



Collaborate with all stakeholders—
diversity, talent, and business leaders—
to build cultural strategies that deliver results



The 19th Annual
**Corporate
Diversity & Inclusion**
CONFERENCE

**Delivering Strategic Results
through Cultural Transformation**

Conference
June 18-19, 2015
Westin New York at Times Square
New York City

Pre-Conference
June 17, 2015

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Exploring D&I Issues and Solutions in Context

9 – 9:30 am

Welcome to the 19th Annual Corporate D&I Conference

Here you will get an overview of the guiding framework for the pre-conference and the conference, a review of the key issues that will be discussed during the event, and have the opportunity to plan the outputs that you want to achieve for yourself and your organization.

Jörg Schmitz, Program Director, **The Conference Board**

Networking Refreshment Break 9:30 – 9:45 am

9:45 – 11:45 am

Concurrent Workshops

During each enlightening workshop, you will be guided by a subject-matter expert who will introduce critical issues, challenges, and the solutions your organization needs. Utilizing case scenarios, best practices, and success stories, we will identify new approaches and solutions to specific challenges:

1. **The myths and reality of generational diversity**

Generational diversity is an issue that cuts through a number of other workforce challenges and is riddled with preconceptions and stereotypes. How different are the generations really? How can we separate fiction from reality? What are the real challenges and opportunities? And, what is actually needed to bridge the generation gap in organizations? These are just a few questions we will address in this session.

Facilitator/SME

Laraine Kaminsky, President & Founder, **Global LK**

Panelists

Tara Hastings, Vice President, Diversity & Inclusion

Program Manager, **Bank of the West**

Ivy Bonds, Internal Diversity Consultant, **Aerotek**

2. **The predicament of non-native professionals**

A function of globalization, the numbers of professionals who work in English as a second or third language is steadily increasing. This population frequently struggles with a complex mix of language, communication skills, and leadership styles that is highly dependent on the U.S. cultural norms. Critical attributes that determine career success are equally dependent on cultural context and prevalent norms, putting this population at a significant disadvantage. This workshop examines why conventional solutions too often miss the mark, what the challenges for this population really are, and how to address them so that this population does not get overlooked.

Facilitator/SME

Vince Varallo, President, **I Work In English LLC**

Panelists

Norm Kuzminer, Vice President, Information Management, **Prudential**

Carmela O’Flaherty, Senior Consultant, **Varallo International**

Kristina Gekova, Account Manager, **Aerotek**

Jelena Raguz, Account Manager, **Aerotek**

3. **Lessons learned from ERG strategies**

Employee resource groups have been a staple across generations of D&I practice. But, what makes them really successful and keeps them relevant? This workshop critically examines how ERG’s are best utilized. We assess the opportunities, risks, pitfalls, and trends. We also share best practices for chartering, funding, and managing them so that they deliver the desired value.

Facilitator/SME

Jane Hyun, Founder and President, **Hyun & Associates, Inc.**

Panelists

Kuntesh Chokshi, Sales Director, New Business Lodging, **PepsiCo**

Linda Taylor, Enterprise Director, Diversity and Inclusion, **Raytheon**

4. **Reconciling D&I, intercultural, and global competence/ mindset agendas**

Whereas D&I has traditionally focused on domestic workforce challenges and equity, intercultural effectiveness has focused largely on international assignees (international mobility) and global team performance. In addition, global mindset and/or –competence has emerged as a third field. Only relatively recently have these fields discovered their intersection and sought alignment and integration. However, these agendas are not as easily compatible with each other as it may seem. This workshop examines the contradictions and potential synergies and exams lessons learned in their reconciliation.

Facilitator/SME

Mercedes Martin, America Executive Coaching Team – Leadership and Change: South America, **EY**

Panelists

Terrence E. Maltbia, Associate Professor of Practice, **Columbia University**

Cheryl E. Williams, Ph.D., Vice President, International Relations, Professor, Communications, **Concordia University Irvine**

5. Including disability in the diversity conversation

This year marks the 25th anniversary of the Americans with Disability Act (ADA) and new affirmative hiring rules help Fortune 500 companies enhance their commitment to include people with disabilities. Through this workshop, attendees will learn about leading disability and veteran employment practices, successful disability hiring initiatives, and discuss common workplace challenges. Specific trends, tools and approaches for assessing an organization's disability and veteran employment practices are introduced and reviewed. Attendees will be able to evaluate their own organization and identify strategies for making progress.

