# Empower 2025 Summit

April 4th, 2025 • Sugar Land Marriott





#### **Assisting Customers in Meeting their ESG Goals**

43-Year Certified M/WBE

#### Supplying Chemicals, Synthetic Lubricants, Specialty Chemicals and Fuels

National Deliveries to Fortune 500 companies

#### **Quality Services Include Warehousing and Packaging**

#### You are in good company as we supply:

Chevron, Colgate, ExxonMobil, First Energy, Hunt Refining, Invista, Lubrizol, Nippon Shokubai, P66 and Toyota to name a few customers.

#### **Products**

Acids, Alcohols, Antifreeze, (Corrosion Inhibitors)
Amines, Glycols, Glycol Ethers, Solvents, Sulfolane W, Triazine and Blends

#### **Cole Chemical & Distributing, Inc.**

M/WBE Certified ISO 9001:2008 Managed and Operated Responsible Care Distributor 2799 Katy Freeway, Suite 250 Houston, TX 77007 713-465-2653 www.colechem.com Email: weborders@colechem.com Fax 281-293-0082

# **Empower Summit**

# Program

# Table of Contents

	Page
Program-at-a-Glance	1
Sugar Land Marriott Floor Plan	2
Co-Chairs' Welcome Messages	3
Our Sponsors	
Planning Committee	6
Program Schedule	7
Empower Summit Co-Chairs	10
Past Summit Honorees	12
Speakers and Session Chairs	14
Coaches	23
About ACAP	27

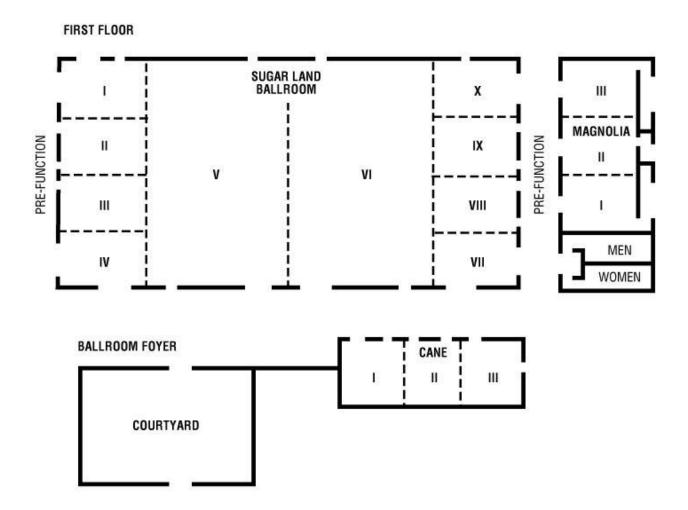
# Program-at-a-Glance

	Time	Event	Room		
7:30 a.m. – 12:30 p.m.		Conference Registration	Ballroom Foyer		
8:00 a.m. – 3:00 p.m.		Corporate Exhibits	Ballroom Foyer		
8:00	a.m. – 3:00 p.m.	Coach's Corner	Cane I-III		
8:30 a.m. – 8:45 a.m.		Welcome Remarks:  Cecil Fong, Executive Director, Empower Summit  Honorary Co-Chairs:  Donna Cole, President and CEO, Cole Chemical & Distributing  Angela Johnson, VP Diversity and Inclusion, Oxy	Ballroom V		
		Plenary Sessions			
8:45	a.m. – 9:30 a.m.	Love as an Empowerment Strategy  Mohammad Anwar, Chris Pitre, Frank Danna, and Jeff Ma	Ballroom V		
9:35 a.m. – 10:35 a.m.		Evolution of Workplace Empowerment April Day, David Leebron, Eduardo Nunez, and Dolly Brenneman	Ballroom V		
10:35 a.m. – 10:55 a.m.		Networking Break	Ballroom Foyer		
		Morning Concurrent Sessions: 11:00 a.m. – 12:00 p.m.			
<b>A</b>		nder Bias: Bridging the Gap in Women's Leadership right, Paula Mendoza, Christine Harrison, and Denise Malloy	Ballroom V		
В	B Leveraging the "5 Voices" to Foster Inclusivity and Connection Jim Lee				
Summit Champion Luncheon: Celebrating 25 Years! 12:30 – 1:30 p.m.					
	Luncheon and Recognition of Past Summit Champions Emcee: Vani Rao				
		Afternoon Concurrent Sessions: 1:35 p.m. – 2:35 p.m.			
A	Practitioner Fatigue: Unpacking this Moment and Moving Forward with Courage, Connection, & Curiosity Pranika Uppal Sinha		Ballroom V		
В	The Evolution of Employee Engagement: Driving Positive Culture During Times of Change Arianne Dowdell  An Overview of LGBTQ Issues on the Horizon Austin Ruiz				
C					
Reception, Networking, and Raffle Drawing 2:35 p.m. – 3:00 p.m.  Ballroom Foyer					

# **Empower Summit**

Houston Marriott Sugar Land

#### **Conference Center Floor Plan**



All conference activities are located on the first floor.

#### A Welcome Message from the Empower Summit Co-Chair



Welcome! Thank you, Cecil, ACAP and the Empower Summit Steering Committee for asking me to be an Honorary Co-Chair and to share this role with Angela Johnson.

I am happy to be here today, and I am thrilled that You are Here, investing in yourself to learn, and to ask questions, as well as sharing your thoughts to invest in others.

For many years, I have been on the steering committee and Cole Chemical is a sponsor because the Empower Summit provides timely relevant information with skills building in the workshops, recruiters are outside these doors, one on one coaching from licensed professionals and a networking opportunity.

Our goal is to help you improve the opportunity for upward mobility in your organization.

Today, more than ever, we must pray for ethical, caring and compassionate leadership to be put at decision tables. We need to work on our own moral courage to seek the truth and shatter fears from false assumptions and stand for justice for the greater good.

Let's celebrate our Empower Summit's 25th Anniversary and our awesome Summit Champions!

Be Curious and Have Fun, today!

Thank you!

Donna Cole President and CEO Cole Chemical & Distributing Inc.

#### A Welcome Message from the Empower Summit Co-Chair



**Dear Summit Participants:** 

Welcome to the 25th Annual Empower Summit. On behalf of Vicki Hollub, our CEO, and the entire Oxy leadership team, I would like to extend my sincerest gratitude to Cecil Fong and the Summit planning committee for their exemplary leadership and dedication in organizing such a significant event. This Summit brings together individuals from various business segments across greater Houston to promote Inclusion and belonging in the workplace.

