



August 4, 2020
Virtual Event

Agenda

10:00-10:15	Opening Remarks	
10:15 - 10:45	<p>It's a New Day for D&I! Mary-Frances Winters will share her thoughts on what the renewed focus on racial justice means for the future of our work. She will share a new model for taking the discomfort out of talking about race and ways to engage allies and power brokers based on her two new books Inclusive Conversations and Black Fatigue.</p> <p>Mary-Frances Winters, founder and CEO of The Winters Group, Inc.</p>	
10:45 - 11:15	<p>Paradigm for Parity – CEO Panel General Session</p> <p>Moderator: Sandra Beach Lin, Co-Chair, Paradigm for Parity® Coalition</p> <p>Panelists: Nicholas Akins, Chairman, President and CEO of American Electric Power</p>	
11:15 – 11:45	Marilyn Nagle – CEO Panel General Session	
11:45 – 12:00	Break	
12:00 - 12:45	<p>Breakout 1:</p> <p>CDO Panel: Diversity, Equity and Inclusion versus Systemic Racism – What’s the Difference?</p> <p>Systemic racism has existed in our country for centuries. It is high time everyone acknowledges this reality</p>	<p>Breakout 2:</p> <p>The Biology of Belonging</p> <p>We all have the need to belong. But what is belonging really and is it possible for different people to experience different levels of belonging? Can belonging be situationally based? And what are</p>

	<p>and is willing to do their part to put an end to it. Through this engaging panel we will discuss:</p> <ul style="list-style-type: none"> • What systemic racism actually means • The impact systemic barriers have had on the success, health and well being of people of color • The difference between diversity, inclusion, equity and systemic racism • The role corporate America can and must play in ending systemic racism <p>Moderator: Dr. Sheila Robinson, Founder, Publisher & CEO, Diversity Woman Media</p> <p>Dr. Deborah Ashton, PhD, CDM, President, Planet Perspective</p> <p>Nancy Di Dia, Executive Director, Chief Diversity & Inclusion Officer & Head, US DICE, Boehringer Ingelheim USA</p> <p>Candi Castleberry Singleton, Vice President of Diversity Partnership Strategy & Engagement at Twitter</p>	<p>the simple ways to create a greater sense of belonging for each of us within our organizations? Come learn the 4 levels of belonging found within organizations and leave with Pro Tips on how to create a greater sense of belonging among your co-workers and within your culture.</p> <ul style="list-style-type: none"> • The 4 team roles of dysfunction • What drives exclusion • The 3 types of empathy that remedy exclusion <p>Rajkumari Neogy, creator of the iRestart framework, the Disruptive Diversity Boot Cam</p>
12:45 – 1:05	Keynote	
1:05 – 1:50	<p>Breakout 1:</p> <p>Is White Fragility Derailing your Inclusion and Equity Plan?</p> <p>Wondering why the rollout of your Diversity, Equity, and Inclusion plan happens in fits and starts or just stalls altogether? When working to change workplace culture within systems and structures originally created through white supremacy and patriarchy, we come up against barriers and blockades, often in the form of white fragility. In this workshop, participants will share their experiences with how white fragility shows up in the workplace to stall equity work and learn</p>	<p>Breakout 2:</p> <p>Panel: How do we have Conversations about Race & Equity in our Workplaces?</p> <p>Our employees are coming to working with a range of emotions including fear and anxiety, anger and frustration and guilt and confusion. It is no longer realistic to expect our employees to leave those feelings at the door when they start work. If we are going to move forward and heal as a nation, we need to be willing and effective at having conversations that address these feelings in our</p>

	<p>strategies to address white fragility and create “buy-in” from their staff and leadership.</p> <p>Rebecca Slaby, Executive Director of AMAZEworks</p>	<p>workplaces. In this panel discussion we will explore how to:</p> <ul style="list-style-type: none"> • Create safe spaces where people can share their feelings while being open and respectful • Effectively build understanding and find common ground • Equip our leaders and managers with the tools and resources to have honest conversations about race and equity • Navigate these unprecedented and challenging times <p>Moderator: Robin Pedrelli, Co-Founder and Partner, VisionSpring, Inc.</p> <p>Dr. Shelton Goode, President and CEO of Icarus Consulting</p> <p>Dr. Andrea Hendricks, Senior Executive Director, Diversity and Inclusion Strategy, Cerner</p> <p>Miranda Bennett- King, D&I Leader for Inclusion Groups and Programs at The Hartford</p>
1:50 – 2:05	Break	
2:05 – 2:35	<p>Closing Keynote: Tim Wise, one of the country's leading anti-racist writers, educators, and media commentators. He is the author of seven books, including <i>White Like Me: Reflections on Race from a Privileged Son</i></p>	
2:35 – 2:45	Closing Remarks	