

The 10th

Multicultural Conference



Global Awareness Innovation • Interconnection • Impact

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

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Thursday November 3, 2016

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.

This is our 10th Multicultural Conference Since 2008 !





MULTICULTURAL
Symposium Series

Welcome

November 2016



Dear Valued Conference Delegate:

Welcome to the 10th Multicultural Conference! Your participation affirms that multiculturalism, diversity, and inclusion are important topics in our communities, businesses, schools and throughout our world.

As a 29 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 29th 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 eight years, several webinars, new websites, travel, and nine conferences later, I am excited to launch the 10th 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 moves forward! It's on a steady path of helping YOU determine the best game plan 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, CITM

Founder, Multicultural Symposium Series

www.mssconnect.com

Distinguished Speakers



Askia Acquah Hanson (29) is a second generation Ghanaian-American Muslim in his last semester at UMass Boston, majoring in Sociology and minoring in Africana Studies. Askia is the

President and Founder of the Ghanaian Student Association at UMass Boston, and Co-Founder of a non-profit organization, Progressive African Network (PAN). He is interested in further learning, observing, studying, and researching the issues and topics that effect those of the African and Ghanaian diasporas as well as the issues that black/ African Muslims face as well.

Mr. Acquah Hanson's long term goals are to obtain his Masters in Sociology and Global Affairs, and hopefully work for the United Nations in the future. Askia is married with two children.



Michael Halperin is currently Director of Training & Development and Co-Chair of the Diversity and Inclusion Council at the May Institute, a national not-for-profit headquartered in Randolph, MA, noted for its work on autism and other developmental disabilities. He is responsible for all aspects of employee and management

development, change management, team development, and strategic planning sessions. His D&I work at May includes developing and implementing D&I training for supervisors and new hires, architecting the Mentoring Program, and leading the design and analysis of an organization wide D&I survey intended to support action planning throughout the organization.

Previously he was Principal of Halperin Consulting, an organizational consulting and training firm. With over 30 years of experience, he's keenly interested in helping individuals and organizations learn how to increase personal and organizational effectiveness.



Janine Taylor is the Sr. Director of Human Resources and Employee Engagement at the May Institute in Randolph, MA. She received her B.S. in Business Administration from Boston University before joining Andersen Consulting (now Accenture) as a Business Analyst.

She joined May Institute in 2002, earned a Master's in Management from Emmanuel

College and over the next 10 years, held progressive roles of responsibility within the agency's HR department before joining Vinfen as the Director of Human Resources in 2012. After one-year managing the Field HR organization at Vinfen, Mrs. Taylor returned to May institute in 2013, where she accepted a position as the Sr. Director of Employee Outreach and Engagement. Her role has since been expanded to include oversight of Field HR and Co-Chair of May Institute's Diversity and Inclusion Council.

She serves on the Board of Girls Incorporated, Taunton and volunteers in her children's schools and Parent/Teacher Organizations. She currently resides in East Taunton, MA with her husband Kemo and their 3 children.



As a small business owner and licensed mental health counselor, **Marie Doubleday** offers therapy services on Martha's Vineyard and Falmouth Massachusetts through her private practice, Doubleday Counseling, which she founded in

2007. In her practice she uses a blend of psychotherapy and counseling methods allowing her clients to discover inner strength to overcome some of life's most difficult challenges that stem from depression, anxiety or addictions. Her practice includes individuals both seasonal and year round residents, of various incomes and ethnic backgrounds.

Marie earned a B.A. from the University of Massachusetts/Boston, a M.Ed. from Cambridge College. Marie grew up in Malden, as an adult has resided in Boston, Cambridge and has lived primarily in Oak Bluffs since 1986. She is the proud mother of one son, Arthur Hardy- Doubleday, an attorney practicing in Massachusetts, with a focus on housing.

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 recent completion 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 is 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 increased to more than \$46 million, 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.

Dr. Motley is a longtime friend and supporter of the Multicultural Symposium Series and this conference.

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

Featured Keynote Speakers

James E. Rooney

James E. Rooney is president and chief executive officer of the Greater Boston Chamber of Commerce, one of the region's leading business associations.

