2020 WOMEN’S LEADERSHIP CONFERENCE

Authentic Leadership ● Systemic Change
● Allies and Networks
● Onward in a Transformed World

VIRTUAL EVENT
December 03 – 04, 2020
DAY ONE
Thursday, December 3, 2020
(ALL TIMES EST)

11:00 – 11:10 am Welcome and Introduction

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

11:10 – 11:40 am

Opening Dialogue: Carly Fiorina and Dana Peterson on What is at Stake

As enormous and widespread the impact of 2020’s events have been on populations and businesses globally, that impact has been even more pronounced for women. And that means that in many ways, future economic success, in 2021 and beyond, will turn on women’s success in the workplace. To discuss what is at stake, and why gender equity has perhaps never been more important, we are honored to welcome The Conference Board Chief Economist Dana Peterson, and former Hewlett-Packard CEO and presidential candidate Carly Fiorina.

Dana Peterson, Chief Economist, The Conference Board
Carly Fiorina, Founder and Chairman, Carly Fiorina Enterprises

Moderator:
Vonnie Quinn, Anchor, Bloomberg Radio, Bloomberg Television

Part 1: Authentic Leadership

11:40 am – 12:10 pm

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.)

12:10 – 12:50 pm Concurrent Sessions

Science and Tech: What Does Real Change Look Like?

Join our conversation with women leading in science and tech on their journeys and what real change that advances gender equity in STEM looks like.

Jennifer McCafferty Ph.D., Vice President, External Manufacturing Operations, Merck
Rhonda Clark, President, Corporate Plant Engineering, UPS

Lynne Doherty, EVP Global Sales & Marketing, McAfee
Moderator:
Dwana Franklin-Davis, CEO, Reboot Representation

Find Your Fierce: Navigate and Change the Systems that Feed Impostor Syndrome

The Harvard Business Review defines Impostor 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 Impostor Syndrome is almost always directed to the individual sufferer. Yet impostor syndrome can be exacerbated by organizational behaviors and should be addressed systemically. Learn how to identify and change the systems that feed Impostor Syndrome.

Teresa Sande, Vice President of Talent – Optum Insights, UnitedHealth Group; author, Find Your Fierce

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

12:50 – 1:00 pm Break

1:00 – 1:30 pm

Leadership in Building the Infrastructure for Gender Equity

After 25 years at NBC Universal and multiple government agencies, Rick Cotton took on the role of Executive Director of The Port Authority of New York and New Jersey, the joint venture that builds and operates many of the most important infrastructure assets in the country, including New York metro airports and the World Trade Center site. He set out on an agency transformation that includes a major increase in the percentage of women in management. Hear how it’s happening and why he sees it as essential to the PA’s future.

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

Part 2: Driving Systemic Change

1:30 – 2:00 pm

How Lilly Explored the Employee Journey and Gained New Insights on Intersectionality

When Lilly 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 Lilly’s leadership ranks,” as the Wall Street Journal observed. Learn some of the bold strategies Lilly 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**

2:00 – 2:30 pm

**Benefits and Equity: Why Truly Equal Pay Goes Beyond Salary**

Much of the conversation around gender equality in the workplace has been focused on salary, with women being paid about 82% of their male peers’ salaries. But that isn’t the whole picture. In order to unlock the enormous economic potential of pay parity, we must broaden the conversation beyond pay — we need to look at benefits. Fertility care has often fallen outside of healthcare coverage, with traditional carriers offering minimal, complicated support and out-of-pocket costs falling disproportionately to women and LGBTQ+ people. Learn how Carrot Fertility’s CEO and co-founder Tammy Sun is working with employers to help make health benefits more equitable while managing healthcare costs.

**Tammy Sun**, CEO and Co-founder, **Carrot Fertility**

2:30 – 2:45 pm **Break**

2:45 – 3:15 pm

**Creating a “Best Place to Work” for Women**

In 2019 Hilton – a company where half the U.S. employees are women, including 53 percent at the management level – 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 have supported women’s success at every level, and the importance of that support during the massive challenges of 2020.

**Gretchen Stroud**, Senior Vice President, Talent & Inclusion, **Hilton Worldwide**

3:15 – 3:45 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**, Vice President, Equality & Inclusion, **Procter & Gamble**

3:45 – 4:15 pm

**Establishing the Advancement of Women as a Performance Metric – And Bringing Reluctant Stakeholders Along for the Change**

Learn how RBC rolled out a new performance scorecard that brought visibility and accountability for the advancement of women to deeper levels of the organization and into every line of business – and discover how they worked to deliberately socialize and bring along on this change particular stakeholders who were the most likely to resist it.

