DAY ONE
Monday, May 24th, 2021

10:00 – 10:15 am
General Session A
Welcome and Opening Remarks
John Brewer, Program Director, DEI Conference, The Conference Board

10:15 – 11:00 am
General Session B
Panel Discussion: Where Are You From – Exploring Intersectionality and Identity
Many conversations begin with the conventional inquiry, “where are you from?” Seen by many as a polite icebreaker, even this simple traditional question is not devoid of bias and even prejudice. Many feel that this question challenges their legitimacy and their status as an equal member of a community.

This opening conversation will reclaim this simple question and use it as a starting point for exploring identity. Our panelists will discuss their origins and their experience of identity, and what this means to them. This discussion will also reveal the shortcomings of many categories in D&I – presenting a more complex notion of the point where we all begin our D&I journey.

Panelists:
Peter McBride, Director, The Cohen Center for Holocaust Studies, Keene State College
Sofia Bonnet, Chief Director, Diversity, Inclusion and Belonging, GitHub

11:00 – 11:10 am
Break

11:10 am – 12:30 pm
General Session C
Exploring Race, Power & Privilege Through Drama and Discussion
Over the years IBIS Consulting Group’s dramatic sessions have become a key feature of this event with their troupe of professional actors performing workplace scenarios that will serve as starting points for discussion on some of the toughest inclusion challenges leaders face in their organizations.

Using real life scenarios they illustrate role of leaders on mitigating bias, addressing systemic disparities and the impact of microaggressions.

As organizations increase their focus on DEI so managers and leaders find themselves in unfamiliar situations that require self awareness and empathy that are hard to develop in the midst of the demands of the business. You’ll see how using actors provides a fresh perspective and distance to the understanding of everyday interactions allowing more open, honest and authentic conversations about issues such as race and privilege leading to better understanding of these issues and improved workplace relationships.

Shilpa Pherwani, Principal/CEO, IBIS Consulting Group

12:30 – 12:45 pm
Break

12:45 – 1:25 pm
Concurrent Session D1
Panel Discussion: Passion Is Not Enough – Discussion on the Skills You Need to Successfully Lead DEI
Most people enter the DEI field because it is their passion, recognizing the moral and business imperative for change and drawing on their own experiences to make a difference for greater equity and inclusion within their organization.

But passion is a necessary but insufficient quality for success and thinking that passion and commitment are enough will lead to frustration and lack of progress. DEI leader Rohini Anand will lead a conversation with three CDO’s sharing lessons learned during their careers and what it takes to succeed as DEI becomes a top priority for employers.

Panelists:
Shari Slate, Chief Inclusion and Collaboration Officer, VP Inclusive Future and Strategy, Cisco

Moderator:
Rohini Anand, Senior Fellow, The Conference Board

Concurrent Session D2
Getting Started with DEI – Lessons from Organizations Early in the Journey
This session features employers in the early stages of developing and executing a D&I strategy. Hear firsthand some of the early challenges in making progress at this critical juncture.

1:25 – 1:35 pm
Break
1:35 – 2:20 pm
General Session E
Panel Discussion: Psychological Safety & Belonging
Employers are recognizing the importance of creating psychologically safe workplaces – where people feel free to express who they are, what they believe, and how they feel. This workplace is a necessary condition for creating a sense of belonging that is at the core of DEI progress.
Panelists:
Natalie Edwards, Chief Diversity Officer, National Grid
Stephanie Redivo, EDI Program Lead, TransLink
Moderator:
Dr. Tom C. Hogan, Professor of Practice in Human Resource Management, School of Labor and Employment Relations, The Pennsylvania State University

2:20 – 3:00 pm
General Session F
Who’s Really In with the In-Crowd? Understanding and Addressing Privilege
The subject of privilege has become increasingly central to DEI and issues such as equity, the practice of allyship, and the creation of psychological safety.
Sofia Bonnet will examine privilege through her biography and career progression. She will share how associating with others’ privilege helped her advance the challenge of being an immigrant and adjusting to the norms and expectations of the dominant culture and the need for those who succeed and help others.
Sofia Bonnet, Chief Director, Diversity, Inclusion and Belonging, GitHub

3:00 – 3:10 pm
Closing Remarks

3:20 – 4:00 pm
DEI OVERTIME I
In this overtime session we will move to Zoom for an interactive discussion continuing the conversation of the opening panel – “Where are you from?”.
This session will explore both intersectionality and diversity – both the overdetermination of marginalization and privilege and celebrate the infinite diversity of which we are all a part.

