THE DIVERSITY, EQUITY AND INCLUSION CONFERENCE

VIRTUAL EVENT
Nov 12, 13, & 16, 2020

BUILDING ORGANIZATIONS WHERE EVERYONE CAN BELONG, CONTRIBUTE AND SUCCEED

www.conferenceboard.org/diversity
DAY ONE
Thursday, November 12, 2020

10:30 – 10:45 am  General Session A:
Welcome & Opening Remarks and Opening Spoken Word
This opening session will introduce the conference, its themes and sessions and will also feature a live recitation by a spoken word artist that speaks to our current time and the need for greater equity and inclusion.

10:45 – 11:30 am  General Session B:
PANEL: The Time is Now – Responding To The Current Moment and Advancing The Cause of Equity and Justice Among North American Employers
2020 has not unfolded as expected. Beginning with a strong economy experiencing continued robust growth, record low unemployment across the US and with talent shortages across the economy all that changed overnight
COVID19 hit and it seemed like it was 1929 all over again with a significant drop in the stock market followed by an unprecedented rise in unemployment with large parts of the economy shut down, hospitals overwhelmed with COVID19 cases and a rapidly rising death toll.
Then came the tragic killing of George Floyd that sparked global demonstrations and a national conversation about race and racism and the ugly legacy of slavery in the US.

This put the issues of racial justice and equity at the top of the corporate agenda at a time when organizations were already dealing with unprecedented change. Despite this it seems now as if the conversation fueled by the advocacy of Black Lives Matter and others has momentum.

This panel, featuring DEI leaders, will examine the impact this has had on employers and most importantly what actions we can take to ensure progress is made and justice done in all our organizations.

11:30 – 11:40 am  Break

11:40 am – 12:20 pm  General Session C:
OPENING KEYNOTE: Culture, Belonging, Diversity, Equity & Inclusion
In recent years Claude Silver has become a prominent advocate and practitioner of an alternative kind of leadership that puts people at the heart of organizations, focusses on creating a positive, psychologically safe workplace built on a sense of community and belonging.

In this opening session Claude will share her leadership philosophy and how this approach supports D&I in organizations

Claude Silver, Chief Heart Officer, Vayner Media

12:20 pm – 1:00 pm  Lunch

1:00 – 1:40 pm  Breakout Session D1:
Organizations for Everyone Session 1: Religion at Work
This panel discussion focusses on a new area for many organizations - religion in the workplace. This can be a difficult issue to navigate but as religion plays such an important role in many people’s identity it is an issue that organizations have to engage.

In this session you will have the opportunity to discuss your organization’s approach to faith and explore ways of addressing it in the workplace.

Moderator:
Leslie Funk, Workplace Program Associate, Tanenbaum

Panelists:
Janessa Cox-Irvin, Senior Vice President, Global Head of Diversity & Inclusion, AllianceBernstein
Nadine Augusta, Americas Head of Diversity & Inclusion, Goldman Sachs
Brad Wagner, Director of External Partnerships & ERGs, Target

1:40 – 2:30 pm  Breakout Session D2:
Addressing Unconscious Bias – What Really Works and What Doesn’t
Many organizations either begin their D&I initiatives by instituting mandatory unconscious bias training or initiate an anti-bias initiative in response to a crisis. Yet research shows that these interventions have at best mixed results.

So what is the best way to approach this issue which many agree is fundamental to successful inclusion? Is there a single approach that delivers results?

In this session D&I leaders will address this question as they discuss what they have found works for them and their organization – and where they may be devoted resources without yielding anticipated results.

1:40 – 1:50 pm  Break

1:50 – 2:30 pm  Breakout Session E1:
Overcoming Imposter Syndrome – What it Means to Belong
Ruth is an award-winning CEO, who is committed to creating inclusion for all.

