



LGBTQ+ WORKPLACE ALLIANCE SUMMIT

Presented by:



March 23, 2022

LGBTQWorkplaceAllianceSummit.lgbt



Summit Program

March 23, 2022

- 8:30 – 9:00 Networking Café Open
- 9:00 – 10:15 **Workplace Alliance Launch Announcement**
Panel – Leading from the Front: Executive Sponsor Panel
Moderator: Lavone K. Jones (she/her), Comcast
Speakers: Tim Chisolm (he/him), Hess | Curtis A. Morgan (he/him),
Vistra Corp | Nicole Taylor (she/her), Mursion
- 10:15 – 10:30 Break
- 10:30 – 11:45 ***Panel – LGBTQ+ ERGs: Making an Impact***
Moderator: Millicent Rone (she/her), American Airlines
Speakers: Casey Meadows (he/him), Google | Clay Melder (he/him),
Amegy Bank | Javier Moreno (he/him), Toyota/Lexus Financial Services
- 11:45 - 12:00 Break
- 12:00 – 1:15 Keynote
Imagine the Power of Belonging at Work
Rhodes Perry , MPA (he/him), Founder & CEO, Rhodes Perry Consulting
- 1:15 – 1:30 Break
- 1:30 – 2:45 ***Pathway to Transition, presented by EY***
Speakers: Kira R. Dlouhy (any/all), Ernst & Young | Vijay S. Patel
(he/him), Ernst & Young
- 2:45 – 3:00 Conclusion
- 3:00 – 4:00 Networking Café Open
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Keynote Speaker



Rhodes Perry Leading DEI Thought Expert

Imagine the Power of Belonging at Work

In this keynote, Rhodes Perry teaches how to imagine and then build an emotional outcome of belonging at work. He will show you how to lead inclusively by offering tips on how to build psychological safety and trust at work. These are the building blocks to creating a workplace culture of belonging that leads to team cohesion, innovation, business success, and even industry breakthroughs. The most important question we will explore in this keynote is: “Who are we intentionally including, and who might we be unintentionally excluding?”

Rhodes shares distinctive stories from his extensive career as a diversity, equity, and inclusion (DEI) thought leader in this high impact keynote address. He provides the specific inclusive leadership competencies that every leader must embrace to stand out, move up, and inspire the next generation of high-potential talent. And, he will show you how to avoid the mistake of siloing your organization’s DEI commitments into one department, one role, or outsourcing this work altogether.

Rhodes’ powerful insights on current inclusive leadership trends are nationally recognized as cutting edge and impactful. His heartfelt storytelling ability means your attendees will remain engaged throughout his keynote – and implement the leadership strategies offered. Your outcome will be an audience prepared to lead inclusively and build cultures of belonging no matter their role – for themselves personally and for their colleagues professionally.

About Rhodes

Rhodes Perry is a best-selling author, sought after keynoter, podcast host, and an award-winning social entrepreneur. He is also the creator and host of the annual Belonging at Work Summit. Nationally recognized as a diversity, equity, and inclusion thought leader, media outlets like The Wall Street Journal, The Associated Press, and Forbes have featured his powerful work. As the founder of Rhodes Perry Consulting (RPC), a LGBTQ+ diverse supplier, his team is on a mission to support executives, HR professionals, DEI practitioners and other inclusive leaders build enduring cultures of belonging.

He earned a Bachelor of Arts in Economics and Gender Studies from the University of Notre Dame, and a Master of Public Administration from New York University. He currently serves on the National LGBTQ+ Chamber of Commerce’s Transgender and Gender Expansive Task Force. Learn more about Rhodes and his work at <https://www.rhodesperry.com/>.

Each attendee will receive a copy of Rhodes' new book, *Imagine Belonging*, released in February 2022, plus bonus materials! Visit <https://bit.ly/WPASummitBonus> to access additional materials.

Summit Speakers

Leading from the Front: Executive Sponsor Panel



Moderator: Lavone K. Jones (she/her) Vice President, Human Resources, Houston Region, Comcast

Lavone Jones serves as the Vice President, Human Resources, Houston Region of Comcast Cable—one of the nation's largest video, high-speed internet, and phone providers. She leads all facets of the Human Resources, Employee Engagement, Environmental Health & Safety, and Internal Communications for the Houston Region. Additionally, she serves as a key member of Comcast's West Division HR center of excellence.

