



# COMPASS

## DIVERSITY CONFERENCE

2017 Schedule At-a-Glance

### Sunday Welcome Events (July 23, 2017)

- Tour Fort McHenry
- Charter Boat Tour
- Biking Baltimore

RSVP by 7/14

*Special Invited Guests: Congressman Elijah Cummings, Mayor Catherine Pugh, Willie Jolley, and Calvin Butler of BGE*

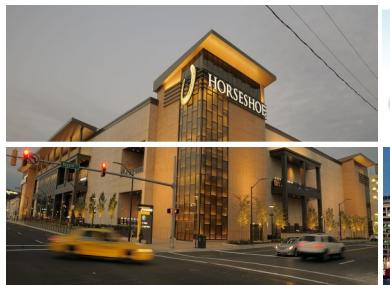
### Monday, July 24, 2017

8:00 am—4:00 pm	Registration
8:30 am—9:00 am	Breakfast
9:00 am—10:20 am	How Do You Achieve Sustainable Diversity Inclusion: By Disparity Study or Culture?
10:30 am—11:50 am	Procurement Drives Spend Management and Diversity Performance
12:00 pm—12:50 pm	Lunch
1:00 pm—2:20 pm	Advancing the Local Workforce: Best Practices for Engaging Local and New Hires
2:30 pm—3:50 pm	Achieving a Data Management Framework Drives Performance
4:00 pm—5:30 pm	PRiSM Pitching Session: Contract Management
8:00pm—9:30 pm	Evening Activity



## Tuesday, July 25, 2017

8:30 am—9:00 am	Breakfast
9:00 am—10:20 am	The Importance of WBE Certification for Minorities
10:30 am—11:50 am	The Devil is in the Details: Auditing Contracts
12:00 pm—12:50 pm	Lunch
1:00 pm—2:20 pm	Reporting and Performance Management
2:30 pm—3:50 pm	Diversity in the Workplace
4:00 pm—5:30 pm	PRiSM Pitching Session: Labor and Workforce Management



**Charm City Welcomes You**

Artscape 2017 : America's largest free arts festival

Reginald F. Lewis Museum: Maryland's largest museum focused on the state's African-American history and culture



## Wednesday, July 26, 2017

8:30 am—9:00 am	Breakfast
9:00 am—10:20 am	Will MBEs Thrive or Survive with Administration 45?
10:30 am—11:50 am	Reporting Certified Payroll



## PRiSM Management Topics

### 101.1 Procurement Drives Spend Management and Diversity Performance

Too often organizations focus on contract administration and compliance process when spend goals and diversity attainment are missed. Forward thinking presenters have examined the processes and suggest that spend management diversity and inclusion performance are a derivative of effective planning in the procurement processes. Presenters show how these best practices and processes may be achieved using PRiSM Acquisitions (AQ) capabilities.

### 101.2 The Devil is in the Details: Auditing Contracts

The small and middle market businesses in the City of Atlanta continue to thrive. This workshop presents best practices for performing contract reviews and how to audit contracts and contractors. Presenters demonstrate how to use the PRiSM capabilities to conduct desk audits, site visits, and inspections. Presenters also share effective processes for tracking contractors' performance history.

### 101.3 Reporting and Performance Management

Speaking to the importance of reporting, what information should be captured, how it should be presented and what story would you like for it to tell. Presenters discuss how to use and interpret PRiSM dashboards, demonstrate how to generate custom reports, and identify most valuable performance (MVP) reports. *Performance is not based upon the number of reports, rather the numbers on reports.*

### 101.4 Reporting Certified Payroll

Speaking to the importance of reporting, what information should be captured, how it should be presented and what story would you like for it to tell. Presenters discuss how to use and interpret PRiSM dashboards, demonstrate how to generate custom reports, and identify most valuable performance (MVP) reports. Performance is not based upon the number of reports, rather the numbers on reports.

### 201.1 PRiSM Pitching Session: Contract Management

Business Development and Contract Management Subject Matter Experts current best practices in administering contracts, managing spend, and monitoring utilization of diverse businesses. They lead and examine foreseeable policy changes that will impact contract management. They facilitate the discussion to define contract and spend payment management capabilities and reporting for PRiSM Next Generation.

### 201.2 PRiSM Pitching Session: Labor and Workforce Management

Labor Management and Workforce Management Subject Matter Experts current best practices in managing and monitoring certified payroll and workforce utilization. They lead and examine foreseeable policy changes that will impact management of prevailing wage, living wage and local hiring programs. They facilitate the discussion to define labor and workforce management capabilities for PRiSM Next Generation.



## PRiSM Management Topics (Cont'd)

### 301.1 Achieving a Data Management Framework Drives Performance

Do you need data from many systems - ERP, eProcurement, home-grown contracts database – to get your reporting done? Having the right data from the right source is vital to streamlining contract and compliance management processes and generating accurate and decision support reports. In this workshop, presenters will discuss how to develop an integration plan that leverages data from across your organizational systems. They examine the varying methods to get data in and extract data out of PRiSM. Further, they discuss how to manage the PRiSM information in a structured and secure environment. Additional discussion points include creation of data governance policies, data integrity and cleansing, database management and security.

### 301.2 Advancing the Local Workforce: Best Practices for Engaging Local and New Hires

Many cities have adopted local hiring policies with the goal to increase employment opportunities for underutilized and local residents. Whether your organization employs First Source, Local Hire, or Public Labor Agreements (PLA), PRiSM Workforce Management delivers the metrics and exposes the economic benefits that may be derived. We explore the capabilities that drive these best practices and showcase a Job and Applicant system that builds the local hire pipeline.

## Industry Topics

### 401.1 How Do You Achieve Sustainable Diversity Inclusion: By Disparity Study or Culture?

Organizations spend millions of dollars on availability analysis and disparity studies to establish practices and policies that should lead to workforce and supplier diversity inclusion. Still other organizations focus on changing the culture and are achieving and in many cases outperforming their counterparts. This workshop will explore the pros and cons of doing Disparity Studies and the importance they continue to play in making sure that the underutilized communities still gets a seat at the table.

### 401.2 The Importance of WBE Certification for Minorities

Businesses have so many businesses certifications to choose from – small (SBE), minority (MBE), woman (WBE), Local (LBE), Veteran (SDVOBE), Section 3 and more. The management and administration of all these certification is burdensome and costly to small businesses. This workshop addresses the process and benefit of getting certified. More importantly, the presenters examine the merits of why businesses owned by women that are minority should be WBE certified. Shouldn't the MBE certification be enough?

### 401.3 Diversity in the Workplace

Are the board rooms and management meetings getting more diverse? Research shows staggering lack of diversity in the workforce at leadership levels, while almost every government has affirmative action policy and major corporations have diversity inclusion initiatives. Presenters discuss best practices for achieving and sustaining a diverse workforce. They present case studies of organizations where diversity – workforce and supplier – has led to competitive advantage. Moreover, these industry experts examine



## Industry Topics (Cont'd)

### 401.4 Will MBEs Thrive or Survive with Administration 45?

An overview of where we are with the current administration and what direction it appears to be headed. What impact will it have on the minority population.



Click the images above for more information!