **President & CEO, Collaborative for Children Partnership Racial Equity Committee Co-Chair**

Melanie has served as President and CEO of Collaborative for Children since 2018. For more than 37 years, the non-profit has provided learning opportunities for under-resourced children ages birth to five. She leads the state's largest region of early learners in strategic digital transformation and systems building to improve school-readiness outcomes. She delivers metrics-driven outcomes through her innovation of the first early childhood database that tracks the learning trajectory of very young children.

Previously, she served as President and CEO of the John P. McGovern Museum of Health and Medical Science, where she led the museum to become a Smithsonian Affiliate. Prior to this appointment, Melanie served as NASA's Space Center Houston's Director of Education.

Melanie was awarded the national Nancy Hanks Award by the American Alliance of Museums during her tenure at Space Center Houston. Under her leadership at The Health Museum, it became the first nonprofit business to be awarded Houston Business Journal's Diversity Award. She has been named a Women Who Mean Business honoree, and a "Most Admired CEO" by the Houston Business Journal. She serves on the Executive Committee of the Board of Directors of the Greater Houston Partnership and the Texas Southern University Foundation Board. Since 2019, she has served as a governor-appointed Commissioner on the Texas Animal Health Commission.

She holds a B.A. from Auburn University, a Master's from the University of Houston, and a Doctorate in Curriculum and Instruction from Texas Southern University in Houston. With Melanie's direction, Collaborative for Children is becoming the change agent in 21st century early childhood education.

# SUMMIT SPEAKERS

## BREAKOUT SESSIONS



### **CAROLYN BENTON AIMAN**

**Senior Vice President and Chief Compliance and Risk Officer**

#### **Sempra Infrastructure**

Carolyn leads the company's compliance and enterprise risk management efforts, as well as leading information management, supply chain, and IT/cyber organizations. Previously, she was senior vice president and chief legal officer for Sempra Infrastructure, responsible for all legal affairs, including matters related to legal strategy, LNG development, operations, regulation, governance, and compliance.

She has 25+ years of in-house legal and private law firm experience, has worked in energy including renewable energy, wind, alternative fuels, manufacturing and commercial, and regulatory and employment law matters and supported different lines of business and key capital projects across the energy value chain and the global supply chain for an international company. Prior to providing business legal support, she was a litigator and trial attorney.

Carolyn is a champion of inclusion and supportive of diversity in the energy sector and the legal profession serving as executive sponsor of employee resource groups focused on women and related key initiatives. In 2019, she was named in the Top 50 Women in Law by the National Diversity Council and Houston Magazine's Woman of Influence in 2017; Houston Business Journal's 2022 Women Who Mean Business: Outstanding Business Leader in Energy; and 2022 Greater Houston Women's Chamber of Commerce Role Model. She was recently named a Wonderful Woman by the Lawyers of Color Association and received a Lifetime Achievement Award from the American Corporate Counsel Association and Texas Law Book. Carolyn was also featured on the cover of the MCCA magazine, for diversity initiatives she led while chairing a large legal department's D&I initiatives for an international energy company.

Carolyn is a board member of the Greater Houston Partnership. She invests time mentoring up-and-coming professionals, including young lawyers and helps raise scholarships for law school talent. Carolyn has a bachelor's degree in mathematics from the University of Texas and received a law degree with honors from the University of Missouri. She is the mother of two children and has two dogs.



**FERNANDA ANZEK**  
**Managing Director, HR Operations**  
**Insperty**

Fernanda oversees the DEI services team that helps clients build and cultivate their DEI strategies. Fernanda also manages the HR Center of Excellence, which provides support for client-facing HR professionals and has more than 20 years of industry experience. She joined Insperty in 2013 as a manager of HR services and was later promoted to director of the HR Center of Excellence.

Prior to Insperty, Fernanda was an accomplished HR and business leader for Target. In addition, she has extensive experience in a variety of other areas, including recruiting, professional development, employee relations, legislation, coaching and career development. Fernanda earned her bachelor's degree in business and psychology from Texas A&M University.



**JAMILA M. BRINSON**  
**Chair, Diversity & Inclusion Counseling Practice**  
**Jackson Walker LLP**

Jamila serves clients who are committed to fostering inclusion in its corporate culture by implementing and maintaining effective and legally compliant diversity, equity, and inclusion related strategy, policies and procedures. She conducts workplace culture assessments and proposes plans of action to remedy legal concerns and decrease risk.

Jamila actively participates in academic, community and law firm efforts to recruit, develop, retain and celebrate a more diverse and inclusive workforce, including Jackson Walker Women (JW2), a committee dedicated to creating opportunities for women attorneys to develop their professional skills, supporting their efforts to balance work and family, and providing a platform to generate business and pursue leadership positions. Jamila has coordinated the Houston office's participation in the University of Houston Law Center's Pre-Law Pipeline Program, mentoring students, facilitating "Dress for Success" workshops and coordinating internships at the Firm.

She served as a United States Peace Corps Volunteer and worked in HIV/AIDS education, advocacy, support, and care. She also interned in the office of Chief United States Bankruptcy Judge Marvin Isgur, Southern District of Texas, and was a Law Clerk in the Civil Division of the United States Attorney's Office for the Southern District of Texas. She was also a Legal Extern in the Office of General Counsel at Baylor College of Medicine, and with BP America, Inc. Jamila was selected as a University of Houston Law Center Health Law Fellow during the 81st Texas Legislature and worked as a Health Policy Analyst for former Texas State Senator Leticia Van de Putte.



