



22nd Annual  
**Diversity and  
Inclusion**  
CONFERENCE

Respecting Differences & Standing  
on Common Ground

June 7-8, 2018  
New York Marriott Marquis  
New York, NY

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promoting diversity & inclusion

# Agenda

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## Day 1: Thursday, June 7, 2018

9 – 9:15 am

### Chair's Welcome

**D. A. Abrams**, Chief Diversity & Inclusion Officer, **United States Tennis Association**

9:15 – 10:00 am

### A: Opening Conversation – Dimensions & Connections: Expanding the Conversation Around Diversity & Inclusion

Our 2017 D&I Conference began with a panel exploring the question “where are you from”. This led to an interesting conversation about how varied everyone’s background is and that no one really fits seamlessly into the categories we all sometimes use in Diversity and Inclusion.

Reflecting on this – and recent discussions at our Workplace Culture conference on “bringing one’s whole self to work” we will begin our 2018 conference with an inquiry into the meaning of D&I

The context for D&I practitioners is constantly changing which can be challenging AND exciting! As practitioners, we are the they...and understanding how we define and lead D&I efforts requires us to facilitate and expand the conversation even if we’re only a couple steps ahead. If we don’t understand our customers and their needs, it will become more challenging to proactively serve them.

In this interactive session we will take a deeper dive into the dimensions of diversity that shape who we are. Not only will you will learn how to use them to make lasting connections that will improve your life personally and professionally, you will also understand how they can create a welcoming context for your colleagues and customers to talk about D&I in a way that includes everyone.

**Lisa Gutierrez**, former Vice President, Diversity and Inclusion, **Cardinal Health**

### 10:00 – 10:15 Networking Break

10:15 – 11:30 am

### B: Exploring Tough D&I Issues Through Drama – Difficult Conversations, Leadership and Allies in the Workplace

At our 2017 D&I Conference Ibis delighted and enlightened the audience with a dramatic exploration of a number of D&I scenarios from the workplace. We have invited them back to stage examples of new situations that will explore some of the key issues facing D&I practitioners in today’s workplace

In this unique and dynamic session, the IBIS Consulting Group and their team of professional actors will perform sample workplace scenarios that will serve as starting points for discussion of issues of difficult conversations, leadership and allies in the workplace.

The dramatic form allows for an in-depth exploration of both the personal and systemic dimensions of diverse workplaces and helps make concrete discussions that ensures they deliver

practical outcomes.

**Shilpa Pherwani, MS**, Principal/CEO, **IBIS Consulting Group**  
**Tom Bourdon**, Senior Consultant, **IBIS Consulting Group**.

11:30 am – 12:15 pm

### C: Changing the Conversation: Including Age as Part of your Diversity and Inclusion Strategy

As people are living longer, many are working longer. Today, it is common to see four or five generations working side-by-side in the workplace. Surprisingly, few companies include age as part of their diversity and inclusion strategy. But there are companies that recognize the opportunity that a multigenerational workforce provides. This session will take an in-depth look at the promising practices of five leading companies and the steps they are taking to leverage the value of the multigenerational workforce. Let’s discuss how we can disrupt aging in the workplace.

**Lori Trawinski, Ph.D.**, Director, Financial Security Team and Age Diversity Thought Leader, **AARP Public Policy Institute**  
**Marjorie Powell**, Senior Vice President & Chief Human Resources Officer, **AARP**

**Susan Weinstock**, Vice President, Financial Resilience Programming, **AARP**

**Kamili A. Wilson**, Vice President, Enterprise Initiatives, **AARP**

### Networking Lunch: 12:15 – 1:15 pm

1:15 pm – 2:05 pm

### D1: Breaking Bias: How Neuroleadership can move you Beyond Awareness to Mitigation

Unconscious bias remains one of the biggest and most intractable obstacles to effective D&I. It is pervasive, persistent and left unchallenged it becomes pernicious. For too long efforts have been focused on “overcoming” bias or hoping that somehow becoming aware of its existence was enough. Because the simple truth is that where there’s a brain there’s a bias.

Increasingly organizations recognize that while raising awareness of bias can help mitigate its affects it falls short of the ultimate goal of removing bias altogether. The Neuroleadership Institute proposes a different approach based on an exploration of the underpinning biology of bias. This approach utilizes a game-changing framework that mitigates bias by removing it from the process, not people.

