The 2010 Annual Corporate Diversity & Inclusion Conference
Diversity & Inclusion Coming of Age: New Dynamics, New Vistas, New Intersections & New Directions

June 29–30, 2010 / Westin River North, Chicago
July 1, 2010 / Post-Conference Seminar

Presented with assistance from:

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The 2009 Annual Diversity & Inclusion Conference

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APCO Worldwide
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Time Warner Inc.
U.S. Government Accountability Office
Unilever Asia Pte Ltd
Verizon Communications, Inc.
Walgreen Co.
Yum! Brands, Inc.
Tuesday, June 29, 2010

Registration and Refreshments 12 noon–12:45 pm

Welcome & Introductions 12:45–1 pm
Carole Weinstein, Conference Program Director, The Conference Board
Jonathan Spector, Chief Executive Officer, The Conference Board

Inclusive Journeys: Everybody Has a Story
1–1:20 pm
This unique event will begin with an opportunity for all attendees to reflect on their own transformative learning path toward competency development. A Master Storyteller will put these techniques in context.

Madelyn Blair, Founder, Pelerei, Inc.
Terrence Gargiulo, President, MakingStories.net

Business Not As Usual: New Possibilities & New Visions
A 1:20–2 pm
Senior-level leaders will present their unique perspectives on how their businesses are shifting as a result of globalization, the complex dynamics of operating strategies, and the opportunities for integrating and communicating the positive outcomes of these new directions.

Rob Leary, Chief Executive Officer, ING Insurance U.S.
Julie Hodges, Senior Vice President, Human Resources, Diversity and Inclusion, Walt Disney Parks & Resorts
Paul Richardson, Senior Vice President of Human Resources, ESPN

Lightening Talk & Unbound Conversations
B 2–3 pm
In this unique session, four presenters will present four best practices in an intensive, focused, short time frame, followed by group conversations among attendees to apply the learning to their own organizations.

The topics include:

Keeping Diversity and Inclusion Top of Mind
Stacey Franklin, CCDP/AP, Executive Director, Diversity Management and Community Affairs, Harland Clarke

Inclusive Workforce Readiness Trends & Truths
Peggy Walton, Director, Workforce Readiness, Corporate Voices

Inclusion & Collaboration: Perfect Together
Marsha Gerwirtzman, Customer Advocacy, Global Diversity & Inclusion, Cisco

www.conference-board.org/diversity2
Multicultural Women in the Workplace: Challenges & Solutions
Concurrent Session C1 3:15–4:15 pm
This session will provide an overview of the challenges facing multicultural women in the workplace, including lack of access to key influencers and networks, as well as issues related to ethnicity and gender. Participants will learn strategies to ensure that their diversity and women's initiatives are inclusive of multicultural women. A discussion of current corporate programs geared toward multicultural women will also be included.

Jessica Faye Carter, Chief Executive Officer, Nette Media
Author, Double Outsiders: How Women of Color Can Succeed in Corporate America

People, Space, Technology: Redefining How We Think About Workplace Flexibility and the Emerging Workforce
Concurrent Session C2 3:15–4:15 pm
The workplace as we know it has changed forever. Women and men are more equally represented in the U.S. workforce, the newest workplace generations are accustomed to spending their time online, and a typical business meeting may have people calling in from many venues and time zones. Yet, the typical U.S. office building has not kept pace with the way we design and use our workspace and plan our workplace policies. You will explore how the emerging workforce is challenging the when, where, and how business gets done, and how employers must respond by exploring the intersection of people, space, and technology.

Moderator
Andrés Tapia, Chief Diversity Officer and Emerging Workforce Solutions Leader, Hewitt Associates

Panelists
Tricia Baker, Director, Engineering Communications & Collaboration, Cisco Systems, Inc.
Diane Krieman, Senior Diversity Consultant, Hewitt Associates
Tom Mulhern, Senior Associate, Gensler

Unlocking the Potential of Diversity through Inclusion
Concurrent Session C3 3:15–4:15 pm
Diversity is the “mix”, inclusion is the “how.” Inclusion is all about enabling the full potential of a diverse team or organization to best achieve the business goals of the organization. With such a clear link to the business, why do so few organizations achieve less than “full inclusion?” This session will offer a practical, yet deeper look at this key issue through defining inclusion, and identifying the practical steps that will achieve full inclusion and appropriate measurement.

