



The 2013

Annual Corporate Diversity & Inclusion Conference

Global Inclusive Leadership:
The Way Forward To Global Transformation

New York Marriott Downtown
June 25-26, 2013 Conference
June 24, 2013 Pre-Conference Seminar



- Develop global inclusive leaders who will model the behaviors and actions they desire in others through inspiring others to follow
- Enable inclusive advocacy to continuously learn and to model the behaviors shifts in the organization's culture when needed
- Innovate approaches to competencies, operations, and governance

Presented with assistance from



KORN/FERRY INTERNATIONAL

Those who attend will

- Identify integrative measures for accountability at all levels linked to business outcomes
- Strategize and link their work to talent management, learning and development, and business success
- Network with peers across industries and sectors through informal learning and sharing practical examples

Those who will benefit from attending

Chief Diversity Officers Across Businesses, Government, Military, Not For Profit and Profit, Diversity Practitioners, Legal Professionals, Compliance Officers, Business Line Leaders, Education and Learning Leaders, Human Resources Vice Presidents, Directors, and Administrators, Chief Talent Management Officers, and Organization Development Professionals and all who are passionate about diversity and inclusion advancement.

Partial listing of previous participants of the Corporate Diversity & Inclusion Conference

Alcoa Inc.
Allstate Insurance Co.
Altera Corporation
American Girl
BD
Berlitz
Best Buy Co., Inc.
Boehringer-Ingelheim USA
Boston Scientific
BP Americas, Inc.
Cargill Inc.
Caterpillar, Inc.
Chrysler Group LLC
Cisco
ConEdison, Inc.
Delhaize America, Inc.
DHR International
Eaton Corporation
Eli Lilly and Company
Embraer
Exelon
FedEx Kinko's
FirstEnergy Corp.
Global Novations
Harvard Business School
Health Care Service
Corporation

HSBC-North America
Johnson Controls, Inc.
Jones Lang LaSalle
JPMorgan Chase & Co.
Kaiser Permanente
Kenexa
Kimberly-Clark Corporation
Lear Corporation
Mattel, Inc.
McGraw-Hill
Mead Johnson Nutrition
Media Tec Publishing
MetLife, Inc.
Microsoft
Midwest Generation EME LLC
Nationwide Mutual Insurance
Company
Navistar
NetForm International Inc.
New York Life Insurance
Company
Nielsen Company
OfficeMax Incorporated
P.T. Telkom Indonesia

Pacific Gas and Electric
Company
PepsiCo, Inc.
PPG Industries, Inc.
PT Telekomunikasi
Indonesia Tbk
QBE
Redwood Enterprises, LLC
S.C. Johnson & Son, Inc.
SAIC
TE Connectivity
The Procter & Gamble
Company
TMC, A Berlitz Company
Toyota
Tri-Star Engineering
U.S. Department of Defense
U.S. Internal Revenue Service
UN Global Compact Office
US House of Representatives
Walgreens
Wal-Mart Stores, Inc.
Wegmans Food Markets, Inc.
Williams-Sonoma Inc.
Yum! Brands, Inc.



Pre-Conference Seminar Monday, June 24, 2013

Leadership Legacies: The Importance of Influence, Connection and Humanity in Global Inclusive Leadership

REGISTRATION AND CONTINENTAL BREAKFAST 8-9 AM

SEMINAR 9 AM-5 PM

Many leaders do not think about their legacy until later in their careers. Have you? What have you accomplished, how have you done it, and who have you influenced? How does your leadership approach exert a positive impact in your workplace and for others to carry on? In this unique, engaging, and interactive pre-conference workshop, you will consider these questions, as you delve into the critical competencies and skills needed to be a legacy inclusive global leader in 2013. You will assess and consider how to:

- Distinguish among a wide range of complex yet simple leadership skills to help you toward becoming a more emotionally intelligent and inclusive leader
- Garner deeper levels of loyalty and support from team members and colleagues by demonstrating a genuine belief in the value of others, creating a sense of belonging for those you don't typically invite in your circles, and provide openings for all to meaningfully contribute
- Ensure you are leaving the "leadership legacy™" you intend while navigating the sometimes uncomfortable complexities of workforce diversity
- Challenge yourself to expand deeply held notions of who "fits in" by taking bold steps to explore personal prejudices and orchestrating more "human" connections with others
- Take a guided tour of potential risks leaders face when they fail to be inclusive in decision-making processes
- Explore potential strategies to avoid missteps and risks associated with diversity and inclusion related - issues from "legal's perspective"
- Get "legal's perspective" on what competencies may help reduce your - and your company's - potential litigation exposure in a work environment that values diversity and inclusion
- Identify measurements to determine where you are in your journey toward demonstrating success

Pearl J. Alexander, Senior Director of People Strategies

Georgia Institute of Technology

Cheryl D. Cofield, Director of Culture, Diversity and Inclusion

Georgia Institute of Technology

Larry L. Turner, Partner, **Morgan, Lewis & Bockius LLP**

Tuesday, June 25, 2013

REGISTRATION AND CONTINENTAL BREAKFAST 7:45-8:45 AM

HOSTED BY



WELCOME AND INTRODUCTION 8:45-9 AM

Carole Weinstein, Conference Program Director, **The Conference Board**

A 9-10 AM

**Transforming Global Diversity and Inclusion into Innovation:
How Diverse-By-Design Teams Can Achieve Breakthrough Results.**

Today's global leaders know that leveraging diversity and inclusion—the distinct skills, backgrounds, experiences and perspectives of their workforces, suppliers, and customers—is key to achieving and sustaining competitive advantage.

Organizations that have an intentional approach to creating inclusive climates and diverse-by-design teams effectively journey from workplace diversity to an environment of collaboration and innovation. Changing the organizational landscape to be more inclusive, and shaking up project teams comprised of standard “go-to” people enables organizations to harness more discretionary effort from more contributors, creating enhanced engagement and producing breakthrough ideas and results. In this session, you will learn about the benefits of creating and deploying diverse-by-design teams on mission-critical projects. We will also discuss how to assess multiple dimensions of diversity to expand the pool of “go-to” performers to build team and organizational capacity that support achieving and sustaining competitive advantage.

Dave Eaton, Partner and Practice Leader - Business Transformation, Leadership and Talent Consulting, **Korn/Ferry International**

Eric P. Stallworth, Director, Global Diversity & Inclusion, **Kimberly-Clark Corporation**

Conference KeyNotes

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

B 10–11:15 AM

The Way Forward: Global Vision

SESSION SPONSOR



Whether an enterprise operates globally or domestically, its workplace in our current world is global by virtue of its demographics, culture, and community. All organizations need to recognize what this means for their own industry, their own talent, and their own business outcomes. In this introductory session, several CDOs will set the context for what it takes to move forward in our continually shifting demographic world and transform our organizations.

Moderator

James Norman, Vice President, Diversity and Community Involvement

Kraft Foods Group

Panelists

Stephen Frost, Principal, Frost Included and Harvard Kennedy School, Fellow, Women & Public Policy Program, 2012-2013, **Harvard University**

Lance A. LaVergne, Director, Talent Acquisition, **Alcoa**

Brigitte McInnis-Day, Vice President of HR, **SAP**

Karen Sweeney, Vice President Diversity & Inclusion, **Turner Construction Company**

NETWORKING REFRESHMENT BREAK 11:15–11:30 AM

CONCURRENT SESSIONS C1, C2 & C3 11:30 AM–12:45 PM

CONCURRENT SESSION C1 11:30 AM–12:45 PM

Strategies to Build and Accelerate Diversity and Inclusion Impact to Maximize Engagement Across Your Organization

As more and more organizations begin their journey towards creating a diverse and inclusive workplace, it is important to focus on a few key areas that will provide the greatest impact for your organization. In this session, you will gain a thoughtful and practical way to approach this work in order to garner the greatest impact and success for your Diversity and Inclusion strategy. You will learn about five key areas, building leadership support, enhancing employee engagement through ERGs, educating yourself and others, developing talent, and global impact, which build upon each other to provide the connections manager and employees need to feel engaged and supported across the organization. You will gain insight into planning strategy based on the organization's needs linked to inclusion strategy and be able to create your own initiatives that can gain greater appeal, sustainability, and global impact.