Jones has held strategic leadership roles at Home Depot as well as the corporate office for Waste Management. She has a Bachelor of Science degree in Speech Communications from Sam Houston State University and a Master of Business Administration—Human Resources Management from Le Tourneau University. She is a member of Alpha Kappa Alpha Sorority, the Society for Human Resource Management (SHRM), Women in Cable Telecommunications (WICT), and serves as a Board Member and Committee Chair for the Houston Area Urban League. She lives, loves, and travels through this journey called life with her wife of 8 years (Chris), and their 5 kids and 1 boxer.



Tim Chisholm (he/him) VP, Exploration Appraisal Developments, Executive Sponsor, Spirit, Hess

Tim Chisholm is Vice President, Exploration and Production at Hess where he leads exploration, appraisal, developments, and production activities for the company's interests in the emerging Guyana-Suriname Basin. He has more than 33 years of experience in the oil and natural gas industry. Chisholm began his career with ExxonMobil in Houston and later moved to Shell where he had assignments in Egypt, Houston, Malaysia, and New Orleans. He worked for Apache in Egypt and Houston before joining Hess in 2014.

Chisholm expanded his cultural acumen over a nine-year period living in different countries and working at four global energy companies. Those experiences gave him a deep appreciation of how important diversity, equity, and inclusion are in achieving business success and creating a better future for everyone. Chisholm has long been an ally of the LGBTQ+ community and now serves as the executive sponsor of SPIRIT, Hess' LGBTQ+ Employee Resource Group, which was formed in 2021 with a mission to promote inclusion in culture, career, and community.

Chisholm holds a bachelor's degree in Geology from Colorado State University and a master's degree in Geophysics from the University of Utah where his thesis was on climate change. He has two adult children and a spouse who is retired in Colorado where the family enjoys skiing, hiking, and mountain biking.



Curtis A. Morgan (he/him) President & CEO, Vistra Corp

Since October 2016, Morgan has served in the roles of president and of chief executive officer of Vistra. During his 37-year career spanning nearly the entire spectrum of the energy complex, Morgan has held leadership responsibilities in nearly every major U.S. power market. Prior to joining Vistra, Morgan was an operating partner at EnergyCapital Partners (ECP), a private equity firm focused on investing in energy infrastructure. He joined the firm in 2015 and was involved in all areas of the firm's investment activities and portfolio company operations.

Prior to joining ECP, he served as the president and CEO of both EquiPower Resources Corp. and FirstLight Power Resources, Inc. He has also held leadership positions at NRG Energy, Mirant Corporation, Reliant Energy, and BP Amoco.

A certified public accountant, Morgan received a bachelor's degree in accounting from Western Illinois University and a master's of business administration in finance and economics from the University of Chicago.



Nicole Taylor (she/her) Director of Community, Mursion

Nicole Taylor is Director of Community at Mursion and an award-winning diversity, equity & inclusion (DEI) practitioner. With over 10 years of community building and DEI experience, Nicole's work includes launching global employee resource groups, producing women-focused personal and professional development programs, serving as Inclusion Committee chair for General Assembly, an international edtech company, and City Director of Changemaker Chats, an international non-profit. Notably, while Head of Diversity & Inclusion for Factora Wealth, Nicole designed and launched the "Rising Tide" scholarship program to address the economic disparities disproportionately impacting historically marginalized communities.

Nicole continuously drives forward meaningful conversations and community building through curated mission-driven events, keynote speaking, panel discussions, facilitating pivotal conversations, thought leadership and crafting transparent corporate communications for internal and external audiences.

Nicole is the recipient of DivInc's 2021 Champions of Change People Choice Award.

Summit Speakers

LGBTQ+ ERGs: Making an Impact



Moderator: Millicent Rone (she/her) Diversity, Equity & Inclusion Sr. Specialist, American Airlines

Millicent Rone has been with American Airlines for 8 years and serves as a Sr. Specialist for the Office of Diversity, Equity, and Inclusion. She is a passionate motivator for change, an ally for all cultures and an advocate for social justice.

In her role, Millicent provides strategic oversight and management of American's 20 Employee Business Resource Groups (EBRG). The span of influence in her role reaches across 149 global chapters and 28,623 team members who make up the EBRG Community.

Millicent holds a Masters in Business Administration with an emphasis in Management and her business acumen is reflective of 26 years in Project Management in Information Technology across multiple industries such as retail, oil and gas, healthcare, food, and beverage.

Outside of work, Millicent is a founding member of newly established DFW Collective of Black Employee Resource Groups. Their mission is to create a community focused on amplifying the collective voice of Black Resource Groups in the DFW Metroplex. They provide a space for cross-company collaboration, sharing of best practices, networking, and community engagement. Millicent is a wife, a mother of three, and a grandmother of four. She loves history, traveling and meeting new people and exploring new cultures.