Graciela Meibar, Vice President, Global Diversity and Inclusion, Mattel, Inc.
Peter Bye, President, MDB Group, Inc.

Gaining Competitive Advantage through New Diversity Management
D 4:15–5:15 pm
As corporations strive to remain competitive and energized, they continue to seek untapped potential sources. Diversity management has sometimes been underutilized to achieve this objective. A forest of diversity dimensions exist and suggests that companies currently are focusing on only a few of the trees. This session will examine how diversity management capability can facilitate managing change, create functional synergies, deal
effectively with tensions and complex decision making, attract and retain talent and achieve full utilization of the workforce to gain competitive advantage.

Dr. R. Roosevelt Thomas, Jr., Chief Executive Officer, Roosevelt Thomas Consulting and Training

A Conversation and Reception
E 5:15–6 pm
Facilitated by a leading scholar and author on the Impact of History, Economics, Culture, & Politics on the Age of Inclusion

Peniel E. Joseph, Professor, History, Tufts University, Author: Dark Days, Bright Nights: From Black Power to Barack Obama, Editor, Neighborhood Rebels: Black Power at the Local Level, Waiting 'Til the Midnight Hour: A Narrative History of Black Power in America

Networking Reception 6–7 pm

Hosted by: Cisco, Mattel, Inc., PricewaterhouseCoopers

Wednesday, June 30, 2010

Continental Breakfast 8–8:30 am

Breakfast Sponsored by: Hewitt

Thinking Beyond Labels & Word Clouds to Evolve Your Workforce: New Language for Diversity & Inclusion
F 8:30–9:30 am

In our new multi-dimensional workplace, meeting business strategies and balancing employees’ needs requires constant adaptation. In this significant census year, we are further challenged with new categories to refer to people. These dilemmas and politics have caused further challenges to advancing the work of D&I. Enabling a new “language of diversity and inclusion” is critical. This provocative session will examine current context and language in light of moving toward innovative terminology.

Alfred Torres, Vice President, Talent Management and Diversity, Verizon
Eric Watson, Vice President, Office of Diversity & Inclusion, Delhaize America

A New Face of Diversity: U.S. Veterans Disabilities
Concurrent Session G1 9:30–10:30 am

A new generation of U.S. Veterans is entering (and re-entering) the civilian workforce, creating another skilled pool of talent. While this population is unique in what it can provide, it also has some unique needs. The challenge for businesses will be to develop human capital practices that can recruit, retain, engage, develop, and advance these employees effectively. You will learn to help extend the communication and impact of research and “how to” tools related to the employment of veterans with disabilities.

Moderator
Judy Young, Representative, America’s Heroes at Work/US DOL ODEP

www.conference-board.org/diversity2
Panelists
Mike Reardon, Senior Policy Advisor, USDOL/OSEP
Mary Wright, Program Director, The Conference Board
Jeffery Smith, Associate Director, Diversity, Procter & Gamble

Speed Learning Solutions (SLS)
Concurrent Session G2 9:30–10:30 am
This session will offer several problem-solving opportunities with leading experts to focus on individual dimensions of diversity and inclusion including some of the following topics: Metrics, Latinos, New Practitioners, Mentoring and others.

Judy Seidenstein, Director of Diversity, Equity and Inclusion, Duke University/Duke University Health System
Norma Tombari, Director, Global Diversity, Royal Bank of Canada (RBC)
Carolyn Cartwright, Senior Vice President, Corporate Diversity, SunTrust Bank
Kathryn Komsa, Vice President, Diversity and Inclusion, Marsh and McLennan Companies, Inc.

Speed Learning Solutions (SLS)
Concurrent Session G3 9:30–10:30 am
This session will offer several problem-solving opportunities with leading experts to focus on individual dimensions of diversity and inclusion including some of the following topics: Unconscious Bias, Cultural Competencies, LGBTQA, Latinos and Mentoring.

