17th Annual Women’s Leadership Conference
Commitment to Action
Virtual Event
September 23 – 24, 2021
www.conferenceboard.org/women
**WOMEN’S LEADERSHIP CONFERENCE**
Commitment to Action

**DAY ONE**
**Thursday, September 23rd, 2021**

11:00 – 11:05 am (All Times ET)
**Welcome and Introduction**
Thalia Mingo, Global Lead, Bristol Myers Squibb Network of Women, Bristol Myers Squibb, Conference Chair

11:05 – 11:35 am ET
**Keynote Conversation:**
**Thasunda Duckett, CEO of TIAA**
In May 2021 Thasunda Duckett became the CEO of TIAA, and one of two black women CEOs in the Fortune 500. In this conversation, she discusses the urgency of this moment for women in the workforce; the need for authentic leadership; the importance of closing wealth gaps; and her own career journey.

Thasunda Duckett, President and CEO, TIAA
Lori Esposito Murray, PhD, President, Committee for Economic Development

11:35 – 11:40 am ET **Break**

11:40 am – 12:25 pm ET
**Where We Stand, Where We’re Headed:**
**The Impact of the Pandemic and the New Workplace on Gender Parity**
We enter a post-pandemic future with workforces and workplaces transformed. What long-term effects will we see for women in the workforce? What opportunities, and what challenges, will the new future of work bring for gender parity? Explore the latest Conference Board research and insights from leaders.

Cynthia Burks, Senior Vice President, Chief People and Culture Officer, Genentech
Jen Dobrzelecki, Senior Vice President, Gregory FCA
Archan Gilravi, Vice President, Partnerships, LeanIn.Org
April Koh, CEO and Co-founder, Spring Health

Moderator: Dana Peterson, Chief Economist, Center Leader of Economy, Strategy & Finance, The Conference Board

12:25 – 12:35 pm ET **Break**

12:35 – 1:10 pm ET
**What Will It Take? Accelerating the Movement of Women into CEO and Board Positions**
We have marked some important milestones in the number of women in Fortune 500 CEO positions and on boards of directors. But the pace of change is still much too slow. What will it take to accelerate the move to gender equity in these roles? Hear from senior leaders and experts on the obstacles and the efforts to clear the path.

Stephanie Frias, Chief People Officer, Lyra Health
Francine Parham, Senior Fellow, Human Capital Center, The Conference Board; Author, Please Sit Over There

Moderator: Hillary Sale, Associate Dean for Strategy, Agnes Williams Sesquicentennial Professor of Law and Professor of Management, Georgetown University

1:10 – 1:25 pm ET
**Innovation Spotlight Featuring Nestl Space**
The most vulnerable time in a women’s career is the 6 months immediately following a return from maternity leave. Over 40% of women leave their employer during these months for many reasons, most notably, the lack of support for breastfeeding moms at work. In this Innovation Spotlight, the founders of Nestl Space discuss these challenges and the innovative solutions they have designed to help the transition back into the workforce for breastfeeding mothers.

Stephanie Boms, CEO, Nestl Space
Delia Leapman, Founder & COO, Nestl Space

1:25 – 1:30 pm ET **Break**

1:30 – 2:10 pm ET
**Maximizing Male Engagement in Gender Equality, to the Career Benefit of Women and Men**
Based on their books Athena Rising and Good Guys, authors David Smith and Brad Johnson make the business case for male engagement in gender equality, showing why it is good for both men and women. They will offer the behavioral science behind male reluctance to engage with women in the workplace and share specific best practices for maximizing cross-gender workplace relationships. They will focus on leveraging better male allyship, finding male mentors, how to mentor men in reciprocal mentorships, and how to manage these relationships to maximize career benefits. Finally, they will set the bar high in terms of how men should show up as allies for women in the workplace.

David Smith, Associate Professor, Carey Business School, Johns Hopkins University; Author, Good Guys: How Men Can Be Better Allies for Women in the Workplace

Brad Johnson, Professor of Psychology, Department of Leadership, Ethics and Law, United States Naval Academy; Author, Good Guys: How Men Can Be Better Allies for Women in the Workplace

2:10 – 2:20 pm ET **Break**

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Creating a Culture of Inclusion and Allyship at Intel

Two senior Intel executives from different parts of the organization come together to share how each is working to build a culture of inclusion and allyship, including:

- Retaining and advancing female engineers
- Empowering and embracing men as allies

Creating new perspectives on “what a leader looks like”

Nitasha Chopra, Director of Global Strategy and Chief-Of-Staff, Intel

Vince Guglielmetti, Vice President and General Manager, AMR Manufacturing Operations, Intel

Pay Equity

According to Bureau of Labor Statistics data, in 2020, women working full time in the United States had earnings that were only 82% that of men’s, and the gap is even wider for many women of color. Hear from national experts and senior executives on how organizations are working to close the gap.

