



The 6th Annual Changing Color of Leadership Conference and Bridge Awards Dinner

Leadership in a Transforming Economy

November 10, 2009
Hilton Chicago



Sponsored by:



The 2009 Changing Color of Leadership Conference and Bridge Awards Dinner

Under the theme, *Leadership in a Transforming Economy*, The Changing Color of Leadership Conference offers participants the opportunity to engage in open dialogue regarding the challenges and opportunities of growing and sustaining the multiracial leadership pipeline.



Chicago United remains focused on building economic inclusion through developing sustained diversity in corporate governance, executive management and business partnerships. We have an especially unique opportunity, during these extraordinary times, to address the value of diversity to ensure long-term growth, competitiveness and viability in the global marketplace. The Conference will continue to provide its participants with an open forum where trends, best practices and insights can be shared.

The Bridge Awards Dinner is an ideal opportunity for networking with executives from Chicago's leading businesses. The Bridge Award represents the first national award that honors a CEO who is an advocate for multiracial diversity in corporate governance and executive level management. This award brings visibility to those who have managed change and inspires others to follow.

The **National Bridge Award will be presented to Michael E. Szymanczyk, chairman and chief executive officer, Altria Group, Inc.** for exemplary practices of a Fortune 500 corporation. The **Chicago Bridge Award will be presented to Gregory C. Case, president and chief executive officer, Aon Corporation** for supporting the development of a vibrant and richly diverse business community in the Chicago region. The **Bridge Advocate Award will be presented to James Tyree, chairman and chief executive officer, Mesirow Financial** for promoting successful strategies for stimulating and elevating the discussion of inclusion in governance, workforce development and business partnerships.

The Bridge Awards Dinner promises to generate excitement through the introduction of the **2009 Business Leaders of Color**. By identifying and celebrating these talented individuals, Chicago United connects today's diverse business leaders with tomorrow's and inspires the next generation to ensure that multiracial leadership development continues.

The **2009 Changing Color of Leadership Conference and Bridge Awards Dinner** are ideal opportunities to network with the most diverse assembly of past, present and future dynamic executives from Chicago's leading businesses.

The 2009 Business Leaders of Color

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The 2009 Business Leaders of Color are:

David R. Andalcio, *Founder, President and Chief Executive Officer, Wynndalco Enterprises, LLC*

Nancy C. Andrade, *President and General Counsel, Mexifeast Foods, Inc.*

Andrea G. Barthwell, *Founder & Chief Executive Officer, EMGlobal LLC*

Linda Boasmond, *President, Cedar Concepts Corporation*

Ramón Cepeda, *Senior Vice President - Managing Director, Northern Trust*

Pedro Cevallos-Candau, *Executive Vice President, Primera Engineers, Ltd.*

Johnathan U. Choe, *Executive Vice President, Retail Banking, Fifth Third Bank*

Michele Coleman Mayes, *Senior Vice President and General Counsel, Allstate Insurance Company*

Michelle L. Collins, *President, Cambium LLC*

Nelda J. Connors, *President, Tyco Electrical and Metal Products Division, Tyco International Management Co.*

Billy Dexter, *Managing Director and Partner, Heidrick & Struggles*

Sue Ling Gin, *Chairman & Chief Executive Officer, Flying Food Group*

Quin R. Golden, *Associate VP for Strategic Affiliations and Urban Health Initiatives, The University of Chicago Medical Center*

J.C. Gonzalez-Mendez, *President, McDonald's Latin America*

Wallace Harris, Jr., *Senior Vice President, District Executive, Harris Community Banking, Harris*

Ted Hawkins, *Partner, Advisory, PricewaterhouseCoopers, LLP*

Amy S. Hilliard, *Founder, President and Chief Executive Officer, The Comfort Cake Company, LLC*

Kym M. Hubbard, *Chief Investment Officer, Ernst & Young LLP*

Robert Johnson, *Managing Counsel, McDonald's Corporation*

Earl Jones, *President & Market Manager, Clear Channel Radio Chicago*

Dolores A. Kunda, *President and Chief Executive Officer, Lapiz Hispanic Marketing and Leo Burnett Puerto Rico*