**JESSICA BRITON**  
**Principal, Human Capital**  
**Deloitte Consulting LLP**

Jessica Britton is a principal with Deloitte Consulting LLP. She specializes in leading global HR strategy and operating model transformations enabled by digital solutions and elevated workforce experiences. Her experience ranges from HR strategy, design and implementation, M&A integration, and HR capability design and implementation. Jessica has actively focused her practice with clients in Energy, Resources, and Industrials; while also leading programs across multiple industries including Life Sciences & Healthcare.

She has worked all stages of the project lifecycle from business case development, to organization sizing and design, to operational process development, through integrated system testing. Her projects have taken her across North and Latin America, the Middle East, Europe, Eurasia, and Asia Pacific in leadership of large scale corporate transformation engagements. Jessica helps clients solve their most complex challenges by bringing to bare her immense knowledge in cloud based operating solutions such as Workday and Salesforce.com.

**WILL BROWN**  
**Senior Manager, Learning Program Management**  
**HP**



Will is a seasoned Human Resources professional with 15 years of experience in the Oil & Gas, Consulting, and Technology industries. He has successfully led large-scale training and digital transformation programs at Amazon, Hewlett Packard, Deloitte, and Wood. Utilizing various models such as ADKAR, Kotter, ADDIE, SAM, and Agile, Wilfred has consistently delivered lasting results for every company he has collaborated with. His work has been recognized with numerous professional honors and awards, including the ITCC Certification and Training Innovation Award.

Key career highlights include spearheading the competency talent management implementation for BHP Billiton, leading change management and training development for Shell Olympus LTP, and designing change management and competency assurance plans for ENI. Additionally, Wilfred has led the transformation, training, and change team for SAP & SuccessFactors adoption at Hess and was named the Global Training Lead for Walmart's corporate finance transformation. Will has directly managed teams ranging from a single individual to groups as large as 40. He is dedicated to leading with fairness and compassion and is a staunch advocate for cultivating a diverse workplace. His commitment to these values has been a driving force in his successful career in Human Resources.

Will currently leads the global learning enablement function for HP Inc, where he is responsible for the learning technology stack, power skill development, and diverse talent programs for 55,000 employees.





## **JENNIFER BRUNELLE**

### **Vice President of Talent Acquisition, Development and Diversity**

#### **NRG**

Jennifer is responsible for sourcing and hiring outstanding and diverse talent as well as supporting the growth and development of NRG's current workforce. She previously served as Senior Director of the positive NRG program. In this role, she oversaw the curation of community partnerships as well as the organization's employee-giving program and disaster relief efforts. Jennifer has more than 12 years of charitable giving experience in non-profit association management and corporate giving. During her time at NRG, she has overseen over \$40mm in charitable donations and project-managed 35 distributed solar installations.

Jennifer has a Bachelor of Arts degree in Liberal Studies from Rutgers University, certificates in Corporate Citizenship Leadership and Management from Boston College, and is a Certified Diversity Professional.



## **MARIAN CABANILLAS**

### **Health Plan CEO, South Texas**

#### **UnitedHealthcare Community Plan of Texas**

Marian is responsible for Texas Medicaid products including the STAR, CHIP, STAR Kids and STAR+PLUS programs which generate more than \$4 billion in revenue annually. Her team consists of more than 1,000 diverse employees that are responsible for provider, member, community and employee engagement. Marian is committed to addressing the issues of healthcare and disparities in the communities she serves.

Marian joined UnitedHealthcare in 2004 and has over 25 years of experience in the healthcare industry. She has worked in the public and private sector, with an emphasis on government programs such as Medicaid, Medicare. She completed the executive development program at the University of Pennsylvania, Wharton School of Business and leads initiatives including Chair of the UnitedHealth Group Hispanic/Latinx Global Enterprise Leader Advisory Council, Executive Sponsor of Unidos, the UnitedHealth Group Latinx Employee Resource Group, Member of the UnitedHealth Group Disability Inclusion & Women Lead Enterprise Employee Resource Groups.

She has received awards from various organizations such as Houston Business Journal - Women Who Mean Business, ALPFA Most Powerful Latinas - Rising Star, Solo Mujeres Magazine - Executive of the Year, Comcast Houston Hispanic Hero and D-mars - Top 30 Influential Women of Houston. Marian was born in San Juan, Puerto Rico and has lived in Texas most of her life. She earned her BA in Psychology at the University of Houston and her MBA in Healthcare Administration at the University of Phoenix.



**KATE DAVID**  
**Office Managing Partner**  
**Husch Blackwell**

Kate is a highly regarded public law litigator with extensive experience representing government entities, public officials and private companies. Clients trust her counsel in condemnation, public contracting, constitutional tort disputes and election law disputes. As a Houston public law attorney, other areas Kate focuses on include sovereign, governmental, prosecutorial and qualified immunity issues.

Serving as primary outside counsel or special counsel, Kate advises government clients in matters relating to the Open Meetings Act, the Texas Public Information Act, contract negotiation and litigation avoidance. She is known as a persuasive advocate at both the trial and appellate levels. Kate served as a rules clerk for the U.S. District Court, Southern District of Texas, and worked with the Standing Committee on Rules of Practice and Procedure, experience that helps her examine clients' matters from the judicial perspective.