Angela Vallot, Partner, VallotKarp
Jim Bowden, Director, Diversity & Inclusion, Walt Disney Parks & Resorts
Robert Rodriguez, Associate Dean, Kaplan University
Wanda Brackins, Managing Director, Director of Diversity & Inclusion, RBC Wealth Management
Richard Friend, Founder, Friend & Associates

Changing the Conversation from Compliance to Competitive Advantage
Concurrent Session H1 10:45–11:45 am
Developing a pervasive, and systemic approach to inclusion and diversity is challenging for companies of any size. This session will offer specific strategies to align diversity approaches, implement a collaborative leadership model, embed I & D in daily business processes, and measure progress.

Marilyn Nagel, Chief Diversity Officer, Cisco

Successfully Driving Global Generational Diversity
Concurrent Session H2 10:45–11:45 am
This interactive panel discussion will explore how organizations can respond to changing global workforce demographics new global talent management priorities and an ever changing global business environment. Given the cultural and generational differences across multinational business divisions around the world, a U.S.-centric approach to diversity is not a viable solution. This session will explore the strategic conversation around diversity in the global workforce and strategies that multi-national organizations can implement – from integrating a white male strategy to rolling out a global diversity and inclusion program.

Moderator
Reggie Butler, Managing Director, PricewaterhouseCoopers LLP

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Panelists
Helen Tucker, Global Diversity & Inclusion Leader, Procter & Gamble
Teuila Hanson, Vice President, Diversity & Inclusion, AECOM
Frank McCloskey, Vice President Diversity, Georgia Power
Carolyn Brooks, Chief Diversity Officer, OfficeMax, Inc.

Using Employee Networks to Enhance a Company’s Value Proposition
Concurrent Session H3 10:45–11:45 am

Session Sponsor: Moody's Investors Service

Diversity and inclusion at Moody’s is about attracting and retaining top talent, leveraging the strengths of a diverse workforce for business success by mining the skills and talents that exist, and maximizing opportunity for all. Hear how their recruitment, engagement and development initiatives have been bolstered through Moody’s Affinity Networks – Moody’s Lesbian, Gay, Bisexual, Transgender and Allies Network, Moody’s Multicultural Network and Moody’s Women’s Network - which collectively have led dozens of professional development, mentoring, networking and recruiting initiatives.

Daisy Auger-Dominguez, Vice President, Talent Acquisition and Diversity & Inclusion, Moody’s Corporation

Luncheon Session 12 noon–1 pm

Luncheon Sponsored by: RBC

Return on Leadership (ROL):
New Tools and Resources for Developing Diverse Talent
Concurrent Session I1 1–2 pm

This session will provide a summary of The Institute for Diversity in Health Management’s (IFD) recently completed survey of U.S. Hospitals which collected data and measured attitudes on diversity and disparities in the health care arena. The purpose of the study included efforts to establish diversity benchmarks, measure future progress, educate organizations and recognize organizations embracing diversity and leading the way in addressing patient care disparities.

Kelly Redmond, Director of Operations, The Institute for Diversity in Health Management

www.conference-board.org/diversity2
Multiple Identities and All Its Jazz
Concurrent Session I2 1–2 pm
As Lee Shulman writes, “The more identities you can inhabit with integrity, the higher the probability you can make your way in the world…that you can achieve your goals as a human being.” Identity is more than just a sense of self or belonging to a particular category or group. It is also how one performs in the workplace using a combination of thinking, doing, and feeling – “professional identity”. This session will focus on new ways of identifying yourself and how to use multiple identities as capacities for professional and business success.
Claudia Sampson, Vice President, Diversity & Leadership Development, MinorityMBAs.com
Mitchell Karp, Partner, VallotKarp
Gloria McDonald, Director, Diversity, Prudential Financial

Navigating the “New Normal” Through Your Employee Resource Networks
Concurrent Session I3 1–2 pm
The challenges brought on by the financial crisis have forced organizations to look at their staff, resources and employees in new ways. Tough financial realities have resulted in a need for identifying how to manage stressful cultural issues, how to enable continuous employee engagement and how to sustain D & I progress during these times. This session will present some lessons learned and tips for moving your employee network groups forward as business partners linked to the strategic business goals of the organization.
Diane T. Ashley, Chief Diversity Officer, Federal Reserve Bank of NY

