

The 8th

Multicultural Conference



Global Horizons Collaboration, Cooperation, Connections

Hosted By Carole Copeland Thomas
Multicultural Symposium Series Founder
in Partnership with The University of Massachusetts Boston and
The Commonwealth Compact

www.mssconnect.com

Twitter Hashtag: #mcboston2014

Facebook Page: Multicultural Symposium Series (MSS)

Thursday November 6, 2014

on the Campus of University of Massachusetts Boston
Campus Center
Boston, Massachusetts



What Is The Multicultural Symposium Series?

It's a world membership-based community connected through multiculturalism.

The Multicultural Symposium Series is a face to face, online and broadcasting community designed to further the advancement of worldwide multiculturalism and global diversity.

Founded in 2008 by social entrepreneur Carole Copeland Thomas, The Multicultural Symposium Series (MSS) creates new opportunities for academia, business, government, education, students and the community at large to build new strategic alliances that will forge stronger relationships across the global divisions of ethnicity, race, gender, economics, age, religion, sexual orientation, politics, class and ideological differences.





Welcome

November 2014



Dear Valued Conference Delegate:

Welcome to the 8th Multicultural Conference! Your participation affirms that multiculturalism, diversity, and inclusion are important topics in our communities, businesses, schools and throughout our world.

As a 27 year veteran entrepreneur, I know how challenging times are for all of us, and I celebrate each new opportunity to share the value of multiculturalism, global diversity and inclusion with friends, colleagues and supporters wherever I go. I am eager and excited to celebrate multiculturalism in my 27th year in business!!

The importance of these topics led me to start The Multicultural Symposium Series (MSS) in 2008... providing a platform for people of all walks of life to collaborate, communicate and create new horizons for people to come together in meaningful new ways.

Now six years, several webinars, new websites, new books, and seven conferences later, I am excited to launch the 8th Multicultural Conference, co-hosted by the University of Massachusetts Boston and The Commonwealth Compact.

The economy continues to rebound, and the Multicultural Symposium and Conference Series is on the rise! It's on a steady path of helping YOU determine the best gamelan for your future by providing you with new resources to build a better life for yourself, your family, and your community.

MSS is a committed cause and a collective community of diverse people who want to make a difference in this world. It's for you. It's designed to help you advance with the expanded knowledge and resources that will help you make a statement about who you are and what's really important in your life.

Enjoy today's conference. Enjoy the journey!

Warmly,

Carole

Carole Copeland Thomas, MBA, CDMP

Founder, Multicultural Symposium Series

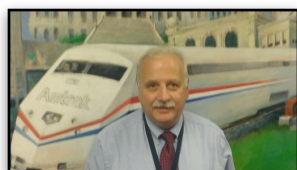
www.mssconnect.com

Distinguished Speakers



Rev. Dr. Gloria Harris Cater, PhD, RN, FNP-BC, '10 was the first African-American graduate of the PhD Program at University of Massachusetts Boston. She is the Dean Emerita of the Health Science Division at Roxbury Community College. Her research interests are Faith Community Nursing and its Impact on chronic disease in the African American

community, and the retention of African American nursing students. She is an ordained minister in the African Methodist Episcopal Church and serves as the Minister for Health and Wellness at Charles St. A.M.E. Church in Roxbury. She is a member of the New England Regional Black Nurses Association and the Faith Based Cancer Disparities Network at Dana Farber Cancer Institute. She is also a Consultant to the Dotson Program at the Simmons College School of Nursing.



In his 34 year career with Amtrak, **Mike Esposito** has attained extensive knowledge and experience in various areas within the Amtrak organization. He is currently the Manager of Sales and Marketing for Amtrak

New England. Mike received a Bachelor of Science Degree from the University of New Haven and majored in Hotel Restaurant Management, Tourism and Travel.