Kate serves in the Infrastructure Committee of the Greater Houston Partnership and served in other Partnership committees since 2011 and the Young Leader Council of United Way of Greater Houston.



**WALTER DIAZ**  
**Associate Director, Socially Transformative Business**  
**Boston Consulting Group**

Walter is an experienced leader of innovative strategic management, operations, and technology solutions and investments. He has a background in digital transformations and ecosystem development across multiple industries and BCG practice areas.

He is a leader in the Social Impact practice area, focused on Socially Transformative Business at BCG's Boston office focusing in the areas of financial inclusion/health, access to capital, and minority business growth. He also founded and leads BCG Spark, a national volunteer consulting initiative supporting minority and women-owned businesses, community development through entrepreneurship, and diversity/equity-focused partnerships.

Walter holds a MBA from Harvard Business School and a BA from Harvard University. Previous work includes a technology startup in DC, starting and growing Amazon Web Services' public sector team, and at Booz Allen in their Strategic Innovation Group.



## **ARIANNE DOWDELL**

### **Vice President, Chief Diversity, Equity and Inclusion Officer**

#### **Houston Methodist**

Arianne is the Vice President, Chief Diversity, Equity & Inclusion Officer for Houston Methodist as well as the Associate Director of the Houston Methodist Neal Cancer Center. Arianne joined Houston Methodist in 2019, and in her dual role she is responsible for leading the vision for unparalleled safety, quality service and innovation through diversity, equity and inclusion by stewarding system-wide DEI strategy implementation and development through key partnerships in addition to increasing diversity and opportunities throughout the Cancer Center.

A former attorney, she holds a JD from Wayne State University, an MA from Syracuse University and a BA from Hampton University. For her work, Arianne has been recognized with several awards including a Leadership Excellence Award from the 2021 National Diversity & Leadership Conference and by Modern Healthcare as a 2022 Top Diversity Leader in Healthcare and a 2023 Modern Healthcare Top Women Leaders "10 to Watch" Honoree. Becker's Healthcare named Arianne to its list of Black Healthcare Leaders to Know in 2023 and 2024 and its Chief Diversity, Equity and Inclusion Officers to Know List in 2023 and 2024.



## **ART DUBOSE**

### **VP of Human Resources**

#### **Group 1 Automotive**

Art is a dynamic and results-oriented HR executive with over 20 years of progressive experience in human resources management. He has a proven track record in driving organizational effectiveness through strategic talent management, employee engagement, and change management and is adept at fostering a culture of diversity and inclusion, enhancing workforce performance, and aligning HR initiatives with business objectives to support growth and innovation.

In his current role, he has developed and executed HR strategies that align with the company's vision and business goals, resulting in a increased employee engagement scores and reduced turnover rates. Art also spearheaded diversity and inclusion initiatives, increasing the representation of underrepresented groups in leadership roles by 25%.

Art earned a Master of Science in Instructional Research and Development and a Bachelor of Science in General Communication, both at Purdue University. He has completed several professional development programs at the Wharton School of the University of Pennsylvania, including Executive Compensation Training, Employment & Labor Law, Conducting Investigations, FMLA & ADA Law and Human Resources. His certifications include Myers-Briggs Type Indicator, Performance Modeling, Targeted Selection, Zenger Miller, 7 Habits of Highly Effective People (Stephen R. Covey) and Diversity Awareness Session Facilitator. He is a member of Human Resource Development (HRD) and Society for Human Resource Management (SHRM).

Art serves as a Board Member for Suits For Sons and Birdies4Life as well as a Lone Star College Board Advisor. He is a graduate of Leadership Houston and Project Blueprint. He also volunteers with the HAY Center, assists with disaster recovery and distributes food and other items to needy families and the homeless and pro bono business and HR consulting to small businesses and nonprofits.



**DAVID FELDMAN**  
**Supply Chain Advisor – Supplier Diversity**  
**Chevron**

David Feldman, Supplier Diversity Advisor in P/SCM is a long-time Chevron employee with current responsibility for managing Chevron's Supplier Diversity program which advocates for the utilization and development of local, small, and diverse suppliers to support the company's international and domestic operations. Dave assumed this role in 2014 where he promotes an inclusive work environment and a supply chain reflective of the communities where Chevron operates. He represents Chevron with the local, small, and diverse supplier community and national and local nonprofit advocacy organizations.

Dave previously held positions with Chevron Policy, Government and Public Affairs where he managed Chevron community engagement and social investment initiatives at the company's headquarter locations in the San Francisco Bay area and in Houston. He also previously held responsible positions with Chevron's Energy Technology Company. Dave is a native Houstonian, attended public schools in Houston, and graduated from the University of Texas in Austin.



**MARIO GARNER**  
**President**  
**St. Luke's Hospital at The Vintage**

Serving in this role since 2018, he previously served as the inaugural CEO of Memorial Hermann Pearland Hospital, inaugural president and CEO of New Orleans East Hospital, where he led the re-establishment of a full-service inpatient hospital to serve the communities that were severely damaged during the aftermath of Hurricane Katrina. Prior to that, he was COO at Fairview Park Hospital in Dublin, Georgia, COO and ethics and compliance officer at The Regional Medical Center of Acadiana in Lafayette, Louisiana and associate administrator at West Houston Medical Center.

