17th Annual Women’s Leadership Conference
Commitment to Action
VIRTUAL EVENT
September 23 – 24, 2021
www.conferenceboard.org/women
WOMEN’S LEADERSHIP 2021
Commitment to Action

DAY ONE
Thursday, September 23, 2021

11:00 – 11:05 am (All Times ET)
Welcome and Introduction
Thalia Mingo, Global Lead, Bristol Myers Squibb Network of Women, Bristol Myers Squibb, Conference Chair

11:05 – 11:35 am ET
Keynote Conversation:
Thasunda Duckett, CEO of TIAA
In May 2021 Thasunda Duckett became the CEO of TIAA, and one of two black women CEOs in the Fortune 500. In this conversation, she discusses the urgency of this moment for women in the workplace; the need for authentic leadership; the importance of closing wealth gaps; and her own career journey.
Thasunda Duckett, President and CEO, TIAA
Lori Esposito Murray, PhD, President, Committee for Economic Development

11:35 – 11:40 am ET Break

11:40 am – 12:25 pm ET
Where We Stand, Where We’re Headed: The Impact of the Pandemic and the New Workplace on Gender Parity
We enter a post-pandemic future with workforces and workplaces transformed. What long-term effects will we see for women in the workforce? What opportunities, and what challenges, will the new future of work bring for gender parity? Explore the latest Conference Board research and insights from leaders.
Cynthia Burks, Senior Vice President, Chief People and Culture Officer, Genentech
Jen Dobrzelecki, Senior Vice President, Gregory FCA
Archana Gilravi, Vice President, Partnerships, LeanIn.Org
April Koh, CEO and Co-founder, Spring Health
Moderator: Dana Peterson, Chief Economist, Center Leader of Economy, Strategy & Finance, The Conference Board

12:25 – 12:35 pm ET Break

12:35 – 1:10 pm ET
What Will It Take? Accelerating the Movement of Women into CEO and Board Positions
We have marked some important milestones in the number of women in Fortune 500 CEO positions and on boards of directors. But the pace of change is still much too slow. What will it take to accelerate the move to gender equity in these roles? Hear from C-suite leaders and experts on the obstacles and the efforts to clear the path.

1:10 – 1:25 pm ET
Innovation Spotlight Featuring Nestlé Space

1:25 – 1:30 pm ET Break

1:30 – 2:10 pm ET
Maximizing Male Engagement in Gender Equality, to the Career Benefit of Women and Men
Based on their books Athena Rising and Good Guys, authors David Smith and Brad Johnson make the business case for male engagement in gender equality, showing why it is good for both men and women. They will offer the behavioral science behind male reluctance to engage with women in the workplace and share specific best practices for maximizing cross-gender workplace relationships. They will focus on leveraging better male allyship, finding male mentors, how to mentor men in reciprocal mentorships, and how to manage these relationships to maximize career benefits. Finally, they will set the bar high in terms of how men should show up as allies for women in the workplace.
David Smith, Associate Professor of Sociology, College of Leadership and Ethics, U.S. Naval War College; Author, Good Guys: How Men Can Be Better Allies for Women in the Workplace
Brad Johnson, Professor of Psychology, Department of Leadership, Ethics and Law, United States Naval Academy; Author, Good Guys: How Men Can Be Better Allies for Women in the Workplace

2:10 – 2:20 pm ET Break

2:20 – 2:55 pm ET
Creating a Culture of Inclusion and Allyship at Intel
Two senior Intel executives from different parts of the organization come together to share how each is working to build a culture of inclusion and allyship, including:
• Retaining and advancing female engineers
• Empowering and embracing men as allies
• Creating new perspectives on “what a leader looks like”
Nitasha Chopra, Chief of Staff & Director of Global Strategy, Internet of Things Group, Intel
Vince Guglielmetti, Vice President and General Manager, AMR Manufacturing Operations, Intel

2:55 – 3:00 pm ET Break

3:00 – 3:30 pm ET

For sponsorship opportunities, please contact ryan.gavaghan@conference-board.org
Day One Recap, Day Two Preview, and Networking Discussion
Attendees will engage in small group discussions "face to face" via Zoom. Connect with peers and share takeaways from the conference and insights on advancing women leaders.