Now more than ever, diversity and inclusion initiatives are crucial to our culture and workplace. Oxy's Board of Directors and senior leaders remain committed to a diverse and inclusive environment for its employees. We believe that it is essential to leverage the diverse backgrounds, unique experiences, and varied perspectives of our employees to drive innovation, promote growth, exceed expectations, and optimize results. We are

convinced that collective contribution enhances value, and we are dedicated to supporting one another and our communities through a culture of acceptance, appreciation, and respect.

Oxy is honored to collaborate with the Summit and its dedicated team of professionals, who work diligently to underscore the importance of recognizing and celebrating individual uniqueness. The Empower Summit serves as a collaborative platform that underscores the significance of raising awareness about inclusion and belonging, which are essential for fostering and maintaining an inclusive culture. Every participant has both the responsibility and opportunity to contribute to the creation of such an environment.

This year's theme, "Embracing Change and Building Futures Together", resonates throughout Oxy as we endeavor to demonstrate our ongoing efforts to build bridges within our workforce and the broader community. DEI will continue to be a priority. Nevertheless, it is imperative that we adapt to our ever-changing world and evolve in order to grow and achieve an inclusive future.

It is my privilege to serve as an honorary Co-Chair for this year's Empower Summit, along with Donna Cole with Cole Chemical & Distributing, Inc. Congratulations to all of the past Summit Champion Award recipients for their outstanding contributions to their companies and communities.

Again "Welcome"! I hope that you enjoy the Summit and that it inspires you to unleash the power of inclusion within you.

Cordially,

Angela R. Johnson

Vice President, Diversity & Inclusion

angela R. Johnson

Oxy

#### **Our Sponsors**

**Gold** 

Cole Chemical

Enbridge

H-E-B

Oxy

Shell USA

Silver

Akin

Rice University

South Texas College of Law Houston

**Bronze** 

Metro

**Friends** 

Dolly Brenneman

Indo American Chamber of Commerce

Interfaith Ministries for Greater Houston

Law Office of Minnie Tsai Nelson

Nguyen Jazrawi & Chen

Unity National Bank of Houston

#### **Collaborators**

ADL Southwest Region

Asian Social

Greater Houston LGBT Chamber of Commerce

International Coach Federation – Houston

ykcreative

#### **Planning Committee**

#### **Honorary Co-Chairs**

Donna Cole Cole Chemical

Angela Johnson Oxy

#### **Executive Director**

Cecil Fong

#### **Associate Executive Director**

Daniel Chen

#### **Committee Members**

Riva Bonner Enbridge
Pranika Uppal Sinha Greystone
James Harris H-E-B

Jagdip Ahluwalia Indo American Chamber of Commerce

June Liu JQL Consulting, LLC

Gayla Wilson Interfaith Ministries for Greater Houston

Minnie Tsai Nelson Law Office of Minnie Tsai Nelson

Carla Newman Sapsford Legacy Community Health
M. Helen Cavazos MH Cavazos Associates

Roland Manzano METRO

Daniel Chen Nguyen, Jazrawi & Chen

David Medina Rice University
Denise Hall Shell USA

Dolly Brenneman Soaring to Greatness Renu Sachdeva Talking Talent

Donna Davis

Ambrosia Chuang

South Texas College of Law Houston

Unity National Bank of Houston

Vivienne Kwon ykcreative

#### **Association of Chinese American Professionals**

Eddy Lee President

Ambrosia Chuang President Elect

Jessica Huang, Tina Huang Treasurer
Betty Tung Logistics Lead

CC Liu A/V, Sound System

Peggy Liu Photographer Stephen Huang, Minnie Tsai Nelson Program Book

Irene Chen Program Support

Frank Lin, CC Liu Website

Daniel Chen, Minnie Tsai Nelson Whova

#### **Program Schedule**

Time	Event Room	
7:30 a.m. – 12:30 p.m.	Conference Registration	Ballroom Foyer

Six SHRM continuing education credits are available for attending the conference

8:00 a.m. – 3:00 p.m.	Corporate Exhibits	Ballroom Foyer
-----------------------	--------------------	----------------

Please visit the exhibition booth of our conference sponsors

8:00 a.m. – 3:00 p.m.	Coach's Corner	Cane I-III

Professional coaches from the International Coach Federation-Houston will offer complimentary career coaching sessions. Sign up at the Registration Desk to take advantage of this exciting opportunity!

8:30 a.m. – 8:45 a.m.	Welcome Remarks	Ballroom V
-----------------------	-----------------	------------

Welcome Remarks: *Cecil Fong*, Executive Director, Empower Summit

Honorary Co-Chairs: Donna Cole, President and CEO, Cole Chemical & Distributing

Angela Johnson, VP Diversity and Inclusion, Oxy

	8:45 a.m. – 10:35 a.m.	Plenary Sessions	Ballroom V
--	------------------------	------------------	------------

#### Love as an Empowerment Strategy

8:45 a.m. - 9:30 a.m.

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

Speakers: *Mohammad Anwar*, President & CEO, Softway and Culture+

*Chris Pitre*, VP, Softway and Culture+

Frank Danna, Director, Softway and Culture+

**Jeff Ma**, Director, Softway and Culture+

Empower your team and drive success with insights from the authors of the Wall Street Journal bestseller *Love* as a Business Strategy. This session is packed with real-world examples showing how a culture of 'love' creates a high-performing, empowered workforce, leading to impactful results.

#### Evolution of Workplace Empowerment

9:35 a.m. - 10:35 a.m.

Chair & Moderator: **Dolly Brenneman**, Founder, Soaring to Greatness

Panelists: April Day, President, Women's Business Enterprise Alliance

David Leebron, President and CEO, Texas 2036

Eduardo Nunez, Co-Founder and Co-President, Blue Wave Industries

Influential leaders share their past experiences and perspectives on workforce empowerment trends that:

• Brought significant benefits and shifts to their field of expertise.

- Lessons learned where practice can be improved.
- Explore unintended consequences with empowerment practices being eliminated.
- Offer ways to operate that meet challenges to the current environment.
- How/what to prepare for the future workforce that would result in good outcomes for recruitment, retention, profitability, productivity, and business growth, while fostering innovation and creativity.

10:35 a.m. – 10:55 a.m. Networking Break Ballroom Foyer

Please visit the exhibition booth of our conference sponsors

#### Morning Concurrent Sessions: 11:00 a.m. – 12:00 p.m.

#### A Gender Bias: Bridging the Gap in Women's Leadership

Ballroom V

Co-Chairs: **Donna Cole**, President and CEO, Cole Chemical & Distributing, Inc.

