The 2011 Corporate Diversity & Inclusion Conference
Change, Innovation and Organizational Design: Linking Diversity & Inclusion to Sustainable Growth

June 28–29, 2011 / J.W. Marriott Chicago
June 30, 2011 Post-Conference Seminar

- Compare and contrast strategies and practices for successful change and effective talent management
- Examine approaches to integrating diversity & inclusion into the entire organization’s processes, systems, and performance management
- Delve into increasingly complex domains of diversity & inclusion for strategic planning among senior diversity leaders across industries
- Assess current progress with your own vision and strategy

Presented with assistance from MATTEL, INC.
Tuesday, June 28, 2011

REGISTRATION AND REFRESHMENTS NOON–12:45 PM

WELCOME & INTRODUCTIONS 12:45–1 PM
Jonathan Spector, Chief Executive Officer, The Conference Board
Carole Weinstein, Conference Program Director, The Conference Board

A 1–1:30 PM
**Energizer: “Be Inspired!”**
Workplace engagement drives growth-oriented companies, while inspiration drives innovative growth. In this opening activity, we will explore what drives you and how it can enable you and your organization’s success along your diversity journey. Hear what Intuit learned when they asked their employees to share what inspires them.

Terilyn Monroe, Director, Global Employee Engagement and Diversity & Inclusion Leader, Intuit

B 1:30–3 PM
**Panel Discussion & Town Hall Dialogue: Reinventing Employee Networks**
Launched 8 years ago, Intuit’s 10 employee networks not only inspire employees and develop leaders, but also helps them become an innovative growth-oriented company.

Moderator
Terilyn Monroe, Director, Global Employee Engagement and Diversity & Inclusion Leader, Intuit

Panelists
Mark Dean, Vice President, Telesales Channel Sales and African American Network Executive Sponsor, Intuit
Lynda Higgs, Director of Development, Consumer Group and Pride Network Leader, Intuit
Kelly Stempel, Manager of Strategic Sourcing, Finance and NextGen Network Leader, Intuit
Joe Hernandez, Director & Deputy General Counsel, Corporate Legal and Network Leader, Latinos Connect, Intuit
Chris Galy, Director Right Talent, Human Resources and Military, Network Leader, Intuit
Anthony Lopez, Vice President PSD and Executive Sponsor of Latinos Connect, Intuit

NETWORKING REFRESHMENT BREAK 3–3:15 PM

C 1 3:15–4:30 PM
**Partnerships as a Critical Lever for Diversity & Inclusion**
Strategic partnerships can be the critical ingredient needed to drive D&I in the workplace. Using stories of challenge and success from Kraft Foods, participants will gain valuable insights about how to accelerate the D&I agenda within their own organizations to increase the impact on the business.

James Norman, Chief Diversity Officer, Kraft Foods

C 2 3:15–4:30 PM
**Becoming Allies & Coaches Across Differences: An Interactive Dialogue For Building Relationships**
We are more likely to coach/mentor those who are like us, but shy away from playing this role with people who are different. This session will help you develop the ability

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to be coaches and allies across differences, an essential skill for relationship building and key to the success of any organization’s diversity and inclusion efforts.

Angela Vallot, Partner, Vallot Karp
Mitchell Karp, Partner, Vallot Karp

C3 3:15–4:30 PM
**Diverse Teams as Fuel for Innovation**

**SESSION SPONSOR** [GLOBAL NOVATIONS](#)

Learn how Caesar’s Entertainment is leveraging “Diverse by Design” teams to affect the bottom line, create and sustain a consistently profitable, effective, efficient, and reliable analytics-driven company that has formally integrated validity, innovation, and breakthrough exploration into its ongoing structure and culture.

Vincent Brown, Managing Partner for Innovation & Market Optimization
Global Novations
Fred J. Keeton, Vice President, Finance and External Affairs and Chief Diversity Officer
Caesars Entertainment

D 4:30–5:45 PM
**Flexible, Inclusive, Integrative Change Models: Lessons Among Us**

Several leading CDOs will set the context for framing inclusive change as a driver for the progress that has been made so far, where we are right now, and where opportunities currently exist to develop sustainable, diversity management across all industries.