**David Rock**, President, **The NeuroLeadership Institute**  
**Khalil Smith**, Practice Lead, Diversity & Inclusion, **The NeuroLeadership Institute**

### D2: How Allies Inside and Outside Your Organization Can Accelerate Your D&I Journey

Despite a career in the Navy and many successful years on the business side at Royal Caribbean Cruises, Grant Van Ulrich was new to the D&I field when he attended our 2016 conference. Since then he and the organization have made rapid strides in increasing inclusion and breaking new ground in diversity.

In this session Grant and Francisca will discuss how they were able to kick start D&I and make significant progress in a

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relatively short length of time. While much of this progress is no doubt due to their own passion and can-do attitude they will focus their story on the value that allies within and without the organization and the role they played in helping them achieve more than expected. The message is clear and timely – working together needs to be a priority for everyone wanting to build more inclusive workplaces.

Joining Grant and Francisca will be Netta Jenkins from IAC who will talk about how the organization decided to promote inclusion through encouraging allyship in lieu of ERGs

**Francisca Phillips**, Senior Analyst, Engagement, Diversity and Inclusion, **Royal Caribbean Cruises**

**Netta Jenkins**, Senior Recruiter and Head of Diversity and Inclusion, **IAC Applications**

2:105 – 2:55 pm

## **E1: Building Habits for More Inclusive Workplaces**

The spotlight is on inclusion in the workplace, and for good reason, but as companies scramble to increase diversity and foster inclusion they're overlooking a major contributor to building more inclusive workplaces. Beyond policies, trainings and executive efforts, organizations need to tap into how they can support and empower employees to create inclusive places to work.

This session will focus on how inclusion effects employee engagement and well-being. We'll explore the behaviors and habits that drive inclusion and share how organizations can leverage them to build more inclusive workplaces.

**Julianne Tillmann**, Director, **Limeade Institute**  
**Lauren Ferguson**, Inclusion Manager, **Limeade**

## **E2: The Inclusive Leader – Building Diversity and Inclusion into the Tool Kit of Every Leader**

The increasing diversity of our organizations requires an update to traditional leadership.

There is much talk about the need for “inclusive leaders” – this session will explore what this means in the real world.

**Beth Desormeaux**, Learning & Development Manager, **GE Crotonville**

### **Networking Break: 2:55 – 3:10 pm**

3:10 – 4:00 pm

## **F1: D&I In a Digital World – Data, Analytics and Bias in AI**

Siloed, incomplete and/or inaccurate data, as well as resistance to sharing data, can create challenges for leaders in championing diversity and inclusion efforts.

However, Chief Diversity Officers can position themselves to drive systemic organizational change by:

- 1) integrating both qualitative and quantitative data from the workforce, patients, community and supplier-base and,
- 2) actively engaging internal and external partners to develop a comprehensive diversity and inclusion strategy to reduce healthcare disparities.

Ms. Gonzalez will share how JPS Health Network engaged

Human Resources, Organizational Development, Patient Experience, and Supplier Diversity, among other functions to understand employee, patient, community and supplier barriers for diversity and inclusion at the large county hospital. Specifically, she will discuss how data was used to develop a 5-year Diversity and Inclusion Strategy.

You will also hear from Steven Sheinberg who has done an extensive study of how bias can occur in analytic and AI systems and is the author of “Countering Bias in Expert HR Systems: A Procurement Guide for In-House Counsel.” He will share his insights into how bias creeps in and how HR and D&I leaders can identify and address this issue effectively

**Nydia A. Gonzalez, MS, CCDP**, Vice President and Chief Diversity Officer, Office of Diversity and Inclusion, **JPS Health Network**

**Steven C. Sheinberg**, General Counsel, SVP, Privacy and Security, **Anti-Defamation League**

## **F2: Women, Minorities & STEM – Exploring How to Break Down Barriers for Technical Careers**

Like many high technology organizations that hire STEM talent, NASA's Jet Propulsion Lab, struggles with the supply and demand of female and diverse talent. This is especially true in the fields of engineering and software and how to ensure that women and minorities in these fields feel included, heard and supported. Join Michelle Roth as she shares JPL's journey to understand this issue via understanding the supply and demand of technical talent and how to work with this data to tell a story to leaders and utilize it as way to develop an approach that will resonate with a highly technical workforce.