Donna Davis, Assistant Dean of Leadership and Empowerment, South Texas College of Law Houston

Moderator: Denise Malloy, SVP Chief Belonging Officer, Wal-Mart (retired)

Panelists: Carlecia Wright, Chief Business Equity Officer, Port of Houston

Paula Mendoza, CEO, Possible Missions, Inc.

**Dr. Christine Harrison**, Education Consultant, Center for the Healing of Racism

A discussion on where we are and what to do for ourselves and others.

These powerful women are leading the way for others and breaking ground for new thought leadership.

#### B Leveraging the "5 Voices" to Foster Inclusivity and Connection

**Ballroom II-IV** 

Chair: Vivienne Kwon, President, ykcreative
Speaker: Jim Lee, Founder and Coach, B-SPOKE

Regardless of your ethnic background, hometown, or personal identity, we all share common traits that have the power to unite us. Instead of focusing on the differences that often divide us, the "5 Voices" framework offers a way to strengthen connections and build bridges across identities.

The "5 Voices" system highlights key characteristics that we all possess, some more pronounced than others. By recognizing these shared traits, we can move beyond surface-level challenges and engage more deeply through common values. Understanding the strengths and potential growth areas of each "Voice" also allows us to appreciate differences while fostering personal growth to collaborate more effectively and support one another, especially during challenging times.

12:30 – 1:30 p.m. Summit Champion Luncheon: Celebrating 25 Years! Ballroom VI

Emcee: Vani Rao, Executive Coach

Celebrating 25 Years – Recognition of Past Summit Champions

#### Afternoon Concurrent Sessions: 1:35 p.m. – 2:35 p.m.

# A Practitioner Fatigue: Unpacking this Moment and Moving Forward with Courage, Connection, & Curiosity

Ballroom V

Chair: **Daniel Chen,** Partner, Nguyen, Jazrawi & Chen

Speaker: Pranika Uppal Sinha, Managing Director, Organizational Development and Culture, Greystone

Fatigue for practitioners focusing on belonging is real! Explore the signs/symptoms, root causes and how to move forward with courage, connection, and curiosity.

# B The Evolution of Employee Engagement: Driving Positive Culture During Times of Change

**Ballroom I-IV** 

Co-Chairs: Carla Newman, Sr. Dir. for Public Affairs, Legacy Community Health

June Liu, Founder and Principal, JQL Consulting

Gayla Wilson, Interfaith Relations Community Engagement Program Manager, IMGH

Speaker: Arianne Dowdell, Vice President, Chief Culture & Engagement Officer, Houston Methodist

Employee engagement has emerged as key driver in business success in today's competitive workplace. Maintaining an employee's commitment and connection to the organization starts with a foundation that is rooted in a strong culture. With more than 34,000 employees and nine hospitals in the Greater Houston area, Houston Methodist has cultivated a strong culture that brought it through the pandemic and now through the rapidly adapting societal landscape.

Companies are increasingly adopting programs and approaches to keep employees engaged, offering flexible work arrangements to personal days and opportunities for employees to come together to support causes within the organization and local community. Understanding how to navigate these changes and adjusting programs accordingly is important to maintain a strong employee culture and successful organization.

#### C An Overview of LGBTQ Issues on the Horizon

Magnolia I-III

Chair: **Denise B. Hall,** US DEI Advisory, Shell USA

Speaker: Austin Ruiz, President, Houston LGBTQ+ Political Caucus

Learn about policy advances and challenges facing the Lesbian, Gay, Bisexual, Transgender, and Queer or LGBTQ+ community in Texas today and on the horizon. Attendees will hear about some of the current needs and concerns of your LGBTQ+ employees and their families.

This interactive session will provide an opportunity to ask questions and learn more about the vibrant and diverse LGBTQ+ community in the Greater Houston region and beyond.

#### Reception, Networking, and Raffle Drawing

2:35 p.m. – 3:00 p.m.

Ballroom Foyer

- Please complete conference surveys in the Whova app or return the hard copy to the registration desk.
- All attendees for afternoon sessions will be eligible for a door prize drawing that will start at 2:35 p.m. You must be present to win

#### **Empower Summit Co-Chair**



Donna Cole
President and CEO
Cole Chemical & Distributing Inc.

Ms. Donna Fujimoto Cole founded Cole Chemical & Distributing, Inc. in 1980 at the request of her customers after working in the chemical industry for four years with a 3 percent interest in Gold Chemical International and later as Vice President of Sales for delRey Chemical with a 26% interest. At 27 years old, divorced with a 4-year-old daughter, she started the company with \$5,000.

Cole Chemical provides industrial and process chemicals to the automotive, aviation, energy, production, midstream, refineries, and petrochemical industry. She has started, sold, invested, and divested in many types of businesses.

In 2022, she sold a 40 percent interest in Cole Chemical to Berryman Smith, LLC., to strategically grow the company with new products and services.

Donna has received many awards throughout the years for her leadership, board and advisory board positions by building a pipeline for the sciences, supporting education, and mentoring others to improve the quality of life for others.

#### **Empower Summit Co-Chair**



Angela Johnson,
VP Diversity and Inclusion
Oxy

In this role, Angela has oversight and responsibility for the Diversity & Inclusion Program for Oxy's domestic employees and provides strategic expertise and support to the corporate business leaders and C-Suite executives.

With more than 25 years of experience as a Human Resources professional, Angela brings a wealth of HR operations knowledge and expertise across various HR disciplines and business segments. Prior to Angela's current role, she served as the Director of Human Resources for Oxy's corporate functional leaders where she focused on coaching, developing, and implementing HR strategies and initiatives aligned with the overall business strategy. She joined Oxy in 2007. Prior to Oxy, Angela worked for El Paso E&P, Enron, Exxon, and Sysco Corporation in a variety of domestic HR roles of increasing responsibility.