Maria Latimore is vice president in State Street's Information Technology and Operations Transformation division. Ms. Latimore is a project manager within the Client Operations process and in this role is responsible for deploying new systems and transforming operations to new strategic global models. In 2001 she joined State Street as a consultant in the Corporate Information Security (CIS) division, and later

became an employee. While in CIS, Ms. Latimore led the implementation of major security systems, application security scan, and penetration test programs.

Previously, Ms. Latimore was an independent IT consultant focused on deploying health insurance operational systems. Ms. Latimore is PMP certified and has a Bachelor of Business Management degree from Simmons College in Boston. She is a steering committee member of State Street's Black Professionals Group and is active in local community organizations.



Jesus Lopez Cervantes is an assistant vice president for State Street Corporation. In this capacity, he oversees over \$600 million in IT allocations across business units. Mr. Lopez is also a member of State Street's Latin American Professionals Group's steering committee. Prior to joining State

Street in 2011, Mr. Lopez was manager, financial analysis for the Boston Options Exchange, an all-electronic equity options market that is jointly owned by the TMX Group and seven broker dealers. Before that, he was a senior financial/systems analyst for the Boston Stock Exchange. Mr. Lopez holds his Master of Science in Finance from Suffolk University, and a Bachelor of Business Administration, Finance from the Universidad Autonoma de San Luis Potosi, Mexico. He also earned the Chartered Financial Analyst (CFA) designation and is a member of the CFA Institute and the Boston Security Analysts Society.



Rita Hardiman, Ed.D, is a multicultural organization development professional with over than 25 years of experience, working with organizations such as CIGNA, Boston Museum of Science, DuPont, and Microsoft. She

joined Keolis Commuter Services in March of 2014 as Director of EEO, Diversity and DBE Management. She is responsible for overall workforce diversity with both Keolis employees and subcontractors. This includes overseeing affirmative action, EEO, and DBE programs to ensure compliance with federal and state laws, and Keolis internal policies, which provide for a diverse workplace



Gary Morton is a Director of Reporting and Analytics within the Commercial Insurance Business Unit for Liberty Mutual, a fortune 500 company with over \$28 Billion in revenue. He received his Bachelor of Science degree in Finance from Bentley University; one of the top business schools in the country. He subsequently completed his Master's of Science Degree in Global Management. Being

a recipient of the McCallum Graduate Leadership Scholar Award, Mr. Morton also completed a MBA with a triple concentration in Operations, Technology and Real Estate Management and is currently completing a doctoral degree focusing on Project Management. Mr. Morton is also the Owner and Principal Broker for the firm Real Estate Professionals. Together with his wife, he has established a very successful family based Day Care Learning Center. He is the President of the Boston Chapter National Black MBA Association.

Featured Keynote Speaker

Dr. Keith Motley

J. Keith Motley, Ph.D., is the eighth chancellor of the University of Massachusetts Boston. He leads an institution with approximately 15,000 undergraduate and graduate students, a full-time and part-time faculty of more than 900, and a \$294 million annual budget.

In addition to representing UMass Boston locally, nationally, and internationally, Chancellor Motley provides direct oversight of a four-pronged strategic plan for the university whose stated goals are to increase student access and engagement; attract, develop, and sustain highly effective faculty; create a physical environment that supports teaching, learning, and research; and enhance campus-community engagement through improved operational structures. In support of this strategic initiative, Motley is also guiding a 25-year master plan for the physical plant of the university that will significantly enhance the face of the campus and its layout on the scenic Columbia Point Peninsula in a way that invites and welcomes the Greater Boston community to interact with its public university. This project will also include the construction of the Edward M. Kennedy Institute for the United States Senate, which the late senator requested to be located on the UMass Boston campus next to the JFK Library. The institute will be dedicated to educating the general public, students, teachers, new senators, and senate staff about the role and importance of the senate. Chancellor Motley has also overseen considerable growth in UMass Boston's faculty research spending, which has increased to more than \$46 million in 2008-2009, and an expansion of the university's private development funding, which has increased by nearly 200 percent under his leadership.