Casey Meadows (he/him) Recruiting Analyst, Google

Casey Meadows is a Texas native, DE&I champion, and Global HR Analyst for Google, where he has led the Austin LGBTQIA2+ employee resource group. Casey is Google Texas' Community Ambassador to several Austin nonprofits, including the Austin LGBT Chamber of Commerce, focused on driving better outcomes for Austin employees and their employers. He is also co-creator of the ERG Builder's Box, a resource that helps employees create resource groups for historically marginalized and underrepresented communities in the US, built in partnership with the Austin LGBT Chamber of Commerce and SPARK Equity In Action.

Casey earned his Bachelor of Science at Texas A&M University, and holds an HR Analytics and Management certification from Wharton School of the University of Pennsylvania. He is an avid plant enthusiast, community scientist, adventure traveler, dog lover, and taco gourmand.



Clay Melder (he/him) Relationship Manager, Healthcare & Not for Profit Banking Co-Lead, LGBT & Allies Business Resource Group, Amegy Bank

Clay Melder, originally from New Orleans, Louisiana, is a Commercial Relationship Manager with Amegy Bank's Corporate Healthcare & Not for Profit Division. In this position, Clay is responsible for representing Amegy Bank throughout the Houston market and acts as the principal account and relationship manager for new and existing commercial sized non-profit clients. In 2021, Clay assumed the role of Chairman for Amegy's LGBTQ+ Business Resource Group (BRG) & Allies and serves on the Diversity Council for the bank.

In his personal life, Clay is a "Big" with Big Brothers Big Sisters, a devoted partner and uncle, and animal enthusiast with several types of animals in his home. He enjoys playing piano, visiting his family in Central America, and exploring all of the exciting things the city of Houston has to offer.



Javier Moreno (he/him) National Marketing Manager, Vice Chair, Spectrum, Toyota/Lexus Financial Services

Javier Moreno is national marketing manager at Toyota Financial Services (TFS) headquartered in Plano, Texas. In this role, he is responsible for leading marketing communications efforts across the enterprise, as well as managing incentive and recognition programs for Toyota and Lexus dealers. Moreno also serves as vice chair of Spectrum, Toyota's LGBTQ+ employee resource group.

Since joining Toyota in 2005, Moreno has held various positions in corporate communications, marketing, market research, government affairs, social innovation, and corporate strategy at several locations including California, Kentucky, New York, Texas, and Japan.

In December 2013, PRNews named Moreno to its annual list of 30 under 30 People to Watch. In March 2015, he was one of only 12 prominent Penn State alumni, 35 years of age and younger, to receive the university's Alumni Achievement Award.

Prior to joining Toyota, Moreno served as national president of FFA, a national organization of more than 700,000 members preparing for leadership and careers in the science, business and technology of agriculture. He graduated from Penn State University and also earned a minor from Moscow State Agricultural Engineering University.

Moreno was born in San Juan, Puerto Rico and currently resides in Dallas, Texas.

Summit Speakers

Pathway to Transition



Kira R. Dlouhy (any/all) Senior - Attack & Pen Testing | Technology Consulting, Ernst & Young

Kira Dlouhy (any/all) is a non-binary trans feminine senior red teamer and penetration tester for EY, based in Houston. They are 26 years old and have worked professionally as a penetration tester for five years. They came out as a trans woman on September 3rd, 2017, and have been transitioning for the past three years. Outside of work, they are an activist for the transgender community and write screenplays featuring queer characters to increase positive representation of trans people in film.



Vijay S. Patel (he/him) Senior Director, Ernst & Young

Vijay Patel (he/him) is Senior Director in EY-Parthenon's Strategy and Transaction practice, focused on Health Science and Wellness. He is a gay cis-male, serving in an advisory capacity for Unity Professional Network, EY's LGBTQ+ employee resource group, and sits on EY Dallas Diversity and Inclusion Counsel. He is passionate about developing his team members professionally and advocating for a work culture that allows each individual to be their authentic self every day. He brings a unique perspective through diversity intersectionality including Indian heritage, African-born parents, born and raised in Texas and identifying as gay.

