

The 13th

# Multicultural Conference



## ACTIVE LEADERSHIP

DIVERSITY • MULTICULTURALISM • INCLUSION

Hosted By Carole Copeland Thomas  
Multicultural Symposium Series Founder

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Twitter Hashtag: #mcboston2019

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Thursday November 7, 2019

on the Campus of The Massachusetts College of Art & Design  
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 13th Multicultural Conference Since 2008 !**



Dear Valued Conference Delegate:

**Welcome to the 13th Multicultural Conference!** Your participation affirms that multiculturalism, diversity, and inclusion are important topics in our communities, businesses, schools and throughout our world.

As a 32-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 32nd year in business!!

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

Now eleven years, several webinars, new websites, travel, and twelve conferences later, I am excited to launch the 13th Multicultural Conference, here at the Massachusetts College of Art and Design.

The political climate is ever-changing, yet the Multicultural Symposium 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! Enjoy your Membership in MSS!**

Warmly,

*Carole*

Carole Copeland Thomas, MBA, CDMP, CITM

Founder, Multicultural Symposium Series

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# Distinguished Speakers



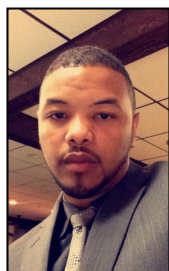
**Johnny Charles** started at Dorchester Bay in 2017 as the Loan Officer and he provided technical assistance to local businesses, assist clients through the lending process, and develop partnerships to help spur economic growth in the community. Johnny came to Dorchester Bay from the Heller School for Social Policy and Management at Brandeis University where he was the Associate Director of Admissions. Previously, Johnny worked in the field of economic development

on behalf of small businesses for a number of years. First, he served as the Boston Program Manager where he recruited and cultivated small business participants for their flagship program, the StreetWise 'MBA™'. Prior, he was the Economic Development Specialist for Codman Square NDC and the Renew Boston Coordinator at Nuestra Comunidad Development Corporation. He holds a Bachelor of Arts in Communications with a focus on Journalism from Curry College and a Masters of Business Administration from Brandeis University, The Heller School for Social Policy and Management.



**Wendy Pease** is owner of Rapport International, a translation, interpretation and language services company that eliminates spoken and written language barriers in 200+ languages. Prior to this, she served in corporate senior management positions in international marketing and business

development. She has an MBA from Dartmouth College, and a BA in Foreign Service from Penn State. She's a frequent speaker and writer on language, culture, marketing, HR, entrepreneurship and exporting. Wendy has lived in Mexico, Taiwan and the Philippines and is passionate about languages, cultures and communications.



**Jean R. Ogando** is an undergraduate student at Southern New Hampshire University pursuing his bachelor's degree in Health Care Administration with a concentration in Human Resources. His career experience includes positions in health care administration. Jean's main objective is to complete his education before embarking upon a career as an HR Health Care Administrator. Jean's vision is to create a work environment that is

stimulating and positive, incentivizing employees to find higher value and integrity within the world of work.

He is a social media enthusiast, keeping on top of the latest trends and resources within the tech industry.



**Josefina Bonilla** is the CEO of RIYHT Media (RIYHT). RIYHT Media creates value for brand and community through innovative marketing and events initiatives, D & I strategies and Corporate Citizenship Conferences. As CEO, Josefina is responsible for leading business and

marketing campaigns, establishing strategic partnerships, and cultivating community relations within multicultural markets.

Before starting RIYHT, Josefina was the Founder, Publisher & President of Color Magazine, a Diversity and Inclusion events and publication focused on creating community, designing leadership conferences and highlighting the accomplishments of the growing number of professionals of color in the United States.

Josefina negotiated the successful public sale of Color Magazine to Gatehouse Media, one of the largest publishers of locally-based print and online media in the US.



**Peggy Charlotte Louis** is the Talent Acquisition Site Lead at Moderna and a board member of the National Association of African American's in Human Resources (NAAHR) of New England. She has a Bachelors in Communication from Regis College. Devoted wife, mother of two, true feminist and a lover of people with over fifteen years of experience in Talent Acquisition. She considers herself a life changer who is

passionate about coaching others to achieve their professional dreams. Acting as a community activist Peggy volunteers once a month at her local library teaching Resume Writing and Interviewing Techniques. Recently she joined the Steering Committee for Haitian Women of Boston (HWB) in hopes to ignite the power of sisterhood and entrepreneurship.

