



The 2019 **The Diversity and
Inclusion West Coast**
CONFERENCE

Building the Bridge to Belonging

November 12 – 13, 2019
Wells Fargo Learning & Event Center
San Francisco, CA

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Agenda

Day One

Tuesday, November 12, 2019

8:30 – 8:45 am

Session A

Welcome and Opening Remarks

8:45 – 9:45 am

Session B

Dimensions & Connections: Expanding the Conversation Around Diversity, Inclusion & Belonging

Reflecting the increasing focus on “belonging” both in discussions about inclusion and more generally workplace culture, this year’s event will open with an exploration of what diversity and inclusion mean and the complexities of intersectionality.

The context for D&I practitioners is constantly changing which can be challenging AND exciting! As practitioners, we are the they...and understanding how we define, and lead D&I efforts requires us to facilitate and expand the conversation even if we’re only a couple steps ahead. If we don’t understand our customers and their needs, it will become more challenging to proactively serve them.

In this interactive session we will take a deeper dive into the dimensions of diversity that shape who we are. Not only will you will learn how to use them to make lasting connections that will improve your life personally and professionally, you will also understand how they can create a welcoming context for your colleagues and customers to talk about D&I in a way that includes everyone.

Lisa Gutierrez, Chief Diversity & Inclusion Officer, **Indiana University Health**

9:45 – 10:30 am

Session B Case Study: Symantec’s Three Pillar Approach to Diversity and Inclusion

In this session you will hear how one leading tech company has approached D&I. Symantec set ambitious goals for inclusion and has adopted the following three strategies to achieve them:

- Build awareness around the business case, encourage ERGs and get support from the very top of the organization
- Work at removing bias from HR processes such as hiring and succession. Engage white males and ensure they understand and support the inclusion imperative.
- Promote inclusive leadership

Amy Cappellanti-Wolf, SVP & Chief Human Resources Officer, **Symantec**

10:30 – 11:00 am

Networking Break

11:00 – 11:45 am

Session C

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**

11:45am – 12:30pm

Session D

Building the Bridge to Success For Yourself and Others in a Diverse Workplace

A fierce advocate for inclusion in the legal profession and the tech industry, Michelle Fang will share her journey as a woman in a male dominated field and how to create pathways to success for the generations that follow.

As founder of the Law in Technology Diversity Collaborative she emphasizes the importance of collaboration across organizations to ensure a fair environment for all.

In this future focused talk, she will address issues such as:

- How can we best work together towards change and representation in the startup world and what are the lessons for more established players
- How can we teach younger generations?
- How can we shape organizations now so that as they grow, they create and foster diverse and inclusive spaces?

Michelle Fang, Chief Legal Officer, **Turo**

12:30– 1:30 pm

Lunch

1:30 – 2:15 pm

Session E

What Are You Hiding? How Belonging Brings Out The Best in People

How far should corporations go to enable employees to bring their whole selves to work? Managers need to know: employees might be hiding something. When they fail to feel comfortable being themselves, performance drops, as they focus on hiding that part of themselves instead of their attention on work.

This is an issue for working moms who might be hiding their role as a parent to convey their commitment to their job. Or maybe a gay man acts straight to fit in with his peers. Study after study shows that employees cover mental health issues, including hiding depression and stress from their managers. Across all minorities, covering is hiding; even a staggering 45% of straight white men are covering at work.

Scott will walk through a 7-step process for managers to be inclusive, all with the goal to ensure employees can bring their

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whole selves to work. Intuit has pioneered some creative tactics, including employee's sharing their personal journey and benefits that support stress and mental health support. Scott will share 7 inclusivity steps and ideas for encouraging employees to simply be themselves, which turns out, is much harder than it sounds.

Scott Beth, Chief Diversity and Inclusion Officer, **Intuit**

2:15– 3:00 pm

Session F

Difficult Conversations – Privilege

Along with unconscious bias, privilege is one of the toughest issues to tackle in any organization. Yet it's not possible to really create cultures of belonging until everyone recognizes and addresses their privilege.

This interactive session will explore the issue and look at ways to have productive conversations about the issue and how to really embed recognition into the culture as a necessary first step towards belonging.

Stephanie Redivo, Senior Director Inclusive Culture, (PMP) Global Diversity and Inclusion Office, **SAP**

3:00 – 3:30pm

Networking Break

3:30– 4:15pm

Session G

For Everyone to Belong, Everyone Has to Have a Voice

It's all very well to talk about belonging but how do you operationalize it in the day to day activities of your organization.

