



The 2014

Corporate Diversity & Inclusion Conference

Advance Business Success with Next Generation D&I

June 12-13, 2014 Marriott Marquis, New York City

June 11, 2014 Pre-Conference D&I Innovation Lab, Invitation Only

June 13, 2014 Post-Conference Master Class



CONNECT. CREATE. PROPEL.

NEW Content. NEW Speakers. BETTER than ever.

- Advanced topics designed exclusively for executive-level D&I and business leaders
- Experiential and co-creative components to inspire ideation and action
- Esteemed D&I speakers from across the globe
- A focus towards next generation D&I to propel your business forward

**You spoke and we listened. NEW content. NEW speakers.
And better than ever before.**

Top 5 Reasons To Attend This Year's Diversity & Inclusion Conference

- 1 Increased Focus on Advanced, Integrative Approaches**
Sessions will focus on fresh ways to lead widespread transformation overcoming D&I's toughest challenges and generating sustainable breakthrough results.
- 2 More Experiential, Interactive and Co-Creative Sessions**
Blend your expertise with your colleagues' collective wisdom through new innovative sessions including:
 - Experiential D&I leadership learning based on the Apollo 11 mission
 - Collaborating to design new ways to accelerate future D&I impacts
- 3 New Speakers Represent a Global Network of Leaders**
The 2014 Diversity & Inclusion Advisory Board includes innovative leaders from across the globe to help deliver a more diverse global perspective. Your speaking faculty includes industry experts, D&I executives and business leaders from companies across the world including **Pearn Kandola (UK), Alcoa (USA), Tostan (Senegal), Shell (Netherlands)** and more!
- 4 Leverage D&I as a Mission-Critical Business Initiative**
Prepare to implement practical D&I solutions impacting talent acquisition, engagement and retention while also enabling profitable innovations and business growth.
- 5 Create a D&I Experience That's Right for You**
Choose from sessions on contemporary essentials and next generation opportunities to integrate the D&I strategies that are right for you and your company's bottom line.

With all these exciting additions to the program for 2014, we invite you and your team to attend The Conference Board's Diversity & Inclusion Conference in New York this June!

For more information and to register, please visit
www.conferenceboard.org/diversity2

Who Will Benefit from Attending?

A broad mix of Diversity and Inclusion leaders and their strategic partners across the business who seek to make the most of next generation D&I to propel business success.

Bring learning partners from your organization to help advance the impact of D&I!

Want to know the best way to influence key stakeholders from your organization to commit to advancing the impact of D&I? Bring them along to the Diversity & Inclusion Conference for a collective learning experience that you can't find anywhere else.

For a team of three or more registering from the same company at the same time, **take \$300 off each person's registration**. One discount per registration. Multiple discounts may not be combined.

Thank You to the 2014 Diversity & Inclusion Advisory Board

2014 D&I Conference Advisory Board

Hisako Kaneko
Chief Diversity Officer
AXA Life Insurance
Japan

Kimberly Admire
VP Culture, Diversity
& Equal Opportunity
Lockheed Martin

Pam Rincones
Employer of Choice
Director
Fifth Third Bank

Jorge Quezada
Chief Diversity Officer
Kraft Foods

Rebekah Steele
Sr. Fellow
Diversity & Inclusion
The Conference Board

Nadia Younes
Group Advisor, D&I
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Switzerland

John Basile
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Research & Development
Procter & Gamble

Carmen J. Smith
VP, Inclusive Strategies
Walt Disney Imagineering

Terry McGuire
Program Director
Diversity & Inclusion
The Conference Board

Marketing Partners





Wednesday, June 11, 2014 Invitation Only

Pre-Conference D&I Innovation Lab

REGISTRATION AND CONTINENTAL BREAKFAST 8-8:50 AM

D&I INNOVATION LAB 9 AM-5 PM

Imagine a future where Diversity and Inclusion delivers its full potential to all talent, a broad mix of customers, our organizations, and society as a whole. Imagine you make it happen.