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## Featured Keynote Speaker

**Martha J. Sheridan** is President & CEO of the Greater Boston Convention & Visitors Bureau (GBCVB). In her role, she leads an organization that has over 1,200 member companies across New England whose mission is to create vibrant growth for the visitor economy by promoting, developing, and expanding a united visitor industry. Sheridan joined the GBCVB in 2019. Previously she was President & CEO of the Providence/Warwick Convention & Visitors Bureau (PWCVB), where she oversaw all day to day operations. In 2016 the PWCVB received a Providence Business News Business Excellence Award in the Not-for-Profit Category.



Sheridan has over 25 years of experience in destination marketing. She is Past Chair of the Destination Marketing Association International, the world's largest association of destination marketing professionals. She holds or has held leadership positions with several local, regional and national organizations including the US Travel Association, the Destinations International Foundation, the RI Hospitality and Tourism Association Education Foundation, Meeting Professionals International New England Chapter (MPINE), the New England Society of Convention and Visitors Bureaus, WaterFire Providence, the Providence Preservation Society and Twin River Casino. In 2015 Sheridan named one of the top 25 Women in the Meetings Industry by Meeting and Convention Magazine.

Sheridan is the recipient of the Rhode Island Hospitality Association's (RIHA) Mary Brennan Tourism Award for outstanding achievement in tourism promotion, and in 2010 was named RIHA Woman of the Year. She is also the recipient of the MPINE President's Award and the MPINE Supplier of the Year Award. In 2014, Sheridan was presented the Morris J. Gaebe Profile in Excellence Award from Junior Achievement of Rhode Island that organization's highest honor.

She is a graduate of the University of Rhode Island and lives in Boston, MA.

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

## Featured Keynote Speakers

A nationally recognized leader in higher education, educational equity and access, and organization development, **Norm Jones** served as Assistant to the President at Dickinson College, Associate Vice President and Dean of Diversity at Dickinson College, and Associate Chief Diversity Officer at Harvard University, where he oversaw a team of senior leaders responsible for Title IX, University Disability Services, Affirmative Action, and Equal Opportunity, and established a new Office of Diversity and Inclusion.

Dr. Jones currently serves as Chief Diversity and Inclusion Officer at Amherst College. In this role, he works with campus partners to advance practices and programs that foster diversity, inclusivity, and accessibility. He oversees the Office of Diversity and Inclusion, which comprises the Queer Resource Center, the Women's and Gender Center, the Center for International Student Engagement, the Multicultural Resource Center, the Center for Diversity and Student Leadership, the Office of Inclusive Leadership, two Faculty Diversity and Inclusion Officers, and the Office of Student Academic Development, which includes the Mellon Mays Undergraduate Fellowship (MMUF) and the Harold Wade, Jr. Memorial Fund Fellowships.



In addition to his extensive experience in higher education, Dr. Jones has consulted with HR and Finance executives on increasing strategic diversity and articulating the bottom line around inclusive workplace practices. He has consulted both domestically and internationally, working with executives to develop their teams and train for succession. He has expertise in mid-management coaching. Dr. Jones worked one-on-one with dozens of high-potential employees who have been identified in the talent pipeline as "ready" for more senior positions within the organization.

Holding a B.A. from Morehouse College, a Master of Public Administration (MPA), and Ph.D. from Pennsylvania State University, Dr. Jones is certified to administer the Myers Briggs Type Indicator. He has designed and implemented executive-development programs using a variety of assessment tools, including the Harrison Assessment, DiSC, Strengths-Finder, Blanchard's Situational Leadership Model, and various 360 feedback instruments.

He has consulted with numerous organizations, including Payne Theological Seminary, BMA Resources, Inc., the Council for Advancement and Support of Education (CASE), Carlisle Regional Medical Center, the Association of American Colleges and Universities (AACU), and the U.S. Department of Transportation (DOT). He has also completed several leadership development institutes, including the Tavistock Institute's Leicester Conference on Group Relations and the Aspen Ideas Festival, which he attended as an Arthur Vining Foundations Fellow.

Dr. Jones currently serves on the boards of the Consortium for High Achievement and Success (CHAS) and the Liberal Arts Diversity Officers (LADO). He also serves as a reviewer for the African American Journal of Black Males in Education (JAAME), the MMUF Journal, and is a member of the Organization Development Practitioner Editorial Board.

