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

10:20 – 10:30 am Opening Remarks

John Brewer, Program Director, The Conference Board

10:30 – 10:45 am General Session A: Opening Spoken Word

This opening session will introduce the conference, its themes and sessions and will also feature a live recitation by RashadThaPoet, 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.

Moderator:
Camille Dundas, Founder, ByBlacks.com

Panelists:
Corie Pauling, Senior Vice President, Chief Inclusion and Diversity Officer, TIAA
Tiffany Benjamin, Senior Director, Corporate Responsibility and Global Health Programs, Eli Lilly
Tony Baylis, Director, Office of Strategic Diversity and Inclusion Programs, Lawrence Livermore National Laboratory

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 – 1:00 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:
Ashlee Davis, Vice President, Senior Diversity & Inclusion Manager, AllianceBernstein
Nadine Augusta, Americas Head of Diversity & Inclusion, Goldman Sachs
Brad Wagner, Director of External Partnerships & ERGs, Target

Breakout Session D2: A Data-Driven Approach to Setting and Achieving Diversity Goals In The Hiring Process

78% of talent leaders say diversity is the most important trend shaping the future of recruiting and hiring (LinkedIn) and 67% of jobseekers say diverse workforce is important when evaluating job offers (Glassdoor).

Our awareness and sense of urgency to address diversity has sky-rocketed given recent events, and CEOs/CHROs are allocating resources to drive concrete progress. Do you feel satisfied your current D&I goals and strategy to achieve them?

In this session you’ll hear about a data-driven approach you can take to set realistic diversity goals and achieve them.

- Understanding diversity inside your company for different functions/roles.
- Understanding diversity at competitors and regionally for functions/roles.
- Using data to engage with hiring managers to set realistic D&I goals.
- Strategically sourcing to ensure that top-of-funnel is appropriately diverse.
- Reducing unconscious bias throughout the hiring process.

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This session will use concrete examples and tools to showcase above steps and discuss how technology/AI can be your ally in achieving your organization’s D&I goals.

**Anoop Gupta, CEO & Co-founder, SeekOut**

**Breakout Session D3:**

**The Partisan Divide & Diversity – How to Communicate With Those On The Other Side**

This event is taking place little more than a week after the US election – an election that has deepened the partisan divide across the country. Regardless of the outcome Democrats and Republicans, Liberals and Conservatives will have to collaborate within your organization.

Can this divide be bridged so as to prevent it causing workplace conflict and impacting performance? Dr Dominic Packer’s research offers some intriguing answers. He will discuss the growing importance of political affiliation to identity and the increasing negativity each side of the political divide feels towards the other. His research shows these opinions are often based on crude stereotypes and offers practical ways to bridge the gap to create greater understanding and respect.

**Dominic Packer, Professor of Psychology, Lehigh University**

1:00 – 1:10 pm  **Break**

1:10 – 1:50 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**

**Breakout Session E2:**

**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**

**Breakout Session E3:**

**Going Beyond the Organization: How Employers Can Effectively Engage With Social Justice Initiatives in the Community**

The current national dialogue on race has an impact on organizations beyond just creating equity in hiring, advancement and opportunity or removing bias and addressing racism among employees. Increasingly employees and customers are asking what companies are doing in the community to advance broader social equity and justice.

This discussion will feature two leading organizations mobilizing corporations for social justice. Tent advocates for and enables employment opportunities for refugees while The Responsible Business Initiative for Justice works in the area of criminal justice reform.

You will hear about the activities of these two organizations as they share how employers can work to promote equity.

**Moderator:**

**Rohini Ananad, Senior Fellow, The Conference Board**

**Veronica (Noni) Rossini, Director of Marketing and Communications, Tent Partnership for Refugees**

**Lena Patel, Director Strategic Partnerships, Responsible Business Initiative For Justice**

3:10 – 3:20 pm  **Break**

3:20 – 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.