This session will examine how decisions are made in organizations and how this can be improved when everyone has a voice.

Reuben Miller, PMP, Director, Global Diversity and Inclusion Group, Communities and Warmline Retention, **Intel Corporation**

4:15– 5:00 pm

Session H

Building Bridges Through Allyship – Lessons Learned from the Faith Based ERG at Salesforce

In this session you will hear about the establishment and growth of Faithforce – Salesforce's faith-based ERG.

In doing so they identified allyship as a critical component of inclusion that was missing in many organizations and set about emphasizing this aspect of D&I.

You will learn how Salesforce implemented its strategy based on the need for greater understanding of:

- The importance of faith in the lives of many employees
- Defining and exploring identity
- Using inclusive language
- Creating a respectful workplace
- Key behaviors of allies
- The role of privilege and how to use it to support others

Farah Siddiqui, Manager, Trailhead Programs & Processes, **Salesforce** & Global President and Co-Founder, **Faithforce**

5:00– 5:10pm

Session I

Closing Remarks

Day Two

Wednesday, November 13, 2019

8:30 – 8:45 am

Session J

Recap of Day One

8:45 – 9:30 am

Session K

You Can't Have Belonging Without Beating Bias

Understanding the impact of unconscious bias on company culture, morale, employee perceptions of the company, and why it is critical to address it.

An inclusive workplace is one in which all employees, regardless of their identity, feel respected and are comfortable bringing their authentic selves to work. Often times we unknowingly operate with unconscious bias based on previous, personal experiences. Addressing these biases is an important part of building a diverse and inclusive workplace.

In this session you will hear how Esurance is creating a sense of belonging by addressing unconscious bias through:

- Gathering feedback and setting expectations
- Encouraging elective participation
- Building bias awareness
- Reducing opportunities for bias through structure
- Measuring, experimenting, and course correcting

Callie Gauld, Manager, Inclusive Diversity and Corporate Programs, **Esurance**

Heather Hansen, HR Inclusive Workforce Specialist, **Esurance**

9:30 – 10:15 am

Session L

Gender Expression and Transgender Inclusion at Work

In this session you will hear about their work and some of the challenges they help employers address as they work to become more inclusive of the transgender community.

This will include discussion of:

- How to use inclusive language so people belong
- Tapping the Trans Talent Pipeline
- Beyond the Binary: Non-Binary Inclusion
- Gender Transition in the Workplace

Sasha Strock, Transgender Engagement Chair, Enterprise, PRIDE Team Member Network, **Wells Fargo**

10:15 – 10:30 am

Networking Break

10:30 – 11:15 am

Session M

Conversation: Intergenerational Diversity

As employers face a workforce that can include up to five generations so they are recognizing the importance not just of removing bias based on age but of creating cultures where workers from different generations can collaborate effectively.

This session will explore this issue and offer practical examples of how employers can better manage the multigenerational workforce.

Katelyn Ristau Shackleton, My Generations Enterprise Team Member Network President, **Wells Fargo**

Patrick Arbore, Institute on Aging

11:15 am – 12:00 pm

Session N

ERGs, Intersectionality, Allyship & Belonging

For most organizations, ERGs are the foundation of their D&I activities. By creating communities, they help provide support, mentorship, help build confidence and create a valuable forum for open discussion of important issues.

But as employers look to create cultures of belonging so the focus has turned to intersectionality and allyship. In this session you will hear how one organization is working to expand the number of ERG's, create new spaces for broader participation, encouraging conscious inclusion and creating a workplace where everyone can be their authentic selves

Natalie Simmons, Diversity and Inclusion, **Zendesk**

12:00 – 12:45 pm

Session O

Concluding Panel Session: The Challenge and Opportunity of Belonging

Featuring a range of D&I leaders this panel will discuss what is really involved in creating cultures of belonging

Peter Kouzmov, VP, Enterprise D&I Learning, **Wells Fargo**

Sonya Mughal, COO and Chief Risk Officer, **Bailard**

Sheraine Gordon, Diversity and Belonging Leader, **Clif Bar & Company**

REGISTRATION INFORMATION

Online www.conferenceboard.org/inclusion

Email customer.service@conferenceboard.org

Phone 212.339.0345

8:30am –5:30pm ET, Monday – Friday

Pricing:	
Members	\$2,395
Non–Members	\$2,895

Fees do not include hotel accommodations.

Venue

Wells Fargo Learning & Event Center

333 Market Street
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.