Diversity and Inclusion: Design the Future of Your Practice

CONFERECE

Delivering D&I’s Promise and Potential
December 1 – 2, 2016
Wells Fargo Learning & Event Center
San Francisco, CA

www.conferenceboard.org/inclusion

Host Sponsor:
Wells Fargo

Also Sponsored By:
QUALCOMM

Marketing Partner:
DiversityComm
Day One: Thursday, December 1, 2016

Registration & Breakfast: 8:00 – 9:00 am

Welcome, Kick Off, and Call to Action
Rebekah Steele and Jan Derbyshire, Co-Chairs

9:00 – 9:15 am
The Future of Inclusion
Begin the day by learning how forward-thinking insights, positive disruption, and collective wisdom are making an impact to D&I for Wells Fargo and their customers. Discover what’s possible for the future of inclusion, the value it can create, and why we need to continue generating D&I innovations for the future.

Bryan Gingrich, SVP Enterprise Diversity & Inclusion Leader, Wells Fargo & Company
Jimmie Paschall, Executive Vice President and Head of Enterprise Diversity and Inclusion, Wells Fargo & Company
Steve Ellis, EVP, Head of the Innovation Group, Wells Fargo & Company

10:00 – 10:40 am
Disruption and Breakthroughs in D&I
Gain insights on disrupting standard D&I and gender practices in order to achieve even better results. Discover how disruptive questions and ideas can spark breakthroughs and inspire co-design in D&I. Experience examples of disruptive thinking, processes, and results.

Shari Slate, Vice President, Chief Inclusion and Collaboration Officer, Cisco

10:40 am – 12:10 pm
Collective Creativity: Using Design Thinking to Innovate for Inclusion
Learn how to move from a question, obstacle, or inspiration to design and action. Boost design thinking during this gamification experience and discover how gathering information in interviews, defining problems, developing ideas, capturing feedback, and testing solutions lead to meaningful innovations.

Namrata Yadav, Senior Vice President, Head of Diversity & Inclusion Learning, Bank of America
Rebekah Steele and Jan Derbyshire

Networking Luncheon 12:10 pm – 1:00 pm

1:00 – 1:40 pm
The Role of Empathy in Inclusion, Innovation, and Design
Empathy – understanding the user’s experience – is an essential element of design thinking. To innovate for diversity and inclusion, one must empathize with customers, employees, and community members who daily grapple with bias and its profound, sometimes tragic consequences. Learn how breakthrough initiatives can build empathy into elevated approaches to D&I.

Monique Hunt McWilliams, Chief Diversity Officer, Eli Lilly and Company

1:40 – 2:20 pm
Defining Our Goals: Leading from a Diverse, Inclusive Future
In order to design innovations for inclusion, we must define our goals and challenges. Hear how one industry leader defines optimal inclusive experiences for its participants. Discussion will include how to define an ideal inclusive future and how to let go of limiting assumptions that are typical of the status quo.

Trish Cerrone, Executive Producer, Walt Disney Imagineering

2:20 – 2:45 pm
Rapid Ideation of D&I Innovations
Using the Design Thinking process, participants will break out into small groups to practice generating ideas for new ways of developing D&I. A team of experts and disruptors will help guide the groups and offer first-hand experience.

Bryan Gingrich, SVP Enterprise Diversity & Inclusion Leader, Wells Fargo & Company
Meghan Herman, Inclusion & Innovation Lead, Shopify
Denise Pirrotti Hummel, Chief Innovation Officer, Lead Inclusively
Julius Pryor, Head of Innovation, Diversity & Inclusion, Genentech
Jim Rottman, Global Head of Diversity and Inclusion, Roche Pharmaceuticals
Carrie Sawyer, Program Manager, Diversity & Inclusion, Intel
Nadia Younes, Group Advisor, Diversity & Inclusion, International Monetary Fund

Networking / Refreshment Break: 2:45 – 3:00 pm

3:00 – 3:20 pm
Rapid Prioritization of D&I Ideas
Prioritize the D&I ideas generated in the Rapid Ideation session to determine which to take into the prototyping session.

Rebekah Steele and Jan Derbyshire

3:20 – 4:20 pm
Co-Creative Rapid Prototyping of D&I Innovations
Learn and employ rapid prototyping to transform innovative concepts into action plans. Taking the D&I ideas selected in the Prioritization session, groups will engage in rapid prototyping. Rounds include free build, feedback, and refining of designs. Our living library of experts will be available to advise, disrupt, and provide feedback.