Angela is a native of Houston, and a graduate of the University of Houston, where she received a Bachelor's degree in Business Management. Additionally, she holds a Masters of Theology from Southwestern Baptist Theological Seminary in Fort Worth, Texas. Finally, Angela also holds the Certified Diversity Executive (CDE) designation and has been recognized and honored with multiple awards for her passion, commitment, and contributions in the D&I space: the 2021 Top DEI Champion Award, the 2022 DEI Influencer Award, the 2023 National MLK Leadership award and the 2024 Top 100 Diversity Officers award

#### **Past Summit Honorees**

#### 2008

Cecil Fong - Shell USA

Jagdip Ahluwalia - Indo American Chamber of Commerce of Houston

Dr. Jenny Yang – Marathon Oil

#### 2009

Robert Pease - Motiva Enterprises LLC La Monica Yarbrough - ADL Southwest Region

#### 2010

Donna Cole - Cole Chemical Martin Cominsky - ADL Southwest Region David Medina - Rice University

#### 2011

John Sequeira - Shell USA Richard Huebner - Houston Minority Supplier Development Council Dr. Jill Carroll - Scholar, Writer & Speaker

#### 2012

Earl Shipp - Dow Chemical

Dolly Nguyen Haim Brenneman - Soaring to Greatness

#### 2013

Felipe Bayon Pardo - BP America Cherry Steinwender - Center for the Healing of Racism

#### 2014

Greg Vesey - Chevron
Adrian Garcia - Harris County Sheriff
M. Helen Cavazos – MH Cavazos Associates

#### 2015

Floyd J. LeBlanc - CenterPoint Energy Craig Clayton – University of Houston

#### 2016

Kelly Showalter - Shell USA

Maria Palacios - "Goddess on Wheels"

Richard A Hubner - Houston Minority Supplier Development Council

Dr. Harry Gibbs - MD Anderson Cancer Center

#### 2017

Lynn Chou - Chevron April Day - Women's Business Enterprise Alliance Frances Tarlton "Sissy" Farenthold, J.D.

#### 2018

Stanley Kazibwe - Bechtel
Nancy Levicki - Dress for Success Houston

#### 2019

**Deborah Wilkins Buford** – Shell USA **Ali Al Sudani** – Interfaith Ministries for Greater Houston

#### 2020

Joe Bontke - EEOC Shara Hammond – Marathon Oil VAST Academy - HCC

#### 2021 - 2022

Annie Lidge - Fluor David Leebron - Rice University Digital and Info Tech STEM Team - HCC

#### 2023

Roland Manzano - METRO Adrian Garcia - Harris County Commissioner Information Technology Team - CenterPoint Energy

#### <u>2024</u>

Eduardo Nunez – Blue Wave Alison Chen – Akin People Operations Team – Goodwill Industries

#### **Speakers and Session Chairs**

alphabetical by last name

#### Mohammad F. Anwar

President & CEO, Softway and Culture+

Co-author of the Wall Street Journal Bestselling Book "Love as a Business Strategy"

**Mohammad** is the youngest of five children and was born and raised in Saudi Arabia by Indian parents from Bengaluru. He graduated from the University of Houston (Go, Coogs) with a BS in Computer Science and started Softway at age 20, where he still serves as president and CEO.

Mohammad lives in Sugar Land, Texas, with his amazing wife, Yulia, a Russian diver and five-time Olympic medalist, and his beautiful children, Sufia and

Mohsin. In his spare time, he enjoys fitness, watching college sports, and butchering American idioms.

#### **Dolly Nguyen Haim Brenneman**, EMBA

President and Founder, Soaring to Greatness

**Dolly Brenneman** is a servant leader, executive coach, strategic leadership consultant for organization transformation in healthcare delivery systems, energy, banking, investment, education, fundraising for non- profit and faith-based organizations. A life-long learner, she brings fresh creative approaches and unique perspectives. Through her executive coaching program, clients gain new insights, learn techniques to minimize stress, find calmness, new directions, achieve goals and strive to live the best life that they have been given. She is a Senior Fellow of



the American Leadership Forum and an alumnus of the Business and Civic Leadership Forum of the Center for Houston's Future. As one of the founding members of this Empower Summit, formerly Diversity Summit, she is grateful to team up with such a generous sponsors and team of professional volunteers to collaborate to deliver this annual conference, leading to its 25th anniversary! Congratulations to all!

#### **Daniel Chen**

Partner, Nguyen, Jazrawi & Chen

**Daniel** is the Associate Executive Director of ACAP's Empower Summit. He is an immigration attorney and founding partner at Nguyen Jazrawi and Chen, PLLC. He specializes in corporate, investor, and extraordinary ability foreign national visas. He has been practicing immigration and nationality law for over two decades. Daniel was the 2018-2019 President of the Association of Chinese American Professionals, the 2017 President of the Houston-Taipei Society of Sister Cities and also the 2012 President of the Asian American Bar Association in Houston. Daniel



received his Bachelor of Arts from the University of Texas and his Juris Doctorate from Syracuse Law.

#### Frank Danna

Director, Softway and Culture+

Co-author of the Wall Street Journal Bestselling Book "Love as a Business Strategy"

**Frank,** the oldest of six children, can often be found perfecting the art of brewing, drinking, and sharing coffee with friends and family. Frank is an entrepreneur at heart, having successfully sold his first startup at age 25.

Frank is a pop culture connoisseur, world traveler, and citizen of Disneyland. In his spare time, he bakes award-winning cookies, makes silly videos, and enjoys fitness (to offset the cookies).



Frank lives in Houston, Texas, with his gorgeous wife, Megan, and awesome children, Emma and Levi.

#### Dr. Donna Davis, J.D.

Assistant Dean of Leadership and Empowerment, South Texas College of Law Houston

**Donna Davis**, J.D., is an experienced practitioner who focuses on the justice, leadership and empowerment strategic vision, training, internal initiatives, and external collaborative opportunities for the law school.

Davis has twenty-four years of experience in higher education and has held various executive positions at law schools and university systems nationwide. She is also an organizational development consultant, and recognized speaker who exemines various tonics associated with our global differences. Davis is a moral



examines various topics associated with our global differences. Davis is a member of the National Association of Diversity Officers in Higher Education.

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

#### Dr. April Day

President, Women's Business Enterprise Alliance (WBEA)

**Dr. Day** oversees two SBA Resource Centers. The WBEA is a leading economic business development entity for the small business community. WBEA provided services for over 2700 business owners and procured \$380,000 in grant funds to provide free programming and enhance capacity for business owners. Dr. Day recently launched WellDays, a wellness company dedicated to reducing burnout and optimizing our best life without sacrificing health.



Dr. Day gives back to the community by volunteering within the non-profit and business community, serving as adjunct faculty, and a corporate business trainer.

Dr. Day is a Houston Business Journal Women Who Mean Business honoree and LUX Magazine Women of Impact. Dr. Day is a Certified Nonprofit Professional, Leadership Houston Alum, American Leadership Forum Senior Fellow and member of the Zeta Phi Beta Sorority, Inc.

#### **Arianne Dowdell**

Vice President, Chief Culture & Engagement Officer, Houston Methodist

**Arianne** is responsible for leading the hospital's culture and vision for unparalleled safety, quality, service and innovation through system-wide strategy, programming and implementation with key internal and external partners.