He is a Fellow of the American College of Healthcare Executives, a member of the National Association of Health Service Executives, and Omega Psi Phi Fraternity, Inc. He has held an assistant adjunct professor appointment at Tulane University School of Public Health and is also the National Chairman for the Board of Directors of the Louisiana State University Global Alumni Association and a member of the Board of Directors for the Association for University Programs in Healthcare Administration.

Mario has been honored by the Houston Business Journal as an "Outstanding Diversity Champion" for 2024, 2016 Young Alumnus of the Year by the LSU Global Alumni Association and was inducted into the LSU Alumni Hall of Distinction. He was the 2016 national "Young Healthcare Executive of the Year" by the National Association of Health Service Executives and received the American College of Healthcare Executives' Robert S. Hudgens Award for the national "2015 Young Healthcare Executive of the Year." He was named the 2015 Outstanding Alumnus by the University Of Houston College Of Education and was listed among 25 Rising Stars in Healthcare under age 40 by Becker's Hospital Review Magazine in 2016. Other recognitions include Modern Healthcare Magazine's "2014 Up & Comer" Award; 2014 City of New Orleans Outstanding Millennial in Healthcare; and he was named to Ebony magazine's Top 30 Leaders under age 30 in 2006.

Mario is a graduate of Louisiana State University with a bachelor's degree in microbiology. He earned a master's degree in healthcare administration from Tulane University and a doctor of education degree in administration & supervision from the University of Houston.



**KATE GRIENER**  
**Principal, Inclusion and Diversity**  
**Woodside Energy**

Kate is a diversity, equity, and inclusion practitioner who first entered the DEI space through her experiences as a woman in STEM. Since then, she has deepened her drive for equality across social identities and professions.

A paleontologist by background, Kate now leverages her technical experience to understand barriers to inclusion and equal opportunity. She is passionate about influencing industry trends and driving positive change at the intersection of equality and energy. She has been a keynote speaker, and themes from her talks focus on enhancing diversity in STEM, embedding equality in energy transition strategies, and the importance of sustainable energy for human development.

Kate has a PhD in geology from LSU, a bachelor's degree in math from Millsaps College, and a graduate certificate in international affairs from Texas A&M University, where she focused her studies on women and climate in foreign policy. When she's not working on DEI, you'll find her with her partner and two kiddos – helping to run her family farm or enjoying the outdoors (preferably in a national park!).



**DENISE HAMILTON**  
**Author, Consultant, Founder and CEO**  
**WatchHerWork**

Denise Hamilton is a bestselling author, speaker and consultant who focuses on the people side of change. Whether it's remote work, AI or a diversifying workforce, today's leaders need new skills to navigate our rapidly changing world.

Denise is an irrationally optimistic believer in our ability to solve problems rather than just name them. Her superpower is the ability to discuss challenging topics and come out of the other side with positive direction and solutions. She equips leaders to build and retain future-ready teams that thrive in dynamic environments. Denise is a columnist for MIT Sloan Management Review.

Her thought leadership has also been featured on NPR, Harvard Business Review, Bloomberg, MSNBC's Morning Joe, and Newsweek among many others. Denise's first book, Indivisible, is available everywhere books are sold.



## **CYNTHIA HANSEN**

### **Partnership Racial Equity Committee Co-Chair, Executive Vice President and President, Gas Transmission and Midstream Enbridge**

Cynthia has responsibility for Enbridge's natural gas pipeline and midstream business across North America. Based in Houston, has a wealth of experience in the natural gas industry and a long track record of accomplishments at Enbridge. She has more than 20 years of experience working in leadership roles within Enbridge, most recently as Executive Vice President and President, Gas Distribution and Storage.

Cynthia is also Executive Sponsor for the Asset and Work Management Transformation across Enbridge, and chair of the Diversity and Inclusion Steering Committee. Prior to joining Enbridge, she worked as a Principal for PricewaterhouseCoopers. She currently serves on the board of FuelCell Energy Inc., Interstate Natural Gas Association of America (INGAA), United Way Greater Houston, and Greater Houston Partnership. She served on the boards of DCP Midstream, LLC, Energir Inc., American Gas Association, Ontario Energy Association, Canadian Gas Association, Canadian Energy Council, Edmonton Symphony Orchestra, and University of Alberta School of Business Advisory Council, among others.

Cynthia was named one of Canada's Most Powerful Women: Top 100 by the Women's Executive Network and is a current Hall of Fame member. She was also recognized as a Canadian Business Leader by Catalyst Canada.



## **TOI B. HARRIS, MD**

### **Senior Vice President & Chief Equity, Diversity and Inclusion Officer Memorial Hermann**

Toi builds on Memorial Hermann's existing Equity, Diversity, and Inclusion (EDI) initiatives by identifying and championing opportunities to further EDI, both inside the System's facility walls as one of Houston's largest employers, and out in the community as Houston's largest not-for-profit health system.

Toi practiced psychiatry for over 25 years and is double board-certified in psychiatry and child and adolescent psychiatry. She joined Memorial Hermann in 2022 after 17 years at Baylor College of Medicine, where she 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.

She is actively engaged with regional and national professional organizations including the Texas Medical Association, where she served as the 2022 Physician Health and Wellness Committee's Chair, and the Association of American Medical Colleges, where she serves as Immediate Past Chair of the Group on Women in Medicine and Science, and as former Center for Health Justice CHARGE Ambassador. Additionally, she is the Industry Champion for the Greater Houston Partnership, Co-Chair for the Leadership Institute's DEI Forum, and she serves on the Texana Center's Board of Directors and Mental Health America of Greater Houston's Board of Directors.