Ruth will share her personal and professional journey through the lens of someone with a visible disability, and what it is like to live life without limits or labels. Ruth will touch on the subject of visible and invisible disabilities, covering hidden differences & otherness, and belonging and imposter syndrome. Her story will speak to how we rise above life’s challenges to gain the freedom of letting go of shame, the power of living authentically, and the recognition that our differences are our greatest gift.

Ruth Rathblott, President and CEO, Harlem Educational Activities Fund

For sponsorship opportunities, please contact michael.felden@conferenceboard.org
Breakout Session E2:

**Five Behaviors Leaders Need to Create an Inclusive Workplace**

Relying on a small group of like-minded individuals in a market driven by ideas and innovations creates an enormous commercial risk. Not only is this a big risk but allowing talented individuals to stay hidden in the shadows leads to frustration and disengagement, which may result in lower performance and retention issues.

In this session, learn the five essential behaviors every leader needs to operate with an inclusive mindset. These behaviors can be learned and applied consistently to change the organizational culture and are critical to meeting diversity goals.

*Julie Yoon, Consultant, DDI*

2:30 – 2:40 pm  **Break**

2:40 – 3:20 pm  **General Session F:**

**Addressing Power, Privilege and Equity in Your Organization**

Organizations are making inclusive leadership a business priority to create a culture of belonging. This often requires leaders to engage in difficult conversations around power, privilege and equity.

In this unique and dynamic session, the IBIS Consulting Group and their troupe of professional actors will perform workplace scenarios that will serve as starting points for discussion on inclusive leadership and allies in the workplace. The real-life scenarios will illustrate role of leaders on mitigating bias and addressing systemic disparities. Audience members will also hear from companies that have successfully engaged leaders in conversations around their role as DEI advocates.

*Shilpa Pherwani, Principal/CEO, IBIS Consulting Group*

3:20 – 3:30 pm  **Break**

3:30 – 4:20 pm  **DEI OVERTIME I**

**Racism and Anti-Racism**

At the conclusion of the day’s formal sessions you will be invited to join an interactive Zoom based Town Hall with Breakouts – **DEI Overtime**.

The first of these will focus on the issue of race, picking up on the discussions that opened the day. Topics for discussion will include defining and encouraging anti-racism, microaggressions, standing up to racism when you see it, and how to turn productive conversations about race into concrete actions.
1:00 – 1:40 pm Concurrent Session J1:

Workplace Culture, Diversity, Equity and Inclusion: Harnessing the Power of Analytics and D&I to Transform the Future Workplace

Two of the defining characteristics of the future workplace will be the greater diversity of the workforce and increased use of analytics to make more evidence-based human capital decisions.

This session will explore one organization’s diversity journey and how analytics has supported and informed D&I so as to identify areas for action, facilitate decision making and enhance the employee experience.

Namrata Yadav, Senior Vice President, Global Head of Inclusion Strategy, Bank of America

1:50 – 2:30 pm Concurrent Session K1:

Organizations for Everyone Session 2 – Ex Offenders and Women Prisoners

This session will look at the successful employment of two often overlooked groups – those currently incarcerated and ex-offenders.

You will hear how Johns Hopkins provides a path for ex-offenders to enter the workforce and seize the opportunity to succeed.

A recent study by Arizona State University identified the many benefits of Televerde’s prison employment program including higher rates of employment post release, lower recidivism as well as many benefits for the families of those incarcerated.

Yariela Kerr-Donovan, Senior Director, Department of Human Resources, Strategic Workforce Development, Johns Hopkins Medicine

Kellie Walenciak, Global Head of Communications, Televerde

Sara Wasserteil, Managing Director of Expansion and Integration, Cara Chicago

1:40 – 1:50 pm Break

1:50 – 2:30 pm Concurrent Session K2:

Removing Bias from Recruitment

As the first step in the employee life cycle, if you want to succeed in D&I you have to get this process right. Yet everyone knows too often recruitment is flawed with racialized candidates, women and those with disabilities finding themselves rejected too often despite being qualified for job.