Lori Costew, Chief Diversity Officer, Ford Motor Company

Kenya Jacobs, Director, Total Rewards, IKEA North America Services, LLC

Emily Martin, Vice President for Education & Workplace Justice, National Women’s Law Center

Camille Olson, Partner, Seyfarth Shaw LLP; Trustee, Committee for Economic Development

Moderator: Shelley Zalis, CEO, The Female Quotient

Day One Recap, Day Two Preview, and Networking Discussion

Attendees will engage in small group discussions “face to face” via Zoom. Connect with peers and share takeaways from the conference and insights on advancing women leaders.

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

Networking Discussion Leader: Brande Stellings, Program Director, Leadership Council on Advancing Women, The Conference Board

DAY TWO
Friday, September 24th, 2021

Welcome and Introduction

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

Keynote Conversation: Genworth Financial CEO Thomas McInerney

In this interactive conversation with Committee for Economic Development President Lori Murray and with our audience, Genworth Financial CEO Thomas McInerney will discuss why he sees gender parity as a strategic priority, and the Advancing Women in Corporate Leadership CED Fellowship Program.

Thomas McInerney, President and CEO, Genworth Financial

Lori Esposito Murray, PhD, President, Committee for Economic Development

The Rules Women Face – and Break – To Advance as Leaders

The creators and a guest of the What Rules?! podcast discuss what they’ve learned from interviewing multicultural women in the C-suite, and the “rules” these leaders have faced, and broken, while shattering glass ceilings.

Rosa Santos, Co-host, What Rules?! Podcast; Vice President, Talent Management & Organization Development, PepsiCo

Dr. Merary Simeon, Co-host, What Rules?! Podcast; Co-Founder, Color Forward

Alisa Manjarrez, Executive Producer, What Rules?! Podcast

Edna Diez, Director, Performance, Careers and Learning, World Bank Group

HR Leadership Roundtable: Be Where Women Want to Work (Live Only)

Recruiting and retaining talented women requires intentional practices and policies from leaders that recognize and respond to their unique needs, especially in a post-COVID world. Attendees of this session will learn from a workplace mental health expert both the expected and hidden factors that contribute to women leaving the workforce, and talk with their organizational peers about what’s working - and what’s not - as companies commit to becoming equitable workplaces.

Kendall Browne, PhD, Program Manager, Workforce Mental Health, Lyra Health

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Women, Diversity and Next Gen: Jean Case and Lisa Lewin in Conversation On Driving Economic Growth for All
Jean Case, Chairman of the National Geographic Society and CEO and the Case Impact Network, talks with Lisa Lewin, CEO of General Assembly, about bringing forward the overlooked leadership talent right in front of us, by supporting inclusive entrepreneurship, impact investing, bridging digital divides, and providing gateways to tech careers.

Jean Case, Chairman, National Geographic Society; CEO, Case Impact Network
Lisa Lewin, CEO, General Assembly

2:20 – 2:25 pm ET Break
2:25 – 3:00 pm ET

Networking Discussion: Commitment to Action
In our final networking discussion, attendees will engage in small group discussions via Zoom to discuss how they and/or their organizations are committing to action to advance gender parity.

Networking Discussion Leader: Lisa Rabasca Roepe, Journalist; Contributor, Fast Company, Insider, Ms. Magazine

3:00 – 3:30 pm ET

Conference Capstone: Ramona Sequeira, President, Takeda US
Through Ramona Sequeira's leadership, Takeda US has exemplified what a commitment to gender equity looks like, and has shown what this commitment delivers in innovation and growth to all its stakeholders, including patients and providers as well as employees. In this conversation, she discusses the actions leaders should take at this pivotal point in time for gender equity, especially in STEM fields.

Ramona Sequeira, President, US Business Unit and Global Portfolio Commercialization, Takeda Pharmaceutical Company
Interviewed by: Meg Tirrell, Senior Health & Science Reporter, CNBC

3:30 pm ET

Conclusion
Thalia Mingo, Global Lead, Bristol Myers Squibb, Network of Women, Bristol Myers Squibb, Conference Chair

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