Denise Pirrotti Hummel, Chief Innovation Officer, Lead Inclusively
Bryan Gingrich, SVP Enterprise Diversity & Inclusion Leader, Wells Fargo & Company
Meghan Herman, Inclusion & Innovation Lead, Shopify
Julius Pryor, Head of Innovation, Diversity & Inclusion, Genentech
Jim Rottman, Global Head of Diversity and Inclusion, Roche Pharmaceuticals
Carrie Sawyer, Program Manager, Diversity & Inclusion, Intel
Nadia Younes, Group Advisor, Diversity & Inclusion, International Monetary Fund
4:20 – 5:05 pm
**How to Pitch the Brilliance of D&I**
In order to attain buy-in and useful feedback, D&I leadership must communicate ideas effectively. Explore how to pitch the value of D&I innovations across your organization and learn the powerful PechaKucha method in which concise, 20-slide presentations are shared with the presenter spending just 20 seconds on each slide.

Danny Guillory, Head of Global Diversity and Inclusion, Autodesk, Inc.

5:05 – 5:15 pm
**Day 1 Conclusion**
Our co-chairs will wrap up our Day 1 experiences and preview Day 2.

Rebekah Steele and Jan Derbyshire, Co-Chairs

5:15 – 6:15 pm
**Reception**
Hosted by:
David Shurna, Executive Director, No Barriers

**Day Two: December 2, 2016**

Breakfast 8:00 – 9:00 am

9:00 – 9:10 am
**Welcome to Day 2**
Rebekah Steele and Jan Derbyshire, Co-Chairs

9:10 – 9:40 am
**Leading The D&I Transformation: Designing The TRULY Inclusive Organization**
Applying the insights and innovations from this conference will require focused pursuit of a deliberately designed D&I transformation. How will you accelerate the requisite cultural shift? How will empathy and understanding help disrupt the current state of Diversity and Inclusion? How will we breakthrough the contradictions and dilemmas of the status quo? Experts and practitioners share perspectives and experiences to frame the future.

Moderator:
Meghan Kahn, Manager of D&I, Aerotek

Speakers:
Dr Juan Carlos Arouz, Founding Executive Director E3: Education, Excellence, Equity
Joerg Schmitz, Program Director, Diversity & Inclusion, The Conference Board
Mercedes E. Martin, EVP, Business Transformation and Innovation, Ashton212

9:40 – 10:10 am
**Collective Genius: How D&I Impacts The Art and Practice of Innovation**
Discover first-hand how Kaiser Permanente leverages a culture of inclusion to foster innovation. Explore the powerful feedback loop that is created when innovations improve diversity and inclusion, which, in turn, improves the ability to further innovate.

Ron Copeland, Chief Diversity & Inclusion Officer, Kaiser Foundation Health Plan
Chris McCarthy, Director, Innovation Consultancy, Kaiser Permanente

10:10 – 11:30 am
**D&I Innovations Prototype Pitches and Voting**
Groups will present quick pitches of the ideas prototyped on Day 1 to a panel of experts. Attendees will rate the presentations and suggest refinements. Determine which of the D&I innovations you want to take back to your organization.

Joerg Schmitz, Program Director, Diversity & Inclusion, The Conference Board
May Snowden, Program Director, The Conference Board
Rebekah Steele and Jan Derbyshire

11:30 am – 12:00 pm
**Sustaining Action for Inclusion**
As this event comes to a climax, how will participants take new insights, new connections, new energy, and new practices forward to galvanize and collectively sustain a movement that can elevate their D&I results?

Nadia Younes, Group Advisor, Diversity & Inclusion, International Monetary Fund

12:00 – 12:20 pm
**Collective Keynote**
YOU are the keynote. Participants will discuss the question: “What is the headline of Fast Company magazine’s D&I cover story 5 years from now?”

12:20 – 12:30 pm
**Awards and Launching Pad**
We will conclude the conference by recognizing innovative, and inspiring participants who are the next generation D&I leaders.

Rebekah Steele and Jan Derbyshire, Co-Chairs

Audience Insights Provided by:

www.conferenceboard.org/inclusion
REGISTRATION INFORMATION

Online  www.conferenceboard.org/inclusion
Email   customer.service@conferenceboard.org
Phone  212.339.0345
        8:30 AM – 5:30 PM ET, Monday – Friday

<table>
<thead>
<tr>
<th>Pricing:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Members</td>
</tr>
<tr>
<td>Non-Members</td>
</tr>
</tbody>
</table>

Fees do not include hotel accommodations.

Location
Wells Fargo Learning & Event Center
San Francisco, CA

Cancellation Policy
Full refund until three weeks before the meeting. $500 administration fee up to two weeks before the meeting. No refund after two weeks before the meeting. Confirmed registrants who fail to attend and do not cancel prior to the meeting will be charged the entire registration fee.

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.