The progressive leaders participating in this D&I Innovation Lab will design prototypes of new ways of working in D&I to advance positive impact. Lab outcomes will feed into the work of the broader conference where all attendees will refine the prototypes to take them to the next level.

- Explore current realities, challenges, and future trends to move the conversation forward
- Design prototypes of future scenarios and innovative solutions
- Advance understanding about what matters most and what to do next

Chaired by

Rebekah Steele | Diversity Breakthroughs, Sr. Fellow, **The Conference Board**
Nadine White, Global Inclusion Excellence & Innovation Strategies - Global Sales, **Cisco**

Heather Hollick, Executive Coach, **Rizers**

How to Apply/Qualify

Space is limited. To be considered for an invitation to this elite event, contact rebekah.steele@conferenceboard.org if you

- Are frustrated that efforts to improve the practice of Diversity & Inclusion are stuck and believe things can be better
- Want to make history by boldly creating the future of the D&I field
- Are prone to build on ideas across disciplines, sectors and cultures
- Embrace curiosity, ambiguity, complexity and are open to new perspectives and ways of working
- Are an internal company leader working to make the most of Diversity of Inclusion in your organization

Call Customer Service at 212 339 0345

DAY 1 **Thursday, June 12, 2014**

REGISTRATION AND CONTINENTAL BREAKFAST 8-8:50 AM

9-9:15 AM

D&I's Report Card from the Business: A Call to Action

The landscape of D&I is changing, and forward-thinking organizations are embracing new ways of working to gain greater rewards. A report card from the business celebrates successes while framing the challenges that require an innovative approach to D&I for the future.

- What can we learn from D&I's report card from the business?
- What future trends are impacting the evolution of D&I?
- Why do D&I and business leaders need to innovate to fulfill the promise of D&I?

Sam DiPiazza, Retired CEO, **PWC International**, Retired Vice Chairman, **Citigroup**, Chair **Mayo Clinic** Board of Trustees

9:15-10:15 AM

Top Leadership and the Bottom Line: Measures that Matter to Your Board of Directors

Get ready to share an influential measurement-based story about D&I's meaningful impact to your bottom line.

- What do Boards of Directors need from D&I leaders?
- What D&I metrics provide the insights Boards need to make business decisions?
- How can D&I data be presented in compelling ways to top leadership?

Gena Lovett, CDO, **Alcoa**

The Honorable Cari M. Dominguez, Director, **ManpowerGroup Inc. & Triple S Corporation**

Sam DiPiazza, Retired CEO, **PWC International**, Retired Vice Chairman, **Citigroup**, Chair **Mayo Clinic** Board of Trustees

REFRESHMENT AND NETWORKING BREAK 10:15-10:30 AM

STRATEGIC BIG PICTURE CONCURRENT SESSIONS 10:30-11:25 AM

Next Generation D&I Strategies for Next Generation Results: Fix the System, Empower the People

Explore new ways of working to realize widespread, sustainable outcomes.

- Why do isolated D&I initiatives disappoint, and how can sustainable change outcomes occur?
- Why does organizational culture matter for effective system-wide transformation?
- How can D&I work with leaders and managers to unlock the full potential of talent and reap higher organizational performance?

Nicki Gilmour, CEO, **The Glass Hammer**

D&I Evolution and Exploration

Understand and influence the future direction of D&I for better results.

- What insight can be gained from examining how D&I has evolved?
- What have we learned from the positive achievements as well as the unintended consequences of D&I best practices?
- What will we do differently to make the most of D&I to tackle emerging global challenges?

Dr. Jennifer Bustamante, Sr. Researcher, **The Conference Board**

Margaret Regan, CEO, **FutureWork Institute**

Darlene MacKinnon, Director D&I, **Air Products & Chemicals**

Maruiel Perkins-Chavis, VP Workforce Effectiveness and Global Diversity, **Marriott**

Alan Richter, President, **QED**

TRANSFORMATION CONCURRENT SESSIONS 11:30 AM-12:25 PM

Lifting the Role of D&I in Organizational Transformations

Develop strategic partnerships to increase the business impact of D&I.