John Basile, Chief Diversity Officer, **Fidelity Investments**

Presentations

Available online in advance of the conference

CONCURRENT SESSION C2 11:30 AM–12:45 PM

Managing Unconscious Bias to Develop Truly Inclusive Leaders

Efforts to advance an inclusive work culture and to achieve more diversity in the workforce are truly challenging. To accelerate these efforts, organizations need to acknowledge that everyone has certain biases, which impact our perceptions and decision making. Generating awareness and explicitly naming and managing our biases can lead to more balanced decisions, more inclusive behavior and acceptance of our own and each other's perspectives. Learn about how BAE Systems is educating its leaders to manage their biases and embedding this awareness and skill set into the organizational culture.

Andrea Lewis, Ph.D., Chief Diversity and Inclusion Officer, **BAE Systems, Inc.**

CONCURRENT SESSION C3 11:30 AM–12:45 PM

A Case Study in Success: Religious Diversity in the Workplace

For most HR practitioners, addressing religious diversity in the workplace begins and ends with litigation avoidance. Companies tend to exclude religion from their diversity strategies, and those who are interested in the topic often are not sure where to start. Informed by our benchmarking and research, this session will examine what it takes to successfully address religion at a sample company, including exemplary global policies, training opportunities, and innovative diversity initiatives that also strengthen the bottom line. The session will focus on ways in which religious diversity initiatives can improve retention, recruitment, productivity, and customer relations. Participants will complete Tanenbaum's "Religious Diversity Index," our religious diversity assessment tool. Through this interactive exercise, participants will consider how and when their own companies address religion and identify areas for improvement.

Mark Fowler, Managing Director of Programs
Tanenbaum Center for Religious Understanding

LUNCHEON 12:45–1:45 PM

D 1:45–2:45 PM

Strategic Diversity Leadership:

Activating Change and Transformation in the Workplace

Diversity work when approached intellectually, evidence-based, and pragmatically can achieve operational results. In this session, you will view a conceptual framework for pursuing diversity in a national and international context. You will learn about the competencies, knowledge and skills needed to execute effective leadership and how to reframe existing diversity infrastructure, building accountability systems, assessing the diversity process, and addressing legal threats to implementation.

Damon Williams, Associate Vice Chancellor, Vice Provost, & Chief Diversity Officer
University of Wisconsin

Call Customer Service at 212 339 0345

CONCURRENT SESSIONS E1, E2 AND E3 2:45-4 PM

CONCURRENT SESSION E1 2:45-4 PM

Adopting Innovation in the Workforce Cycle for Greater Diversity of Thought, Better Business and Happier Employees

New approaches to innovation breed creative thinking, new ideas, and a more engaged workforce, which in turn, spurs business toward greater success. To generate diversity of thought, organizations need to implement an inclusive talent process that encourages innovation at every phase in the workforce cycle, from recruitment, to active contributions, to career development, and finally in the conclusive alumni stage. In addition, they need a solid support infrastructure that encourages and fosters diversity. Philips, a global leader in health and well-being, embraces innovation and can provide attendees with strategic frameworks and tips to empower a workforce rich with diversity of thought and ideas. You will understand the benefits of achieving diversity of thought through a platform of innovation and how to identify the support mechanisms and strategy needed for a successful culture of innovation.

