



WORKFORCE 2020:

Transforming Culture for Greater Inclusion & Business Success

Innovative Strategies for Achieving Sustainable Growth & Profits



**DIVERSITY
EQUITY
INCLUSION &
BELONGING
CONFERENCE**

July 30, 2019 • Kansas City, MO Kansas City Marriott Downtown
7:30 am – 4:30 pm & Closing Networking Reception

PRESENTED BY
**DIVERSITY
WOMAN
MEDIA**



7:30 – 8:00am	Registration & Continental Breakfast
8:00 – 8:15am	Welcome, Opening Comments and Sponsor Recognition – Dr. Andrea Hendricks
8:15 – 9:00am	Opening Keynote – Dr. Shirley Davis
9:00 – 9:30am	Sponsor/Exhibitor Networking Break w/snacks
9:30 – 10:30am	CONCURRENT SESSIONS
	TRACK I: D&I Practitioners
	<p>PANEL: Culture Transformation: Driving Accountability Across the Organization</p> <p>As diversity practitioners we are in a constant and never-ending search for diversity champions – those in our organization who have the power and influence to help drive our vision of inclusion. Diversity and Inclusion is not about one person or even one type of person - it's about everyone and everyone has a role to play.</p> <p><i>In this session a panel of diversity leaders will discuss how to:</i></p> <ul style="list-style-type: none"> • Craft compelling stories so everyone can recognize and embrace his or her role • Make diversity relative on a personal level and use that spark to light your fire • Engage leaders and key stakeholders in the design & execution process • Drive accountability across the organization
	TRACK II: HR Practitioners
	<p>PANEL: Best Practices for Hiring and Retaining Diverse Talent</p> <p>As the labor market tightens and changing demographics transform the workforce and the marketplace diversity has become a critical component of any talent strategy.</p> <p><i>In this session, you will:</i></p> <ul style="list-style-type: none"> • Learn how to examine and adjust your hiring criteria in order to recruit candidates who are the best all-around talent for an environment that values diversity • Discover simple steps that can lead to a workplace environment that more fully embraces inclusion • Identify the business and competitive value in acquiring and retaining diverse talent • Utilize best practices and examples to facilitate attraction and retention of talent that provides the organization with an important competitive advantage
	TRACK III: Line Leaders & People Managers
	<p>WORKSHOP: Leadership Insights: What it Means to be an Inclusive Leader and Why it Matters</p> <p>This workshop is designed to help leaders identify and hone the competencies associated with inclusive leadership, more deeply understand the importance of inclusion, begin to recognize their leadership strengths and identify opportunities for development.</p> <p><i>In this workshop you will:</i></p> <ul style="list-style-type: none"> • Deepen your understanding of inclusive leadership and it's connection to exceptional leadership • Explore the behaviors and competencies that define an inclusive leader • Strengthen your own leadership capability • Align that leadership capability with increased employee engagement and overall team performance
10:30 – 11:45am	Sponsor/Exhibitor Transfer Break with beverages



10:45– 11:45pm	CONCURRENT SESSIONS
	TRACK I: D&I Practitioners
	<p>PRESENTATION: Managing the Movements: Creating Equity in the Workplace</p> <p>Over the past several years there have been an explosion of activist movements such as #METOO and #BLACKLIVESMATTER to address injustice and inequality in our society and our workplaces. Dialogue, debate and controversy surrounded many of these movements and there is no denying that the windows of the world permeated the walls of our workplaces.</p> <p><i>In this engaging session you will:</i></p> <ul style="list-style-type: none"> • Explore the various viewpoints and experiences that motivated the most powerful movements of today • Discuss workplace implications and how our organizations can respond in productive and supportive ways • Gain strategies for creating safe spaces for encouraging respectful discussion and dialogue • Collectively strategize ways D&I professionals can support and further these movements
	TRACK II: HR Practitioners
	<p>PRESENTATION: Metrics that Matter: Using AI, Data and Analytics to Drive Culture Transformation</p> <p>More and more organizations are leveraging data, analytics in artificial intelligence to support their diversity, inclusion and equity strategy. While these are valuable tools, we need to be aware of how unconscious bias can be imbedded in the data and algorithms and actually jeopardize progress toward D&I goals. (Lenovo – Seth Smiley)</p> <p><i>In this session you will:</i></p> <ul style="list-style-type: none"> • Hear how best-practice companies are leveraging data and AI • Learn how you can utilize data, analytics and AI in your own D&I strategy • Explore the pro and cons associated with AI • Discuss ways in which you can ensure a diverse set of thinking is incorporated on your AI and data
	TRACK III: Line Leaders & People Manage
	<p>PANEL: Advocacy and Action: Leveraging Your Influence and Privilege to Drive Change</p> <p>The pursuit of equity starts with an honest and hard look at power and privilege in our workplaces. Privilege left unchecked can unintentionally create and perpetuate oppression and inequality. But privilege leveraged on behalf of others can lead to truly equitable, inclusive workplaces.</p> <p><i>In this session you will explore:</i></p> <ul style="list-style-type: none"> • The dynamics of privilege, power and equity • How to recognize, acknowledge and share your privilege • The difference between a mentor and a sponsor and the impact you can have in each of those roles • How to engage and coach others in positions of power
11:45am – 1:00pm	Buffet Luncheon