In his first year as president & CEO of the Boston Chamber, Rooney has created a strong focus on broadening the Chamber's membership, including producing programs and initiatives designed to attract more young professionals, members of the startup and innovation community, minority-owned, and small businesses. Under Rooney's guidance, the Chamber has become the leading voice of the business community on public policy issues, issuing more than 20 policy statements in one year, and weighing in on important issues such as energy, matters of equality, education, labor-related issues and policy regarding our state's competitiveness.

Rooney has extensive experience in advancing economic development and innovation across Greater Boston. Prior to joining the Chamber in 2015, Rooney was executive director of the Massachusetts Convention Center Authority for nearly 15 years, overseeing the Boston Convention & Exhibition Center, the John B. Hynes Veterans Memorial Convention Center in Boston's Back Bay, the 1,350-space Boston Common Parking Garage, and the MassMutual Center in Springfield, a combined convention center and 6,000-seat arena. Rooney's leadership played a vital role in the construction of the Boston Convention & Exhibition Center, a 516,000 square foot, start-of-the-art convention center.

Before moving to the MCCA in 2001, Rooney served two years as Chief of Staff to Boston Mayor Thomas M. Menino. He began his public career at the Massachusetts Bay Transportation Authority, where he spent 18 years, starting as a track laborer and ending as Deputy General Manager. During the 1990s, Rooney served in senior positions at the Massachusetts Turnpike Authority and the Central Artery Project.

Rooney sits on several non-profit and community boards in the Boston area, including as Chairman of The Children's Trust; College Bound Dorchester, the Boston Children's Museum and A Better City (ABC). He is the former Chairman of the Friends of the Fort Point Channel, a former member of the Board of Directors of the Professional Convention Management Association (PCMA) and the PCMA Foundation Board of Trustees, as well as a former board member of the International Association of Convention Centers.

Rooney grew up in South Boston and attended the prestigious Boston Latin School, graduating as president of his class. He holds a bachelor's degree in economics from Harvard College and attended the Boston University School of Management. He and his wife Maryanne reside in Dorchester and have three children.



**Tweet About The Multicultural Symposium Series.
Use this hashtag on Twitter: #mcboston2016**

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, India, Australia, South Africa, and Kenya. Carole has spent the past seven 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. He works and identifies new and existing authors and publishers who want to publish their books using the most economical methods and technologies available today. We have enabled over 30,000 authors to achieve their dream.

King Printing Company, Inc is a full service book printer and has been printing books here in the United States for 40 years. All work is performed under one roof using the latest in technology which allows the customer to print minimum quantities that allows profitable margins to the author or publisher.



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.



Georgianna Melendez is the Interim Chief Diversity Officer in the Office of Diversity and Inclusion at the University of Massachusetts - Boston. She also serves as the Executive Director of the Commonwealth Compact, an organization committed to making Massachusetts a world leader in diversity and inclusion. She previously worked as the Executive Director of Casa

Myrna Vazquez, leading the agency, its operations and

programs to reach more than 20,000 women and children who are affected by domestic violence. Georgianna has more than 12 years experience in the field of domestic violence.

Georgianna received her bachelor's degree from Bentley University.



For the past eight years, **Kamilah A'Vant** has negotiated carriage agreements with cable and telecommunications companies ensuring that they comply with FCC broadcast rules. Previously, Kamilah was a corporate/litigation paralegal with Textron, Inc.

She is a member of the National Association for Multi-Ethnicity in Communications (NAMIC) and President of the NAMIC New England Chapter.

Kamilah holds a Bachelor's in Economics from Rhode Island College, a Master's in Management, Acquisition and Supply Chain and a graduate certificate in Leadership from the University of Maryland University College. She is a member of Women in Cable Television (WICT) and Deputy Secretary of the Southern New England Association of Black Journalists.



Jenean McGee is currently pursuing her Master of Arts in American Studies at the University of Massachusetts, Boston. As a McNair scholar she received her Bachelor of Arts degree from Southern Oregon University in English with a minor in Creative Writing. In 2015 she was awarded the Catherine Molinar Knapp Multicultural Award for her research in Multicultural literature at Southern Oregon University.