**Moderator**
Darlene Slaughter, Chief Diversity Officer, Fannie Mae

**Panelists**
Bill Harper, Chief Diversity Officer, P G & E
Henry O. Hernandez, Jr., Vice President, SAIC
Graciela Meibar, Vice President, Mattel, Inc.

**NETWORKING RECEPTION 5:45–7 PM**

**COCKTAIL RECEPTION HOSTED BY** [Intuit](#)

E 8:30–10 PM
**Evening Event: Film & Diversity**

Please join this discussion about the role that film can play in Diversity Training. A feature film will also be shown, followed by a dialogue.

**Wednesday, June 29, 2011**

CONTINENTAL BREAKFAST 7:45–8:45 AM

**BREAKFAST HOSTED BY** [Vallot Karp](#)

F 7:45–8:45 AM
**Industry Talking Circles: What’s on Your Mind?**

Discuss industry related topics to shape common ground, explore shared and unique challenges, learn about what is working, can be improved, and the challenges on the horizon.

[www.conferenceboard.org/diversity2](http://www.conferenceboard.org/diversity2)
G 8:45–9:30 AM

The Power of Day “Off”:
How Diversity, Brand, and Community Creates Operational Excellence
Learn how commitment at the top drives diversity and inclusion success through leaders who align themselves with the organization’s core values, leadership competencies and business strategies. Learn how a holistic approach to diversity and inclusion can work through shared vision and values that focus on people, perspectives, partners and products.

Christine Talbot, Vice President Human Resources, Kaiser Permanente

H1 9:30–10:45 AM

Bullying Prevention at Work
The types of school-based bullying behaviors featured in the news can often manifest in the workplace. This session will offer you an understanding of the dynamics of bullying in the workplace as well as intervention strategies to change the workplace culture.

David M. Hall, President, David Hall Associates

H2 9:30–10:45 AM

The Journey of a Culturally Competent Organization:
From a Beginner to a Benchmark
Blue Cross Blue Shield of Florida will take participants along their 10 year journey of building a culturally competent diversity and inclusion program. You’ll hear about staff dynamics, strategic planning, education development, leadership engagement and program evaluation.

Cal Jackson, Senior Diversity Practitioner, Cultural Competence & Diversity Systems
Blue Cross Blue Shield of Florida

H3 9:30–10:45 AM

Using Technology and Collaboration to Develop and Engage Employees in a Global Workplace
This session will provide an overview of how Cisco uses technology, measurement initiatives, and employee diversity groups to connect generations and cultures while also providing development opportunities.

Randall Lane, Employee Engagement, Global Inclusion & Employee Engagement, Cisco

NETWORKING REFRESHMENT BREAK 10:45–11 AM

II 11 AM–12:15 PM

Building Trust Between Managers and Diverse Women Direct Reports
Trust between managers and direct reports is essential to forming productive workplace relationships, facilitating employee development, engagement and improving overall performance across the organization. Catalyst presents a lively and informative discussion on how to take action to improve levels of trust in diverse working relationships.

Katherine Giscombe, Ph.D., Vice President, Diverse Women & Inclusion Research
Catalyst
Rich Floersch, Global Executive Vice President of Human Resources
McDonald’s Corporation
I2 11 AM–12:15 PM

**Inclusion - A Realistic Objective or an Illusion?**

Everyone talks about inclusion, but what does an inclusive culture look like and how can you achieve it in your organization while balancing other competing priorities? What is the connection of such achievement to maintaining efficient decision-making processes? Learn how Mattel drives inclusion and change management which is vital to charting their course toward Creating the Future of Play.

Graciela Meibar, Vice President, Mattel, Inc.

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I3 11 AM–12:15 PM

**High Impact Analytics: Integrating D&I into the Business**

The language of business is numbers—if it can’t be measured it just can’t be! To be effective in diversity and inclusion requires embracing this reality. “High Impact Analytics” will illustrate how diversity practitioners can include key metrics in their work but also how breakthrough analytics can produce an even higher impact.