Deryl McKissack, *President and Chief Executive Officer, McKissack & McKissack*

Dorri C. McWhorter, *Partner, Crowe Horwath LLP*

Verett Mims, *Assistant Treasurer, The Boeing Company*

Ray Mota, *President and Chief Executive Officer, Mota Construction Co.*

Linda M. Nolan, *Senior Vice President, Northern Trust*

Linda O'Bannon, *Medical Director, North Central Region, Aetna*

Nam Hung Paik, *Partner, Baker & McKenzie*

Terry Peterson, *Vice President, Government Affairs, Rush University Medical Center*

Anita Ponder, *Partner, Drinker, Biddle & Reath LLP*

Quintin E. Primo III, *Chairman and Chief Executive Officer, Capri Capital Partners, LLC*

Nazneen Razi, *Executive Vice President and Chief Human Resources Officer, Jones Lang LaSalle*

Eric A. Reeves, *Vice President, General Counsel & Secretary, Duchossois Group, Inc.*

Judith C. Rice, *Vice President, Director of Government Relations, Harris*

Brenda A. Russell, *Director and Client Relations Executive, PricewaterhouseCoopers, LLP*

Gene Saffold, *Chief Financial Officer, City of Chicago*

Donna Sims Wilson, *President, M. R. Beal & Company*

Michael Sutton, *President and Chief Executive Officer, Infrastructure Engineering, Inc.*

Sheila G. Talton, *Vice President, Cisco Globalization Office, Cisco Systems, Inc.*

Nigel F. Telman, *Partner, Sidley Austin LLP*

Shundrawn A. Thomas, *President, Northern Trust Securities, Inc., Northern Trust*

Darryl Tom, *Partner, Gonzalez, Saggio & Harlan LLC*

Jason Tyler, *Senior Vice President, Investment Committee & Director of Research Operations, Ariel Investments*

Neli Vazquez-Rowland, *CEO, Be! Products and Co-Founder, A Safe Haven, LLC*

George A. Williams, *Senior Vice President, Operations, ComEd*

James H. Wooten, Jr., *Senior Vice President, General Counsel and Secretary, Illinois Tool Works Inc.*

Schedule of Events

Tuesday, November 10, 2009



11:00 a.m.

Registration

12:00 p.m. – 1:30 p.m.

Diversity Leadership Luncheon

2:00 p.m. – 3:30 p.m.

Workshops

Workshop IA

Downsizing: Maintaining a Fair and Legal Racial Workforce Balance

Recent data published by the Equal Employment Opportunity Commission (EEOC) indicate an upward trend in job discrimination claims. In 2008, there was a 15 percent overall increase in claims with race discrimination accounting for 36 percent of all claims filed last year. While there are a number of variables impacting this upward trend, current economic conditions are playing a key role. This session will address reducing your risk associated with economic layoffs, incorporating diversity into your downsizing or restructuring strategy, and maintaining a fair and racially balanced workforce. Legal experts will review strategies for assessing and minimizing your risks, managing potential conflict and increasing your transparency during layoffs.

Moderator: Stanley Stallworth, *Partner, Sidley Austin, LLP*

Speakers: Joseph M. Gagliardo, *Managing Partner, Laner, Muchin, Dombrow, Becker, Levin and Tominberg, Ltd.*
Young Kim, *Administrative Judge, Equal Employment Opportunity Commission*
Elizabeth A. McDuffie, *Gonzalez, Saggio & Harlan*

Workshop IIA

The Importance of Diversity in Good and Bad Times

History has taught us that economic highs and lows move in cycles. During bad times corporations are quick to make cuts to line items that do not net immediate, tangible, financial benefits. During this session, industry experts will share strategies that address the important attributes of diversity and inclusion and the critical role they play in promoting employee engagement and boosting morale when a corporation is challenged by the economy. Standing on the shoulders of diversity, corporations can create an atmosphere of innovation that will contribute to talent development and long-term growth. Companies that continue to recruit, promote and develop a diverse talent pool will be more adaptable and more competitive when the economic trend begins to move upward.

Moderator: Guy Summers, *President, Farrell Group LLC*

Speakers: Marjorie Paddock, *Director of Diversity & Workplace Equity, Harris*
Denise Banks, *HR Consulting Director, CNA Insurance*
Salvador Mendoza, *Vice President, Diversity and Inclusion, Hyatt Corporation*

Workshop IIIA

Supplier Diversity: Keeping MBEs in the Game

Minority-owned businesses play a critical role in contributing to the economic vitality of the U. S. economy, and are a major source of job creation in this country. Minority firms, however, are challenged in good and bad economic times. Limited access to key decision-makers has been a major barrier. Corporate supplier diversity strategies have become an important element in ensuring that minority business enterprises gain access to opportunities in order to thrive. This session will explore what strategies are being implemented by corporations to engage the minority business community.

