



2017 LGBT+ College Conference
All Identities—Removing Obstacles to Inclusion
April 6-8, 2017
<http://mtsu.edu/MTLambda/LGBTplusCC.php>

Dear Friend,

Thank you for joining us for Cocktails and Conversation at Waller Law!

Your contribution to open and honest dialogue on issues of diversity and inclusion insures that we can build environments that are both welcoming and appreciative of the many talents and abilities that reside within all of our citizens. The health and well-being of our community is greatly enhanced when we do everything possible to respect all of our citizens, provide full access to resources, and promote equal treatment and opportunity for all.

You can help to increase our collective knowledge of how we further progress toward **Removing Obstacles to Inclusion** at the **2017 LGBT+ College Conference, April 6-8, 2017**. MT Lambda, Tennessee's oldest student LGBT+ organization, along with the College of Behavioral and Health Sciences (CBHS), have partnered since 2014 to create this valuable learning experience for our entire community. Students, academics, practitioners, professionals, and civic and community leaders are invited to participate in the examination and discussion of research, education, and thought on diversity and inclusion.

Action Items...

- Complete your complimentary registration and preview the conference agenda at <http://www.mtsu.edu/mtlambda> (find the conference links in the menu on the left)
- Share this Invite with colleagues, friends, and leaders within your circle of influence (www.facebook.com/lgbtcollegeconf/)
- Support our efforts as a patron or sponsor – contact Bea Perdue, CBHS Development Director at Bea.Perdue@mtsu.edu
- Make an Ongoing Commitment to **Removing Obstacles to Inclusion**

We look forward to greeting you and joining you in the continued conversation!

2017 LGBT+ College Conference Advisory Board

Cocktails and Conversation Event
Tuesday, March 9, 2017

Hosted by
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Biographies

Moderator



Dr. Patrick McCarthy, Ph.D., J.D.

Industrial/Organizational Psychology, Middle Tennessee State

Dr. McCarthy is a Professor and Director of the Industrial/Organization Program at MTSU. He received his Ph.D. in I/O Psychology from Georg Mason University and his J.D. from the Nashville School of Law. He is a licensed attorney and a member of the American Bar Association's Labor and Employment Law Division.

Dr. McCarthy has over 25 years of HR consulting experience with a wide range of over 50 organizations such as Proctor and Gamble, State Farm Insurance, United Way, Gaylord Entertainment, Nissan, and the U.S. Department of Defense. He has previously served as Director of MTSU's Center for Organizational and Human Resource Effectiveness (COHRE). Besides his consulting experience, Dr. McCarthy has also served on the Leadership Development Executive Board for the Tennessee State Collaborative on Reforming Education.

Panelists



Lisa Howe

CEO, Nashville LGBT Chamber of Commerce

Lisa Howe was named the first full time Executive Director of the Nashville LGBT Chamber of Commerce in February 2012. Her title was recently changed to CEO in February 2017. You may remember Howe was the former women's soccer coach at Belmont University whose separation from the school after coming out, in 2010, got national media attention and sparked a movement in Nashville.

Since February 2012, the LGBT Chamber's membership has grown from less than 60 members to over 260 members. Improved programming and increased membership benefits have led to much of the growth. The LGBT Chamber's success has garnered several awards and grants, including the NGLCC Community Impact Award in 2015 and the NGLCC Rising Star Award in 2016.

Lisa is a member of the Metro Sports Authority Board. Howe has been honored by Nashville Lifestyles Magazine, OutCentral, Vanderbilt University Divinity School, and the National Center for Lesbian Rights. She speaks to groups and companies about workplace equality and employee engagement. The 3-time Conference Coach of the Year has done some consulting with the National Collegiate Athletic Association and the LGBT Sports Coalition.

On June 26, 2015, the day marriage equality became the law of the land, Lisa and Wendy were married by, then mayoral candidate, Megan Barry with their daughter Hope at their side.