She is presently the graduate assistant for the Study of Humanities, Culture, and Society at the University of Massachusetts Boston. Jenean's current research focuses on African American female jazz musicians and their political involvement in Black social movements of the 1960s, specifically examining the ways in which fashion, politics and music intersect with the female body.

Roundtable Topics

Business & Civic Engagement

Strategies For Sustaining An Employee Resource Group

Diversity And Inclusion In The Broadcast Industry

Building A D&I Initiative Inside Your Organizaiton



Maximizing Diversity Across Industries

Sexual Harassment Vs. Sexual Assault

Write A Book: Tell Your Story In A Diverse World

Tweets, Posts & Videos: D&I And The Youth Revolution



Housing & Community Issues

The Cape & Islands And The Opioid Crisis

2016 Conference Agenda

Registration Coffee Hour & Networking	Thursday 8:00 am to 9:00 am	Univ of Mass Boston Alumni Lounge - Campus Center
Morning Session	9:00 am - 10:00 am	
Welcome & Opening	Conference Overview University Greetings Commonwealth Compact Greetings	Carole Copeland Thomas Dr. Keith Motley Georgianna Melendez
Morning Keynote Address	The Business Community On Global Diversity & Inclusion	James E. Rooney Gr. Boston Chamber of Commerce
Distinguished Panel Presentation "Workplace & Community Strategies on Diversity"	10:00 am - 11:00 am People's United Bank Patrick Sullivan, Moderator	Giles Li, Boston Chinatown NC Karen Craven, Babson College Bob Dame, Year Up Boston
Roundtable Topics	11:15 am to 12:15 am	2 Rounds @ 25 Minutes Each
Session 1	Strategies For Sustaining An Employee Resource Group (ERG)	Linette Sanders
Session 2	Write A Book: Tell Your Story In A Diverse World	Tom Campbell
Session 3	Sexual Harassment vs. Assault	Carole Copeland Thomas
Session 4	Tweets, Posts & Videos: D&I And The Youth Revolution	Jenean McGee Askia Hanson
Session 5	The Cape & Islands And The Opioid Crisis	Marie Doubleday
Session 6	Diversity And Inclusion In The Broadcast Industry	Kamilah A'Vant
Session 7	Building A D&I Initiative Inside Your Organization	Janine Taylor Mike Halperin
Roundtable Debrief	12:15 pm - 12:30 pm	Entire Conference Delegation
Closing Keynote Luncheon	12:30 pm - 2:00 pm	
	Luncheon Keynote Address	Roxann C. Cooke Eastern Bank
	Closing Remarks	Carole Copeland Thomas
	The Discussion Continues Online On The Air and Throughout 2016-2017	

Distinguished Lead Sponsor Panel Presentation

Workplace & Community Strategies On Diversity

Sponsored By People's United Bank

Moderated by Patrick J. Sullivan



Pat Sullivan, age 61, joined People's United Bank in November, 2013 as the President of Massachusetts. He is responsible for the strategic development of all commercial business, retail banking, wealth management and insurance across the Commonwealth. Sullivan's offices are located in Boston, Massachusetts.

Focusing on commercial banking, the region's relationship management team provides creative financial solutions, encompassing both short and long term credit facilities and investment opportunities to small, mid-size and large companies. The group includes defined divisions of Business Banking, Middle Market Lending, and a regional focus on the seafood industry as well as the non-profit and education industries.

Sullivan has almost forty years of experience in the banking industry and has held a variety of executive and management positions. Prior to joining People's United Bank, he spent time in the Berkshires as EVP, Commercial Banking and Wealth Management at Berkshire Bank and President and CEO Legacy Banks. Legacy successfully merged with Berkshire Bank in July, 2011.

Sullivan has actively participated in community development throughout his career. Currently, he is a director of The Boston Chamber of Commerce, Massachusetts Bankers Association, Massachusetts High Tech Council, People's United Community Foundation of Eastern MA and Massachusetts Business Development Corp, where he serves as chairman. Most recently, Sullivan joined the Board of Trustees at Merrimack College.