Arianne joined the Houston Methodist Hospital Foundation in July of 2019 and was appointed to her current role in September 2020. Prior to joining Houston



Methodist, Arianne worked in higher education where she was the Senior Director of Operations and Partnerships at Syracuse University. She also held leadership positions at Virginia Commonwealth University, in Richmond, Virginia and The Rockefeller University, in New York. She also served as the Communications Director and then President of the National Association of Black Automotive Suppliers. With a passion for journalism, Arianne began her career in television where she worked at Court TV and Madison Square Garden Network. A former attorney, Arianne previously practiced as a labor and employment lawyer in Detroit, Michigan. She holds a JD from Wayne State University, an MA from Syracuse University and a BA from Hampton University.

For her work and leadership, Arianne has been recognized with several awards from Modern Healthcare and Becker's Healthcare, just to name a few.

#### **Cecil Fong**

**Executive Director, Empower Summit** 

**Cecil** is the Executive Director for the Empower Summit, a nonprofit organization aimed to promote diversity and inclusion in order to create inclusive work environment to give everyone equal opportunity to succeed. Cecil Fong is on the board of OCA Greater Houston and Chinese Community Center. He is also a senior fellow with Leadership Houston and American Leadership Forum.



Cecil is a Shell retiree. With a career spanning 34 years, he has held a number technical and management positions in various business segments including

Exploration & Production, Chemicals, Lubricants, Pipeline, Supply & Distribution, and Technology. He holds Bachelor and Master degrees in Chemical Engineering from Rice University.

# **Denise B. Hall**US DEI Advisory, Shell USA

**Denise** has over two decades of experience in various operations and corporate environments where she has served in leadership, technical, and H.R. positions. Her career has included work in over 12 states, including Wyoming, Iowa, Louisiana, Nebraska and Texas. Currently, she is the US DEI Advisor at Shell USA. Denise oversees the eleven Employee Resource Groups (ERGs) and acts as a liaison to the lines of businesses to support and implement Shell's DEI initiatives.



Denise is a native Houstonian and Prairie View A&M University graduate with a B.S. in Chemical Engineering and an MBA in Organizational Leadership from LeTourneau University. She is the mother of Lauren (age 9) and Dorian (age 7), and they keep her abreast of all the latest news on Disney and Roblox. Denise and her family love to travel, play outdoor sports, and cook in their spare time.

#### Dr. Christine Schwyn Harrison, Ph.D.

Education Consultant, Center for the Healing of Racism

As a racially conditioned *whited* woman, **Christie** is a seasoned anti-racism and equity researcher, consultant, executive coach. She is also an advisor, and facilitator at the Center for the Healing of Racism (CFHR) in Houston, TX.

While dedicated in her research to youth and adult development, through the CFHR, Christie supports *whited* individuals, educators, and executive leadership teams in their journeys to understand systemic and individual forms of racism; its impact on



their lives, communities, business success, and educational outcomes. She is also a Fellow at the Institute for Social Justice at Fielding Graduate University and an advisor for anti-racism leadership programs. Developing stamina and courage among *whited* folks for individual and systemic corrective action against racism is where Christie's passion lies.

#### Vivienne Kwon

President, ykcreative

**Vivienne Kwon** is a branding strategist, entrepreneur, marketing leader, and Co-Founder of The Asian Social.



# **Jim Lee** Founder and Coach, B-SPOKE

Jim Lee is dedicated to transforming leadership through inclusivity, empowerment, and influence. With over 25 years' experience at Fortune 500 companies, he demonstrated that great results come from teams led with empathy and humility, not just authority. For the past 10 years, through his platform at B-SPOKE, Jim guides clients in tech, nonprofits, and small businesses to break barriers by amplifying diverse voices. His work inspires everyone to "Be Heard,



Be Seen, and Be Known." Outside of work, Jim volunteers with nonprofits, travels with his wife, Jane, and spends quality time with their daughter, Charlotte, building his own community.

#### David W. Leebron

President and CEO, Texas 2036

**David W. Leebron** is the President and CEO of Texas 2036, a nonprofit, nonpartisan state policy organization working to ensure Texas remains the best place to live and work through the state's bicentennial in 2036 and beyond.

Prior to joining Texas 2036 in 2024, Leebron served for 18 years as president of Rice University where he is now President Emeritus and remains on the faculty as University Professor. Under Leebron's guidance, Rice underwent a period of growth and transformation increasing its undergraduate and graduate student



populations, enhancing the campus with over \$1.8 billion in new construction and ongoing capital improvements, extending its research endeavors and international presence, deepening its relationship with its home city of Houston, and earning greater visibility locally, nationally and internationally.

Prior to taking the helm at Rice, Leebron was dean of Columbia Law School. Originally from Philadelphia, he is a graduate of Harvard College and Harvard Law School, where he was elected president of the Law Review in his second year. After graduating in 1979, he served as a law clerk for Judge Shirley Hufstedler on the 9th Circuit Court of Appeals. He began teaching at the UCLA School of Law in 1980 and at the NYU School of Law in 1983. In 1989, Leebron joined the Columbia Law School faculty. David lives in Houston with his wife Ping Sun who is active with several nonprofit organizations in Houston and serves as counsel to the law firm of Yetter & Coleman LLP. Leebron and Sun have two adult children.

# June Liu, MPH

Founder and Principal, JQL Consulting LLC

**June** provides management consulting services for organizations at all stages of the social impact journey. June's experience is built on her management consulting tenure at Bain & Company, a top-tier global consulting firm, and her work to improve health outcomes and disrupt poverty for low-income populations.



With over 15 years of experience in strategy, program design and optimization, and policy advocacy, June helps organizations integrate corporate effectiveness with mission-driven motivation.

#### Jeffrey F. Ma

Director, Softway and Culture+

Co-author of the Wall Street Journal Bestselling Book "Love as a Business Strategy"

**Jeff** spent the first decade of his career working in the video game industry, from game testing to project management. He continues to bring his love for games into everything he does, from playing with his kids to training and coaching leaders.



Jeff has a burning passion for board games, magic tricks, Agile, and growth mindsets. He was born and raised in Texas, where he and his beautiful wife, Maggie, dote on their wonderful children, Cody and Penelope.

#### **Denise Malloy**

Immediate Past, Senior Vice President and Chief Belonging Officer, Walmart Inc.

**Denise Malloy** joined Walmart Inc. in 2023 as the first-ever Chief Belonging Officer, an evolution of the Chief Diversity Officer role. As Chief Belonging Officer, Denise leads Walmart's global diversity, equity and inclusion strategy to create a workplace of belonging, where associates feel valued and supported to reach their full potential every day.



Denise is a senior corporate executive skilled at developing new markets, developing people, and generating unparallel revenue and market growth globally.