Dr. Motley holds bachelor's and master's degrees from Northeastern University and a Doctor of Philosophy degree from Boston College. He also holds an honorary degree awarded by Northeastern University. He is a graduate of the University of Pittsburgh's Upward Bound Program. He is married to Angela Motley and is the proud father of Keith Allyn, Kayla Iman, and Jordan Kiara.



**"The Future of the Country Lies in the Diversity of our People."
Carole Copeland Thomas**

Featured Keynote Speaker

Garth Dallas

Garth Dallas is a Jamaican-born British entrepreneur and lawyer, who is highly regarded for his work in promoting social inclusion and equality of opportunities in the UK, for over 20 years. He has received accolades and recognition as a high profile and respected voice on Workplace Diversity and Inclusion, Corporate Social Responsibility, Commercial law, and Employment law.

Garth claims that being from a large Jamaican family, filled with great diversity of characters, instilled in him, from a very young age the values of 'collective before self.'

He left Jamaica in 1987 to take up a Chemical Engineering academic scholarship in Hungary. The first year was spent in Budapest learning the Hungarian language, in preparation for spending the next 5 years in a rural university, The University of Veszprem, completing a BSc in Chemical Engineering and a MSc in Chemical Control Engineering, alongside native Hungarians. Those years in Hungary were very significant in shaping his social consciousness and understanding of cultural diversity and the need to extend one's head above the parapet to act as a beacon of change and awareness.

Garth left Hungary in 1994 as a 'social activist', having experienced first-hand the turbulent and rapidly dynamic political and social changes in East and Central Europe, some of which were extremely negative in relation to the acceptance of 'differences' and the treatment of minorities. He frequently speaks of how those negative experiences helped to harden his resolve and taught him the importance of education and educating others in the beauty and value of diversity.

Garth had already embarked on various entrepreneurial projects whilst at university in Hungary and had a burning desire to build his own successful enterprise which would allow him the necessary freedom to explore his vision of influencing change towards achieving a fairer society, in an ever shrinking globe, in the age of globalisation. Before leaving Hungary he applied to the University of Liverpool, in the UK, and was accepted, for their MBA course, thus cementing the next phase in his development as an adopted son of Liverpool, which has been his home ever since. He is a life-long fan of Liverpool Football Club, as are his two sons who were both born in Liverpool, so it was not difficult to settle quickly into the civic, business and social fabric of the fantastic city.

After completing a Masters degree in Business Administration (MBA) he had managerial roles in several companies and built a career in the Management of Diversity and Inclusion. He also completed a law degree at the University of Central Lancashire and qualified as a lawyer, specialising in Business and Employment Law. Driven by a sense of social justice and the belief in an equitable, compassionate world where difference is understood, valued and respected, he was eventually led to create two companies, Global Diversity Partners and Fortis Legal – both heavily linked to principles of fairness and inclusivity.

Global Diversity Partners was recently rebranded to Diversity Partners International. It is a specialist diversity and inclusion company that provides a range of related services to private, public and voluntary sector organisations to foster good workplace practices. Garth is still driven by what he terms "the absolutely insane lack of fairness, decency and equality in society".

He is the founder/editor of the award winning Diverse Magazine, The Diversity & Inclusion Top 50 UK Companies, and hosts an annual Diversity and Inclusion conference that explore how organisations can gain Business Growth and Competitive Advantage through effective Diversity and Inclusion. He also Chairs the African Caribbean Business Support Group and is a member of the Commonwealth Association of Liverpool, thus maintaining his links to, and providing support to, the Jamaican and Caribbean Diaspora.



**Tweet About The Multicultural Symposium Series.
Use this hashtag on Twitter: #mcboston2014**

Distinguished Speakers



Carole Copeland Thomas moderates the discussions of key issues affecting our global marketplace as a global thought leader, speaker, trainer and radio talk show host. From speaking at the Federal Highway Administration, SHRM, Hewlett Packard, Verizon, Cargill, and Monster.com to interviewing experts around the globe, Carole knows how to analyze the dynamics of a

changing marketplace. Carole served as an adjunct faculty member for Bentley University for a decade, and has spoken throughout the United States, London, England, Canada, El Salvador, Australia, South Africa, and Kenya. Carole has spent the past five years integrating her multicultural message with a social media focus. She is a blogger, and regularly posts on Facebook, Twitter, LinkedIn, and YouTube.