DISTINGUISHED PANELISTS BELOW



Giles Li
Executive Director
Boston Chinatown
Neighborhood Center



Karen Craven
Chief Administrative & Financial Officer
Babson College



Bob Dame
Executive Director
Year Up Boston

COMPLETE BIOGRAPHICAL PROFILES FOR THE PANELISTS AT www.mssconnect.com

Featured Keynote Speaker

Roxann C. Cooke



Roxann Cooke is a Senior Vice President and Regional Manager at Eastern Bank. She has twenty three years of Retail Banking and non-profit leadership experience. She has responsibility for sixteen Retail Bank branches in the Boston, Cambridge and the Metro West markets in Massachusetts. She joined Eastern Bank in 2009 as a Vice President and Branch Manager and was subsequently promoted to Senior Vice President and Regional Manager in 2014.

Roxann was featured as an Emerging Leader in the Boston Business Journal and recognized for her corporate and civic leadership and accomplishments. She is a social advocate who is passionate about economic and educational development and empowerment and serves on various Non-Profit Boards that are focused on addressing these social issues.

Roxann currently serves as the Treasurer of Girls Incorporated of Lynn, President of Delta Sigma Theta Sorority Incorporated, South Middlesex County Alumnae Chapter and the Nominating Chair of the Dorchester YMCA. She also serves on the Boston Private Industry Council, the Boston Industrial Development Finance Authority and the Museum of African American History.

Roxann received the YMCA Achiever Award for her professional accomplishments and her commitment to community service. She also received the Volunteer of the Year Award from the Dorchester YMCA in 2016 and has been recognized as Eastern Bank's Top Volunteer in 2016.

Roxann earned a Bachelor of Arts degree from Dartmouth College and a post-baccalaureate graduate certificate in business administration and management from Harvard Extension School. She successfully completed the Emerging Leaders program at UMass Boston and received an Executive MBA from Suffolk University's Sawyer School of Business.

Roxann currently lives in Boston with her two daughters.

Read All Of The Speaker Biographical Profiles At
www.mssconnect.com

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Call Carole When You Need An Experienced Professional Speaker

When you need a speaker who will deliver high energy programs while inspiring and entertaining your audience at the same time, count on Carole Copeland Thomas. As a veteran keynote speaker, trainer, facilitator, emcee, and workshop leader Carole customizes every message so that her audience leaves with a new understanding of their personal and professional course of action.

Depend on Carole

Carole keeps her finger on the pulse of must-know information as the publisher of her weekly e-newsletter, blog, books, numerous business articles and upcoming publication Connection Magazine. She understands that your budget demands that every speaker you hire must deliver high content programs that will leave your audience with lasting memories of your convention, seminar, conference, annual meeting, banquet, luncheon, breakfast or corporate program.

Follow Through

Carole follows through on the job. You never have to wait to hear from her. She's quick, considerate, and will do whatever it takes to make your job easier. Leave a message for Carole, and she'll get back to you with efficiency and speed.

Early Bird to Night Owl

From a 7:00 a.m. plenary keynote speech for the American Society of Association Executives to midnight training for the third shift of the Massachusetts Bay Transportation Authority, Carole's schedule is flexible and will adjust to your program needs!

Tailoring the Message

Frequently, Carole will ask you for the names of 3-5 members of your organization for pre-program development. She'll briefly interview them by phone or email so that the attitudes and issues of the group are clearly articulated in her message. Many meeting planners have thanked Carole for crafting a program that really hits home for each and every attendee.

Count on Carole

Confident yet caring and compassionate. Historical yet humorous and witty. Engaging yet energetic with a call to action. When it comes to delivering on time, powerful messages, you can count on Carole.

Carole Copeland Thomas, MBA, CDMP, CITM

Speaker • Trainer • Facilitator • Retreat Leader

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www.carolecopelandthomas.com

Thank You Special Friends

This is our 10th Multicultural Conference in 8 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 9th Conference A Memorable and Valuable Event.

Thank You UMass Commonwealth Compact

Dr. Keith Motley & Staff
Chris Hogan
Kay Ryan
Georgianna Melendez
UMass Conference Sales & Mkt

Thank You Volunteers

Michelle Thomas-Monteiro
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Stacey Smith

Thank You Production & Ops

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



Save The Date

The 24th

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