1:00 – 2:15pm	CONCURRENT SESSIONS
	TRACK I: D&I Practitioners
	<p>PRESENTATION: D&I 2025 – Exploring Trends and Next Practices</p> <p>As our labor force continues to evolve it becomes continually important to stay abreast and even ahead of trends that can impact the way we recruit, engage and retain employees, particularly as it relates to diversity and inclusion. <i>In this session you will:</i></p> <ul style="list-style-type: none"> • Explore the diversity, inclusion and equity trends you should be prepare for • Develop strategies for recognizing indicators that will help you predict future trends moving forward • Learn how to address current and future trends today
	TRACK II: HR Practitioners
	<p>PANEL: Culture Fit or Diversity and Inclusion?: They are not Mutually Exclusive</p> <p>There is no denying culture fit is an important factor in an employees’ ability to succeed and be engaged in the organization, but recruitment strategies focused on hiring people who are a lot like the existing team detracts from inclusion. Hiring for cultural fit should be about hiring people who subscribe to a shared sense of purpose and values rather than hiring people who look, think and act like us. Cultural fit defined by a clear set of criteria based on core values produces candidates with a similar set of principles while leaving room for individuals who think and work differently and can actually add to the company’s culture. This session provides practical tips and solutions for incorporating inclusion into organizational culture.</p> <p><i>In this session you will:</i></p> <ul style="list-style-type: none"> • Explore the concepts of Diversity and Inclusion and the connection to overall talent strategies • Discuss cultural fit as an alignment with organizational values • Learn how to build culture fit AND inclusion into your recruiting and hiring processes • Gain strategies for managing bias and its impact on the hiring process
	TRACK III: Line Leaders & People Managers
	<p>WORKSHOP: Our Search for Belonging</p> <p>There is no question that we are living in times of unprecedented polarization and separation. This social condition creates even greater challenges for diversity professionals as we try to advocate for marginalized groups while also working to create inclusive communities within our organizations. Based on the recent book, <i>Our Search for Belonging: How Our Need to Connect is Tearing us Apart</i>, Dr. Johnnetta B. Cole and Howard Ross, two longtime friends, allies and colleagues, will talk about the implications of the current reality on our work. What can we do as Diversity, Inclusion, Equitability and Accessibility professionals to help bridge some of these gaps, and what work must we continue to do on ourselves so that we can create the kind of space that allows courageous conversations about these important issues to occur.</p> <p><small>*(Howard Ross with JonRobert Tartaglione, Berrett Koehler, 2018)</small></p>
2:15 – 2:30pm	Sponsor/Exhibitor Transfer Break with Beverages
2:30 – 3:45pm	<p>Mentor Circles:</p> <p>Attendees have an opportunity to collaborate with other companies to tackle and develop actionable solutions to common challenges and opportunities. Each mentor circle will be led by a “mentor” and the group will be given tools to develop a plan of action.</p>
3:45 – 4:00pm	Sponsor/Exhibitor Transfer Break with beverages
4:00 – 4:30pm	Closing Keynote – Dr. Johnnetta Cole
4:30 – 5:30pm	Networking Reception