In 2018, she participated in the Hedwig van Ameringen Executive Leadership in Academic Medicine Program for Women at Drexel University College of Medicine Fellowship and has served as a Learning Community Advisor. Toi has received numerous awards including Top 100 Diversity Officers by the National Diversity Council in 2021, 2022 and 2023. She was also recognized as an honoree for Houston Business Journal's 2022 Women Who Mean Business Award and Houston Business Journal's 2023 Diversity in Business Award Honoree. Last year, she was recognized by Modern Healthcare for her leadership in diversity.



**ALICIA JACHMICH**  
**HR and Business Excellence Director**  
**Apache Corporation**

Alicia Jachmich is the Director of Business Excellence at Apache Corporation. She has 20 years of experience in driving transformation and operational excellence with a focus on people, processes, and culture. At Apache, Alicia leads a global team of internal consultants aligned on delivering transformative projects across the organization including operating model redesigns, merger and acquisition integration, workplace design and relocations, talent development programs, and many other process improvements that foster an environment where people can shine.

Prior to joining Apache, Alicia established a global learning strategy for Marathon Oil's Global Supply Chain business unit as well as leading the performance management and leadership development for their Talent Development Center of Excellence. Alicia is a graduate of Texas A&M University's Mays Business School and is also a CrossFit Certified Trainer.



**KATRINA JOHNSON**  
**Assistant Vice President, Diversity, Equity and Inclusion**  
**SCI**

Katrina Johnson has been the Assistant Vice President of DEI at SCI since March 2022. She joined SCI in 2007 and prior to her current role was Chief Audit Executive with 30 years of experience in financial accounting & reporting, audit, process improvement, and business process outsourcing. She is a solutions expert able to innovatively utilize career experience, people, technology, and information to design, manage, transform and execute desired business objectives while mitigating risks in a strategic leadership capacity.

She began her career at Landry's Seafood and worked in the oil & gas industry. Katrina is a native of Dallas, Texas and graduated from the University of Houston with a BBA in accounting. She is also a C.P.A. and member of Alpha Kappa Alpha Sorority Incorporated.



**BRANDY JONES**  
**Vice President, Human Resources**  
**Apache Corporation**

Brandy was named vice president of Human Resources in April 2020. Previously, she held various positions at Apache, including five years as senior manager, HR for the Permian Region.

Prior to joining the company, Ms. Jones held a variety of human resources and labor relations roles with ArcelorMittal and Bethlehem Steel. Brandy holds a Master of Business Administration from Indiana University-Northwest and a Bachelor of Science degree in organizational leadership and supervision from Purdue University North Central.



**LORI KNOWLES**  
**CHRO**  
**Memorial Hermann**

Lori joined Memorial Hermann Health System in 2011 and is Senior Vice President, Chief Human Resources Officer. She was named CHRO in 2017 a role in which she oversees recruiting, total rewards, talent development, and employee experience strategies for more than 250 care delivery sites and 34,000 employees.

Lori has implemented the organization's Well Together Human Capital Strategy aimed at creating a healthy, supportive environment for the workforce and focusing on a culture of compassion and respect which involves focusing on organizational culture, talent development and the employee experience. Enhanced employee experience and engagement programs include no cost education support, concierge care support for children and other loved ones, and multiple mental health initiatives. These programs have led to measurable outcomes, including improved retention, top tier engagement scores and increased internal mobility rates incorporating a holistic wellness initiative, focusing on mental, social, and financial wellness programs and expanded benefits for employees.

Previously Lori was the Chief Operating Officer at RediClinic and has held several HR roles at other notable health systems in Texas. In 2024, she was recognized by Becker's Healthcare Review's list of "CHROs and Chief People Officers to Know," and named as a Leader of Distinction and Finalist for the 2024 HRO Today CHRO of the Year Award. She's also been honored as an HR Executive of the Year Bronze Stevie Award winner and as one of Houston's "Women Who Mean Business" by the Houston Business Journal. Under her leadership, Memorial Hermann was recognized as one of Modern Healthcare's "Best Places to Work in Healthcare 2024" list, Becker's Hospital Review's 2024 list of Best Places to Work in Healthcare list and the Houston Business Journal's 2024 list of Outstanding Diverse Organizations.

Lori serves on HR Advisory boards for the University of Houston and Rice University, as well as the Higher Education Committee of the Greater Houston Partnership. She is also President of the Houston Healthcare HR Association. Lori holds a bachelor's degree in psychology from Minot State University and a master's degree in organizational management from Capella University, as well as an executive leadership certification from Rice University.



**MICHELLE LIBERATORE**  
**Senior Program Manager, Responsible Business**  
**Verizon**

Michelle is the lead for the Houston Economic Growth Collaborative, which brings together other corporations, nonprofits, community leaders, and others to collectively support holistic growth in Houston neighborhoods with the community at the center. Prior to joining Verizon's corporate social responsibility team in 2020 as Chief Operations Manager, Michelle served nonprofit organizations across the east coast and in Canada as a consultant, partnering with leaders on large philanthropic campaigns, leading teams and strategy development.