DAY TWO
Tuesday, May 25th, 2021
10:00 – 10:15 am
General Session G
Welcome and Opening Remarks
John Brewer, Program Director, DEI Conference, The Conference Board

10:15 – 11:00 am
General Session H
Allyship as Action – The Microsoft Story
Widely recognized as one of the best examples of culture change in recent years, Microsoft recently introduced a global allyship program for all employees.
Microsoft made the course mandatory in response to the pandemic’s impact on the workplace, rising violence and hate towards those of Asian heritage, and increasing awareness of racism.
Aligning the idea of allyship with the notion of a growth mindset and working with neuroscientists the aim is to create a culture that allows the free exchange of ideas. Employees learn, grow, make mistakes – and connections between employees deepen.
Lindsay-Rae McIntyre, Chief Diversity Officer, Microsoft

11:00 – 11:10 am
Break

11:10 am – 12:15 pm
General Session I
Approaching DEI Through the Lens of Change Management
For the foreseeable future, DEI will continue to be some of the most dominant and challenging issues society faces.
So how can we nurture and maintain a Change Mindset to help address both?
How can a change management approach help achieve the goal of a workplace that practices equity and belonging?
During this session, we explore:
• What is a change mindset, and how can it help drive performance amid ambiguity?
• How do we use mindsets to drive inclusion and innovation?
• How can your organization develop change mindsets at scale and drive DEI across the organization?
Alan Morales, VP & Head of Transformative Change for the Future of Work, Prudential Financial
Marvin Mendoza, Global Head of Diversity, Equity & Inclusion, PPG Industries

12:15 – 12:45 pm
Break

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Addressing Workplace Mental Health as Part of Your DEI Strategy

While lockdowns due to the pandemic have been stressful and traumatic for many, they have increased awareness among employers of the importance of their people's mental health.

Also, leaders gained a greater appreciation of the differing mental health impact on different communities and ensure that an organization's mental health interventions account for diversity.

In this session, Spring Health will discuss workplace mental health from the perspective of DEI and explore how to combine humanity with technology and data to eliminate the barriers to care that prevent so many from getting the help they need and help employees thrive.

Panel Discussion: Building Bridges Not Walls: Restorative Justice, Community Trauma, and The Partisan Divide

It's hard to escape the message nowadays that America is a country divided – most obviously in the political sphere where partisanship has in many ways replaced any semblance of a marketplace of ideas. The violent storming of the Capitol on January 6th was just the latest and most extreme example of the division that exists.

In addressing these issues, we must realize historic wrongs, current fears, and community trauma.

This conversation will explore these issues as the participants ask, "how can we begin to heal?"

Panelists:
- Peter McBride, Director, The Cohen Center for Holocaust Studies, Keene State College
- Deanna Ransom, Global Head Of Marketing & Marketing Services - (CMO), Televerde

Fertility & Maternal Health in the Black Community

Panel Discussion: Where are We Now?

From origins to identity to intersectionality – we examine the current state of DEI as a function and explore how DEI professionals can work with other functions in the organization to spread their influence wider and create better, longer-lasting results.

Panelists:
- Sonja Wilkerson, EVP & Chief People Officer, Bloom Energy
- Lee Jourdan, Chief Diversity Officer, Chevron
- Natasha Martell Jackson, Sr. Program Director, Global Diversity Inclusion and Social Impact, Intel

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 a diverse 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 to identify areas for action, facilitate decision-making, and enhance employee experience.

Day Three

Wednesday, May 26, 2021

Welcome and Opening Remarks
John Brewer, Program Director, DEI Conference, The Conference Board

Panel Discussion: Disability in the Workplace

Diversity practitioners understand the business benefits of workplace and marketplace inclusion, but disability is often not included within this diversity dialogue. Times are changing!

Given the demand to recruit and retain diverse talent (from millennials to the aging workforce) and recent compliance revisions for government contractors, individuals with disabilities are coming into the spotlight. Moving beyond the interested-in but the actual "how-to" of creating a disability inclusion strategy is required. This session will provide practical tips and replicable best practices for a disability in the workplace strategy.

Closing Remarks

DEI OVERTIME II
Racism, White Supremacy and Anti-Racism – How is this Experienced and What Can We Do?

Racism is not a new thing but it seems as if recently it has gone mainstream. From Meghan Markle on Oprah to the murder of Asian women in Atlanta, racism permeates the culture sometimes with deadly consequences.

This session will consist of two separate presentations one form an Asian American and the other from a Black perspective. There will be a short joint Q&A after the two presentations.

Brenda Ksai, Chief Marketing Officer, BNY Mellon

Embedding DEI in Your Culture: From Aspiration to Everyday Practice

Without a doubt DEI requires that organizations transform themselves fundamentally, both in terms of their system and their culture – and we saw how one organization, Microsoft, is using allyship as a lever for very broad change.

But what about the everyday interactions that most define employee inclusion and belonging?

How can you ensure that everyone, from your newest hire through your C-Suite understands their role in DEI so that it permeates the day-to-day decisions, actions and relationships that form the front line of your culture?

In this session, Maureen Berkner Boyt will take a more granular view of change and program design in order to shift the responsibility of inclusion away from a top-down approach to where it belongs - with individual employees. Learn how to translate your company’s commitment to DEI into everyday behaviors that are woven into the fabric of your company culture.

Maureen Berkner Boyt, Founder and CEO, The Moxie Exchange

Looking Outward as Well as Inward – D&I Engages with the Community

For many organizations, D&I doesn’t end internally but instead extends outwards into the broader community, especially after the events of 2020. Customers, employees, and investors expect organizations to better address the needs of all stakeholders and give back to the communities in which they operate, including Corporate Social Responsibility activities.

This session will explore the opportunity and responsibility this represents to D&I leaders.

Panel Discussion: Where are We Going?

This closing discussion will address what’s next for DEI – specifically how organizations can build on the personal experiences of inclusion and belonging and create lasting systemic change.