16th Annual
WOMEN’S LEADERSHIP
CONFERENCE

STEM • Male Allies • Intersectionality • Accelerating Change

May 12 – 13, 2020
Westin New York at Times Square
New York, NY

www.conferenceboard.org/women
The evidence is clear: companies with more women in leadership positions and on the board perform better. Smart organizations seek to seize this competitive advantage by innovating recruitment, engagement, development, benefits, job design, succession and more to advance women leaders and increase gender parity. Join us at the 16th Annual Women’s Leadership Conference to discover what works – who is making an impact and how.

Our unique format will maximize your opportunities to interact one-on-one with speakers and brainstorm with peers. At the conclusion of the conference, attendees will vote on the Most Innovative and Most Actionable practices presented – and will return to their organizations armed with new tactics to drive change.

Day One
Tuesday, May 12, 2020

8 – 8:40 am Registration and Breakfast

8:40 – 8:50 am Welcome and Introductions

Rubiena Duarte, Vice President, People Culture & Diversity, The Walt Disney Company, Conference Chair

8:50 – 9:05 am

Opening Spark: The Power of Women Bringing Their True Selves to Work

We begin by celebrating the power of each of us bringing our authentic selves to work in advancing inclusion, innovation, culture change, and gender parity.

Ruth Rathblott, CEO, Harlem Educational Activities Fund

9:05 – 9:35 am

Forging a Path of Authentic Leadership

When retired U.S. Navy Commander Amanda Hawkins became the first woman with children to lead an operational maritime patrol aircraft squadron, she faced a military in which – like many organizations – “gender-neutral” often meant conforming to male standards in how one looks, communicates, and leads. Learn how she discovered her authentic leadership style, to the benefit of herself, her squadron, and their mission – and what this means for advancing women leaders in your organization.

Commander Amanda Hawkins, United States Navy (Ret.)

9:35 – 10:05 am

Why Being an Effective Male Ally Isn’t an “Extra” – It’s a Necessity

Any organizational leader knows that digital transformation is not solely an IT function. Brand-building is not exclusively a marketing function. Expense management is not only an auditor’s responsibility. And when it comes to empowering women, advocacy must not be women’s responsibility alone. Learn how the Chief Operating Officer of Northwest Mutual Souheil Badran encourages male colleagues to do the work to become indispensable allies for future women leaders.

Souheil Badran, EVP, Chief Operating Officer, Northwest Mutual

10:05 – 10:25 am Break

10:25 – 11:05 am

Women in STEM: Initiatives and Impact

Learn how leaders in tech ventures, engineering and science are working to advance women’s leadership in STEM fields across sectors, and the impact they are seeing on innovation and the bottom line.

Rhonda Clark, President, Corporate Plant Engineering, UPS

Catherine Gacad, Senior Vice President, Advanced Technology & Partnerships, Wells Fargo

Jennifer McCafferty Ph.D., Vice President, Strategic Planning, Merck

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11:05 – 11:45 am
**How Lily Explored the Employee Journey and Gained New Insights on Intersectionality**

When Lily sought to accelerate the advancement of women into leadership positions, it turned to the company’s existing business process for understanding the Patient Journey and turned those skills and resources toward understanding the Employee Journey at the company. The results were new insights, especially on intersectionality and its impact on the advancement of women, and changes that “significantly boosted the representation of women and people of color in Lily’s leadership ranks,” as the Wall Street Journal observed. Learn some of the bold strategies Lily used, the culture shifts it generated, and how your organization could tap into existing business processes to make an impact toward gender parity.

**Joy Fitzgerald,** Vice President – Chief Diversity & Inclusion Officer, Eli Lilly

11:45 am – 12:15 pm
**Keynote: Driving Change from the Top**

The Port Authority of New York and New Jersey builds, operates, and maintains many of the most important infrastructure assets in the country, including New York metropolitan area airports and the World Trade Center site. Rick Cotton came to the position of Executive Director of The Port Authority with extensive experience at multiple government agencies and 25 years at NBC Universal, and set out on an agency transformation that includes a major increase in the percentage of women in management positions. Learn how this goal is being achieved.

**Rick Cotton,** Executive Director, The Port Authority of New York & New Jersey

12:15 – 1:15 pm **Lunch**

1:15 – 1:50 pm
**Innovations in Mentorship and Sponsorship**

Learn how innovators are enhancing sponsorship and mentorship models by moving away from “one size fits all” approaches. Explore how organizations are making the business case for initiatives and creating a fertile culture for relationships that improve retention, inclusion and engagement. Discover new, multifaceted approaches with elements such as internal marketing campaigns, executive recruiter relationships, and C-suite roundtables, among others.