Moderator: James Williams, *Business Diversity Manager, University of Chicago Medical Center*

Speakers: Jacquelyn M. Howard, *U.S. Director, Senior Supply Chain Management, McDonalds USA LLC*
Leonard McLaughlin, *President, Aon Cornerstone Innovative Solutions*
Donna Westerman, *Director of Supplier Diversity & Social Responsibility, and Worldwide Procurement, Wm. Wrigley & Co.*



3:30 p.m. – 3:45 p.m.

Beverage Break

3:45 p.m. – 5:15 p.m.

Workshops

Workshop IB

Diversity Matters: Ramping Up the Rate of Leadership Engagement

Strong leadership and commitment are critical components to the success of diversity initiatives. It is especially important during turbulent times for key corporate officers and team leaders to reiterate the reasons why diversity matters in a visible way, stay focused on the mission, vision and core values of the organization, and ramp up CEO engagement. These initiatives must remain top-of-mind in the C-suite. Aligning diversity with the strategic objectives of the organization will ensure preservation during economic highs and lows enabling organizations to forge ahead. This session will explore strategies for engaging and aligning senior leaders around sustainability, collaboration and innovation while continuing to yield shareholder value.

Moderator: LaShana Jackson, *Director of Diversity & Inclusion, Aon Corporation*

Speakers: Charmon Parker-Williams, *President, Parker-Williams Consulting*

Robert Mendonsa, *President, Small and Middle Markets, Aetna*

Carolyn Clift, *Chief Diversity Officer, Health Care Service Corporation*

Workshop IIB

The Multiracial Pipeline: Preserving Your Talent Investments

Although the business case for workforce diversity has been documented on many levels, recruitment and retention programs are being severely impacted by the economic crisis. Talent management strategies represent a significant investment in many industry segments. It has been noted that some industries invest as much as \$1 billion per year on training and professional development programs and initiatives. This session will explore designing creative strategies that will continue to develop the multiracial talent pipeline despite economic attrition and making informed downsizing recommendations while retaining diverse assets. It will also challenge you to think more transformational and less transactional by capitalizing talent investments for long-term growth.

Moderator: Angel Gomez, *President, A.G. Gomez Consulting*

Speakers: Erin Barney, *Director, Enterprise Talent Acquisition, Health Care Service Corporation*

Marguerite E. Durston, *Administrator, Attorney Recruitment, Quarles & Brady*

Ana Dutra, *Chief Executive Officer, Leadership and Talent Consulting, Korn/Ferry International*

Delta L. Triplett, *Principal, Delta Triplett Inc.*

Workshop IIIB

Developing Recession Resistant Business Models for MBEs

A business model is defined as a framework for creating economic, social and/or other forms of value. All businesses, large and small, are being challenged by the current economic conditions. Spending cuts and frozen financial markets, however, have further limited access to sources of capital for small firms. This session will help you to examine whether you are running your business in the most efficient manner and if it is time to rethink your business model in order to survive and thrive during economic highs and lows. It will also present strategic alliances as a means of cutting costs, monitoring key market indicators, and developing new product offerings and incentives.

Moderator: Darryl Tom, *Partner, Gonzalez, Saggio & Harlan LLC*

Speakers: Martin L. King, *President, MLK Corporation*

Albert Grace, *President & COO, Loop Capital*

Manny Sanchez, *Managing Partner, Sanchez, Daniels & Hoffman*

5:30 p.m. - 6:30 p.m.

Pre-Dinner Networking Reception

6:30 p.m. - 8:30 p.m.

Bridge Awards Dinner Featuring the Business Leaders of Color

Sponsorship Opportunities



The four levels of sponsorship provide an opportunity to exhibit support for multiracial diversity to an audience of mid- to upper-level managers and successful minority entrepreneurs.