**Michelle Roth**, Head, Talent Management, **NASA Jet Propulsion Laboratory**

4:10 – 5:00 pm

## **G: Closing Conversation – From #Metoo to Times Up – Creating Organizations with Zero Tolerance for Abuses of Power**

This panel session will explore the recent increasing recognition of the problem and pervasiveness of workplace harassment and the overwhelming response and activism of women around the world. Issues for conversation will include:

- Is this a major turning point?
- How must organizations and leaders change?
- How can we support victims of harassment and bullying?
- How can men best respond?

**Kim Camacho**, Director, Global Inclusion & Diversity, **AECOM**  
**Yvette Donado**, Former Senior Vice President and Chief Diversity Officer, **Educational Testing Service**  
**Jim Stafanchin**, Director, Talent, Learning and OD, **Panasonic USA**

### **5:00 – 6:00 pm Networking Reception**

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## **Day Two: Friday, June 8, 2018**

8:45 – 9 am

## Chair's Welcome

**D. A. Abrams**, Chief Diversity & Inclusion Officer,  
**United States Tennis Association**

9 – 9:40 am

### H: Leading D&I in an Era of HR Transformation

Ask any CHRO what is at the top of their mind and chances are you will get some version of HR Transformation or Workplace Digitization. The environment is changing fast and has become ever more unpredictable and so HR departments everywhere are looking at how they must change – and not just at the margins as many of them undergo wholesale transformation and rethinking of their role and how they deliver services.

As a global technology company Xerox feels these changes more than most.

**Bala V. Sathyanarayanan**, Executive Vice President,  
**Xerox Corporation**

9:40 – 10:40 am

### I: Lessons in Diverse Talent Acquisition and Inclusion from National Security, the Military, Finance and Tech

This session will feature two leading D&I practitioners sharing their practices within different environments. Each will share their personal D&I journey and how they have navigated D&I in different contexts, as what they each see as the value of inclusion to their employers and what they see as working best to create harassment free workplaces where everyone has a voice.

**Trier-Lynn Bryant**, Head of Revenue, G&A, and University Recruiting, **Twitter**

**Sandy Stanar-Johnson**, Director, Equal Employment Opportunity and Diversity, **National Security Agency**

**Networking Break:** 10:40 – 10:55 am

10:55 – 11:45 am

### J: A Doctor and an Engineer Take on Diversity and Inclusion

In this session two experts in fields outside of D&I will share their approach to the practice, the lessons they have learned and the success they have seen from bringing outside expertise to the issue.

Peter Kalina will discuss the issue of cross cultural communication through the experience of healthcare organizations and consists of two components. The first occurs with regard to your own, local, “domestic” situation; the interactions that take place among co-workers on your collaborative cross-cultural team. The second component relates to the interactions that providers and staff have with the global patient population they serve. These cross-cultural encounters, inherent differences, diverging values and disparate styles may, at times, create anxiety, misunderstandings and conflicts.

He will discuss how to create more meaningful co-worker and provider-patient relationships, reduce workplace and patient conflicts and so improve health care outcomes, including equity, access, quality, adherence, patient satisfaction and cost.

John Burke has only recently started work in the D&I field having previously worked on such issues as submarine design and defining resiliency for navy personnel. He will share how he is now applying then principles of design thinking to D&I and the results he has achieved.

**Peter Kalina, MD, FACR**, Associate Professor,  
Neuroradiology, Diversity & Inclusion Chair, Department of Radiology, **Mayo Clinic**

**John Burke**, Chief Engineer, Mission Planning, **Johns Hopkins University Applied Physics Laboratory**

11:45 am – 12:45 pm

### K: Concluding Conversation – Standing Together to Advance the D&I Agenda

This session will open with a presentation by Nancy Testa of American Express reflecting on the organization’s 30-year D&I journey and exploring what she sees as the next frontiers for D&I for employers in the US.

This will lead into a concluding discussion, featuring D&I leaders, will look at the major challenges organizations face and how D&I practitioners, other leaders, employees and even those outside the organization, can come together to find and implement new ways of working together.

Presentation:

**Sonia Cargan**, Chief Diversity Officer, **American Express**

Panelists:

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

**Randy Irving**, Manager Employee Relations, **Fedex Services**

**Ben Delk**, Global Equality Programs Manager, **Salesforce**



# REGISTRATION INFORMATION

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*8:30am – 5:30pm ET, Monday – Friday*

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<b>Members</b>	<b>\$2,295</b>
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## Location

### New York Marriott Marquis Hotel

1535 Broadway

New York, NY 10036

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## 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.