**Michele Prota,** Chief Talent Officer, Forsman & Bodenfors New York

**Jennifer Locke,** Associate Director, Talent & Organizational Development, DTCC

**Spark Talks and Conversation**

1:50 – 2:10 pm
**Evidence-Based Tactics to Battle Bias: What Works - and What Doesn’t**

Unconscious biases are a key cause of inequality in organizations today, yet research shows that de-biasing people’s minds is virtually impossible. Fortunately, cutting-edge evidence points to proven and effective structural solutions that allow us to design environments, processes and systems that create a level playing field for all. In her session, Siri will discuss the latest insights from behavioral research - both on what works and what doesn’t - and share practical strategies that advance equity in our workplaces through behavioral design, improved talent management and more inclusive culture.

**Siri Chilazi,** Research Fellow, Women and Public Policy Program, Harvard University

2:10 – 2:30 pm
**Find Your Fierce: Navigate and Change the Systems that Feed Imposter Syndrome**

The Harvard Business Review defines Imposter Syndrome as “as a collection of feelings of inadequacy that persist despite evident success,” with those suffering from it “unable to internalize their accomplishments, however successful they are in their field.” Advice related to Imposter Syndrome is almost always directed to the individual sufferer. Yet imposter syndrome can be exacerbated by organizational behaviors and should be addressed systemically. Learn how to identify and change the systems that feed Imposter Syndrome.

**Teresa Sande,** HR Executive and author of the forthcoming book, *Find Your Fierce*

2:30 – 2:50 pm
**What Does It Take to Have More Women in the C-Suite?**

There is substantial evidence of the positive business outcomes of gender diversity and a critical need for women’s perspectives in all aspects and all levels of business. Yet the numbers of female senior leaders continue to be far from representative, and efforts to accelerate diverse talent are often met with systemic challenges. What does it take to see more women in senior levels of leadership in organizations? Learn critical success factors to achieving gender balance, as well as best practices and relevant insights from research and case studies.

**Natasha Velikoselskiy,** (formerly) Leader, Global Accelerated Development, Diversity and Inclusion, Johnson & Johnson

2:50 – 3:20 pm
**Walk & Talk: Sparked Conversations**

All our Spark speakers will be available at three “nodes” around the conference floor to go deeper, answer questions, and ask questions of attendees. Attendees can interact one-on-one with each speaker or allocate time for deep dives with one or two.

3:20 – 3:35 pm **Break**

3:35 – 4:15 pm
**Slaying Myths and Unleashing Power at the House of Brands**

Deanna Bass – Executive Director of Global Diversity & Inclusion at Procter & Gamble, a chief architect of P&G’s Global Gender Equality strategy, and co-creator of the “Women at Work: Myth vs Reality” campaign launched at Davos in 2018 – will share with us how the ultimate “House of
Brands” is leveraging the power of iconic brands to drive gender equality externally and internally. Learn how brands help advance a Global Gender Equality Strategy that has embraced time-bound targets and that focuses not on “fixing” women, but on fighting the myths and the systems that perpetuate the global gender gap.

Deanna Bass, Executive Director, Global Diversity & Inclusion, Procter & Gamble

4:15 – 4:45 pm
**Inspiring the Next Generation of Women Leaders**
Nationally known financial expert, Dow Jones columnist and Girls With Impact CEO Jennifer Openshaw will share with us her work inspiring the next generation of women entrepreneurs. A one-time motel maid who climbed to board-level success as one of Silicon Valley’s early rising stars, she will show us the innovative ways business, government and nonprofit leaders are partnering to inspire girls to lead. Discover what those partners are learning about the goals and expectations of the next generation.

Jennifer Openshaw, Founder and CEO, Girls with Impact

4:45 – 5:00 pm
**Taking Action: Sprint on New Practices**
Attendees will engage in an idea sprint to generate new ways to take back and expand on the practices discussed this afternoon – on de-biasing institutions, battling imposter syndrome, accelerating leaders at all levels, and inspiring the next generation – at their own organizations.