\$50,000 CHAIRMAN'S CIRCLE SPONSOR

- Radio (inclusion in radio promotion spots valued at 30K)*
- Brand prominence in print media promotions
- Brand inclusion in promotional and program materials
- Signage in prime locations and designated program segments
- (1) Table of 10 at the Bridge Awards Dinner, featuring the 2009 Business Leaders of Color– Executive Seating
- (10) Registrations for the Changing Color of Leadership Conference – workshops and luncheon
- (1) Full page color ad in the Changing Color of Leadership Conference Guide
- (1) CEO Diversity Statement Page in the Changing Color of Leadership Conference Guide

\$25,000 ADVOCATE FOR CHANGE SPONSOR

- Brand inclusion in all promotional and program materials
- Signage in prime locations and designated program segments
- (1) Table of 10 at the Bridge Awards Dinner, *featuring the 2009 Business Leaders of Color* – Executive Seating
- (6) Registrations for the Changing Color of Leadership Conference – workshops and luncheon
- (1) Full page color ad in the Changing Color of Leadership Conference Guide
- (1) CEO Diversity Statement Page in the Changing Color of Leadership Conference Guide

\$10,000 CORPORATE CITIZEN FOR CHANGE SPONSOR

- Inclusion in promotional and program materials
- Signage in prime locations
- (1) Table of 10 at the Bridge Awards Dinner, *featuring the 2009 Business Leaders of Color*
- (4) Registrations for the Changing Color of Leadership Conference – workshops and luncheon
- (1) Full page color ad in the Changing Color of Leadership Conference Guide

\$5,000 LEADERSHIP SPONSOR

- (1) Table of 10 at the Bridge Awards Dinner, *featuring the 2009 Business Leaders of Color*
- (2) Registrations for the Changing Color of Leadership Conference – workshops and luncheon
- Inclusion in dinner promotional materials
- (1) Full page black & white ad in the Changing Color of Leadership Conference Guide

*Note: A limited number of radio media packages are available and are assigned on a first-come, first-served basis.

Registration Form

Register online at www.chicago-united.org

Name _____ Title _____

Company _____

Address _____

City / State / Zip _____

Phone _____ Fax _____ E-mail _____

For room reservations, contact Hilton Chicago, 720 South Michigan Avenue, Chicago, Illinois, www1.hilton.com, Tel: 1-312-922-4400.

INDIVIDUAL REGISTRATION

Please select one conference package or select from the meal function options.

Full Conference Package

____ Full Conference Package \$400

(Includes lunch, workshops, networking reception & dinner)

____ Conference Workshops & Luncheon \$250

(Non-profit employees: Call or fax for \$125 discount on the workshops and luncheon package.)

Conference Meal Functions Only

____ Diversity Leadership Luncheon \$75

____ Networking Reception &

Bridge Awards Dinner \$200

CORPORATE SPONSORSHIP PACKAGES

Please select one sponsorship level.

Sponsorship Packages

____ Chairman's Circle Sponsor \$50,000

____ Advocate for Change Sponsor \$25,000

____ Corporate Citizen for Change Sponsor \$10,000

____ Leadership Sponsor \$5,000

All registrations and conference sponsorships must be paid in advance.

Conference Workshop Selection

Please choose only **ONE** session labeled **Workshop A** and **ONE** labeled **Workshop B**.

Sponsors who earn multiple registrations will be contacted by PJH & Associates for attendee workshop selections.

2:00 p.m. - 3:30 p.m. – A Workshops *(Select One)*

____ Workshop IA: Downsizing: Maintaining a Fair and Legal Racial Workforce Balance

____ Workshop IIA: The Importance of Diversity in Good and Bad Times

____ Workshop IIIA: Supplier Diversity: Keeping MBEs in the Game

3:45 p.m. - 5:15 p.m. – B Workshops *(Select One)*

____ Workshop IB: Diversity Matters: Ramping Up the Rate of Leadership Engagement

____ Workshop IIB: The Multiracial Pipeline: Preserving Your Talent Investments

____ Workshop III-B: Developing Recession Resistant Business Models for MBEs

Total Registration Fees: \$ _____

Cancellations will not be accepted after October 16, 2009

Credit Card Authorization:

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- Jones Lang LaSalle, Inc. • Laner, Muchin, Dombrow, Becker, Levin and Tomlinberg, Ltd. • Leo Burnett USA
- LifeSource Chicagoland's Blood Center • Loop Capital • L&W Supply Corporation • Mesirow Financial
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Sponsors as of October 2, 2009

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