

29<sup>TH</sup> ANNUAL

# People First: Opportunity and Access

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

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# People First: Opportunity and Access

June 12 – 13, 2025

Brooklyn, NY

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## DAY ONE Thursday, June 12, 2025

8:00 AM – 9:00 AM

### Breakfast Roundtables

*Topics to include: ERGs, Pushback, DEI Fatigue, Disability Inclusion, Metrics, and more*

09:00 AM – 9:05 AM

### Opening Remarks

Presented by **Event Chair**

09:05 AM – 09:20 AM

### The Conference Board Research Results

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

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

09:25 AM – 09:50 AM

### Keynote: After AA: Legal Landscape, Our Future Path

The legal landscape surrounding DEI initiatives is rapidly evolving, with recent court decisions and legislative changes creating both opportunities and challenges for organizations committed to fostering inclusive workplaces. This session will provide you with a comprehensive overview of the current legal framework governing DEI practices, including an analysis of recent Supreme Court rulings on affirmative action and their implications for corporate diversity programs. You'll come away better equipped to design and implement DEI strategies that drive organizational success while minimizing potential legal exposure.

09:55 AM – 10:40 AM

### Panel Discussion: Pushback: Difficult Times

In today's landscape, organizations face significant challenges with DEI initiatives. These can come from within the organization, or externally. Join us as discuss strategies to effectively navigate and mitigate resistance to DEI programs. From leveraging data-driven approaches to showcase DEI's positive impacts to implementing transparent communication strategies to address concerns, we discuss how to align DEI with broader organizational goals to foster buy-in across all levels.

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

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

10:40 AM – 10:55 AM

### Networking Break

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10:55 AM – 11:35 AM

### **Panel Discussion: Belonging, Inclusion: Beyond Diversity for Powerful Business Impacts**

In today's competitive business world, inclusion isn't just a feel-good factor—it can power growth. Studies from BCG and Clover pop show companies with diverse leadership gain a 19% boost in innovation revenue, and inclusive teams make better business decisions up to 87% of the time. To get these benefits at your organization, we'll discuss strategies to create an environment where everyone thrives, leading to happier employees who stick around and deliver tangible business results. Our discussion will give you methods to weave inclusion into the very fabric of your business strategy, unlocking new avenues for growth and success.

11:40 AM – 12:10 PM

### **Solo Keynote | Unconscious Bias and Inclusion Strategies**

Unconscious bias poses a significant challenge in achieving workplace inclusion, with research by Deloitte revealing that 60% of employees having experienced bias and 84% have witnessed microaggressions. This can impact hiring, promotions, and employee satisfaction, ultimately affecting a company's success. We'll discuss effective strategies to mitigate unconscious biases, including how to leverage data analytics to measure the impact of inclusion initiatives

12:15 PM – 12:45 PM

### **Solo Keynote | Building Allyship Connections**

Creating a culture of allyship is crucial for organizational success and talent retention. Here, we'll explore advanced strategies for Chief Diversity Officers to cultivate meaningful allyship programs that go beyond surface-level initiatives. From data-driven approaches to measure allyship impact to creating accountability mechanisms that tie allyship behaviors to performance evaluations and leadership development, you'll come away with practical methods to boost effective allyship.

12:45 PM – 1:45 PM

### **Lunch**

01:45 PM – 2:15 PM **Concurrent Sessions**

#### **Track 1**

### **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 and Values Officer, **HCA Healthcare**

#### **Track 2**

### **Beyond the Basics: Understanding Intersectionality**

This session will provide DEI professionals with a nuanced framework for integrating intersectionality into their DEI strategies, highlighting how overlapping identities—such as race, gender, and socioeconomic status—impact employee experiences and organizational dynamics. Attendees will learn to identify and address the unique challenges faced by individuals at the intersections of multiple identities, develop targeted initiatives that promote inclusivity, and implement measurement tools to assess the effectiveness of their intersectional approaches.

### Track 3

#### **Inclusion Competencies: Neurodiverse Inclusion**

Develop strategies for creating an inclusive environment that leverages the unique strengths of neurodiverse individuals, such as enhanced problem-solving skills and innovative thinking. We'll explore best practices for adapting recruitment processes, tailoring workplace accommodations, and fostering a culture of understanding and support through targeted training programs.

02:20 PM – 2:50 PM **Concurrent Sessions**

### Track 1

#### **Management Concerns: Risk Analysis**

Effective risk analysis is paramount to ensure your programs' sustainability and impact. You'll learn how to conduct comprehensive risk assessments in DEI programs, addressing both legal and reputational risks that can derail progress. Attendees will learn how to implement data-driven approaches to identify potential pitfalls, develop mitigation strategies, and create robust DEI initiatives that align with organizational goals while minimizing exposure.