Her success as a global sales and people leader afforded her the opportunity to work alongside CEO's and corporate board members. Personally tapped to develop and sustain corporate culture and sustainability programs is what landed Denise in the DEI space. Prior to joining Walmart, Denise served as Vice President of Diversity & Inclusion at Johnson Controls, where she spearheaded the company's diversity, equity and inclusion strategy across 150 countries. Denise particularly focused on incorporating DEI practices into ways of working across every level of the company, in both business and philanthropy. This work led to Johnson Controls' addition to the Forbes 2021 Best Companies for Diversity & Inclusion list.

Denise served in several senior leadership roles at Johnson Controls, including vice president of commercial real estate services, where she excelled in sales, customer experience and growth strategies. She also held senior management and business development positions at Enron Energy Services, J.P. Morgan, and Xerox.

#### Paula M. Mendoza

President & Chief Executive Officer
Possible Missions, Inc, Pos Mis, Inc. & Possible Properties, LLC

A native Houstonian whose parents were born in Mexico, **Paula Mendoza** is an entrepreneur from the Northside and a graduate of Lone Star North College. Recognized not only for the quality of her work, but for the passion she brings to every endeavor. Owning and managing three businesses; Possible Missions, a procurement firm, Pos Mis Inc, a project management firm, and Possible Properties, LLC a real estate company. Under her leadership, Possible Missions, Inc. (PM), a company she established in 2001, has experienced exponential growth. Beginning with \$100 in the bank to creating a multi-million-dollar business.



Over the years she has offered her time and talent as a speaker, event organizer and community leader to countless organizations and has spent a considerable amount of time with organizations that focus on youth and education.

#### Carla Newman

Sr. Dir. for Public Affairs, Legacy Community Health

Carla has been a committed champion of this work for over 20 years. As a recovering journalist, her reporting used to focus on the energy sector, immigration, education, public health, cultural dislocation and religion. Her most recent op ed was in the Boston Globe regarding the future of affirmative action in college admissions. In 2024 she secured over 600 media mentions and an eight figure equivalent media value for earned media placements for her non-profit, Houston's third largest.



She has served on the Programming Committee for the Empower Summit three years in a row. She recently won the Writers League of Texas' 'Best Memoir' prize for 2022. She earned a dual masters degree from the Columbia Journalism School and from the School of International and Public Affairs, and a bachelors from Wellesley College.

#### Eduardo R. Nunez

Co-Founder and Co-President, Blue Wave

**Eduardo Nunez** has 42 years of corporate experience and 6 years as a business owner. He earned his B.S. and M.S. degrees in Engineering from the Buenos Aires Institute of Technology and studied International Management at IMD Business School in Lausanne, Switzerland. Eduardo's professional journey began at IBM Argentina, in engineering and marketing roles. In 1988, Eduardo joined Exxon in Argentina, where he served as IT and Procurement Manager. He also served as Director of Procurement for Exxon in Europe and Japan. After the Exxon Mobil



merger, Eduardo was appointed General Manager of Global Procurement. He retired in 2018 and received a Life Achievement Award. Eduardo is a Senior Fellow of the American Leadership Forum and the Center for Houston's Future. He served as chairman of HMSDC and President of the

Argentina-Texas Chamber of Commerce. Eduardo founded Blue Wave in 2019, a company dedicated to developing small businesses.

Blue Wave is a certified minority-owned corporation that helps diverse suppliers understand the international standards required by major corporations and government entities using the Blue Wave Supplier Development Program which is a suite of proprietary methodologies, technologies, training curriculum, and document library. Blue Wave's mantra is very inspirational, and it reflects the company's purpose: Changing the World, One Supplier at a Time!

#### Christopher J. Pitre

Vice President, Softway and Culture+ Co-author of the Wall Street Journal Bestselling Book "Love as a Business Strategy"

**Chris** is a student of the world and enjoys anthropology, history, travel, and culinary experiences. His interests in global cultures naturally led him to travel around the world, cofacilitating Culture Rise, a leadership development training program, and managing client relationships globally.



Chris is a native Houstonian who loves everything Beyoncé. He has a BA in Business Administration from The George Washington University in Washington, DC.

#### Y. Vani Rao Executive Coach

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

She uses values-based coaching with clinically proven mental and emotional release techniques to break negative patterns and manifest goals. She has worked for three decades in the corporate sector, most notably in oil and gas leading teams in capability, planning, projects & engineering, continuous improvement and diversity



& inclusion. She developed and led diverse Employee Resource Groups (ERGs) moving from volunteer roles to a manager on the D&I team where she delivered a sponsorship program for Women in Global Operations and launched Inclusion Councils; her passion for inclusivity garnered numerous internal corporate and external industry awards.

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

Vani has an MBA from Columbia University and BA in Psychology from Austin College. She is a certified trainer of Neuro Linguistic Programming (NLP), a project management professional (PMP<sup>©</sup>), and is certified in Mental and Emotional Release (MER<sup>TM</sup>), hypnosis and Myers-Briggs Type Indicator. She lives in Houston and loves her Dallas Cowboys.

# Austin Davis Ruiz (he/him/his) President, Houston LGBTQ+ Political Caucus

A native Houstonian, **Austin** graduated from Duke in 2017 with a double major in Theater Studies and Public Policy Studies. He's previously worked at Young Audiences of Houston and, most recently, the Montrose Center.

Houston LGBTQ+ Political Caucus is the oldest, non-partisan, LGBTQ+ civil rights organization in the South. Austin is one of the youngest presidents in the organization's history, and the first Latino male to serve as president. Outside of his



advocacy work, he serves as Community Engagement Manager for Harris County Precinct 4, managing the precinct's team of community engagement coordinators to community build, meet constituent needs, and execute the vision of Commissioner Lesley Briones.

#### Pranika Uppal Sinha

Managing Director, Organizational Development & Culture, Greystone

**Pranika Uppal Sinha** oversees organizational development and culture at Greystone. In this role, she is responsible for initiatives relating to culture and community, including education, resources, and programming, across the entire firm to ensure Greystone's efforts evolve and move forward to build belonging and support our tagline 'where people matter.' Greystone's Culture and Community committee and overall program is award-winning and recognized nationally. As a



part of organizational development, Pranika oversees performance management, training, and leadership programs - creating impactful content for employees and leaders at all levels to develop and grow.

Prior to Greystone, Pranika worked at Oxy, Memorial Hermann Healthcare System, and 21st Century Consulting in various talent development, Human Resources, training, employee engagement, and inclusion-focused areas and roles.