Tom Campbell, has been the executive vice president sales for King Printing, Inc. since March 1999. From July 1996 to March 1999, he was the Vice President of Operations of Complete Concepts, Ltd., a manufacturer and distributor of women's accessories. From November 1995 to July 1996, Mr. Campbell was an independent management consultant specializing in corporate turnarounds. From

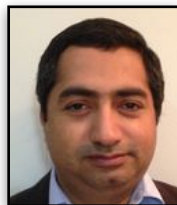
February 1995 to November 1995, he served as the chief operating officer of Laser Atlanta Optics, Inc. From 1985 to February 1995, he served in several senior management positions at Hayes, Inc, including vice president of operations and business development and as chief operating officer and a member of the board of directors of Practical Peripherals, a Hayes subsidiary. Mr. Campbell attended Boston University.



Linette Sanders is an assistant vice president who works in IT/Corporate Project Services. She is an Information Security Administration Manager responsible for overseeing the Aveksa Compliance Recertification Process and has project management duties to assure that the associated corporate,

industry and external audit standards are met. Her career in financial services spans over 30 years and she has been with State Street since 2000.

Linette has a BS in Management Information Systems from Northeastern University and is a member of the Sigma Rho Epsilon and Golden Key Honor Societies.



Ritesh Mehrotra is a hands-on technology leader in enterprise applications development working as an IT Vice President at **State Street Corporation**. Ritesh is leading the design and development of Client Data Integration platform for State Street Investment Analytics. He specializes in leveraging

talented resources across the globe to deliver a fully functional system and support model. He is a graduate of Babson College and Boston University. Ritesh's interest include hearing on mobile computing platform, multicultural team management and industrialized agile. He started with State Street in February 2002 and serves as one of the co-leaders of the Indian Employee Network at State Street.



Beau Stubblefield-Tave is a research-based management consultant specializing in cultural competence. He also serves individual clients as a leadership coach. A Principal with the Center for Culturally Fluent Leadership, Beau helps organizations build their cultural competence capacity: the behaviors, awareness, skills, and knowledge essential to working with and for people from diverse backgrounds.

Past clients include Blue Cross Blue Shield of Massachusetts, Cambridge Public Health Department and Merck. Beau earned his BA and MBA at the University of Chicago.



Dr. Barbara "B.J." Addison Reid

International Speaker | Professor | Executive Career Coach

Dr. Addison Reid is Director of Diversity and Inclusion and Title IX Coordinator at Lesley University, Cambridge Massachusetts. She has delivered papers at the Oxford Round Table, Oxford University, Oxford England, and the International Diversity Conference in Beijing China. Barbara currently serves on the Advisory Board for the Commonwealth Compact, she is Chair of the Commonwealth Compact Higher Education Collaborative comprised of 30 academic institutions, and she is the Emerita Chair of Women of the Harvard Club of Boston.