Facilitator/SME

Howard Green, Deputy Director, Corporate Programs, **National Organization on Disability**

Panelists

Carol Glazer, President, **National Organization on Disability**

Jessica Mayer, Founder & Director, **J. B. Access, Inc.**

Peter J. Rutigliano, Ph.D., Managing Director, **Sirota**

Charles J. Sevola, Jr., Vice President, Information Systems, Head of LCBE Technology & Veterans Initiatives, **Prudential**

Daniel Ellerman, Director, Diversity & Inclusion and HR

Strategic Operations, **Northrop Grumman Corporation**

Jeremy Shapira, Senior Director and HR Business Partner,

Market District and GetGo, **Giant Eagle**

6. Addressing “cultural fit” in recruiting and retention

“Cultural fit” can be a nebulous concept at best. It is often a convenient way to dismiss candidates without further thought or explanation. The same is true when well qualified candidates don't make it in their job. And yet, culture fit has been recognized as a key success factor for candidates to thrive in an organization. A culture that is too “narrow” may indeed repel talent it seeks and needs to retain. Participants will examine the challenges of “cultural fit” in recruiting, engaging and retaining of talent. We will showcase examples and evaluate approaches and strategies to assess, predict and address the cultural dimension of success.

Facilitator/SME

Jörg Schmitz, Director, **The Conference Board**

Discussants

J. Reed Flesher, President & Head of Product, **Thrive**

Joe Riggione, Managing Partner, **True**

Joel Greengrass, Senior Vice President, Human Resources and Talent, **Buzzfeed**

Lunch: 11:45 am – 1 pm

1 – 1:30 pm

Morning Session Review and Overview of Afternoon Session

Dive deeper into the insights from the morning session and transition to the key issues and takeaways to expect in the afternoon industry roundtables.

Jörg Schmitz, Program Director, **The Conference Board**

1:30 – 3:45 pm

Industry/Roundtables

Each 2-hour roundtable discussion is facilitated by an industry/sector expert and designed to discover, discuss, and compare commonalities and differences, challenges, and breakthroughs of D&I among related fields.

1. D&I in consulting and professional services organizations
2. Bridging the culture and talent gap: D&I and engineering organizations
3. D&I dimensions of consumer products
4. D&I in the construction industry
5. D&I in media, communications, and advertising
6. D&I in policing and security
7. Higher education
8. Financial Services Industry
9. Healthcare Industry

3:45 – 4:45 pm

Insights Review (Panel)

You will help guide this interactive session by sharing your insights and helping us frame the critical questions that guide the main conference. As a closing act, we will post key insights on a graffiti wall and post reflections through social media.

Registration and Breakfast: 7:30 – 8:30 am

General Session A: 8:30 – 9 am

Diversity & Inclusion at the Crossroad

Introduction of the key themes that will be discussed at the conference. We will preview key sessions, speakers, sponsors, and other stakeholders who will work with you throughout the event to craft the solutions your organization is seeking. In this session, we introduce the “Covision” interactive process to obtain input from all participants that will be summarized and prioritized to generate actionable insights.

Jörg Schmitz, Program Director, The Conference Board

General Session B: 9 – 10:15 am

Perspectives & Challenges

Five critical perspectives in 12-minute lightning talks

Diana Cruz Solash, Director, Global and Americas Diversity & Inclusiveness, EY

Bettina Armour, Executive Director, HR Enterprise Talent Development, Aetna

Margaret Regan, President & CEO, The FutureWork Institute, Inc.

Hayward Bell, Chief Diversity Officer, Raytheon

Darlene Slaughter, Vice President, Chief Diversity Officer, United Way Worldwide

The CDO Perspective:

Diana Cruz Solash, Director, Global and Americas Diversity & Inclusiveness, EY

The Talent Leader Perspective:

Bettina Armour, Executive Director, HR Enterprise Talent Development, Aetna

The C-level Perspective:

The Consultant Perspective:

Margaret Regan, President and CEO, The FutureWork Institute

Networking Refreshment Break 10:15 – 10:30 am

General Session C: 10:30 – 11:45 am

Future Forward: Unlocking Strategic Results through D&I-guided Cultural Transformation

Our lightning speakers are joined by additional panelists and subject matter experts to engage with you in a Covision-enabled interactive dialogue that explores the critical issues and opportunities for the future of the D&I practice.

Panelists

Hayward Bell, Chief Diversity Officer, Raytheon

Darlene Slaughter, Vice President, Chief Diversity Officer, United Way Worldwide

Diana Cruz Solash, Director, Global and Americas Diversity & Inclusiveness, EY

Margaret Regan, President and CEO, The FutureWork Institute

General Session D: 11:45 am – 12:15 pm

Putting your Organization on the Map

Our discussion to this point will be summarized and an organizational maturity model will be created. The “Covision” interactive process will guide us in capturing your reactions to the critical issues raised so far and visually place your organization on this maturity model. You will learn how to best leverage our afternoon sessions to advance your organization.