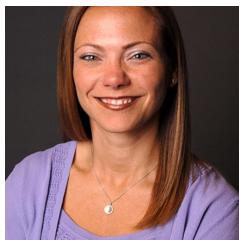
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# Distinguished Speakers



**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 May Institute, SHRM, Hewlett Packard, Verizon, Cargill, and State Street Corporation 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 ten years integrating her multicultural message with a social media focus. She is a blogger, and regularly posts on Facebook, Twitter, LinkedIn, and YouTube. Carole's TEDx speech will be available on YouTube in the coming weeks.



**Lori Cunningham** leads Beth Israel Deaconess Medical Center's (BIDMC) Talent Acquisition services - overseeing more than 3,000 hires annually. Lori is passionate about showcasing BIDMC in the healthcare marketplace and bringing in highly qualified talent to live out BIDMC's mission of extraordinary care.

Since joining BIDMC in 2014, Lori has developed and implemented the creation of a new Human Resources Shared Services Center, oversees the Affirmative Action Plan, and create a sustainable hiring model for Diversity and Inclusion practices by onboarding a Diversity and Inclusion Talent Strategist. Regular Talent Acquisition efforts include all full-cycle recruitment practices for the organization as well as providing strategic direction for talent acquisition metrics, reporting, client management and processes.

Through the efforts of Lori and her team, the medical center has been named in Indeed's top hospitals to work for the last two years and receives annual recognition in U.S News & World Report for high performing hospitals (with top specialty areas).

Prior to joining BIDMC, Lori held various HR leadership positions over the 13 years at Boston Medical Center. Lori holds a Bachelor's Degree from Bridgewater State University. In addition, she holds a Society Human Resources Management Certificate (SHRM) from Northeastern University.



**Hannah A. Martinez** currently serves as Master's Clinician for Arbour Counseling Services, a therapist, serving adults and families. Prior to that, Hannah worked as the Multicultural Specialist for the Parent Professional Advocacy League (PPAL). Previously, Ms. Martinez was the Executive Director of National Alliance on Mental Illness (NAMI) Dorchester/Mattapan/Roxbury Affiliate, and also a member of NAMI Massachusetts Board of Directors. She is recipient of a Boston City Council Award 2014 for an exemplary community mental health outreach provider to the diverse

population of inner-city Boston.

Ms. Martinez has extensive experience in psychiatric clinical evaluations, counseling and social services for children and families. Hannah pays a lot of attention to diversity and currently operates her own workshop on Understanding the Multicultural Perspective in Mental Health Counseling Treatment.

Ms. Martinez received her first degree in Biological Sciences from the University of Southern California in Los Angeles, and her graduate degree in Counseling and Public Health from Tufts University. A native of Ghana, Ms. Martinez' work includes other people-of-color of the origin of developing nations, as well as African Americans and Native Americans. Having worked in the past with the Lost Boys from Sudan for over a decade, Ms. Martinez has a focus on *Post-Traumatic Stress experience and culture*.



Operating as a key stakeholder of the talent acquisition team, this innovative position designs and implements strategic recruiting programs focused on bringing balanced talent pools into the hiring process. Serving as a diversity recruitment trainer, internal consultant to the organization and HR regulator focused on creating an equitable environment for internal and external talent.

**Kim Dukes** is a recognized expert on strategic diversity recruiting and inclusive business practices. She is co-founder and managing director of [DSP Executive Search](#), a veteran-owned (Navy) diversity search firm that helps organizations address their talent pool gaps and assist them in building, recruiting, and hiring balanced workforces.

For the past 25 years, Kim has recruited, hired, and trained candidates for managerial and executive roles, trained corporate recruiters on the art of inclusive recruiting and served as a consultant and strategic partner to help organizations build balanced talent pools. Kim is a member of the Society for Human Resources Management (SHRM) and the Northeast Human Resources Association (NEHRA) - where she is a member of the Diversity Advisory Committee and past co-chair of the Diversity and Inclusion Community Forum. Kim is a Cornell Certified Diversity Professional/Advanced Practitioner (CCDP/AP).

Kim was a 2016 Ad Club ROSOFF 20/20 Awards nominee, honoring an individual's vision for Diversity and Inclusion. Her work has been featured in Forbes, U.S. News & World Report, and the Boston Business Journal.