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DAY TWO  
Friday, November 13, 2020

10:20 - 10:30 am  Welcome & Opening Remarks

John Brewer, Program Director, The Conference Board

10:30 – 10:45 am  General Session G: Opening Spoken Word

Day two will begin with a brief recap of some of the main issues discussed on the first day, a preview of the discussions to come and a second live recitation by spoken word artist, Tucker Bryant that speaks to our current time and the need for greater empathy we all need to have for the struggles of those we love, know and work with.

10:45 – 11:30 am  General Session H: Creating An Equitable Workplace for African Americans – Case Study of “Polaris” at Freddie Mac

Named after the North Star that guided enslaved Americans to Freedom, Polaris was designed to connect, educate, and empower associates with the knowledge and skills needed to manage and excel their careers at Freddie Mac. Specifically, it was built to help the African American population at the below management level that felt that their career progression had stalled.

Research has shown that representation of African Americans as well as other diverse groups tend to be concentrated within individual contributor and first line leader roles and continue to significantly thin in senior leadership levels roles. Many at the below manager level feel stuck without proper guidance on ways to progress their career.

Polaris was built to help advance personal development, further embed inclusion and improve representation. The program has 6 foundational objectives:

- 1. Build a structured framework for professional development
- 2. Focus on connecting people to opportunities thereby deepening Freddie Mac’s brand and influence
- 3. Develop strong, prepared and capable professionals
- 4. Design engaging, interactive and practical programming to strengthen professional development
- 5. Drive mentoring, coaching and accountability partnerships
- 6. Leverage multi-modal learning environments, tools and technologies to drive professional development results.

Daniella Akua A. Kyei, Risk Analytics, Sr, Single Family Division, Freddie Mac

11:30 am – 12:10 pm  General Session I:

Let’s Talk about Age: Including Age as Part of Diversity and Inclusion Strategy

The conversation about diversity, equity and inclusion is more important than ever. Surprisingly, age diversity is often left out of the conversation. As people are living longer, many are working longer. Today, it is possible to see five generations working side-by-side in the workplace. What are the implications for employers? Learn more from global executives who are leading the way and recognizing the value of a multigenerational workforce to their bottom line. Join us for an engaging discussion of global trends in age diversity and a closer look at recent data.

Moderator:
Lori A. Trawinski, Director, Finance and Employment, AARP Public Policy Institute

Panelists:
Jeff Gullo, Senior Advisor, AARP International Affairs
Mike Mansfield, Program Director, Aegon Center for Longevity and Retirement

12:10 – 12:25 pm  Break

12:25 – 1:05 pm  Breakout Session J1: Five Behaviors Leaders Need to Create an Inclusive Workplace

Inclusion has never been more critical to business success. Your employees are demanding it. Your talent retention strategy depends on it. And your company’s ability to innovate and solve problems hangs in the balance.

But success depends on one key factor: Your leaders’ behavior. In this session, learn the five essential behaviors every leader needs to operate with an inclusive mindset. These are behaviors that can be learned and applied consistently to change the organizational culture and are critical to meeting strategic business goals.

Meagan Aaron, Executive Consultant, DDI

Breakout Session J2: PANEL SESSION: Getting Started with DEI – Lessons from Organizations Early in the Journey

This session, featuring three employers in the early stages of developing and executing a D&I strategy, will allow you to hear firsthand about some of the challenges faced in making progress at this critical juncture. If you are in the first three years of a D&I implementation you will want to join the discussion and share your own experiences.

This discussion is particularly relevant as current events have led many employers to either start or significantly expand DEI initiatives in their organizations.

Panelists:
Natasha Miller Williams, Head of Diversity and Inclusion, Ferrara Candy Company
Adrianne Smith, Global Director of Inclusion and Diversity, WPP

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Breakout Session J3:

**Let's Get REAL™— A Framework for meaningful results with Equity, Diversity and Inclusion (EDI)**

To pursue excellence, leaders need to enable and promote equity, diversity, and inclusion (EDI) in the workplace. Over the last 50 years, we have seen how misappropriated efforts and unintended collateral damage undermine the most well-meaning strategies.