Over the course of her career, she has worked with several mission-based organizations, including those focused on providing educational opportunities to students from underserved communities. She also has worked for the federal government crafting recommendations to Congress that strive to make government more equitable and efficient, such as those focused on homeless women veterans.

Michelle began her career in marketing research and analytics in the pharmaceutical industry. She earned her undergraduate degree in marketing and international business from Villanova University, and she received an MBA from Boston University with a focus on strategy, as well as public and nonprofit management.





**ANITA MARTIN**  
**Vice President, Human Resources**  
**Houston Texans**

Anita is a highly experienced human resources leader with over 25 years of progressive experience in various industries. Currently, she serves as the leader for human resources and Diversity, Equity & Inclusion (DE&I) functions for the Houston Texans, a position that places her on the executive leadership team of the organization.

Anita has demonstrated her expertise in human resources across diverse sectors, including oil & gas, information technology, manufacturing, retail, finance, and sports & entertainment. She is a senior certified professional in human resources and a certified Diversity, Equity & Inclusion leader. She has been a member of HR Houston, the local SHRM affiliate, and the Society for Human Resource Management for over fifteen years. She serves on the Board of Directors for HR Houston, and is a member of Young Mothers Don't Quit and Women in Sports and Entertainment.

Anita earned her Master of Science in Human Resources Management from Houston Baptist University. Her extensive background, certifications, and involvement in professional organizations demonstrate Anita's commitment to advancing human resources and fostering diversity and inclusion within the workplace.



**KELLY MONTES**  
**Executive Director, US**  
**Catalyst**

With over two decades of leadership experience, Kelly has worked with Fortune 500 companies, leading CEOs, foreign governments, and institutions of higher education to develop inclusive workplaces, global competency, and conduct research for connection across peoples and cultures. The underpinning of her 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 currently oversees the largest segment for the Catalyst portfolio—the U.S. Her regionally based team serves as thought partners for nearly 300 U.S. supporter organizations, imbedding research, tools, and solutions to build inclusive workplaces from the frontline to the C-Suite. Kelly frequently speaks on inclusive leadership, empathy, ERG best practices, sponsorship, and allyship; during her time with Catalyst, she has delivered over 100 speaking engagements.

Kelly is a Fulbright Scholar as well as a Young Sinologist, a fellowship awarded by the Chinese Academy of Social Sciences. She is a champion for fostering inclusion and cultural understanding and believes both the challenges and solutions for the 21st century require courageous conversations, curiosity and intentional bridge building across cultures and peoples.



**ALEX LOPEZ NEGRETE**  
**President and Chief Executive Officer**

**Lopez Negrete Communications, Inc.**

Since co-founding Lopez Negrete Communications, Inc. in 1985, Alex's passion and vision have led the company to become one of the country's most influential, independent, Hispanic-owned –and -operated agencies. Alex started the Houston-based agency with his wife and partner, Cathy, with the conviction that thoughtful, relevant, fully integrated, in-language and in-culture communications are the best way to reach the exceedingly important Hispanic market.

In his role as company president and CEO, Alex is intricately involved in providing invaluable strategic counsel and creative direction to agency clients. Alex credits the agency's success to its team of multicultural, multinational communications professionals. Under Cathy and Alex's leadership, the agency has always been at the forefront of the advertising industry to foster diversity, participation, and representation. As such, in 2021, The Houston Business Journal recognized the duo as "Outstanding Diversity Champions" and they also received the "Mosaic Champion Award" from the American Advertising Federation for making a positive difference in others' lives through social justice, equality, diversity, and inclusion.

Alex is currently on the Board of Directors of the Latino Donor Collaborative, the Hispanic Marketing Council, the Greater Houston Partnership and Houston Landing, and is a founding member of the ANA's Alliance for Inclusive and Multicultural Marketing (AIMM). He is committed to the future of the Hispanic marketing industry, which is why he and Cathy collaborated with the Advertising Education Foundation of Houston to establish the Lopez Negrete Hispanic Marketing Education Fund. The fund offers scholarships to students interested specifically in Hispanic marketing or advertising.

Born in Houston and raised in Mexico City, Alex resides in Houston. He and Cathy have two children, Michelle and Patrick, two granddaughters, Mia Marie and Catherine Josephine, and a grandson, Oliver Charles.



**NICK NELSON**  
**Senior Vice President, Social Impact & Sustainability**  
**Edelman**

Nick has more than a decade of experience in helping brands establish, execute, and reinforce their messages with relevant stakeholders. His expertise ranges from B2B and consumer technology communications to corporate reputation management and diversity & inclusion strategy. He has led numerous executive communications programs, proactive media relations campaigns, employee communications initiatives and product launches for clients across multiple sectors and practices, including technology & innovation, DEI, consumer/brand, and B2B communications.

He leads strategic communications for the George Kaiser Family Foundation's Tulsa for You and Me program, the NAACP, and DEI storytelling for ESPN. He led Multicultural/Gaming for Everyone (G4E) communications for Xbox, helping the brand amplify its 'gaming for everyone' ethos within the realms of multicultural, accessibility and trust & safety and advised several brands on DEI and reputation management, including lululemon, PepsiCo, New York Life, IDEO, PayPal, Matthews International, Hemisphere Media Group and VMware.