Multicultural Branding & Marketing as Drivers for Talent Recruitment, Retention & Management
Concurrent Session J1 2:15–3:15 pm
Several companies will share their global approaches to sourcing, branding, designing, building, and evaluating innovative practices for their diverse talent management strategies and continued business development.
Toure S. Claiborné, Director of Integrated Marketing Communications, Allstate

Eldercare and its Impact on a Diverse Workforce
Concurrent Session J2 2:15–3:15 pm
Session Sponsor: Alzheimer’s Association
the compassion to care, the leadership to conquer
This session will address the financial implications and other challenges associated with being an employee of a company AND a caregiver, as well as how companies can support such employees.
Paula Pelissero, Senior Director, Human Resources, The Alzheimer’s Association

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Emerging Markets & Diversity & Inclusion: Where Are We? And Where Do We Need to Be? Or Go?

Concurrent Session J3 2:15–3:15 pm

Session Sponsor: verizon

Emerging markets are nations with social or business activity in the process of rapid growth and industrialization. Currently, there are 28 emerging markets in the world, with the economies of China and India considered to be the two largest. This session will examine the current state of several global companies who want to continue to grow, and what their opportunities will require for this new decade in terms of diversity and inclusion.

Damayanti Vasudevan, Ph.D., Vice President, Diversity & Inclusion, RR Donnelly

A Global Mindset for a Global Networked Economy

K 3:30–4:30 pm

Contrary to the “flat world” assertions of Thomas Friedman, the diversity of national cultures and their correlates are major hurdles encountered by companies coming to grips with competitiveness challenges our networked global economy. The strategic challenge now is to incorporate and leverage differences among employees, customers and value chain partners towards creating increased innovation, global reach and impact. This session will focus on how leaders with global mindsets are uniquely positioned to overcome these hurdles locally, nationally and globally.

Mary B. Teagarden, Professor of Global Strategy, Thunderbird School of Global Management

Closing Activity: Moving Your Inclusive Journey to Action Planning

L 4:30–5:15 pm

You will learn to apply your storytelling framework to your own and your organization’s business success.
Tools and Resources for the New Age of Inclusion

What will you need to know and be able to do to succeed as a globally competent leader or practitioner over time? One critical resource for your development is Global Mindset®, “the ability to influence individuals, groups, organizations, and systems that are unlike you and your own.” This tool is considered as a major success factor for competitors in the networked global economy. Additionally, other tools are needed to enable management of increased workplace knowledge, technological change, increased data and constant change, as well as cultural competencies.

This all day workshop will highlight the Global Mindset Inventory development competencies and process and will provide samples of several tools and resources. This unique day of collaborative and interactive learning will enable you to achieve the following outcomes, guided by several experts:

- Identify and apply global mindset tools
- Recognize and apply competencies for building and sustaining internal and global relationships
- Define and apply cultural competencies appropriate for your business and industry
- Manage data overload and constant change
- Evaluate individual and team development needs and apply tools to your business and performance goals

Mary B. Teagarden, Professor of Global Strategy, Thunderbird School of Global Management
Madelyn Blair, Founder, Pelerei, Inc.
Terrence Gargiulo, President, Making Stories.net
Fred Hobby, Chief Executive Officer, Institute for Diversity Management

*Networking opportunities available at our luncheon and our two refreshment breaks*
The 2010 Annual Corporate Diversity & Inclusion Conference

Online  www.conference-board.org/diversity2
Email  customer.service@conference-board.org
Fax  212 836 9740
Phone  212 339 0345

8:30 am to 5:30 pm ET Monday through Friday

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.

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 Annual Corporate Diversity & Inclusion Conference.

Westin River North
320 North Dearborn
Chicago, IL 60654
Tel: 312 744 1900

Hotel Discount Cut-off Date: Wednesday, June 7, 2010

The Conference Board Council Members save 50% off the registration fee. Call Customer Service to save on this conference or for more information on joining one of our many councils.

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Please print or attach a business card; for additional registrants, duplicate this form.

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Please choose your preferred concurrent sessions

Tuesday, June 29, 2010
☐ C1 or ☐ C2 or ☐ C3 choose one

Thursday, June 30, 2010
☐ G1 or ☐ G2 or ☐ G3 choose one
☐ H1 or ☐ H2 or ☐ H3 choose one
☐ I1 or ☐ I2 or ☐ I3 choose one
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