So what was missing? Research-based, comprehensive and integrated strategies for real, sustainable change. In this session, we will discuss CCL’s proprietary REAL™ framework. Creating meaningful results by helping leaders leverage the dynamics of EDI in their organization.

**Abigail Dunne-Moses**, Director, Global Equity, Diversity & Inclusion Practice, **Center for Creative Leadership**

1:05 – 1:15 pm Break

1:15 – 1:55 pm **Breakout 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**

Breakout Session K2:

**Essential Elements for Building Impactful DEI Strategies**

Now more than ever, business leaders recognize the need for a strategic approach to DEI. That approach should shift behaviors, impact cultures, and drive real, lasting change. What we are used to often doesn’t work are discrete, programmatic efforts: attempts to boost diverse representation with no attention to inclusion efforts or organizational systems; or training that simply creates awareness but doesn’t shift behaviors in the organization.

But what is the right approach to building DEI strategies that last? In this session we will look at the science behind culture transformation and behavior adoption, examine effective science models for culture change, and dive deeper into essential elements of creating a long-lasting DEI strategy. The perspective will be based on our science, as well as our work with over 51% of Fortune 500 companies.

**Ester Neznanova**, Head of Diversity & Inclusion Practice, **The Neuroleadership Institute**

Breakout Session K3:

**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.

**Umesh Lakshman**, Sales Engineering Leader, Webscale, Cisco

1:55 – 2:45 pm **General Session L:**

**Big Data for Diversity & Inclusion: Setting Benchmarks, Finding Talent, Building from Within**

Corporate executives are trying to break through the barriers that have held up diversity and inclusion efforts for decades. Big data analytics offer the possibility of setting practical benchmarks and actionable goals against real-world data. New data sources allow companies to go beyond improved hiring and find new pools of diverse talent within their own organizations. With that insight, employers can develop the kind of learning and promotion processes that lead to greater inclusion—and greater retention for the workers you include. This session will answer questions like:

- How can I benchmark my organization’s diversity role-by-role and function-by-function? And how can I use benchmark data to set attainable goals?
- How can I set metrics that are more than just a scorecard and instead are a basis for action?
- How can I hire more effectively? Where can we find untapped sources of diverse talent?
- Are there options beyond hiring? How can we pinpoint and make better use of the diversity that’s already within my organization?
- Where are the reservoirs of talent within my organization and where are the droughts? How can big data help us map the learning and promotion pathways that could enable our diverse workers to move up from within?
Moderator:
advantage. unique contribution to make and can indeed be a competitive raised characterization of her Asperger's as a “superpower” have Greta Thunberg as Time's person of the year and her strategy or are looking to do so have only recently begin to include neurodiversity in their D&I

While neurodiversity is not a new concept many Neurodiversity in the Workplace discussions are starting new conversations and driving digital health innovation through virtual care delivery models.

In this conversation, join thought leaders who are on the frontlines of reimagining healthcare through an equity lens in order to improve patient outcomes, lower costs, put patients first, and close gaps in access and education. These panelists are starting new conversations and driving digital health innovation around key topics like care provider matching, cultural competence, provider training, and more. Join the discussion as we explore the roles that businesses, care providers, and technology play in defining the future of patient outcomes and health equity. Walk away with practical guidance for why and how to bring healthcare into your overall equity and inclusion strategy.

Moderator:
Dr. Jane van Dis, OB-GYN and Clinic Medical Director, Maven

Panelists:
Ashlee Wisdom MPH, Founder and CEO, Health In Her Hue
Ivelyse Andino, Founder and CEO, Radical Health
Adimika Arthur, Founder and CEO, HT4M

Health Equity at Work: Innovation in Digital Health to Deliver Better Care
Over half the U.S. population below retirement age is covered by employer-sponsored insurance, meaning that businesses play a crucial role in helping to address and reduce disparities in healthcare.