Nick is a founding member of Edelman's Racial Justice Communications Task Force, providing counsel to clients trying to navigate the new sociocultural landscape in a post-2020 world. Nick is also the Edelman relationship manager for SXSW. Prior to joining Edelman, Nick led communications efforts for HERE Technologies, helping to elevate the company from a little-known German mapmaking group to a critical player in the autonomous driving conversation.

Nick has also provided strategy and counsel to brands looking to expand their story into a new sector, from SONIC Drive-in's digital transformation efforts, to Lincoln Motor Company's proprietary VR vehicle design application. Nick is based in Austin, Texas, and is a graduate of Howard University's John H. Johnson School of Communications.



**VanNhi Nguyen**  
**VP, Community Engagement**  
**JPMorgan Chase**

VanNhi manages the strategy creation and execution of the Firm's community and public engagement work in Houston, Central Texas (Austin and San Antonio), and Louisiana.

She has extensive experience in community development at both the local and national level. Prior to joining JPMC, VanNhi was a Senior Program Officer at Local Initiatives Support Corporation where she directed the economic development strategy for Houston. She invested in efforts to expand asset building, workforce readiness, housing access, and grow small businesses.

Previously, VanNhi served at the National Coalition for Asian Pacific American Community Development where she provided technical assistance to a network of HUD housing counseling organizations located across the U.S. During this time she also partnered with organizations to identify local needs and led efforts to drive policy change.

VanNhi earned her Bachelor's degree from the University of North Carolina at Greensboro. She is based in Houston, TX where she enjoys spending time with her family, traveling, and exploring the culinary benefits of living in one of the most diverse cities in the U.S.



**HOLLY PRICE**  
**Associate Partner**  
**McKinsey & Company**

Holly is an Associate Partner in the Houston office of McKinsey & Company. She is a leader in the People & Organizational Performance practice and is an expert on organizational effectiveness, leadership development, and capability building. Much of her work centers on helping organizations, especially those with large front-line populations, build high performing, inclusive cultures.

Holly holds an MBA from the Ross School of Business at the University of Michigan as well as a BBA in Finance and BA in Economics from the University of Texas at Austin. She is a native Houstonian where she currently lives with her husband and three sons.



**STACY PUTMAN**  
**Manager of Leadership Development & Strategic**  
**Circular Economy Projects**  
**INEOS**

Stacy is Manager of Leadership Development & Strategic Circular Economy Projects for INEOS. She currently serves on industry, economic development, and workforce development committees, and several local boards. Internal to INEOS, she manages a novel 400+ person leadership program in North America for current and emerging leaders.

In 2016, she was honored with the Manufacturing Institute's (MI) Top 100 Women in Manufacturing in North America award and was recently honored with the first "Friend of Galveston Beaches" award for her work in plastic recycling and community advancements in Galveston. She was recently accredited by the UN as an Observer to the governing body of the UN working with 175 countries on the Global Treaty to End Plastic Waste.



**JANA SCHEY**  
**Director of Sustainability Programs**  
**Syzygy Plasmonics**

Jana Schey is the Director of Sustainability Programs at Syzygy Plasmonics, where she leads initiatives focused on organizational and environmental sustainability and community engagement. Her work emphasizes building a culture rooted in trust and inclusion, minimizing environmental impact, and actively contributing to local communities.

Prior to her role at Syzygy, Jana served as Chief Operating Officer of Energistics Consortium, where she demonstrated the power of inclusive leadership in driving success. By fostering a collaborative, member-centric approach, she increased member retention from 82% to 99%. Her emphasis on open communication and the recognition of diverse perspectives helped Energistics build a stronger, more engaged community.

Jana introduced a Volunteer Recognition Program for over 200 volunteers, ensuring their contributions were valued and celebrated. Jana was instrumental in the release of internationally recognized industry standards, collaborating with key industry associations to drive innovation and avoid duplication. Her leadership extended to board training and strategic planning to ensure the sustainability of Energistics' efforts.

Throughout her career, Jana has effectively guided international project teams, implemented volunteer recognition programs, and established robust program management structures to align efforts with strategic goals.



**ANDY SLENTZ**  
**SVP, HR & Office Management**  
**Hess Corporation**

Andy is Senior Vice President, Human Resources and Office Management for Hess Corporation, a global independent energy company engaged in the exploration and production of crude oil and natural gas. He is a member of the company's executive leadership team.

Andy is responsible for all aspects of human capital management, such as talent acquisition and management, performance management, leadership development, total rewards, diversity and inclusion, human resource systems, and organization development and effectiveness. He also oversees the management of major offices around the world and represents Hess as Community Executive in the Houston area.

He has 30 years of experience as a Human Resources and administrative executive in multiple industries and a variety of countries. Prior to joining Hess in April 2016, Andy was with Peabody Energy, a global mining company, where he most recently held the position of Executive Vice President, Administration and Human Resources. Prior to Peabody, he progressed through increasingly senior leadership roles around the world with Rio Tinto, the Drummond Company, BHP Billiton, Pirelli Cable Company, and ExxonMobil.

Andy is honored to serve on the Boards of the World Affairs Council of Greater Houston, Lone Star Big Brothers Big Sisters as Chairperson of the Nominating & Governance Committee, and the Institute of Hispanic Culture of Houston as Chairperson of the Education Committee. He holds a bachelor's degree in Government from Hamilton College and a master's degree in Industrial & Labor Relations from Cornell University.