Roundtable Topics

Business & Civic Engagement

ERGs: Employee Resource Groups

Diversity and Inclusion Leadership In Transportation

Generational & Youth Engagement In Diversity



Creating A Learning Environment

Why Publishing Your Book Matters In A Diverse Marketplace

Confronting Backlash: Educate To Empower



Healthcare & Global Issues

Ebola: A Nurse's Perspective on Educating Yourself and Others

Cultural Competency in Healthcare and Beyond

CONFERENCE AGENDA

Registration Coffee Hour & Networking	Thursday 8:00 am to 9:00 am	Univ of Mass Boston Alumni Lounge - Campus Ctr
Our Conference Emcee	Lura Smith	Lura Smith Foundation & Middlesex Community College
Morning Session	9:00 am - 10:00 am	
	Welcome Conference Overview University Greetings Morning Keynote Address	Carole Copeland Thomas Dr. Keith Motley Garth Dallas
Distinguished Panel Presentation	10:00 am - 11:00 am	
From Global to Local: The Impact of Diversity In Boston		Denzil Mohammed Maria Latimore Jesus Lopez Ritesh Mehrotra
Roundtable Topics	11:15 am - 12:15 pm	2 Rounds @ 25 Minutes Each
Session 1	ERGs: Employee Resource Groups	Linette Sanders
Session 2	Diversity & Inclusion Leadership In Transportation	Dr. Rita Hardiman Michael Esposito
Session 3	Generational & Youth Engagement In Diversity	Gary Morton
Session 4	Why Publishing Your Book Matters In a Diverse Marketplace	Tom Campbell
Session 5	Confronting Backlash: Educate To Empower	Dr. Barbara Addison Reid
Session 6	Ebola: A Nurse's Perspective on Educating Yourself and Others	Rev. Dr. Gloria Cater
Session 7	Cultural Competency in Healthcare and Beyond	Beau Stubblefield-Tave
Roundtable Debrief	12:15 pm - 12:30 pm	Entire Conference Delegation
Luncheon	12:30 pm - 2:00 pm	
	Keynote Address	Rahn Dorsey
Conference Wrap Up	2:00 pm - 2:45 pm Okay - What's Next Discussion Continues Online, OnAir & Throughout 2015	Carole Copeland Thomas

Distinguished Speakers



From Trinidad and Tobago, **Denzil Mohammed** is an intercultural communications professional and journalist who works to build understanding across boundaries utilizing an asset-based approach. He believes immigrants'

success is a crucial component of America's well-being. Denzil becomes director of The International Learning Center Public Education Institute on November 17th.



Featured Keynote Speaker

Rahn Dorsey



Turahn Dorsey serves as the newly appointed Chief of Education for the City of Boston and is a member of Mayor Martin J. Walsh's cabinet. As Chief of Education, Dorsey is charged with setting a strategic agenda for the city that will improve the quality of instruction and student support across the education pipeline and better integrate school-, community-, and work-based learning opportunities.

Prior to joining the Mayor's cabinet, Mr. Dorsey served as Evaluation Director and an Education Program Officer at the Barr Foundation. At Barr, Dorsey led the development and implementation of data monitoring and evaluation frameworks for Barr's strategic investments in local education and climate change. Additionally, he managed the Foundation's giving in out-of-school time and focused on expanding

summer learning options, helping to create systemic approaches to school-community partnerships and developing education and career pathways for disconnected youth.

Mr. Dorsey's career is built on the 15 years he spent as a program evaluator and researcher at Moore and Associates in Southfield, Michigan and Abt Associates in Cambridge, MA. In this capacity, he led and participated in research projects spanning a number of public policy, community change and public health related issues. The body of work he contributed to for state and local governments, as well as foundations, also covers a number of quantitative and qualitative technical areas including outcome and impact analyses, Theory of Change-based program evaluation.

A native of Detroit, Mr. Dorsey graduated with a BA degree in Economics From The University of Michigan. He is married to Mariama White Hammond and is the "son in love" of Rev. Drs. Ray and Gloria White Hammond.

Finally, Mr. Dorsey has dedicated much of his volunteer time to systems innovation and improvement in education including serving as co-chair for the Boston Public Schools School Quality Working Group, co-chair for the Opportunity Agenda's Summer Subgroup, co-chair of the Boston Afterschool and Beyond Partnership Council, and a member of the External Advisory Committee on School Assignment.