### Track 2

#### **Beyond the Basics: Understanding Equity**

Understanding and operationalizing equity remains a challenge for many organizations, with a recent Deloitte survey revealing that only 29% of employees believe their company's DEI efforts are truly equitable. This session will provide a comprehensive framework for conceptualizing equity within the broader DEI context, emphasizing its distinct role in creating sustainable, systemic change. We'll discuss how to articulate the nuances of equity to stakeholders, strategies for identifying and addressing structural barriers to equity, and methods for integrating equity principles into every facet of organizational decision-making.

### Track 3

#### **Inclusion Competencies: Disability: Inclusion Strategies**

Disability inclusion is a critical yet often overlooked aspect of diversity strategies, with Accenture research showing that companies prioritizing disability inclusion outperform their peers by 28% in revenue. Learn how to create truly inclusive environments for employees with disabilities, focusing on proactive recruitment initiatives, comprehensive accommodation policies, and innovative uses of adaptive technology.

02:55 PM – 3:25 PM **Concurrent Sessions**

### Track 1

#### **Management Concerns: Inclusive Leadership Strategies**

This session focuses on practical strategies to embed inclusivity into leadership development programs and everyday management practices. We'll discuss strategies to assess and enhance the inclusivity of their leadership teams, implement mentorship and sponsorship initiatives that promote diverse talent, and create accountability frameworks that tie inclusive behaviors to performance metrics.

### Track 2

#### **Beyond the Basics: Metrics That Matter - Measuring What Moves The Needle**

The mantra What gets measured gets managed has to be balanced against the realities of time and resources – we can't measure everything! Join us for a discussion on metrics, where we explore how to determine what gets measured and why. You'll leave better equipped to make data-driven decisions that continuously improve their diversity and inclusion efforts

### Track 3

#### Inclusion Competencies: Gender Inclusion

Gender-focused inclusion strategies are crucial for organizational success, with a 2020 McKinsey study revealing that companies in the top quartile for gender diversity on executive teams are 25% more likely to have above-average profitability. This session will equip you with advanced techniques to create truly inclusive environments across the full spectrum of gender identities, including women, men, non-binary, and transgender individuals.

03:25 PM – 03:40 PM

#### Networking Break

03:40 PM – 4:10 PM

#### From Measurement to Movement: Implementing Change from the Data

You've got the data – now, what are you going to do with it? Unlock the potential of data-driven insights in this session, and explore actionable strategies for translating metrics into meaningful actions that drive positive change within your organization.

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

04:15 PM – 4:45 PM

#### Solo Keynote | ERGs

Employee Resource Groups (ERGs) are pivotal in driving organizational inclusion and innovation, with a Boston Consulting Group study revealing that companies with active ERGs report 90% higher retention rates among diverse employees. Learn how to elevate ERGs from social networks to strategic business partners. From implementing governance structures that empower ERG leaders, to developing metrics to quantify ERG contributions to talent acquisition and retention, you'll be able to transform ERGs into powerful drivers of organizational change.

04:50 PM – 5:30 PM

#### Panel Discussion: What Does the Future Hold for DEI: Post-election Analysis, Trends, and Strategic Insights

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.

**Sally Saba**, VP, Global Chief Inclusion and Diversity Officer, and President, **Medtronic Foundation**

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

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# DAY TWO Friday, June 13, 2025

09:00 AM – 09:05 AM

## Opening Remarks

Presented by **Event Chair**

09:05 AM – 09:45 AM

## The Power of Middle Managers: Sharing Influence Through the Organization

Middle managers play a pivotal role, possessing the capacity to influence both their teams and upper management. Discover how to harness their potential as advocates for DEI, facilitating meaningful organizational change and fostering a culture of inclusivity. We'll discuss best practices for engaging middle managers in DEI initiatives, including strategies for gaining their commitment and fostering accountability, while also addressing common challenges and potential pitfalls.

**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.**

09:50 AM – 10:20 AM

## Solo Keynote | Data-Driven DEI

Leveraging analytics to demonstrate the value of DEI initiatives is crucial. We'll discuss strategies to harness the power of data in gaining buy-in for DEI efforts across all levels of the organization, from developing key performance indicators, creating data visualization techniques to communicate complex DEI metrics effectively, and generating predictive models to forecast the long-term impact of inclusion strategies on organizational success. With these data-driven approaches, you'll come away able to showcase the tangible benefits of a diverse and inclusive workplace.

10:20 AM – 10:35 AM

## Networking Break

10:35 AM – 11:05 AM **Concurrent Sessions**

### How one company created change step-by-step

- Case Study

11:10 AM – 11:40 AM **Concurrent Sessions**

- Case Study
- Case Study

11:40 AM – 11:55 AM

## Networking Break

11:55 – 12:35 PM

## Panel Discussion: The Power of Language: Driving Values Forward Regardless of Terminology

Language plays a pivotal role in shaping organizational culture and driving DEI initiatives. Our panelists will explore the nuanced power of language in advancing DEI values, focusing on strategies to move beyond terminology debates and create lasting cultural change. You'll come away better equipped to navigate sensitive conversations, build bridges across different perspectives, and ultimately drive meaningful progress in DEI, regardless of evolving terminology or potential pushback.

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