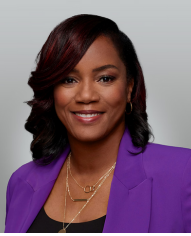
**TAMMI WALLACE**  
**Co-Founder, President & CEO**  
**Greater Houston LGBTQ+ Chamber of Commerce**

Tammi is a trailblazer and dedicated advocate for the LGBTQ+ community and a recognized leader in the LGBTQ+ and business community at local, state, and national levels. Since the launch of the Chamber in 2016, her unwavering commitment to fostering economic inclusion for the LGBTQ+ community has been pivotal in driving the organization's growth and visibility regionally, statewide and nationally.

Previously, she was Chief Growth Officer at KIPP Houston Public Schools and served as Chief of Staff/Campaign Manager for former Texas State Representative Ellen Cohen. With 12+ years of experience in the financial services industry at Bank of America/NationsBank, CheckFree Corporation, and Mellon Mortgage, also co-founded and led the Houston Equal Rights Alliance, a nonprofit dedicated to voter education, coalition building and advocacy for the LGBTQ+ community.

Tammi was appointed to the City of Houston Women's Commission in 2021, Harris County Women's Commission in 2022 and served in the Final Four 2023 Strategic Partnerships & Community Marketing Committee, Upper Kirby Redevelopment Authority Board and the Texas Metropolitan Blueprint Steering Committee. She has served on the City of Houston's inaugural LGBTQ+ Advisory Board, Victory Fund Campaign Board, co-chair of the LGBTQ+ Victory Fund Houston Champagne Brunch and Vice Chair for the Houston LGBTQ+ Political Caucus. Tammi represents the Southern region on the National LGBT Chamber of Commerce (NGLCC) Affiliate Chamber Leadership Council and is a board member and past board chair of the Hollyfield Foundation.

She was honored as a Diversity In Business Awards Honoree and Outstanding Diversity Champion by the Houston Business Journal, an Individual DiversityFIRST™ Award Winner by the Texas Diversity Council, and an Inspiring Women Honoree by the Houston Dash. Tammi was recognized as a Legacy Leader in the LGBTQ+ community by BEQ Magazine and received multiple Gayest & Greatest Awards by OutSmart Magazine. She was named Female Grand Marshal of the Houston Pride Parade in 2011 and received the Community Treasure Award from the Kindred Spirits Foundation and the Bosses in Heels Award from Houston Millennials.



## **ALVEDA WILLIAMS** **Chief Inclusion Officer**

### **Dow**

Alveda J. Williams, Ph.D. is the Chief Inclusion Officer at Dow, responsible for integrating inclusion, diversity, and equity into the company's growth strategy. Previously, she was the Corporate Director of Inclusion and Senior HR Director for Talent Acquisition, where she led Dow's global ID&E strategy, enhanced talent acquisition processes, and promoted an inclusive culture.

Under her leadership, Dow achieved significant milestones, including a top ranking on Fair360's 2024 Top 50 Companies List and recognition on the Great Place To Work® and Fortune 100 Best Companies to Work For® List. Williams joined Dow in 2002, holding various leadership roles in R&D and HR. She founded Dow's BEST Symposium to introduce minority Ph.D. talent to industrial research careers. She serves on several boards, including OXIDE, AIChE Corporate Council, and i4CP's Chief Diversity Officer Board.

Alveda holds a BS. in chemistry from Norfolk State University and a Ph.D. in materials chemistry from University of Illinois at Urbana-Champaign.



## **CARLECIA WRIGHT** **Chief Business Equity Officer**

### **Port Houston**

Carlecia is an award-winning Equity Strategist with an extraordinary track record in developing strategies that level the playing field and reduce barriers for underrepresented, marginalized, and disadvantaged individuals and communities. In May 2024, Carlecia joined Port Houston as the Chief Business Equity Officer, where she is charged with providing vision, leadership, and guidance for the port's Diversity, Equity, and Inclusion efforts. She is responsible for implementing and administering contracting diversity, equity, and training programs, including the Minority- and Woman-Owned Business Enterprise Development Program and Small Business Development Program.

Previously, Carlecia served as the Senior Associate Vice Chancellor and Chief Culture and Engagement Officer for Lone Star College where she led community engagement initiatives and established a comprehensive culture impact strategy supporting institutional policies, organizational culture, and employee development. She also served as the Mayoral appointed Chief Diversity Officer and Director for the Office of Business Opportunity for the City of Houston from 2011 to 2019. Under her strategic direction, the city awarded over \$4 billion dollars to diverse businesses. Her leadership extended through the administrations of former Mayor Annise Parker and Mayor Sylvester Turner.

Carlecia serves on the Board of Directors for the Center for Houston's Future and is the Chair of Subcontractor's USA Magazine. She was named a Woman Who Means Business by Houston Business Journal in 2019 and received the Community Advocate of the Year award from the Houston Black Chamber of Commerce. She was also recognized in Washington, D.C. with the Walker's Legacy Women in Economic Development award, Houston Business Journal's 40 Under 40, and featured as a Woman to Watch by the Houston Chronicle.

Carlecia holds a bachelor's degree from Columbia College Chicago and a master's degree from New York University. She is an Executive and Communications Coach with various certifications in coaching, diversity, and leadership development. Carlecia is a graduate of the City of New York's Leadership Institute, the Center for Houston's Future, Leadership Houston, Leadership North Houston, and a Senior Fellow for the American Leadership Forum.



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