Lauren Gohde, Leadership Development Facilitator, **Philips North America**

CONCURRENT SESSION E2 2:45-4 PM

The Road to Next Practices:

Integrating Diversity and Inclusion into the Culture and Business

SESSION SPONSOR ***Walgreens***

Charged with moving beyond compliance to becoming a 'next practices' organization in diversity and inclusion, the newly formed team at Walgreen Co. established strategies, frameworks and processes focused on driving measurable results and supporting the business. You will learn how using both qualitative and quantitative data and in partnership with business leaders across the organization, diversity and inclusion action plans were customized to align with business goals and divisional opportunities. This partnership resulted in a collaborative and integrated approach bringing together divisional business leaders and HR professionals to execute against specific and relevant divisional D&I plans to achieve results.

Melissa Donaldson, Director, Diversity Networks and Communications, **Walgreen Co.**
Rick Harris, Director, Diversity Strategy, **Walgreen Co.**

CONCURRENT SESSION E3 2:45-4 PM

Securing Executive Commitment and Engagement

Commitment from the top is imperative to reach your organization's strategic objective. You will learn how Sodexo holistically approaches diversity and inclusion and how diversity is recognized as a key business imperative, requiring full executive engagement with leaders demonstrating inclusive behaviors. This transformational journey has converted passive diversity supporters into change agents to help drive diversity and inclusion in the organization. You will complete an Executive Engagement Scorecard and create your own Action Plan that you can use in your organization.

Texanna Reeves, Vice President Corporate Diversity, **Sodexo**

NETWORKING REFRESHMENT BREAK 4-4:15 PM

F PLENARY SESSION 4:15-5:30 PM

The Global InclusionSCORECARD™: Mapping the Course for Sustainable Workplace Change

SESSION SPONSOR **InclusionINC®**
Inclusion Is A Business Strategy ● ● ●

Frameworks of diversity and inclusion have evolved to support and transform corporate strategy and global competitiveness. The InclusionSCORECARD™ a rigorous process, is the product of efforts to create a comprehensive road map for making inclusion a core business strategy that promotes engagement, productivity, retention, and emerging market share. Through reviewing current states, tracking progress on key metrics and engaging in systemic and comprehensive programs, you can support a culture of inclusion. Two companies, at different stages in their journeys, will share their experiences about how this work is moving them along toward their business goals to build stakeholder relations.

Shirley Engelmeier, Chief Executive Officer and Chief Inclusion Strategist, InclusionINC
Maria Hernandez, PhD, Practice Leader, InclusionINC
Steve Johnson, PhD, Executive Consultant, InclusionINC

NETWORKING RECEPTION 5:30-6:45 PM

HOSTED BY  **KORN/FERRY INTERNATIONAL**

Wednesday, June 26, 2013

6:45-7:45 AM

Inclusive Energy: Rise & Shine YOGA

We invite you to experience the benefit of a very slow sun salutation practice! This session is especially for people who haven't stretched in a while, or who have intense, stressful workloads or who want more mental alertness - perhaps all of these! The very slow salutations strengthen and open you to a reflective alertness, as well as total body awareness. Emphasizing an approach of "you knowing yourself best."

Facilitator/Leader

Linda Smith, Yoga Expert, Distinguished Professor of Leadership and Theory
University of Maryland University College

CONTINENTAL BREAKFAST ROUNDTABLES 7:30-8:30 AM

HOSTED BY  **Fidelity**
INVESTMENTS

Topics of current interest will be discussed during roundtable dialogues.

Conference KeyNotes

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

WELCOME AND INTRODUCTIONS 8:30–8:45 AM

G 8:45–10 AM

Inclusive Leadership with White Male Executives: How to Make This Conversation Count

SESSION SPONSOR  **Exelon**

White men continue to hold leadership positions beyond their proportions in the workplace. Inclusion means everyone is in, including white men. Building on the recently released Study on White Men Leading Through Diversity & Inclusion, you will explore three key questions: What will we gain or lose if we don't move forward and why is it a priority? How do we prepare and proceed with white male leaders and other diversity and inclusion stakeholders and what risks need to be managed? How can we expect this to unfold and what can be done in a 3-year timeframe?

