

The 9th

Multicultural Conference



Global Awareness Influence • Interconnection • Impact

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

www.mssconnect.com
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Thursday November 5, 2015

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.





Save The Date

The 23rd

Black History Empowerment Breakfast

Thursday March 3, 2015 Colonnade Hotel • Boston

Salute To African Americans In The Military with Guest Speaker

Ernest Washington, Jr.

Purple Heart & Vietnam Cross of Gallantry Honoree

Entrepreneur, Community & Veterans Advocate

\$65 Per Person • \$650 Table of Ten • Sponsorships Available



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MULTICULTURAL
Symposium Series

Welcome

November 2015



Dear Valued Conference Delegate:

Welcome to the 9th Multicultural Conference! Your participation affirms that multiculturalism, diversity, and inclusion are important topics in our communities, businesses, schools and throughout our world.

As a 28 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 28th 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 seven years, several webinars, new websites, new books, and eight conferences later, I am excited to launch the 9th 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



Agnes Chang joined the Mayor's Office of New Bostonians (MONB) in 2007 as the Resource Development Manager. She is responsible for grant writing, cultivating and maintaining donor relationships that support MONB

initiatives. Agnes also collaborates with

City departments in the coordination and organization of events that highlight the City of Boston's diversity, immigrant heritage and contributions. She was the Director of Outreach and Program Development at the Asian Task Force Against Domestic Violence, a not-for-profit that works mainly with DV survivors from Asia, and served as the Program Manager at Community Work Services, Inc., an organization that provides workforce training and support services to disabled folks. Agnes is an immigrant from Hong Kong and she is proficient in Cantonese, Mandarin and Shanghainese.



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.



Fran Dichner is Owner, President and CEO of R&L Associates, a full service staffing firm, and the Aries Group, its National engineering division. Under her leadership, Fran has grown R&L Associates from a small mom-and-pop business to its multi-million dollar award winning

status and through WBENC Certification has grown the Aries Group nationally.

For more than 10 consecutive years, R&L was recognized as one of the Top 100 Women Led Businesses in Massachusetts. Additional awards include Girls, Inc. - Strong, Smart, Bold Award, Lydia Pinkham - North of Boston Businesswoman of the Year Award, NSWIB - Businesswoman of the Year and Top 10 Recruiting Firms in Massachusetts (2003-2011)



Saty Singh is the Resource Development Officer at Urban Edge, a Boston based nonprofit focused on building affordable housing and creating prosperous neighborhoods. At Urban Edge, Saty concentrates on fundraising - primarily through individual giving campaigns and events. She has extensive experience working with major donors,

creating annual fund campaigns and organizing large-scale galas.

Prior to Urban Edge, Saty worked with Buffalo Jobs with Justice and Demos & The American Prospect. She holds a B.S. in Business Administration from the State University of New York at Buffalo.



As a 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 and has lived in Oak Bluffs since 1986. She is the proud mother of one son, Arthur Hardy-Doubleday, a newly minted attorney practicing in Massachusetts.

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

Presiding Elders Sarah & Abraham Peddiny

Serving God has been a central theme in Rev. Minnie Sarah Peddiny's life since she was a teenager. She was born and raised in Southern India and was "born again" in the church in 1984. She has been preaching the gospel throughout India for years.

For two years, Rev. Sarah served as a volunteer in Operation Mobilization India (OMI), a worldwide evangelical organization. While at OMI, she met and married a fellow worker Rev. Abraham Peddiny in 1993. Through the years, Rev. Sarah completed her theological studies and received her Bachelor of Divinity (BD), Masters in Theology (M.Th.) and Master of Arts in Christian Studies (MA).



Her previous employment included work for the Lutheran Church in India, serving as the Secretary for Women's Desk in the United Evangelical Lutheran Churches in India. In 2003 African American seminary exchange student, **Rev. Karla Cooper**, met and formed a friendship with another student at **Gurukul Theological Seminary** in Chennai: Indian born **Rev. Minnie Sarah** (Peddiny). Rev. Cooper shared church history with Rev. Sarah and told of the visionary leadership of her church's co-founder, ex-slave and first elected and consecrated bishop of the African Methodist Episcopal Church (AME), Richard Allen. It was a match made in Heaven. The friendship of Rev. Sarah Peddiny, Rev. Karla Cooper and Rev. Abraham Peddiny ultimately led to the formation of AME India in 2007. Under the direction of Bishop John Bryant and Rev. Cecilia Bryant, Rev. Sarah and Rev. Abraham Peddiny were appointed to the position Presiding Elders for the African Methodist Episcopal Church in India. To this date, they remain the only Presiding Elder couple in the worldwide connectional AME Church. Rev. Sarah has been blessed with spiritual gifts of prophecy, discernment, healing and exorcising evil spirits. Her achievements have taken her to eight countries by way of mission work through God's grace. Her enthusiasm for helping the Dalit community (India's outcastes) remains a thrust of Rev. Sarah's great calling to humanity.