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# Roundtable Topics

## Business Leadership

**Small Business & Economic Opportunities Through Dorchester Bay EDC**

*Johnny Charles*

**Executive Strategies For Women Of Action**

*Josefina Bonilla*

**Doing Business In The International Market: Steps For Success**

*Wendy Pease*

**Nailing The Interview: Cutting Edge Steps To Career Success**

*Peggy Charlotte Louis*

## Healthcare & Diversity

**Healthcare, Cultural Competency & Why They Matter**

*Lori Cunningham and Kim Dukes*

**Diversity, Multiculturalism, and Mental Health**

*Hannah Martinez*

## Social Media

**Leveraging LinkedIn, YouTube, Facebook, and Instagram for Professional Success**

*Jean R. Ogando*



# 2019 Conference Agenda

<b>Registration Coffee Hour &amp; Networking</b>	<b>Thursday 8:00 am to 9:00 am</b>	<b>Mass College of Art &amp; Design 1st Floor Tower Auditorium</b>
<b>Morning Session</b>	<b>9:00 am - 10:00 am</b>	<b>Carole Copeland Thomas</b>
<b>Morning Reflections Awakening Our Awareness</b>	<b>Dr. Lisa Jenkins</b>	<b>Cultural Strategist New York City</b>
<b>Morning Keynote Address</b>	<b>Diversity, Travel &amp; Tourism Boston, The International Destination</b>	<b>Martha Sheridan President &amp; CEO Greater Boston CVB</b>
<b>Distinguished Panel: Proactive Ways To Reaffirm Diversity When The Stakes Are High</b>	<b>10:00 am - 11:00 am Carole Copeland Thomas, Moderator</b>	<b>Nancy Routh Wascar Castillo Varda Halidy Juna Pierre</b>
<b>Roundtable Topics</b>	<b>11:15 am to 12:15 am</b>	<b>2 Rounds @ 25 Minutes Each</b>
<b>Session 1</b>	<b>Small Business &amp; Economic Opportunities at DBEDC</b>	<b>Johnny Charles</b>
<b>Session 2</b>	<b>Economic Strategies For Women Of Action</b>	<b>Josefina Bonilla</b>
<b>Session 3</b>	<b>Doing Business In The International Market</b>	<b>Wendy Pease</b>
<b>Session 4</b>	<b>Nailing The Interview</b>	<b>Peggy Charlotte Louis</b>
<b>Session 5</b>	<b>Healthcare, Cultural Competency &amp; Why They Matter</b>	<b>Lori Cunningham Kim Dukes</b>
<b>Session 6</b>	<b>Diversity, Multiculturalism &amp; Why They Matter</b>	<b>Hannah Martinez</b>
<b>Session 7</b>	<b>Leveraging LinkedIn, YouTube, Facebook, &amp; Instagram</b>	<b>Jean R. Ogando</b>
<b>Roundtable Debrief</b>	<b>12:15 pm - 12:30 pm</b>	<b>Entire Conference Delegation</b>
<b>Closing Keynote Luncheon</b>	<b>12:30 pm - 2:00 pm</b>	
	<b>Keynote Address</b>	<b>Dr. Norm Jones Chief Diversity Officer Amherst College</b>
	<b>Closing Remarks</b>	<b>Carole Copeland Thomas</b>

**The Discussion Continues On The Members Only Website Throughout 2019-2020**

# Distinguished Panel Presentation

## Proactive Ways To Reaffirm Diversity When The Stakes Are High

Moderated by Carole Copeland Thomas



**Nancy Routh** founded Heartstone Consulting as an independent consultant with expertise in leadership development, team effectiveness, and organizational change. She provides executive and leadership coaching, team building, retreat planning facilitation, and management training to executives, leadership teams, and organizations. Nancy was most recently President of Hunt Alternatives, a family foundation that has dedicated more than \$130 million since 1981 to advance social change nationally and globally.

For four years she led the foundation's 100 staff and three major programs – Inclusive Security, Demand Abolition, and Prime movers.

Nancy was a senior executive at City Year, an innovative national youth service program with 4000 staff and corps members in 29 cities across the country. She served in several key roles over two decades, including Chief People Officer and Senior Vice President, leading on all things "people" related, Senior Vice President of Development, responsible for raising an annual budget of \$46 M, and as Vice President of National Operations, overseeing the Executive Directors and network of sites around the country. Nancy evolved the organization's culture to drive large-scale impact, coached senior leadership, and built a talented and diverse workforce.