Kathryn Komsa, Vice President, Diversity & Inclusion, Marsh McLennan Companies
Rick Guzzo, Partner, Mercer

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LUNCHEON 12:15–1:15 PM

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LUNCHEON SPONSOR

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J1 1:15–2:30 PM

**Innovative Diverse Talent Management Sourcing Solutions**

People with disabilities make up the largest number of diverse individuals who are unemployed. This session will discuss how you can leverage this population as a viable option to provide talent for your organization.

Moderator
Mary Wright, Program Director, The Conference Board
Steve Pemberton, Divisional Vice President for Diversity and Inclusion, Walgreens
Martha Artiles, Global Chief Diversity Officer, Manpower
Janet Fiore, Chief Executive Officer, The Sierra Group

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J2 1:15–2:30 PM

**Action-Oriented Change Management: Steps to Enable Inclusive Success**

D&I is about understanding where people are and then enabling them to understand the why, what and how of a change process. Learn how appealing to the various stakeholders on a personal level can affect organizational change.

Althea Goodison-Orr, MSOD, Principal, Magellan Change Consultants, LLC

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J3 1:15–2:30 PM

**Building Bridges: Mature Worker Health Challenges**

In this four generational workplace, research indicates that older African-Americans and Hispanics are two and a half times more likely than older whites to have Alzheimer’s and other forms of dementia. LGBT seniors are also at risk. This session will describe quality of life challenges, issues, and solutions for enabling support among employee populations.

Janis Robinson, Director, Diversity & Strategic Collaborations, National Office Alzheimer’s Association
K 2:45–4 PM

High-Performing Collaboration Between White Men & Other Diverse Leaders
In this session, we will examine the challenge of white male disengagement and explore effective ways to build strong, collaborative relationships between white men who lead and their diverse leadership peers.

Chuck Shelton, Greatheart Leader Labs
Ancella Livers, Ph.D., Center for Creative Leadership

L 4–5:15 PM

Creating the Conditions for Diverse Leadership Teams
Despite progress in hiring, mentoring, and promoting diverse individuals, organizations still struggle to build a social framework that enables diverse leadership teams to flourish. In her session, Sally will draw on 22 years of original research to identify the four essential practices that distinguish high functioning diverse teams.

Sally Helgesen, Author, The Female Vision & The Web of Inclusion

Global Diversity & Inclusion Benchmarks: What Success Looks Like
REGISTRATION AND CONTINENTAL BREAKFAST 8:30–9 AM
SEMINAR 9 AM–4 PM

Standards and guidelines are useful to reframe vision, adjust strategy, measure actions and monitor progress. Towards that end, this interactive workshop, using O’Mara and Richter’s Global Diversity and Inclusion Benchmarks developed with 79 expert panelists, will help you to:

- Identify benchmarks to build your D&I initiative
- Identify internal benchmarks that focus on systems, processes and people
- Identify external benchmarks for managing products and services with customers and stakeholders
- Identify internal and external linkages to the organization
- Apply relevant measures and guidelines to your own organization

Ralph de Chabert, Chief Diversity Officer, Brown-Forman Corporation
Kay Iwata, President, K. Iwata Associates, Inc.
Mary-Frances Winters, President, The Winters Group, Inc.
Lorie Valle-Yañez, Vice President, Chief Diversity Officer, MassMutual Financial Group

Post-Conference Seminar Thursday, June 30, 2011
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

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Change, Innovation and Organizational Design: Linking Diversity & Inclusion to Sustainable Growth

Conference (979011-2)
Dates: June 28–29, 2011  Location: J.W. Marriott Chicago
Associates $2,195
Non-Associates $2,495

Post-Conference Seminar (B83011-2)
Date: June 30, 2011  Location: J.W. Marriott Chicago
Associates $1,295
Non-Associates $1,495

Those Who Will Benefit From Attending:
Corporate Chief Diversity Officers, Diversity practitioners from Academia, Government, Military, Non-profits; Legal Professionals, Compliance Officers, Business Line Leaders, Education Leaders, Human Resources and Talent Management Vice Presidents, Directors & Administrators

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.
J.W. Marriott Chicago
151 West Adams Street
Chicago, IL 60603
Tel 312 660 8200

Hotel Reservations Cut-off date
Monday, June 6, 2011

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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