Moderator

Chuck Shelton Managing Director, **Greatheart Leader Labs** and
Author, *Leadership 101 for White Men*

Panelists

Mike Barriere Vice President, Human Resources, **Alcoa**
Dan Chappell Senior Vice President, Human Resources, **Bank of America**
Janese Murray Vice President, Diversity and Inclusion, **Exelon Corporation**

NETWORKING REFRESHMENT BREAK 10–10:15 AM

CONCURRENT SESSIONS H1, H2, AND H3 10:15–11:30 AM

CONCURRENT SESSION H1 10:15–11:30 AM

Improving Employment Outcomes for People with Disabilities

Developing a business case, having organizational readiness, encouraging self-identification and effective measurement strategies are identified as key levers to leveling the playing field for people with disabilities in the workplace. However, given the data about employment for this segment, employers need better implementation to get systemic success. Working with this panel of employers, explore how your organization can get traction.

Moderator

Peter Linkow, Senior Director, Diversity & Inclusion, **WFD Consulting**

Panelists

Barbara Wankoff, Director, Workplace Solutions, **KPMG**
Pam Rincones, Vice President, Employer of Choice Director, **Fifth Third Bank**

Presentations

Available online in advance of the conference

CONCURRENT SESSION H2 10:15–11:30 AM

Advancing an LGBT Inclusive Diversity Strategy

SESSION SPONSOR



This session will focus on the importance of building an integrated approach towards LGBT inclusion in the workplace. Through awareness, engagement and advancement, you will learn how Goldman Sachs has incorporated LGBT inclusion in its training programs, affinity networks, HR policies and benefits and leveraged the engagement of Allies. You will learn highlights of the firm's efforts and have the opportunity to discuss your own organizations' best practices for LGBT inclusion.

Maribel Ledezma-Williams, Vice President, Global Leadership & Diversity
Goldman Sachs

Sharleen Gutierrez, Vice President, Global Leadership & Diversity, **Goldman Sachs**

CONCURRENT SESSION H3 10:15–11:30 AM

Leveraging Diversity & Inclusion to Drive Engagement and Business Impact

In this session, you will learn how Intuit's values and worldwide employee-driven engagement are helping to accelerate progress with business priorities and creating change through partnerships across the company and community.

Stephanie Greyson, Senior Manager, Global Employee & Community Engagement
Intuit, Inc.

Rachel Heffner, HR Regional Site Coordinator, Global Employee & Community Engagement, **Intuit, Inc.**

I 11:30 AM–12:15 PM

Test Your Global Intelligence: Play the Interactive Global Diversity Game

The Global and US Diversity Games are successful, highly interactive training tools that use a game board and quiz format to explore facts about diversity that cover the areas of demographics, jobs, legislation and society as well as how to effectively lead and manage effectively in a multicultural global workplace.

The interactive version of the game will be run as a quiz with all. You will be using an audience response system technology to join a virtual team based on diversity criteria to explore and highlight how much more we need to know about Global Diversity.

Alan Richter, President, **QED Consulting**

CLOSING SESSION 12:15–12:30 PM

Town Hall Dialogue, Planning & Reflection

What have we learned, what needs to be considered, and how can we get there from here? In this session, you will be guided to apply your learning to your next practices.

Call Customer Service at 212 339 0345



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 2013 Annual Corporate Diversity & Inclusion Conference

Global Inclusive Leadership:
The Way Forward To Global Transformation
New York Marriott Downtown

Conference (979013-2)

June 25-26, 2013

Associates **\$2,295** Non-Associates **\$2,595**

Pre-Conference Seminar (B73013-2)

June 24, 2013

Associates **\$1,015** Non-Associates **\$1,115**

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**.

New York Marriott Downtown
85 West Street at Albany Street
New York, NY 10006
Tel 212 385 4900
Reservations 800 228 9290

Hotel reservations cut-off date:
Friday, June 7, 2013

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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The Conference Board
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Promotion Code