- How can D&I leaders be included in shaping organizational transformations before launch?
- How can you partner across disciplines to help execute mission-critical transformations?
- How are successful organizations leveraging D&I in M&A integrations, reorganizations, culture changes, globalization and more?

Rosemarie Allan, Senior Associate D&I, **Booz Allen Hamilton, Inc.**

Tim Galusha, Principal, **TMG Associates**

Small Investment for Big Change:

Nudging Theory to Practice to Transformation

This interactive workshop moves D&I to more practical, real-world applications allowing business leaders to enact sustainable change.

- What tangible steps achieve your D&I goals in a dynamic, fast-paced, global environment?
- How can we move beyond unconscious bias awareness to achieve greater outcomes?
- What can we do when cultural transformation seems overwhelming in the middle of multiple global initiatives?

Mason Donovan, Managing Partner, **The Dagoba Group**

Michelle Fullerton, US Head of D&I, Global Banking & Markets, **Bank of America**

NETWORKING LUNCH 12:30-1:25 PM

WIDESPREAD INCLUSION CONCURRENT SESSIONS 1:30-2:25 PM

Globalization, Growth and D&I

Explore the positive, profitable outcomes of effective global D&I strategies.

- How can you accelerate your global D&I impact in line with rapid globalization?
- How can you balance global and local tensions, hidden challenges, and emerging worldwide opportunities?

Conference KeyNotes

Registration includes [this summary of conference highlights](#)
and a post-conference interactive webcast

- How can established CDO's take global D&I to the next level?

Walter Hurdle, CDO, **AIG**

Jolanda Verbeek, Sr. D&I Consultant, **Shell**

Patricia Rossman, CDO and HR Communications, **BASF**

Marjorie Derven, Managing Partner, **Hudson Research and Consulting**

New DNA of Global Inclusive Leaders

Prepare your organization to lead a future workforce and workplace that is different from today.

- What attributes help inclusive leaders optimize diverse teams for collaboration, innovation and market growth?
- How do we measure inclusion and its impact on the business?
- How does global perspective encourage new ways of working at home and abroad?
- How can individual authenticity be valued within a range of effective leadership styles?

David Lange, Global Leadership Solutions Practice Leader, **Berlitz**

Trevor Gandy, CDO, **Chubb**

Mindy Figueroa, President, **Latin2Latin**

Andrea Hendricks, SVP D&I, **UMB Financial**

Richard Brown, VP Philanthropy, **American Express**

REFRESHMENT AND NETWORKING BREAK 2:30-2:45 PM

BUSINESS GROWTH AND INNOVATION CONCURRENT SESSIONS 2:45-3:40 PM

Leverage D&I for Mission-Critical Business Results

Join a business leader panel to discuss how new partnerships can more fully leverage D&I to enable profitable business results.

- Why does D&I struggle to align with strategic business goals to deliver mission-critical value?
- How do D&I and cross-functional leaders partner to enhance business results?
- What are the measurable impacts and future possibilities?

Rosanna Durruthy, CDO, **Cigna** with Cigna HR and Business Leaders

Paul Sanford, VP Operating Effectiveness, **Cigna**

Sheila McGinley-Graziosi, General Manager, **Cigna**

Ken Stapleton, Human Resources Director, **Cigna**

Inclusion without Borders: Expanding Trust, Engagement and Innovation

Navigate the complexity at the intersection of diversities to enhance trust, engagement and business outcomes.

- What value can we create by including everyone in D&I benefits and accountability?
- How is the role of men in D&I changing?
- How are broader D&I strategies making a difference for engagement and innovation by including diverse cultures, disabilities, veterans, generations, sexual orientations, gender identities and more?

Deb Dagit, **Deb Dagit Diversity**

Dennis DaRos, Sr. Consultant, **Kaleel Jamison**

Janese Murray, VP D&I, **Exelon**

Katherine Giscombe, VP, **Catalyst**

Bryan Gingrich, SVP D&I, **Wells Fargo**

3:45-5 PM

The Invention of Difference: Game Changing Insights in Gender Balance

Bring fresh insights and fundamental changes to move the needle in your gender balance results.