**Sandye Taylor**, Global Head of Diversity & Inclusion, **RBC Capital Markets**

4:15 – 4:20 pm

**Recap and Introduction to Virtual Roundtable Discussions**

4:25 – 5:10 pm

**Small Group Virtual Roundtable Discussions**

Connect with fellow attendees, speakers, Conference Board Council members, and other gender equity leaders to share experiences and insights in virtual roundtable discussions. We will be going deeper into some of the topics explored by speakers and discuss related subjects.

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**DAY TWO**

Friday, December 4, 2020

(ALL TIMES EST)

11:00 – 11:15 am **Welcome and Introduction**

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

**Part 3: Allies and Networks**

11:15 am – 11:45 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 Northwestern Mutual Souheil Badran encourages male colleagues to do the work to
beneath indispensible allies for future women leaders.

Souheil Badran, EVP, Chief Operating Officer, Northwestern Mutual

11:45 am – 12:30 pm Concurrent Sessions

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 shares insights from exclusive Conference Board research looking at future trends for employee groups across different industries and global regions. We'll explore: How are employee groups, and women’s groups in particular, evolving across regions? How are employee groups responding to workforce changes? How can employee groups foster inclusion across intersectional identities and with allies? And how have employee groups evolved to meet the challenges of 2020?

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

Innovations in Mentorship and Sponsorship
What will mentor and sponsor relationships look like in our new normal? 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

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, HGC Hospitality; Distinguished Fellow, UNLV International Gaming Institute; Trustee, Committee for Economic Development

Arleas Upton Kea, Chief Operating Officer and Deputy to the Chairman, FDIC

12:30 – 12:45 pm Break

12:45 – 1:30 pm Concurrent Sessions

Best of Both Worlds: How a Development Experience Can Boosts Female Leaders and Create an Advocacy Network at the Same Time
Just as Mars has perfected the blend of color and flavor in every bag of Skittles, Mars aimed to boost female leaders through a thoughtfully crafted development experience while also building advocacy across majority populations. Kristin Colber-Baker, Global Head of Talent Development at Mars, joined with Harvard to co-create “Women Leading Purposefully”. In this session you’ll learn how this innovative and award-winning development experience delivers on enhancing participants’ ability to lead with purpose and authenticity, expand their network of supporters and, balance drive for excellence and smart risk-taking. And, how the program is leveraging the power and influence of majority leaders to propel the careers of women.

Kristin Colber-Baker, Global Head, Talent Development, Mars

Anika Applewhite, EVP, HR, Edelman

Evidence-Based Tactics to Battle Bias: What Works - and What Doesn’t
Unconscious biases block the ally and network support needed to advance equality, 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

The Critical Factors that Move Efforts from Supportive to Successful
Allies; ERGs; mentors; sponsors – most large enterprises have several or all of these networking and support efforts. But which ones have made real impacts in increasing the number of women in senior leadership? What were the critical factors in those successes? Discover through research-based best
practices and case studies what elevates a program from generally supportive to measurably successful.

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

1:30 – 1:45 pm Break

Part 4:
Onward in a Transformed World

1:45 – 2:30 pm

No Going Back: How 2020 Has Changed the Fight for Gender Equity

As we gather virtually in December, each of us will be looking back at a year unlike any other in living memory. Our panel of leaders shares how the traumas, the challenges, and the unprecedented changes we have been and are living through have reshaped the drive to advance women leaders and gender equity. What have their organizations witnessed as work, school and parenting were all taking place at home? What have they learned about remote work and flexible schedules? What have they learned about intersectionality and standing up for equity? What do they believe has changed permanently going forward?

Carrie Cohen, Partner, Morrison & Foerster

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

Susan Stith, Vice President, Diversity, Inclusion and Corporate Giving, Cigna

Moderator:
Stephanie Hill, Executive Vice President, Rotary and Mission Systems, Lockheed Martin

2:30 – 3:00 pm

Conference Capstone: Advancing Women Leaders in 2021

Nationally known financial expert, Dow Jones columnist and Girls with Impact CEO Jennifer Openshaw will conclude our conference by sharing what organizations will need to do to advance gender equity in the wake of the upheavals of this past year. A one-time motel maid who climbed to board-level success as one of Silicon Valley’s early rising stars, she will share key moves companies like J&J have undertaken, the likely challenges ahead as we climb out of the pandemic, and how organizations can leverage the innovation and agility they’ve shown in 2020 to advance women leaders in 2021.

Jennifer Openshaw, Founder and CEO, Girls with Impact

3:00 – 3:15 pm

Conclusion: Continuing the Conversation

www.conferenceboard.org/women
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

Pricing:
REGISTER EARLY AND SAVE!

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Virtual Event