**Tweet About The Multicultural Symposium Series.
Use this Hashtag on Twitter: #mcboston2014**

Featured Conference Emcee ♦



Lura Smith

A native of New Orleans, Louisiana, Lura Smith and her husband, Robert, reside in Lowell, Massachusetts. They are the blessed parents of two sons, Alvin M. Chapital, III (spouse Donna) of Haymarket, Virginia and Dr. Brent A. Smith (spouse Jillian) of Philadelphia, Pennsylvania and the grandparents of twin boys, Alvin Maurice and Addison Blake Chapital.

A graduate of the School of Management, Lesley University, Cambridge, Massachusetts, Lura joined Middlesex Community College in the Fall of 1994, as Assistant to the President. Prior to joining Middlesex, Lura served for eleven years as Sr. Marketing Manager for Wang Laboratories, Inc.

As a forty-one year resident of Lowell Lura supports the community through her involvement on numerous non-profit boards. Among her most precious accomplishments is her collaboration with

the Middlesex Community College Foundation in the creation of the Lura Smith Fund. This Fund was established in 1999 with the mission of providing scholarship opportunities, programs and events that reflect the life and legacy of Rev. Dr. Martin Luther King, Jr.

Membership In The Multicultural Symposium Series is OPEN to ANYONE in the World!
With members in SEVEN states and the United Kingdom, MSS Is Global!

We welcome your friends and colleagues to this unique member organization.

Face To Face • On The Air • Online
To Join Visit: www.mssconnect.com

10 Multicultural Facts About Boston

1. By the end of 1790 Massachusetts was the only state to record NO slaves. (It was abolished in the state in 1781 with the court case of Elizabeth Freeman “Mumbet.”)
2. When Paul Revere made his famous 1775 midnight ride and gave the signal One if my land, two if by sea...the “land” referred to what is now known as Roxbury, Massachusetts, a vibrant urban section of Boston.
3. Boston’s Chinatown is the third largest Chinese neighborhood in the country.
4. Deval Patrick became the first African American twice elected governor of Massachusetts (2006 and 2010).
5. East Boston now has more Hispanic/Latino residents than White residents, according to 2010 census data.
6. Boston is a Majority - Minority city. 53% of its residents are of a non-white race/ethnicity.
7. 87% of the students in the Boston Public Schools are non-White: 40% Hispanic • 36% Black • 13% White • 9% Asian • 2% Other/multiracial
8. Boston has the oldest public school system in America, founded in 1635.
9. In 1806 the first African American meeting house was constructed. It is the country’s oldest existing Black church.
10. The Islamic Society of Boston Cultural Center is the largest Islamic center in New England and the second largest on the East Coast. ANYONE can visit!

Carole Copeland Thomas, MBA CDMP
Speaker • Trainer • Facilitator • Retreat Leader
www.tellcarole.com

Thank You Special Friends

This is our 8th Multicultural Conference in 6 Years!
We could not have achieved this accomplishment WITHOUT the help of our
VERY SPECIAL FRIENDS.

We Are All Members.

We Are ALL Friends.

Very Special Thanks To The Following Members and Friends
Who Helped To Make This 8th Conference A Memorable and Valuable Event.

Thank You UMass Commonwealth Compact

Dr. Keith Motley & Staff
Chris Hogan
Kay Ryan
Georgianna Melendez

Thank You Volunteers

Michelle Thomas
Robert Smith (Video)
Alberto Monteiro
Audrey Jones
Denise Willis Turner
Jonell Johnson
Patricia Spence
Souther

Thank You Production & Ops

Chef Lee Fine Catering
Conference Sponsors
Michael Hailey Photography
Media Sponsors
In Kind Sponsors

Notes • People I Met Today • My Next Steps • Quotes/References To Remember:



Save The Date

The 22nd

Black History Empowerment Breakfast

Tuesday February 10, 2015 Colonnade Hotel • Boston

Guest Speaker

Rev. Karla Cooper

Lincoln, Nebraska

Professor • Pastor • Global Leader

Co-Founder: AME India

\$60 Per Person • \$600 Table of Ten • Sponsorships Available



Thank You Sponsors



STATE STREET



MASSACHUSETTS



R & L Associates

www.mssconnect.com