Scholarly pursuit and spiritual outreach have been connecting forces in the life of Rev. Abraham Peddiny since an early age. He was born and raised in Eastern India and was "born again" in the church in 1984. For six years, Rev. Abraham served as a volunteer in Operation Mobilization India (OMI), a worldwide evangelical organization. While at OMI, he met and married a fellow worker Rev. Minnie Sarah in 1993.

Rev. Abraham's work with Operation Mobilization India took him across India and Nepal. During that time he served as a volunteer on the ship MV Doulos, along with people from 50 nations. The ship has entered the Guinness book of records as the largest floating book exhibition in the world.

Following his work with OMI, Rev. Abraham completed his educational training and received his Bachelor of Theology (B.Th), Bachelor of Divinity (BD), Masters of Theology in Comparative Religions with a special emphasis on Islam (M.Th) and Master of Arts in Christian Studies (MA). He has taught in a number of well respected national seminaries in India before being invited to help establish the African Methodist Episcopal Church in 2007.

Rev. Sarah and Rev. Abraham are the proud parents of a son and a daughter: Hans Isaac, a third year Dental student and Beverly, an 11th grade student.

**Tweet About The Multicultural Symposium Series.
Use this hashtag on Twitter: #mcboston2015**

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 six 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.



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.



A seasoned photographer and consummate professional, **Don West** captures the spirit and character of people, places and events. A newsman at the core, he likes to be where the action is.

West began his career as a freelance and news photographer, working for United

Press International (UPI) and the Bay State Banner, Boston's black weekly paper. He has since gone on to a host of photojournalistic assignments that have taken him throughout the United States, Latin America, Africa, China, Europe and the Middle East.

in New England. Likened to a "griot," or people's historian, Don uses his camera to provide visual witness to our rich diversity and collective contributions, capturing images and telling stories of individuals at work, at play, with their families, and in struggle for what they believe.



Kenneth J. Cooper is a Pulitzer Prize-winning reporter and editor, veteran of 30 years at a major newspaper including The Washington Post and the Boston Globe. Currently, he is the editor for The Trotter Review, an annual scholarly journal focused on the history and culture of African Americans, published by the William Monroe Trotter Institute at UMass Boston. Independent writer for national magazines, freelance editor and consultant on

journalism projects, Cooper is exploring new interests in the Middle East and is developing a major writing project, a historical narrative set in Arkansas, Kansas and Oklahoma.

Roundtable Topics

Business & Civic Engagement

The Power of ERGs: Employee Resource Groups

New Bostonians: Understanding & Working With Immigrants

Women, Leadership & Business



Maximizing Diversity Across Industries

Why Publishing Your Book Matters In A Diverse Marketplace

Boston's Pioneers In Diversity

Diversity & The Transportation Industry



Housing & Community Issues

The Cape & Islands: Hidden Issues With Drug Abuse

Housing For All In A Multicultural Society

2015 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	International Perspectives On Global Diversity & Inclusion	Revs. Abraham & Sarah Peddiny AME India, Chennai, India
Distinguished Panel Presentation “Global To Local: Progressive Strategies For Positive Change”	10:00 am - 11:00 am	Hosted & Sponsored by State Street Corporation
Roundtable Topics	11:15 am to 12:15 am	2 Rounds @ 25 Minutes Each
Session 1	The Power of ERGs: Employee Resource Groups	Linette Sanders
Session 2	Why Publishing Your Book Matters In A D&I World	Tom Campbell
Session 3	Women, Leadership & Business	Fran Dichner
Session 4	New Bostonians: Understanding & Working With Immigrants	Agnes Chang
Session 5	The Cape & Islands: Hidden Issues With Drug Abuse	Marie Doubleday
Session 6	Housing For All In A Multicultural Society	Saty Singh
Session 7	Boston’s Pioneers In Diversity	Don West & Ken Cooper
Session 8	Diversity & The Transportation Industry	Mike Esposito
Roundtable Debrief	12:15 pm - 12:30 pm	Entire Conference Delegation
Closing Keynote Luncheon	12:30 pm - 2:00 pm	
	Special Greetings Keynote Address	Brandi Miller, Emirates Airlines Gary Morton
	Closing Remarks	Carole Copeland Thomas
	The Discussion Continues Online On The Air and Throughout 2015-2016	

Distinguished Lead Sponsor Panel Presentation

Global To Local: Progressive Strategies For Positive Change

Sponsored By State Street Corporation

Moderated by Julie Haskell



In her role, **Julie Haskell** sets strategy, goals, priorities and success metrics for global inclusion, diversity and work/life practices. She also oversees inclusion and diversity programs across the organization, aligning key initiatives with State Street's business objectives, including State's Street's global employee engagement survey, diversity sponsorships and the company's 23 global employee resource groups.