Host Chambers



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AUSTIN LGBT
CHAMBER
OF COMMERCE

austintlgbtchamber.com



Tina Cannon (she/her)
President & CEO



Steve Markel (he/him)
General Manager



Greater Houston LGBT
Chamber of Commerce

houstonglbtchamber.com



Tammi Wallace (she/her)
Co-Founder, President & CEO



Krystal Gilliam-Ferraz (she/her)
Programming & Events Manager



lgbtchamber.com



Tony Vedda (he/his)
President & CEO



Lisa Howe (she/her)
Vice President, Membership & Programs



salgbtchamber.org



Melissa Ochoa (she/her)
Board President

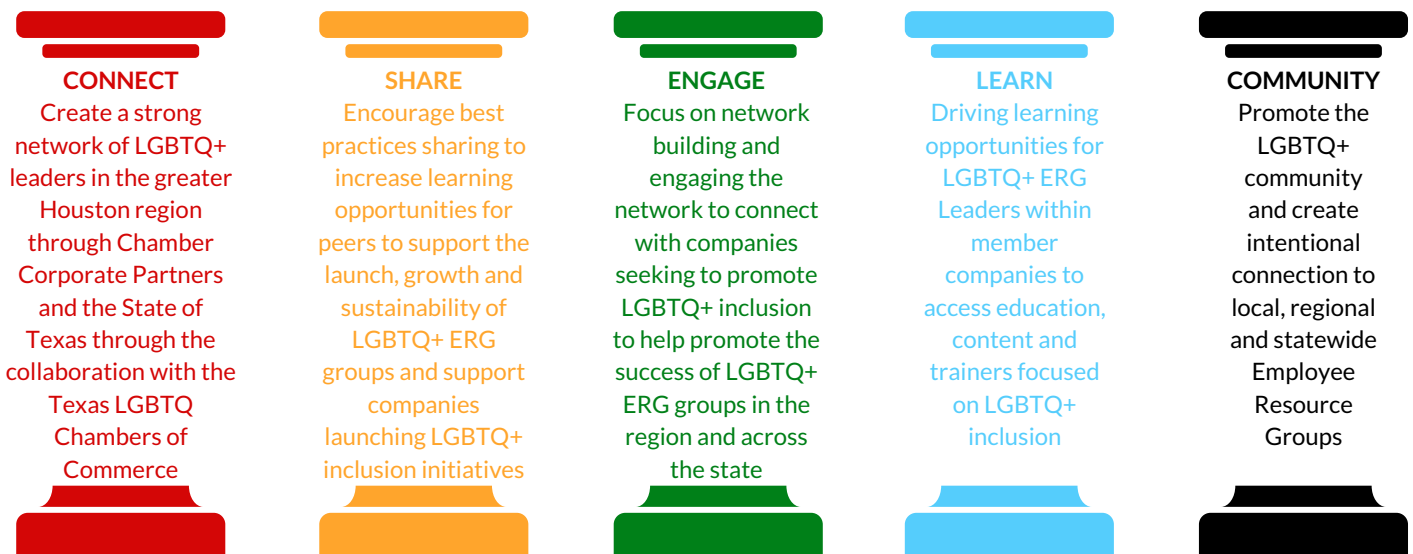
About the Alliance



Launched in 2022, the **LGBTQ+ Workplace Alliance** program creates connection, learning and community for LGBTQ+ Employee Resource Groups across Chamber Corporate Partners through networking and programming across the city, region and state of Texas.

The program was developed exclusively for Chamber Corporate Partners - to facilitate engagement and learning between Employee Resource Group (ERG) leaders and others who are a part of their companies' diversity equity & inclusion initiatives.

LGBTQ+ Workplace Alliance Program Pillars



Engagement & Support

The LGBTQ+ Workplace Alliance is geared to support Chamber Corporate Partners that are committed to LGBTQ+ inclusion/DEI goals through intentional collaboration. The program is open to seasoned companies that are engaged around LGBTQ+ inclusion as well as those companies just getting started on their LGBTQ+ inclusion journeys.

The Chamber, as an organization at the intersection of business and community, is in a unique position to offer connection, expertise and resources to help companies with their LGBTQ+ inclusion journey. The Chamber helps support LGBTQ+ Employee Resource Groups at private and public sector companies throughout the Greater Houston region and statewide and serves as a catalyst and convener for LGBTQ+ ERGs to support LGBTQ+ and Allied employees and help them connect, share and ultimately thrive.

[Learn more about the program at lgbtqworkplacealliance.lgbt](https://lgbtqworkplacealliance.lgbt)



Thank You!

**We appreciate you joining us
for the launch of the
LGBTQ+ Workplace Alliance.**

**Thank you to our moderators,
panelists, and speakers for your
support of the Texas LGBTQ
Chambers and the LGBTQ+
Workplace Alliance!**