Pranika earned a B.S. in environmental engineering at Northwestern University and an MBA at Rice University. She is a graduate of Leadership Houston, Class XXXIV. She has volunteered with the Texas Leadership Consortium and the Diversity/Empower Summit in Houston for many years. Pranika serves as a lecturer at Rice University's Business School and launched the school's first DEI-focused experiential learning lab course in 2022. She volunteers with Boys and Girls Clubs both locally and nationally, and also shares her voice and time to several organizations and nonprofits as a speaker. Pranika is based in Houston, TX where she resides with her husband, two daughters, and rescue dog.

#### Gayla Wilson

Interfaith Relations Community Engagement Program Manager Interfaith Ministries for Greater Houston

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



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

#### Carlecia Wright

Chief Business Equity Officer, Port Houston

Carlecia Wright is a strategic leader with extensive experience in fostering inclusive workplace cultures and advancing business growth. In May 2024, she joined Port Houston as Chief Business Officer, where she leads organizational development, human capital initiatives, and business development programs. Carlecia is committed to embedding inclusive practices across the port's operations and strategic initiatives.



Prior to joining Port Houston, Wright served as Senior Associate Vice Chancellor and Chief Culture and Engagement Officer at Lone Star College, where she strengthened community engagement and workplace culture. She also led the City of Houston's Office of Business Opportunity, where she helped award over \$4 billion in contracts supporting small and disadvantaged businesses.

Wright chairs the Harris County Opportunity Fund and serves on several boards. Her accolades include recognition by the Houston Business Journal, the Houston Black Chamber of Commerce, and Walker's Legacy. She holds degrees from Columbia College Chicago and New York University, along with various leadership certifications.

#### **Coaches Corner**

alphabetical by last name

#### Dr. Joke Coker, PhD, PCC

Consetellation Group

**Dr.** Coker is a seasoned executive coach, coach trainer, mentor coach and organizational psychologist, with deep experience in designing and implementing comprehensive training and mentoring programs. She empowers organizations and individuals to unlock their full potential by combining extensive C-suite experience in globally listed companies with strong organizational psychology principles to craft bespoke interventions that drive sustainable change and transformational growth.



She comes with a proven track record of tri-continental success in driving business growth, improving organizational effectiveness, and developing high-performing teams,

She harnesses her unique blend of practical expertise and scientific rigor to work. Dr Coker's strong educational background, includes a Ph.D. in Applied Psychology from Fielding Graduate University (USA), an MBA from Cranfield University (UK), and an MS in Psychology from Arizona State University(USA).

Her areas of expertise include organizational effectiveness, mentor coaching, coach training, executive coaching, team coaching, and leadership development. She serves on various Boards including ICF Houston Chapter, she also mentors women on Boards.

# Joel Dietz Orange Door®

**Joel Dietz,** ACC, ACTC, SPHR helps mid- and late-career professionals navigate major career shifts or develop their leadership in the roles they hold today. Joel brings to your conversation 20 years in talent/leadership development HR, and executive coaching in multiple industries. He completed a MS In Human Resource Development from UT Tyler, the graduate Academic Certificate in Executive and Professional Coaching from UT Dallas, and advanced team coaching studies at UC Davis. Joel is committed to serving diverse clients through his coaching practice Orange Door®, a Certified LGBT Business Enterprise® by NGLCC. He also serves



as Sr. Director of Learning & Leadership Development for MRC Global, the world's leading distributor of infrastructure products to the energy industry.

#### Dr. Tamara Garrett

**Dr. Tamara Garrett** is a seasoned corporate executive and change agent with over years of leadership experience in legal, supply chain management, transformation and relationship management. Her areas of focus when coaching and mentoring centers on early career and first generation corporate professionals.

She is a US Navy veteran with an adult son and tween daughter. She owns two companies (an executive leadership coaching/career development business and real estate holding firm). In her spare time, she serves on nonprofit boards, explores

cultures through leisure travel, and enjoys dancing. She is quite passionate about and believes in the power of coaching and relationships to transform lives because it changed hers.

#### Kelly Hakes, MBA, ACC, CELDC

Executive and Leadership Development Coach

As an ICF-certified executive and leadership development coach, **Kelly** guides leaders helping them build the confidence they need to harness their innate strengths and further develop them, nudging her clients outside their comfort zones – the place where personal growth occurs.

Kelly's core values are her guiding principles for her coaching practice. Her values include authenticity, integrity, vulnerability, compassion and having a growth mindset. She strives to emulate these values in her coaching sessions to build a safe



space for her clients. She also looks for these values in her clients. Without them, growth is an uphill battle.

Kelly brings over 30 years' experience in international business and program development, and 20 years of healthcare industry experience, giving her hands-on experience and insight into what it takes to successfully navigate complex organizations.

Kelly's experience literally spans the globe, including conducting business and travelling for pleasure in 45 countries. This experience has given her a keen understanding of business practices throughout the world, in addition to a well-developed cultural sensitivity.

While she is a Houston, Texas native, Kelly has also lived in Paris and Barcelona. She has a BA and an MBA in international business from The University of Texas and Schiller International University respectively.

#### Kelly Houston

President, Wellness Beings

Kelly Houston is a Team Leadership Coach and Networking Technologist. During his career, his specialty has been helping technology startup companies achieve successful implementation of cutting edge technology solutions. With over 28 years of experience in Network Engineering, Cloud Architecture and Telecommunications Infrastructure he is passionate about empowering Leaders and Organizations to achieve their full potential. As the President of Wellness Beings, he provides Coaching and Consulting Services to Leaders and their Teams.



#### **Lorraine Lewis**

Founder, Alofloreo Coaching

**Lorraine Floreo** is the founder of Alofloreo Coaching, offering professional coaching for individuals and teams.

Lorraine's clients are professionals who are ready to propel into the next level of their career. They are looking to be recognized for their efforts, effectively showcase their talents, and experience purpose in their work. Lorraine guides her clients through a process to realize their goals and sustain their visions.



She is a member of the International Coaching Federation (ICF). She volunteers for Dress for Success Houston and the University of Cambridge Primary School. Outside of coaching, Lorraine enjoys her three G's – grandchildren, gardening, and golfing.

#### Pam Lyle

In addition to being the CFO at The Rose for 20 years, **Pam** is a coach with experience in personal and business coaching. In her coaching practice, she has worked with all levels of management and with individuals looking for more in their lives. Pam has 30 years of experience in the executive leadership role with for profit and nonprofit healthcare entities. She has served as the Assistant Controller for Bayshore Medical Center and CFO for Woman's Hospital and The Rose. She has experience in leadership development, strategic planning, executive management and operations. While at The Rose, her love for the human capital side of the business was born and she was drawn to coaching. Whether it's an individual

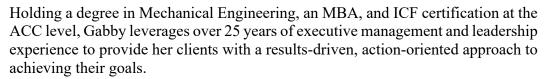


wanting more out of life or a CEO who wants more out of their business, her approach is to help the client understand the values that drive them and the strengths that make them successful.

