2020 Diversity and Inclusion Conference
Building Organizations Where Everyone Can Belong, Contribute, and Succeed

November 10–11, 2020 | New York Marriott at the Brooklyn Bridge | Brooklyn, NY

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# Agenda

## Day 1: Tuesday, November 11, 2020

**8:45 – 9:00 am**

**General Session A:**
**Welcome and Opening Remarks**

**9:00 – 9:40 am**

**General Session B**
**Opening Keynote: Culture, Belonging, Diversity & 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**

**9:40 – 10:30 am**

**General Session C**
**Addressing Power, Privilege and Equity in Your Organization**

Organizations are making inclusive leadership a business priority to create a culture of belonging. This often requires leaders to engage in difficult conversations around power, privilege and equity.

In this unique and dynamic session, the IBIS Consulting Group and their troupe of professional actors will perform workplace scenarios that will serve as starting points for discussion on inclusive leadership and allies in the workplace. The real-life scenarios will illustrate role of leaders on mitigating bias and addressing systemic disparities. Audience members will also hear from companies that have successfully engaged leaders in conversations around their role as DEI advocates.

**Shilpa Pherwani, Principal/CEO, IBIS Consulting Group**

**10:30 – 12:20 pm**

**Concurrent 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

**Concurrent Session D2**
**Addressing Unconscious Bias – What Really Works and What Doesn’t**

Many organizations either begin their D&I initiatives by instituting mandatory unconscious bias training or initiate an anti-bias initiative in response to a crisis. Yet research shows that these interventions have at best mixed results.

So what is the best way to approach this issue which many agree is fundamental to successful inclusion? Is there a single approach that delivers results?

In this session D&I leaders will address this question as they discuss what they have found works for them and their organization – and where they may be devoted resources without yielding anticipated results.

**11:35 – 12:20 pm.**

**Concurrent 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**

**Concurrent Session E2**
**Five Behaviors Leaders Need to Create an Inclusive Workplace**

Relying on a small group of like-minded individuals in a market driven by ideas and innovations creates an enormous commercial risk. Not only is this a big risk but allowing talented individuals to stay hidden in the shadows leads to frustration and disengagement, which may result in lower performance and retention issues.

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 diversity goals

**Julie Yoon, Consultant, DDI**

For sponsorship opportunities, please contact michael.felden@conferenceboard.org
12:20 – 1:15 pm
Lunch

1:15 – 2:00 pm
Concurrent Session F1
Workplace Culture, Diversity 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

Concurrent Session F2
Panel Session: Getting Started With D&I – 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.

Moderator:
Lisa Gutierrez, VP & Chief Diversity & Inclusion Officer, Indiana University Health

Panelists:
Natasha Miller Williams, Head of Diversity and Inclusion, Ferrara Candy Company
Adrienne Smith, Global Director of Inclusion and Diversity, WPP
Adetoro Adegbola, Diversity and Inclusion, Etsy

2:00 - 2:45 pm
Concurrent Session G1
Using Design Thinking to Develop an Effective D&I Strategy
Johnson & Johnson’s diversity and inclusion mission is to advance our culture of belonging, where open hearts and minds are combined to unleash the potential of a brilliant mix of people, in every corner of the enterprise.

J&J is applying a human-centered, purpose-led, and empathetic approach to employee experience for every person to use their unique experiences and backgrounds together to spark solutions that create a better employee experience to support our deep commitment to profoundly change the trajectory of health for humanity.

Utilizing design thinking as a strategic way of leading the organization toward organizational innovation, designing a distinct and intentional employee experience, is helping them execute the company mission with energy, ease, and authenticity.

Mary Quandt, Director, Experience Strategy, Johnson & Johnson
Salka Fernandez, Design Director, J&J Solutions

Concurrent Session G2
Diversity, Inclusion and Your Employer Brand
One clear way of demonstrating the value of D&I is the advantage it gives you when looking for talent in the labor market. And with skilled prospects in such short supply in many areas you need every advantage you can get.

With offices in 40 countries and over 30,000 employees RELX recently began actively leveraging their D&I success into their employer brand. You will hear how they went about this and the analytics they used to demonstrate their success.

Lisa Smith-Strother, VP, Global Head of Employer & Diversity Brand, Relx

2:45 – 3:00 pm
Refreshment Break

3:00– 3:45 pm
Concurrent Session H1
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

Concurrent Session H2
Removing Bias from Recruitment
As the first step in the employee life cycle, if you want to succeed in D&I you have get this process right. Yet everyone knows too often recruitment is flawed with racialized candidates, women and those with disabilities finding themselves rejected too often despite being qualified for job.

This session will look at ways to remove bias from recruiting so that you can be sure you are hiring the best people for your organization and create the right foundation for a diverse and inclusive organization.

3:45 – 4:30 pm
Concurrent Session I1:
To Be Announced

www.conferenceboard.org/diversity
Concurrent Session I2:
**Setting Up the Next Generation for Success - Women, Intersectionality and the Future of Work**

In a world that increasing needs STEM skills to succeed, much attention has been placed on recruiting and developing women given their low representation in this area. Unfortunately, not as much attention is being paid to the issue of intersectionality meaning not as much progress has been made for women of color or those with disabilities for example.

This session will share ways you can ensure greater equity in your organization when it comes to women and the future of work. Discussion will include the role of ERGs, advancing women to leadership roles and other tangible strategies.

4:30 pm
Conference Adjourns

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**Day Two**
**Wednesday, November 12, 2020**

8:45 – 9:00 am
General Session J
**Opening Remarks**

9:00 – 9:40 am
General Session K
**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.

**Antonette Ligons**, Program Manager, Information Technology, Cisco

9:40 – 10:20 am
General Session L
**Organizations for Everyone Session 3: 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

10:20 – 10:35 am
Refreshment Break

10:35 – 11:15 am
General Session M:
**Neurodiversity in the Workplace**

While neurodiversity is not a new concept many organizations have only recently begin 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.

Panelists:

**Olga Yakimakho**, Director, Leadership and Organizational Development, Special Olympics International

**Susanne M. Bruyère**, Director, Professor of Disability Studies, Cornell University

**Jen Emira, PMP**, Senior Employee Experiences PM, Accessibility, Co-Chair, disAbility ERG, Microsoft

11:15 – 12:35 pm
General Session N
**Let’s Talk about Age: Including Age as Part of Diversity and Inclusion Strategy**

As people are living longer, many are working longer. Today, it is possible to see five generations working side-by-side in the workplace. Surprisingly, few companies include age as part of their diversity and inclusion strategy. But there are companies that recognize the opportunity that a multigenerational workforce provides.

This session will take an in-depth look at how age is viewed in America, promising practices to leverage the value of the multigenerational workforce, and resources for employers that want to address age in their benefits programs. Let’s discuss how we can disrupt aging in the workplace.

11:55 – 12:35 pm
General Session O
**Closing Panel – What’s Next for Diversity, Inclusion and Belonging?**

This concluding panel will bring together some of the issues 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

**Tanya Meisenholder**, Deputy Commissioner, Equity and Inclusion, New York City Police Department

**Tariq Malik**, Director, Employee Relations / Diversity Analytics, Target

12:35 -1:15 pm
General Session P
**Closing Remarks**
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

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Fees do not include hotel accommodations.

Venue
New York Marriott at the Brooklyn Bridge
333 Adams Street
Brooklyn, NY 11201
Tel: (718) 246-7000

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.