

29TH ANNUAL

People First: Opportunity and Access

June 12 – 13, 2025
New York Marriott
at The Brooklyn Bridge
Brooklyn, NY

Supporting Sponsor



Associate Sponsors



Also sponsored by



People First: Opportunity & Access

June 12 – 13, 2025

Brooklyn, NY

Confirmed Speakers:

- **Lisa Armstrong**, Chief Diversity & Inclusion Officer, **Bechtel**
- **Singleton Beato**, Global EVP, Chief DE&I Officer, **McCann Worldgroup**
- **Whittney Brandon**, Human Resources Director, Belonging, **Sleep Number**
- **Sherri Crowley**, Chief Culture & Values Officer, **HCA Healthcare**
- **Eugene Edward Curtain III**, Vice President, Talent, Inclusion & Social Responsibility Officer, **Marmon Holdings**
- **Mona Dine**, Chief Culture Officer & Head of Corporate Human Resources & Talent Management, **US Steel**
- **Dr. Chantée Eldridge**, SVP, Chief Diversity, Equity and Inclusion Officer, **Strada Education Network**
- **Jessica Hartley**, Head of Design and Customer Experience for CCB Finance, Technology and Data & Analytics Portfolio, **JPMorgan Chase & Co.**
- **Soon Mee Kim**, Chief Diversity, Equity & Inclusion Officer, **Omnicom Communications Consultancy Network**
- **Katie Mooney**, Managing Director, **Seramount**
- **Candace Osunsade**, EVP, Global Chief People Officer, **Catholic Relief Services**
- **Robert Perkins**, Chief Global Diversity and Inclusion Officer, **Mondelez International, Inc.**
- **Allan Schweyer**, Principal Researcher, Human Capital, **The Conference Board**
- **Diana Scott**, U.S. Human Capital Center Leader, **The Conference Board**
- **Mike Sebring**, Head of Diversity and Inclusion, Senior Vice President, **Citizens Bank**
- **Danielle Sligh**, Director & Head of Inclusive Hiring, **Allstate**
- **Jenny Yang**, Partner, **Outten & Golden**, Former Chair, **EEOC**

DAY ONE Thursday, June 12, 2025

BIG-PICTURE STRATEGY & RISK NAVIGATION

8:00 AM – 9:00 AM

Registration & Networking Breakfast

9:00 AM – 9:30 AM

Conference Board Research: The State of Workforce Opportunity

Diana Scott, U.S. Human Capital Center Leader, **The Conference Board**

Allan Schweyer, Principal Researcher, Human Capital, **The Conference Board**

For sponsorship opportunities, please contact mhoole@tcb.org

9:35 AM – 10:10 AM

OPENING KEYNOTE After AA—The Legal Landscape & Our Future Path

The shifting legal and regulatory landscape has left companies navigating uncertain terrain when it comes to workforce opportunity, inclusion, and compliance. In the wake of recent legal decisions, new and evolving risks, organizations must rethink their strategies while balancing regulatory requirements, public expectations, and business imperatives. This keynote will provide a clear-eyed assessment of the current legal framework, the challenges ahead, and the pathways forward for businesses committed to fostering opportunity while mitigating risk.

Jenny Yang, Partner, **Outten & Golden**, Former Chair, **EEOC**

10:15 AM – 11:00 AM

PANEL DISCUSSION The Great Reset: Impact in the World of Work

Given the social and political climate for DE&I in the US, CDOs need to rethink approaches to be effective. What are the newer competencies, influence skills, and behaviors needed to succeed in this environment? Join us as we discuss the evolution of the practice of diversity and inclusion and reflect on how to recalibrate and innovate going forward. From leveraging data-driven approaches to showcase their positive impacts to implementing transparent communication strategies to address concerns, we discuss how to align workforce opportunity initiatives with broader organizational goals to foster buy-in across all levels.

Eugene Edward Curtain III, Vice President, Talent, Inclusion & Social Responsibility Officer, **Marmon Holdings**

Katie Mooney, Managing Director, **Seramount**

Singleton Beato, Global EVP, Chief DE&I Officer, **McCann Worldgroup**

11:00 AM – 11:15 AM

Coffee Break & Networking

11:15 AM – 12:00 PM Track Breakout Sessions

TRACK 1 | Legal & Reputational Risk Assessment

Navigating the Legal Frontlines: Compliance, Litigation & Brand Risk

The legal and reputational risks surrounding workplace policies are increasingly complex. From shifting regulations to high-profile litigation and public scrutiny, organizations must anticipate challenges before they become crises. This session will provide an up-to-the-minute analysis of key legal developments, the implications for compliance, and how companies can mitigate risk while maintaining their values.