Jörg Schmitz, Program Director, The Conference Board

Alan Richter, President, QED Consulting

Networking Lunch: 12:15 – 1:15 pm

Concurrent Session E1: 1:15 – 2:45 pm

Achieving Strategic Results by Embedding D&I in the Organization Culture

Embedding D&I into the organizational DNA is the ideal outcome of many D&I agendas. This session explores (a) how a focus on strategic results helps achieve this outcome, and (b) what it takes to make D&I truly part of the cultural fabric of the organization in a real and sustainable way.

Facilitator/SME

Marjorie Derven, Managing Partner, HUDSON Research & Consulting, Inc.

Panelists

Virgil Smith, Vice President Diversity, Gannett

Nancy Di Dia, U.S. Head of Diversity, Inclusion & Engagement & Chief Diversity Officer, Boehringer Ingelheim

Terrence E. Maltbia, Associate Professor of Practice, Columbia University

Kathy Porter, Assistant Director of Procurement -

Supplier Diversity, Adjunct Instructor,

Pamplin College of Business, Virginia Tech

Concurrent Session E2: 1:15 - 2:45 pm

Engaging Leaders, Advancing The Agenda, Achieving Results

In this session you will benefit from research and experience in engaging the C-suite leadership of some of the world's largest companies in the business and talent opportunities associated with LGBT. Benefit from an up-to-the-minute look at innovations and insights at the intersection of LGBT and business. Take an opportunity to engage with senior business leaders from several Out Leadership member firms, and benchmark your own organization's work relative to LGBT. Specifically you will explore questions such as:

- How are C-Suite leaders and business leaders best engaged around LGBT?
- If, as is expected, the Supreme Court rules to affirm marriage equality nationally, what's next for the LGBT movement, particularly in the business context?
- How does the increasingly global nature of business impact the opportunities around LGBT?

Facilitator/SME

Todd Sears, Founder and Principal, **Out Leadership**

Panelists

Patsy Doerr, Global Head of Corporate Responsibility & Inclusion, **Thomson Reuters**

Mike Syers, Partner, **EY**

Valerie Hletko, Partner, **BuckleySandler**

Networking Refreshment Break: 2:45 – 3 pm

Concurrent Session F1: 3 – 4:30 pm

Diversity & Inclusion Goes Global: D&I as an Enabler of Global Strategy

D&I meets cultural differences when U.S. and other Western organizations expand their international footprint and build complex, globally matrixed organizations. At the same time, non-U.S. and non-Western organizations doing business in Western markets or engaging as Joint Venture partners or acquirers often struggle with the notions of D&I. This panel discusses experiences of globalizing D&I and its potential as an enabler or accelerant of global strategy.

Facilitator/SME

Jörg Schmitz, Program Director, **The Conference Board**

Panelists

Veronika Hucke, Head of Global Diversity & Inclusion (formerly), **Royal Philips**

Maja Egnell, Vice President, Talent Development & Diversity, **Skanska**

Stephen J. Jones, President and Chief Executive Officer, **Covanta**

Olimpia Shaffer, HRVP / CHRO Latin America Beverages,

PepsiCo, Latin America Beverages

Russ Tedder, Senior Vice President, True Remarketing, **Volvo**

Concurrent Session F2: 3 – 4:30 pm

D&I's "True North" Across Generations of Practice

Albeit a relatively young discipline, the practice of D&I spans multiple generations in terms of practitioners and as part of an evolving focus or "paradigm." With origins in civil rights, we have seen the U.S. agenda develop from a legal (equal opportunity) and moral to an increasingly performance-oriented focus. This development is echoed by some non-U.S. environments; others come to D&I work from very different frames of reference. This panel explores the evolution and changes in this field and tries to answer the questions: What is the true north of the D&I practice? How do we develop a locally and globally relevant presence as we mature the practice?

Facilitator/SME

Rebekah Steele, Principal,

Rebekah Steele | Diversity Breakthroughs

Panelists

Sylvester Mendoza, Corporate Director, Global Inclusion & Strategic Alliances, **Northrop Grumman Corporation**

Juliette Austin, Talent Diversity & Inclusion Manager, Super Human Resources, **BuzzFeed**

Vanessa Abrahams-John, Executive Director, Global Diversity, Inclusion, Talent Acquisition, **Praxair, Inc.**

David Scott, Director, Office of Diversity & Inclusion, **Roswell Park Cancer Institute**

Cie Armstead, Practice Leader, Diversity & Inclusion, **T.H. Easter Consulting LLC**

General Session G: 4:30 – 5:30 pm

Knowledge Exchange: Latest Insights & Research Findings

The Conference Board and other research organizations invite you to explore the latest and most impactful research insights. You will hear from leaders who will share their latest thinking and discuss implications, and state-of-the-art applications. Specific roundtables include focus on:

1. **CULTURAL FLUENCY** Latest insights into the characteristic mind- and skill- sets of leadership in a diverse, global environment
Jane Hyun, Founder and President, **Hyun & Associates**
2. **THE GENDER PAY GAP**
Deborah P. Ashton, Ph.D., President, **Planet Perspective**
3. **Inclusive Leadership: From Theory to Practice**: Latest research about the key behaviors and actions that individual change agents use to influence change and create inclusion
Deepali Bagati, Ph.D., Executive Director, United States, **Catalyst**
Tolonda Tolbert, Ph.D., Director Inclusive Leadership Initiative and Consultant in Global Member Services, **Catalyst**

Knowledge Contributors

The Conference Board

Catalyst

Networking Reception: 5:30 – 7 pm

Hosted by:



Continental Breakfast: 7:30 – 8:30 am

General Session H: 8:30 – 9 am

Moving the Needle: From Diversity & Inclusion to Culture & Performance

In a Covision- enabled interactive process, we summarize key insights, trends, and opportunities. We envision what is next for D&I and set the context for an impactful day in which participants design specific cultural transformation strategies.

Jörg Schmitz, Program Director, The Conference Board

General Session I: 9 – 10 am

Behind Closed Doors. What Executives REALLY Think About Diversity and Inclusion.

A recent Korn Ferry Institute survey revealed a telling discrepancy in top-level accountability for diversity and inclusion. While 96% of executives said they understood its importance, less than a quarter (23%) were held accountable by linking their financial rewards to results. Participants will:

- Hear what's being said, and learn why it is being said
- Talk about what's changed and improved, and what's staying the same
- Define "right" diversity for your organization, connecting the efforts to business impact
- Address the stagnant myths that prevent true breakthrough inclusion and diversity efforts

Gerard Lupacchino, Senior Partner, Korn Ferry

Networking Refreshment Break: 10 -10:15 am

General Session J: 10:15 - 11:30 am

Lessons learned from architecting and implementing D&I guided cultural transformation

EY's story is a powerful example of leveraging D&I as an accelerant of both talent and marketplace strategy. Beyond programs and initiatives, the firm has worked hard at making D&I cultural and inclusive leadership the hallmark of the employee and client experience. In this session, you will learn how EY has chartered its D&I guided cultural transformation, engages its leaders and continuously calibrates strategies and tactics aligned with business objectives. You will gain behind-the-scene insights and approaches to transform and re-tool your own practice:

- What a focus on inclusiveness means as the next step on the D&I journey
- How a culture change roadmap positions D&I as an enabler of results and aligns the organization
- How to identify and address deep cultural roots that inhibit or slow down progress
- How to leverage and align existing diversity programs and infrastructures to support performance priorities
- How to keep leaders engaged and focused

Facilitator/SME

Diana Cruz Solash, Director, Global and Americas Diversity & Inclusiveness, EY

Panelists

Andrea Ramsey, Director, Global and Americas Diversity & Inclusiveness, EY

Christiani Franck, Diversity & Inclusion | Americas TAS Talent Team, EY

General Session K: 11:30 am - 12:30 pm

The Art & Science of D&I in a New World

In this session, we will summarize takeaways, and preview big themes, opportunities, and challenges for the years ahead, forecasting the key focus for the 20th anniversary of The Conference Board's Corporate D&I Conference in 2016.

Facilitator/SME

Jörg Schmitz, Program Director, The Conference Board

Panelists

Tara Hastings, Vice President, Diversity & Inclusion Program Manager, Bank of the West

Melissa Donaldson, Director, Diversity Networks & Communications, Walgreen Co.

Meghan Khan, Manager, Diversity & Inclusion, Aerotek

Marketing Partners:



REGISTRATION INFORMATION

Online www.conferenceboard.org/diversity

Email customer.service@conferenceboard.org

Phone 212.339.0345

8:30 AM – 5:30 PM ET, Monday – Friday

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THE 19th ANNUAL CORPORATE DIVERSITY & INCLUSION CONFERENCE Delivering Strategic Results through Cultural Transformation

Conference

Dates: June 18 – 19, 2015

Westin New York at Times Square
New York, NY

Member **\$2,295**

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Pre-Conference Seminar

Date: June 17, 2015

Member **\$1,015**

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Fees do not include hotel accommodations.

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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**.

Westin New York at Times Square

270 West 43rd Street
New York, NY 10036
Tel 212 201 2700

Hotel Reservations Cut-off Date:

Thursday, May 28, 2015

The 19th Annual CORPORATE DIVERSITY & INCLUSION CONFERENCE

Get Involved!

For more information on sponsorship opportunities, please contact **Michael Felden** at michael.felden@conferenceboard.org

For more information on becoming a marketing partner, please contact **Allison Nilsen** at allison.nilsen@conferenceboard.org

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.

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