- Why are we still struggling to achieve gender balance in the workplace?
- How are perpetuated perceptions holding some talent back despite new neuroscience insights?
- How can organizations take action to challenge bias in everything we do?

Binna Kandola, Sr. Partner, Diversity, **Pearn Kandola**

SIGNIFICANT STORIES 5 PM

VIP Inclusive Networking Experience

Achieve meaningful connections with your conference community as you reflect with colleagues about innovative, actionable ideas to take back to your organization.

A special element to this networking session is an opportunity to hear directly from veterans about their transition from the military to a corporate environment through the inclusive impact of the Goldman Sachs Veterans Integration Program. Ask a veteran directly for suggestions to help your organization be more inclusive of veteran employees and customers.

Elizabeth Tyndell, Vice President, Human Capital Management, **Goldman Sachs**

DAY 2 Friday, June 13, 2014

CONTINENTAL BREAKFAST AND PEER COACHING 7:30-8:30 AM

Wake Up from the D&I Issues that Keep You up at Night

What do you need most to propel your D&I results in your company? Join the dialogue to exchange tips and tools on common topics identified by you such as managing employee resource groups, measuring inclusion, D&I recruitment partnerships, middle manager accountability, and the D&I challenge that keeps you up at night.

RE-INVIGORATING WELCOME BACK TO DAY 2 8:30-8:45 AM

New Technology and Big Data Bring Big Opportunities for Inclusion

Laura Butler, VP of Talent Management and CDO, **PG&E**

ENSURE YOUR D&I "MOON SHOT" IS A SUCCESS 8:45-9:45 AM

Lessons from Apollo 11 on Leadership, Risk, and Trust

Get an inside look at the decision making behind one of the most significant events of the 20th Century. Make firsthand discoveries through experiential learning on how to: deepen D&I leadership insights; expand your thinking around new behaviors and approaches; and align your team around shared solutions.

- What are the critical criteria to accomplish "the mission"?
- How do you determine D&I accountability and responsibility?
- How can you maintain control over and share responsibility for D&I at the same time?

Jeff Jackson, Executive Director, Leadership & Experiential Programs

The Conference Board

Presentations

Available online in advance of the conference

9:45-10:45 AM

Broad Views bring D&I Breakthroughs: Generational Change in 3 Years

Create tipping points for the future of D&I by leveraging different ways of working.

- How can we advance the value of D&I, achieve breakthroughs, and gain a competitive advantage by looking outside the box?
- What can we learn from social innovators, collaborative academics, and others with ways of working that differ from mainstream business practices?
- How can we tailor these ideas to create value in our own environments?

Gannon Gillespie, Director of Strategic Development, **Tostan** - Dignity for All

Cheryl Cofield, Director Culture, Diversity & Inclusion

Georgia Institute of Technology

REFRESHMENT, REFLECTION AND SYNTHESIS BREAK 10:45-11 AM LEADING INTO THE 11 AM CO-CREATION SESSION

Inspired by including the introvert's preference for processing information, take a quiet moment by yourself or with one other person to reflect on

- What critical insights has this conference generated for you?
- What points are connecting most for you?
- What ideas are emerging that you will take forward?

11 AM-12:15 PM

Co-Create the Future. Achieve D&I Outcomes that Matter

How often do you have the opportunity to create together, to leverage the wisdom of a cross-sector crowd of experts to design something for the future of D&I that is greater than any of us can do alone?

- Contribute your own experience and creativity in this interactive activity to build on outcomes generated in the pre-conference D&I Innovation Lab and insights from the conference so far.
- Co-create systemic innovations to accelerate meaningful D&I impacts in the future.