Nancy holds a Master's in Education with a concentration in Business Management from Cambridge College and a Bachelor of Arts with a double major in Psychology and Sociology from Fairleigh Dickenson University.



**Juna Pierre** (pronounces Gee-an) is a Human Resources leader with experience in the private and public sectors. Juna is an HR Business Partner with Eastern Bank. Prior to Eastern Bank, Juna held various HR roles at Raytheon, the Boston Public Schools, the Commonwealth of Massachusetts, and BAE Systems. In 2018, Juna became the Founding President of the New England chapter of the National Association of African Americans in Human Resources. Her work with the

Chapter has allowed Juna to combine her background in HR and her passion for creating workplaces that are more welcoming of Black and Brown people. Of all the roles she holds, Juna is most committed to her roles as wife and mother of two.

Juna holds a B.A. from Framingham State University and an M.S. from Emmanuel College.



**Wascar Castillo** is a Human Resources professional with experience in the areas of personnel management, policy implementation, recruitment, selection and retention, talent and performance management, training and staff development, coordination of benefits programs, employee and labor relations, discipline, and conflict resolution.

Most of Wascar's work in Human Resources has been in the Health and Human Services area. He initiated his career in Human Services at 12 years old when he started volunteering at the offices of World Vision International in his native Dominican Republic. While at World Vision International, Wascar's work focused on helping to improve the lives of disadvantaged children and families, many of whom were migrants from the neighboring country of Haiti.

At an early age, Wascar understood the reasons why people migrate to other countries looking for opportunities they cannot find in their homeland. Today, Wascar is an immigrant himself in the United States, and his past life experiences working with migrants have helped him navigate his path in this nation.



**Varda Halidy** has dedicated the past thirteen years to Human Resources work, specifically her passion of Diversity, Equity, and Inclusion. She does however wear multiple hats as she has a high level of business acumen. Currently, Varda has been charged with an once in a lifetime opportunity to work as

the Director of Human Resources and Diversity Equity & Inclusion for the Elizabeth Warren Presidential Campaign. She is currently the owner of two profitable businesses, Tse - Halidy Consultants which provides HR expertise and Diversity training to large corporations, as well as being the co-owner, operator of Titledown Transportation. Titledown is contracted through many school districts, to provide transportation to some of the most vulnerable students in the state of Massachusetts.

Varda is a native Bostonian and received her Bachelors of Leadership from Northeastern University. She currently resides in Hyde Park with her husband, and is a mother of three amazing, adult children.

Conference Highlights At: [www.mssglobalsummit.com](http://www.mssglobalsummit.com)

# Featured Keynote Speaker

**Dr. Lisa D. Jenkins** is an award-winning cultural strategist helping organizations unleash cultures of impact that inspire their people to lead with unstoppable purpose, passion, and bold action. With a diverse background that includes human resources divisions within Fortune 500 companies, as well as a faculty member with the largest urban university system in the United States, Lisa's passion is to equip teams and increase productivity by strengthening individuals through cultural competency. Known for her engaging and transparent style of communication, Lisa's expertise spans to the arenas of corporate America, academia, and civic engagement.



A sought after facilitator, trainer, and keynote speaker, Dr. Lisa's areas of competence include the multicultural workforce, intergenerational communication, and unconscious bias. She is also a facilitator and instructor for Fuller Theological Seminary's "Doing Justice" series as well as a Prepare/Enrich facilitator. Dr. Lisa also addresses subjects she is intimately familiar with such as single parenting, surviving cancer, and rising daily above the challenges of ADHD.

Dr. Jenkins holds a B.A. in Speech Communications from Pace University, an M.Div from New York Theological Seminary, a D.Min. from McCormick Theological Seminary, and has studied Organizational Leadership at Boston University. Her website is found at [www.lisajenkins.org](http://www.lisajenkins.org). She lives in New York City.

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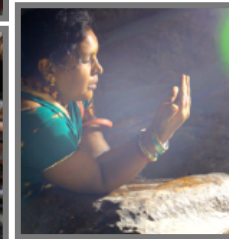
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We could not have achieved this accomplishment WITHOUT the help of our  
VERY SPECIAL FRIENDS.

We Are All Members. We Are ALL Friends.

Very Special Thanks To The Following Members and Friends  
Who Helped To Make This 13th Conference A Memorable and Valuable Event.

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

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