This session will look at ways to remove bias from recruiting so that you can be sure you are hiring the best people for your organization and create the right foundation for a diverse and inclusive organization.

2:30 – 2:40 pm Break

2:40 – 3:20 pm General Session L:

Allyship in Action – The Case Of “Men for Inclusion” at Cisco

Increasingly organizations are looking to allyship to further advance inclusive workplaces. To succeed organizations, need to enlist the support of white men. In this session you will hear about an initiative at Cisco, “Men for Inclusion” that runs in six global locations. Starting with simple awareness building Cisco have made significant progress in getting men to actively support inclusion and take concrete action in their workplaces.

Some conversations have been uncomfortable as people have had to face and understand their privilege and work to ensure the organization creates a culture where everyone belongs.

Antonette Ligons, Program Manager, Information Technology, Cisco

For sponsorship opportunities, please contact michael.felden@conferenceboard.org
Day Three
Monday, November 16, 2020

10:30 – 10:45 am  General Session M:
Welcome & Opening Remarks

10:45 – 11:30 am  General Session N:
Organizations for Everyone Session 2: Disability in the Workplace
Paralympian and disability advocate Jenny Sichel will lead a
discussion focused on the work of Link 20 a Ruderman Family
Foundation initiative of young people advocating for greater
inclusion for people with disabilities. Members of the group will
share their personal experiences and discuss what employers
can do to create greater inclusion for people with disabilities.
Discussion will include mental health and neurodiversity.
Moderator:
Jenny Sichel, Link 20 Program Coordinator, Ruderman
Family Foundation

11:30 am – 11:40 am  Break

11:40 am – 12:20 pm  General Session O:
Neurodiversity in the Workplace
While neurodiversity is not a new concept many organizations
have only recently begin to include neurodiversity in their D&I
strategy or are looking to do so. The recent announcement of
Greta Thunberg as Time's person of the year and her
characterization of her Asperger's as a “superpower” have
raised the appreciation that neurodiverse employees have a
unique contribution to make and can indeed be a competitive
advantage.
Panelists:
Olga Yakimakho, Director, Leadership and Organizational
Development, Special Olympics International
Susanne M. Bruyère, Director, Professor of Disability Studies, Cornell University
Jen Emira, PMP, Senior Employee Experiences PM, Accessibility, Co-Chair, disAbility ERG, Microsoft

12:20 – 1:00 pm  General Session P:
Setting Up the Next Generation for Success –
Women, Intersectionality and the Future
of Work
In a world that increasing needs STEM skills to succeed, much
attention has been placed on recruiting and developing women
given their low representation in this area. Unfortunately, not as
much attention is being paid to the issue of intersectionality
meaning not as much progress has been made for women of
color or those with disabilities for example.
This session will share ways you can ensure greater equity in
your organization when it comes to women and the future of
work. Discussion will include the role of ERGs, advancing
women to leadership roles and other tangible strategies.

1:00 – 1:30 pm  Lunch

1:30 pm - 2:10 pm  General Session Q:
CLOSING PANEL: What’s Next for Diversity,
Equity, Inclusion and Belonging? How to Build
on the Momentum for Equity and Justice
This concluding panel will bring together some of the issues
discussed during the conference and reflect on what it takes to
create organizations where people belong, contribute and
succeed.
A key part of this discussion will be to project what challenges
can D&I practitioners expect to face in the coming year and
how can D&I professionals have a deep impact on the future of
their organizations
Tariq Malik, Director, Employee Relations / Diversity Analytics, Target

2:10 – 2:30  General Session R:
Closing Remarks and Break

2:30 – 3:30  DEI Overtime III: Belonging
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

Pricing:

<table>
<thead>
<tr>
<th></th>
<th>Complimentary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Members</td>
<td></td>
</tr>
<tr>
<td>Non-Members</td>
<td>$495</td>
</tr>
</tbody>
</table>

Location
Virtual Event