Julie is a recognized speaker and expert in the field of gender, work/life, and diversity, and leads the company's sponsorship of widely attended conferences and events, including the Mass Conference for Women, the largest women's conference globally. Under her tenure, State Street has received multiple awards and national recognition for its inclusion efforts, including Working Mothers' Best 100, *Financial Times* Top 50 Employers for Women, Human Rights Campaign Best Places to Work for LGBT Equality, *DiversityInc* Top 10 Regional Companies for Diversity, *Black Enterprise* Best

Companies for Diversity, *Latino Magazine* Best 100 Companies for Hispanics, Stonewall Global Diversity Champion, 50 Leading Company for Women's Leadership in Asia-Pacific Economic Cooperation and World-at-Work Alliance for Work-Life Progress Seal of Distinction.

Julie holds a Bachelor of Arts degree from Bowdoin College and a Master of Science in Communications from Boston University. She is a member of The Boston Club, ALFPA, Catalyst's Experts Community, Boston College Center for Work & Family's National and Global Workforce Roundtables, and the Partnership's Executive Advisory Council.



Paul Francisco
Managing Director
Diversity Consulting & Sourcing Office,
and Workforce Development Programs



Jessyca D. Feliciano, CDR
Sr. Diversity Sourcing Consultant
Talent Acquisition, Diversity Consulting
and Sourcing Office



Dencis Pena
Vice President
Corporate Insurance ERM



Ron Robertson
Senior Vice President
TDE Solution Analysis

Featured Keynote Speaker

Gary Morton, MBA, MSM



Gary Morton is a Director at the Liberty Mutual Foundation. He currently oversees the organization's employee charitable giving program – *Give with Liberty*. In 2014 this program provided \$17.6 Million to over 7,500 charities across the country, through the collective participation of 72% of Liberty employees. He has been with Liberty Mutual Insurance Company for over 11 years and held various financial roles in the company, including Personal Insurance Finance, Product Management, Reinsurance Operations, Commercial Insurance Underwriting and Operational Reporting. Gary received his Bachelor of Science degree in Finance from Bentley University. He continued his education at Bentley and completed his Master of Science Degree in Global Management. As the recipient of the McCallum Graduate Leadership Scholar Award, Gary also completed a MBA degree with a triple concentration in Operations, Technology and Real Estate Management. Currently he is working on a doctoral degree with a concentration in Project Management.

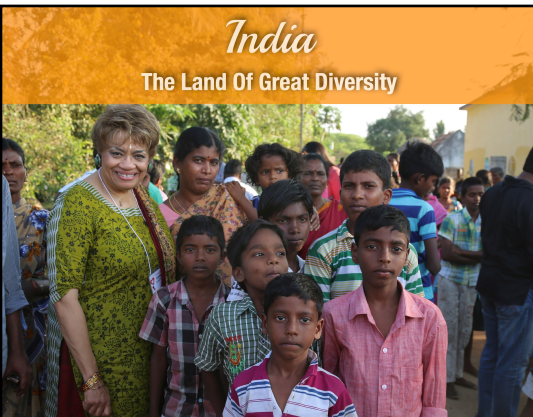
In his third year as President of the National Black MBA Association, Boston Chapter, Gary leads a 42-member Leadership Board of seasoned professionals, and has taken the organization to premier status with a mantra of building together with proactive leadership. As a high school student, Gary joined the Boston Chapter's Leaders of Tomorrow (LOT) program in 1992. He remained active with the association through the years and became the first LOT graduate to become Chapter President in the entire association.

Early in 2013, Gary Morton was the recipient of the distinguished Martin Luther King Jr. Service Award from Bentley University for outstanding community service. He is from the tiny island of Montserrat and was also voted Montserrat's 2013 Person of the Year from MNI-Alive, a global Caribbean media house. In 2014 he was honored by the Montserrat Progressive Society of New York during their 100th Anniversary celebration for his outstanding achievements in business.

He is also a diehard New England Patriots fan who enjoys traveling, snowboarding and motorcycling. He and his wife, Sinan, have two children.

**Tweet About The Multicultural Symposium Series.
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Facts About India ♦



India At A Glance

Population: 1.2 Billion

2nd Largest Population In The World (Behind China)

29 States In India (Like the 50 States In The US)

7 Union Territories

Largest Democracy in the World

Capital: New Delhi

Independence Day: August 15, 1947

Official Languages: Hindi and English PLUS

Several "Scheduled" Languages

President (Head of State): Pranab Mukherjee

Prime Minister (Head of Government): Narendra Modi

For More Information on AME India, visit www.ameindia.com

and www.embracingindia.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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Thank You Special Friends

This is our 9th Multicultural Conference in 7 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

Thank You Volunteers

Michelle Thomas-Monteiro
Alberto Monteiro
Dr. Lorna Thomas-Farquharson
Audrey Jones
Denise Willis Turner
Patricia Odom

Thank You Production & Ops

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