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waller**Aron Z. Karabel****Partner, Waller Lansden Dortch & Davis, LLP**

Public and private corporations rely on Aron Karabel for advice and counsel in a wide range of labor and employment law matters. He has served as general counsel and chief negotiator for colleges and universities, school districts and municipalities and has successfully litigated matters in both federal and state courts as well as before various arbitrators and public agencies. Clients also have benefited from in-service training provided by Aron on matters relating to policy development and other day-to-day issues faced by employers.

Aron's areas of focus include:

- Workplace discrimination and harassment
- Wage and hour issues
- Contract negotiation
- Unfair labor practices
- Employee discipline
- Employment contracts
- Higher education compliance
- Benefits matters

Aron has significant experience in higher education compliance and labor relations. He has also represented public and private sector employers in negotiations, contract grievances, disciplinary proceedings, and administrative hearings.

Aron is a Fellow of the Leadership Council on Legal Diversity, an organization of more than 250 corporate legal officers and law firm partners dedicated to creating a truly diverse legal profession in the United States. In 2016, he was selected to participate on the National Civil Rights Committee for the Anti-Defamation League, a committee focused on emerging civil rights issues and recommending policy changes to regulatory and legislative bodies. Aron was also selected to be on the National Young Leadership Cabinet of the Jewish Federations of America, an arm of the Jewish Federation that focuses on advocacy, governance and philanthropy.

**Marisa J. Richmond, Ph.D.****History, Middle Tennessee State University****Member, Metro Human Relations Commission**

Marisa J. Richmond, Ph.D. is a member of the Metro Human Relations Commission, and the LGBT Advisory Board of the Democratic National Committee, and has served many years as the Lobbyist for the Tennessee Transgender Political Coalition.

Marisa has three degrees, all in U.S. History. Her A.B. is from Harvard University, her M.A. from the University of California, Berkeley, and her Ph.D. from George Washington University. She currently teaches history and women's and gender studies at Middle Tennessee State University.

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Lynne Walker

EVP of Affinity Banking Strategy, First Tennessee

Lynne Walker is Executive Vice President and Director of Affinity Strategy for First Tennessee Bank, a role she assumed in July 2015. Walker brings extensive expertise to executive leadership across all markets to advance and support bank-wide strategies, tactics and goals to ensure workforce, workplace and marketplace recognition as BEST IN CLASS for diversity and inclusion.

Previously, Walker managed the treasury services sales and product division for the bank from 2011-2016. During her time in treasury, she lead the strategy for providing cash and risk management services to businesses within the bank's footprint.

Walker has more than 30 years of banking experience, beginning her career as a cash management consultant for Wachovia Bank (now Wells Fargo) where she provided objective cash flow analyses to companies of all sizes. Additionally, she pioneered the concept of specialized lending for small businesses and affordable housing by creating and managing a community development group for First Citizens Bank in Charlotte, NC. Her leadership gained her recognition as the SBA's 1997 Financial Services Advocate of the year and the Charlotte Post's 1997 Small Business Advocate. She later assumed responsibility for managing the bank's commercial banking group in Charlotte.

She is a 1996 graduate of Leadership Charlotte, a 2011 graduate of Leadership North Carolina and was named one of the Top 25 Women in Business in 2003 by the Charlotte Business Journal. During her first year heading up the diversity strategy for First Tennessee, she received Profiles in Diversity Journal's 2016 award for Women Worth Watching and was recognized as one of the publication's 2016 Top Diversity Leaders. First Tennessee also received honorary mention in the 13th annual International Innovation Awards in 2016 from Profiles in Diversity Journal. Additionally, Walker was recognized as Top 100 most influential women in corporate America by Savoy Magazine.

Walker previously served on the board of Ballet Memphis and now serves on the board of the Women's Foundation for a Greater Memphis. During her time in North Carolina, she was involved in leadership roles for several organizations including Charlotte-Mecklenburg Urban League, United Way's Women's Leadership Council, UNC- Charlotte Belk College of Business advisory board and the advisory board of Center for Community Self-Help /Self-Help Credit Union in Durham. She is a graduate of Duke University with a double major in economics and sociology. She is the proud mother of 4 children and 3 grandchildren.