Facilitated by

Rebekah Steele, Sr. Fellow, **The Conference Board**

Nadine White, Global Inclusion Excellence & Innovation Strategies, Global Sales, **Cisco**

Heather Hollick, Executive Coach, **Rizers**

COMMUNITY DIALOGUE 12:15-12:30 PM

Evaluate and Put Conference Insights to Action

Transformational D&I results depend upon your leadership in executing strategic plans. Advance your capacity to execute the best of the conference and your organization's D&I strategy as a whole.

- What conference insights will you launch into action?
- How will we continue the creative collaboration started here through your future work and our future D&I conferences?
- What immediate next steps will you take to maintain your momentum and ensure that value grows from your time invested here?
- How will you lead the future of D&I?

Reggie Butler, CEO, **Performance Paradigm**

Friday, June 13, 2014

Post-Conference Leadership for Execution Master Class

LUNCH 12:45 PM

1:15-4:15 PM

D&I Leadership for Execution Master Class: Transform Strategy into Results

Transformational D&I results depend upon your leadership in executing strategic plans. Advance your capacity to execute the best of the conference and your organization's D&I strategy as a whole.

- **Explore** how to take your leadership to the next level for better execution
- **Define** priority goals taking conference insights into account
- **Inspire** strategic partners to enable action and share accountability
- **Prepare** an implementation plan leveraging supports and mitigating risks
- **Activate** execution with immediate next steps that will deliver results

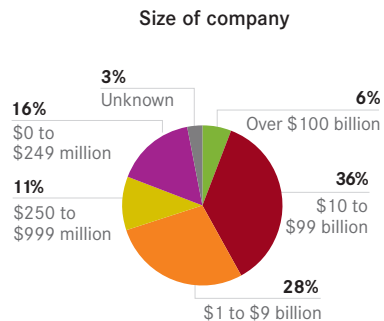
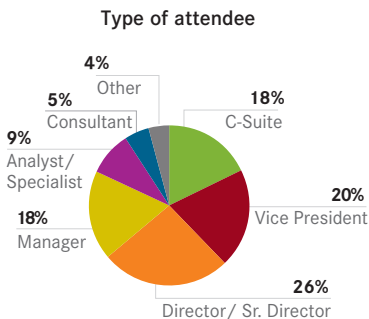
Reggie Butler, CEO, Performance Paradigm

Donald Duggan, Senior Executive Vice President, Bank of the West

Kristan Bush, President, Performance Paradigm

Tara Hastings, VP D&I, Bank of the West

Who You Will Meet



GET INVOLVED!

For sponsorship opportunities, please contact michael.felden@conferenceboard.org

Conference KeyNotes

Registration includes this summary of conference highlights
and a post-conference interactive webcast

Registration Information

Online www.conferenceboard.org/diversity2

Email customer.service@conferenceboard.org

Phone 212 339 0345 8:30 am to 5:30 pm ET Monday through Friday

The 2014 Corporate Diversity & Inclusion Conference

Advance Business Success with Next Generation D&I:
Connect. Create. Propel.

Marriott Marquis, New York, NY

Pre-Conference Lab

June 11, 2014

Associates	\$1,015	Non-Associates	\$1,215
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Conference (979014-2)

June 12-13, 2014

Associates	\$2,295	Non-Associates	\$2,895
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Post-Conference Workshop (B73014-2)

June 13, 2014

Associates	\$605	Non-Associates	\$705
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Hotel Accommodations

Fees do not include hotel accommodations. For discounted reservations, contact the hotel directly no later than the cut-off date and mention **The Conference Board Corporate Diversity & Inclusion Conference**.

Marriott Marquis
1535 Broadway
New York, NY 10036
Tel 212 398 1900

Hotel reservations cut-off date:
Wednesday, May 28, 2014

Cancellation Policy

Full refund until three weeks before the meeting. \$500 administration fee up to two weeks before the meeting. No refund after two weeks before the meeting. Confirmed registrants who fail to attend and do not cancel prior to the meeting will be charged the entire registration fee.

Team Discounts per person

For a team of three or more registering from the same company at the same time, take \$300 off each person's registration.

One discount per registration. Multiple discounts may not be combined.



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