TRACK 2 | Culture, Workforce & Leadership Strategy

Embedding Inclusion: Integrating Workforce Equity into Business & Culture

For inclusion efforts to be sustainable, they must be more than standalone initiatives—they need to be part of the way a company operates. How do organizations embed equity into their business strategy, leadership expectations, and workplace culture? And how should they move beyond programs and policies to ensure that fairness, access, and opportunity are ingrained in everything from decision-making to performance metrics to company values?

Mike Sebring, Head of Diversity and Inclusion, Senior Vice President, **Citizens Bank**

12:00 PM – 1:15 PM

Lunch

1:20 PM – 2:05 PM Concurrent Sessions

TRACK 1 | Legal & Reputational Risk Assessment

Management Concerns: Scenario Planning

Did you know that Forbes has reported that organizations engaging scenario planning are 25% more likely to achieve their DEI goals? You'll learn how to implement effective scenario planning strategies, enhancing strategic alignment across DEI initiatives and increasing adaptability to changing demographics and social dynamics.

Sherri Crowley, Chief Culture & Values Officer, **HCA Healthcare**

TRACK 2 | Culture, Workforce & Leadership Strategy

Adaptive Talent Strategies: Hiring & Retention in an Uncertain Climate

Hiring and retention strategies are under pressure. Legal uncertainties, changing employee expectations, and economic shifts are forcing companies to rethink how they attract and keep top talent. We'll look at how organizations are adapting, how they're balancing compliance with inclusion, navigating new restrictions, and ensuring that hiring remains both legally sound and competitive.

2:10 PM – 2:25 PM

Afternoon Break

2:30 PM – 3:00 PM

From Measurement to Movement: Implementing Change from the Data

You've done the surveys, gathered the numbers, and tracked the trends—but how do you turn those insights into lasting change? Too often, data sits in reports without translating into action. This session tackles how to close that gap, using evidence to shape policies, challenge assumptions, and make inclusion a visible, measurable part of business strategy. Learn how to move beyond metrics and ensure that data leads to decisions, not just discussions.

Lisa Armstrong, Chief Diversity & Inclusion Officer, **Bechtel**

3:05 PM – 3:45 PM

PANEL DISCUSSION | What Does the Future Hold for Inclusion?

We convene industry leaders to share their insights, predictions and expectations for the immediate future, based on their years of experience in the field. Their experience will help you proactively shape your organizations' strategies, ensuring you remain at the forefront of inclusive practices and drive sustainable business growth in an increasingly complex global environment.

Soon Mee Kim, Chief Diversity, Equity & Inclusion Officer,
Omnicom Communications Consultancy Network

5:30 PM – 6:30 PM

Networking Reception

DAY TWO Friday, June 13, 2025

DEEP DIVES & FUTURE STRATEGY

8:30 AM – 9:00 AM

Breakfast

9:05 AM – 9:45 AM

The Power of Middle Managers: Sharing Influence Through the Organization

Middle managers are the bridge between leadership vision and daily execution, making them critical players in shaping workplace culture. Their influence extends in both directions—translating executive priorities into action while also advocating for their teams. But are they equipped to lead on inclusion? This session explores how organizations can engage middle managers as champions of opportunity, ensure they have the right tools to foster accountability, and help them navigate the challenges of balancing business goals with people-first leadership.

Danielle Sligh, Director & Head of Inclusive Hiring, **Allstate**

Jessica Hartley, Head of Design and Customer Experience for CCB Finance, Technology and Data & Analytics Portfolio, **JPMorgan Chase & Co.**

9:50 AM – 10:05 AM

Coffee Break & Networking

10:10 AM – 10:40 AM Track Breakout Sessions

TRACK 1 | Legal & Reputational Risk Assessment

Interactive Legal Briefing: What's Next for Inclusion & ESG Compliance?

Regulations around workplace inclusion and ESG reporting continue to evolve, with new state-level laws, federal oversight, and investor expectations shaping corporate policies. This interactive session will go beyond a standard briefing: A legal expert will present key regulatory shifts, then lead participants through scenario-based discussions where they'll evaluate risk, determine legal responses, and strategize solutions in real time.

TRACK 2 | Culture, Workforce & Leadership Strategy

Integrating Opportunity & Inclusion into Workforce Development

As workforce expectations shift, companies are rethinking how they develop, support, and advance talent. How can organizations ensure that opportunity isn't just available, but actively cultivated? We'll explore how businesses are weaving inclusion into workforce development through skills-based hiring, leadership pipelines, equitable career pathways, and reimagined upskilling initiatives.

10:45 AM – 12:10 PM

Workshops & Case Studies

- Scenario Planning for a New Legal Reality
- Crisis Simulation: Reputational Fallout
- Inclusive Hiring Playbook

12:10 PM – 12:30 PM

Closing Reflections & Key Takeaways