With the pandemic accelerating telehealth adoption, there's a renewed urgency and opportunity to build health equity through virtual care delivery models.

In this conversation, join thought leaders who are on the frontlines of reimagining healthcare through an equity lens in order to improve patient outcomes, lower costs, put patients first, and close gaps in access and education. These panelists are starting new conversations and driving digital health innovation around key topics like care provider matching, cultural competence, provider training, and more. Join the discussion as we explore the roles that businesses, care providers, and technology play in defining the future of patient outcomes and health equity. Walk away with practical guidance for why and how to bring healthcare into your overall equity and inclusion strategy.

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Dr. Jane van Dis, OB-GYN and Clinic Medical Director, Maven

Panelists:
Ashlee Wisdom MPH, Founder and CEO, Health In Her Hue
Ivelyse Andino, Founder and CEO, Radical Health
Adimika Arthur, Founder and CEO, HT4M

Day Three
Monday, November 16, 2020

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

10:45 – 11:35 am General Session N:
Health Equity at Work: Innovation in Digital Health to Deliver Better Care
Over half the U.S. population below retirement age is covered by employer-sponsored insurance, meaning that businesses play a crucial role in helping to address and reduce disparities in healthcare.

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Moderator:
Dr. Jane van Dis, OB-GYN and Clinic Medical Director, Maven

Panelists:
Ashlee Wisdom MPH, Founder and CEO, Health In Her Hue
Ivelyse Andino, Founder and CEO, Radical Health
Adimika Arthur, Founder and CEO, HT4M

11:35 am – 11:40 am Break

11:40 am – 12:30 pm General Session O:
Neurodiversity in the Workplace
While neurodiversity is not a new concept many organizations have only recently begun 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.

Moderator:
Connie Donnelly, Vice President of Neurodiversity & Business Development, Rethink Benefits

Panelists:
Olga Yakimakho, Director, Leadership and Organizational Development, Special Olympics International
Susanne M. Bruyère, Director, Professor of Disability Studies, Cornell University
Neil Barnett, Director, Inclusive Hiring and Accessibility, Microsoft
Hanna Atkinson, Sargent Shriver International Global Messenger, Special Olympics International

12:30 – 1:15 pm Breakout Sessions P:

Breakout Session P1:
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

Panelists:
Amanda Frantz, Executive Director, KEEN
Tiffany Yu, CEO & Founder, Diversability
DeShawn Cann, Recruiter, Human Resources Umbrella for Customer Service, Amazon

Breakout Session P2:
“I See You and I Celebrate You” — The Power of Inclusion
The workplace – as well as the world at large – continues to face expectations of humanization and care. Both inside and outside of work, we are relational beings that seek to be seen, valued, and cared for in our unique identities and perspectives. Amidst significant changes to organizations and the associated impacts on the employee experience, determining how to intentionally foster inclusion can help you and your employees thrive. In this session, Dr. Reetu Sandhu, Sr. Manager of the Limeade Institute will cover the science behind inclusion, clarify how it relates to diversity, and dig into the powerful role it plays in driving people and business results. You'll leave with tips and strategies on increasing inclusion at your own organization.

Dr. Reetu Sandhu, Sr. Manager, The Limeade Institute

1:15 – 1:30 pm Break

1:30 pm - 2:20 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

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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

Moderator:
Dahabo Ahmed-Omer, Executive Director, The Black North Initiative

Panelists:
Justin Foster, Chief Diversity, Equity and Inclusion Officer, DLL
Michelle Taylor Jones, VP Global Diversity, Equity and Inclusion, Manulife
Candice Jones, Director, Global Office of Culture, Diversity and Inclusion, Walmart

2:20 – 2:35 General Session R:
Closing Remarks and Break

2:35 – 3:35 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:

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Location
Virtual Event

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