5:00 Closing Remarks
Rubiena Duarte, Vice President, People Culture & Diversity, The Walt Disney Company, Conference Chair

5:00 – 6:00 pm Reception

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**Day Two**
**Wednesday, May 13, 2020**

8:00 – 8:45 am Registration and Breakfast

8:00 – 8:45 am
**Breakfast Roundtables**
Attendees are welcome to join a Breakfast Roundtable, led by our speakers and members of the Conference Board Leadership Council for Advancing Women, for small group discussions on topics such as:
- Male Ally Engagement
- The Metrics that Matter for Advancing Women
- Negotiation
- Intersectionality

8:45 – 8:55 am Welcome
Rubiena Duarte, Vice President, People Culture & Diversity, The Walt Disney Company, Conference Chair

8:55 – 9:30 am
**Routes to the Top: The Committee for Economic Development on Filling the Pipeline for CEO and Board Positions**
Through its “Advancing Women in Corporate Leadership” effort, the Committee for Economic Development at the Conference Board has been convening business leaders and distilling data focused on filling the pipeline for women to advance into CEO and board positions. Hear from CED leaders and other top executives on what they have done to advance women into the high level operational, P&L experiences that are often a prerequisite to receiving consideration for the position of CEO.

Holly Gagnon, President & CEO, Seneca Gaming Corporation
Anreas Upton Kea, Chief Operating Officer and Deputy to the Chairman, FDIC
Hollie Heikkinen, CEO & Founder, iWorker Innovations; Chair, Women in Corporate Leadership Subcommittee, Committee for Economic Development

**Spark Talks and Conversation**

9:30 – 10:00 am
**Research Report: The Future of ERGs**
Employee resource groups – whether called ERGs, employee networks, affinity groups, or business resource groups – have been a core component of companies’ diversity and inclusion strategy for decades. Yet many organizations still struggle with business alignment and with keeping employee-group initiatives sustainable over time and across different regions of the world. This session outlines insights from new, exclusive Conference Board research looking at future trends for employee groups across different industries and global regions. Key discussion points will include: How are employee groups, and women’s groups in particular, evolving across regions? How can employee groups respond to the workforce and workplace changes? How can employee groups foster inclusion across intersectional identities and with allies?

Laura Sabattini, Ph.D., Principal Researcher, The Conference Board

10:00 – 10:30 am
**Creating a “Best Place to Work” for Women**
In 2019 Hilton ranked #1 on the Best Workplaces for Women U.S. list by Fortune and Great Place to Work. Learn about the investments in development initiatives, benefits, flexible working environments and more that support women’s success at every level, in a company where half of employees in the U.S. are women, including 53 percent at the management level.

Gretchen Stroud, Vice President, Global Learning & Talent COE, Hilton Worldwide

10:30 – 10:50 am Break

www.conferenceboard.org/women
10:50 – 11:10 am

The Future of Job Design in Advancing Women

Smarter job design, aided by technology, has the potential to improve recruitment, retention and productivity for all impacted employees – but it can be especially important for women, who are still expected to “balance” greater responsibilities outside the workplace and thus value flexible, energizing roles in the workplace. Discover how Follett Higher Education’s Deskless Workforce initiative has helped create an environment especially conducive to the recruitment, retention and advancement of women leaders.

Jennifer Hatton, Executive Vice President, Follett Higher Education

11:10 am – 11:30

Walk & Talk: Sparked Conversations

Our Spark speakers will be available at “nodes” around the conference floor to go deeper, answer questions, and ask questions of attendees. Attendees can interact one-on-one with each speaker or allocate time for deep dives with one or two.

11:30 am – 12:00 pm

From Rural Village to Corporate Management: Forging New Paths to Women’s Leadership in India

By 2027 the working-age population in India will be the largest in the world, almost 20% of the entire global labor force. Even incremental increases in labor force participation and gender parity in India can have massive impact and generate hundreds of billions in GDP. Learn how one organization and its global partners are tapping into what is possibly the nation’s most under-utilized resource – women from low-income communities. The organization prepares these young women to step into corporate and government roles, and aspire for leadership positions, becoming change-makers for India.

Poorvi Shah, Chief Executive Officer, Katalyst

12:00 – 12:20 pm

Voting and Recognition of Most Innovative and Most Actionable Practices

We conclude by voting on and recognizing the most innovative and most actionable practices we have discovered over the past two days.

12:20 – 12:30 pm Closing Remarks

Rubiena Duarte, Vice President, People Culture & Diversity, The Walt Disney Company, Conference Chair

For sponsorship opportunities, please contact michael.felden@conferenceboard.org
REGISTRATION INFORMATION

Online   www.conferenceboard.org/women
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.

Location
Westin New York at Times Square
270 West 43rd Street
New York, NY 10036
Tel: 212-201-2700

Cancellation Policy
Full refund until three weeks before the meeting. $300 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 $500 off each person’s registration. One discount per registration. Multiple discounts may not be combined.