Pam has been a member of ICF Houston Coaches since January 2011 and has served as Treasurer from 2012 through 2015. She holds the Core Essentials Graduate (CEG) of Coach U. She has been a member of International Coach Federation since 2012. She has a BS in Accounting from UH Clear Lake and a MBA from UH -Bauer College of Business. Her community involvement includes Board President of Brigid's' Place and membership in GHWCC, GHP, HR Houston, SHRM and Girl Scouts of San Jacinto.

#### **Gabby Ring**

**Gabby Ring** is a leadership and business coach who helps high achievers' level up. She empowers individuals with emotional intelligence to master conflict, self-leadership, team dynamics, and business success.





Gabby's coaching philosophy centers on a collaborative approach with her clients to enhance their self-awareness, consciously choose their mindset and actions, acquire new skills, define personal success, and realize their aspirations.

Beyond her role as a coach, Gabby is a wife of 26 years, a mother of three, and a successful entrepreneur.

#### Gerald Soparkar

Gerald is a leadership development coach and learning & development consultant based in Houston, TX. Gerald helps new existing managers become outstanding leaders with coaching solutions developing, challenging and guiding their purpose to building high-performing teams. Gerald also helps teams and organizations build employee experience models strengthening and empowering teams for a more engaged workforce. He has spent almost 20 years in the L&D and coaching space across 6 industries with eight of those years in Beijing, China. Gerald's areas



of focus include new manager coaching, executive coaching, team coaching, employee experience, leadership development, and trauma informed care.

Gerald received his executive MBA from Quantic in 2022 and earned his undergraduate degree in Boston, MA. He is a Massachusetts native and loves Houston for its diverse food scene, cultural activities and ethnic diversity.

# Steliana van de Rijt-Economu, ICF PCC, ACTC CEO & Founder, Mothers as Leaders

**Steliana van de Rijt-Economu** is a certified leadership team coach, prolific author, and speaker. Her first book, *Mothers as Leaders*, set her on the course for social entrepreneurship. Since 2020, she has grown a significant global learning community for women leaders. She works with leaders and teams to elevate performance and impact, grow mental fitness, and find greater fulfillment and balance between work and family.



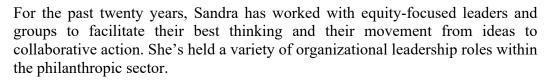
Steliana has built coaching interventions for multiple organizations and studied the effects of coaching and coach training. She is a global associate with Renewal Associates and Coaching.com, serving as a group team coaching supervisor and mentor for their practitioners.

She is currently coaching at Rice Business, where she deploys evidence-based coaching to help MBA student teams attain their leadership goals.

Before launching her coaching practice in 2020, Steliana spent 18 years in talent management, leadership development, and organizational effectiveness at top-tier firms like Shell and Vodafone.

#### Sandra Wegmann, ACC

**Sandra Wegmann** is a leadership coach, a strategist, and a facilitator in the social impact field. As a coach, her focus is helping women leaders to align values, vision and voice in order to achieve their greatest aspirations.







#### The Association of Chinese American Professionals

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

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

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

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

For more information on ACAP, please visit the website at http://www.acap-usa.org/.



# We're proud to support Empower Summit.

Celebrating different perspectives and fostering inclusion strengthens our communities—and our shared future.

Tomorrow is on.





# OUR Differences MAKE THE DIFFERENCES DIFFERENCES



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





# **INNOVATION COMES FROM ALL OF US**

At Oxy, we aim to foster courage, connection, and curiosity every day. That's one reason why diversity, inclusion, and belonging are core to what we do. By cultivating an environment where differences are celebrated and people bring their whole selves to work, we maximize our ability to innovate new technologies for a low-carbon future.

Learn about our commitment to inclusion by scanning the **QR Code** 





# EMPOWERMENT SUMMIT

25 YEARS
OF LEADERSHIP
IN THE HOUSTON
COMMUNITY!



The Agosto Justice Center for Leadership and Empowerment

www.stcl.edu

# Celebrating Diversity and the Commitment to Equality

We are proud to sponsor **The Empower Summit**.



akingump.com

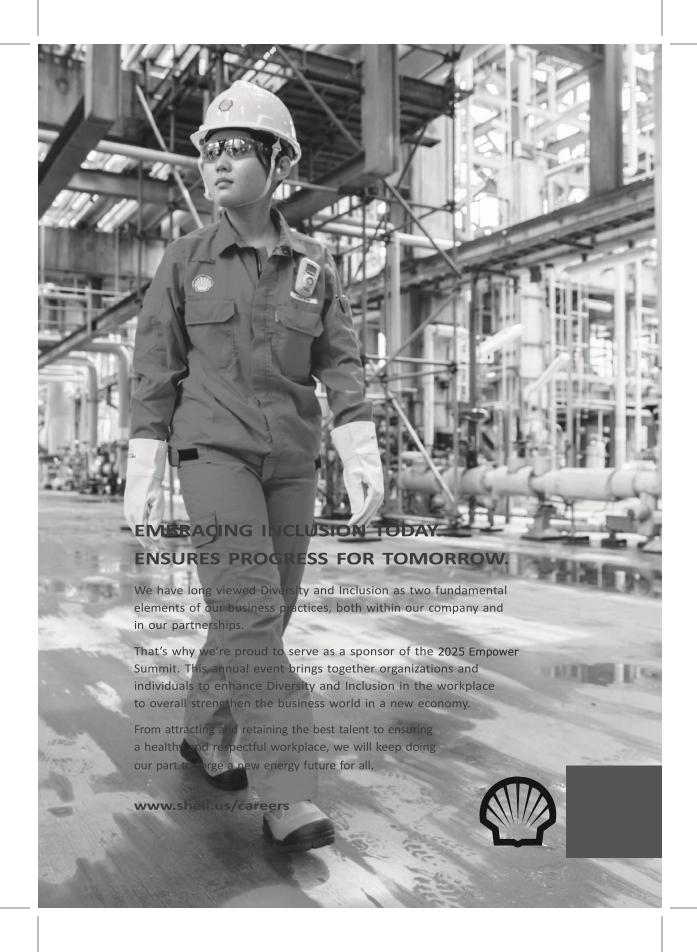
@2025 Akin Gump Strauss Hauer & Feld LLP. All rights reserved. Attorney advertising. Prior results do not guarantee a similar outcome.





# <u>NOTES</u>


# <u>NOTES</u>

# Empower Summit 2025 Sponsors



# #EmpowerSummitHouston