Thalia Mingo, Global Lead, Bristol Myers Squibb Network of Women, Bristol Myers Squibb, Conference Chair

DAY TWO
Friday, September 24, 2021

11:00 – 11:05 am (All Times ET)
Welcome and Introduction
Thalia Mingo, Global Lead, Bristol Myers Squibb Network of Women, Bristol Myers Squibb, Conference Chair

11:05 am – 11:35 am ET
Keynote Conversation: Genworth Financial CEO Thomas McInerney
In this interactive conversation with Committee for Economic Development President Lori Murray and with our audience, Genworth Financial CEO Thomas McInerney will discuss why he sees gender parity as a strategic priority, and the Advancing Women in Corporate Leadership CED Fellowship Program.

Thomas McInerney, CEO, Genworth Financial
Lori Esposito Murray, PhD, President, Committee for Economic Development

11:35 – 11:40 am ET Break

11:40 am – 12:15 pm ET
Pay Equity
According to Bureau of Labor Statistics data, in 2020, women working full time in the United States had earnings that were only 82% that of men’s, and the gap is even wider for many women of color. Hear from national experts and senior executives on how organizations are working to close the gap.

Kenya Jacobs, Director, Total Rewards, IKEA – US
Emily Martin, Vice President for Education & Workplace Justice, National Women’s Law Center
Camille Olson, Partner, Seyfarth Shaw LLP; Trustee, Committee for Economic Development

Moderator: Shelley Zalis, CEO, The Female Quotient

12:15 – 12:25 pm ET Break

12:25 – 12:55 pm ET
Women and Negotiation: Building a Better Deal
Women do not get to negotiate on a level playing field. Research indicates that women encounter additional barriers when negotiating, which may be part of the reason women often hesitate to ask for more. The result is a negotiation gap that impacts not just the individual, but also organizations seeking to advance gender equity. In this discussion, hear from a panel of leaders and experts on:
- The latest research on women and negotiations
- Advice to improve negotiation skills
- How organizations are mentoring better negotiators and helping level the playing field

12:55 – 1:00 pm ET Break

1:00 – 1:40 pm ET
The Rules Women Leaders Face – and Break – To Advance as Leaders
The creators and a guest of the What Rules?! podcast discuss what they’ve learned from interviewing multicultural women in the C-suite, and the “rules” these leaders have faced, and broken, while shattering glass ceilings.

Rosa Santos, Co-host, What Rules?! Podcast; Vice President, Talent Management & Organization Development, PepsiCo
Dr. Merary Simeon, Co-host, What Rules?! Podcast; Vice President, Diversity, Equity & Inclusion, PepsiCo
Alisa Manjarrez, Executive Producer, What Rules?! Podcast

Edna Diez, Director, Performance, Careers and Learning, World Bank Group

1:40 – 1:50 pm ET Break

1:50 – 2:25 pm ET
Networking Discussion: Commitment to Action
In our final networking discussion, attendees will engage in small group discussions via Zoom to discuss how they and/or their organizations are committing to action to advance gender parity.

2:25 – 2:30 pm ET Break

2:30 – 3:00 pm ET
Conference Capstone: Ramona Sequeira, President, Takeda US
Through Ramona Sequeira’s leadership, Takeda US has exemplified what a commitment to gender equity looks like, and has shown what this commitment delivers in innovation and growth to all its stakeholders, including patients and providers as well as employees. In this conversation, she discusses the actions leaders should take at this pivotal point in time for gender equity, especially in STEM fields.

Ramona Sequeira, President, Takeda US
Interviewed by Meg Tirrell, Senior Health & Science Reporter, CNBC

3:00 pm ET
Conclusion
Thalia Mingo, Global Lead, Bristol Myers Squibb Network of Women, Bristol Myers Squibb, Conference Chair

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