



Business LEADERS

AGENDA

Women INTECH

2020 DIVERSITY CONFERENCE

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**Addressing the Challenge:
The Future of Work for
Women in Tech**

VIRTUAL

December 8, 2020
9:00am – 3:00pm PST

2020



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All leaders are interested in countering the impact the pandemic is having on gender equality. We recognize the importance of gender diversity, but our reality is that it has always been hard to find great talent, as well as advance and retain that talent in corporate environments that are often not set up for women to succeed. When we add in the burden of unpaid care due to COVID-19 and economic instability disproportionately carried by women, the need is clear: We must create tools and cutting-edge practices to create, build and maintain a future of work that provides equity and supports advancement of all women.

9:00 – 9:10 AM

WELCOME

Dr. Sheila Robinson | CEO & Publisher | **Diversity Woman Media LLC**

CONFERENCE OVERVIEW

Lorraine Hariton | CEO | **Catalyst**

9:10 – 9:50 AM

FIRESIDE KEYNOTE | THE FUTURE OF WORK

MODERATOR: Lauren Pasquarella Daley, Ph.D. | Senior Director, Women and the Future of Work Group | **Catalyst**

PANELISTS: Lorraine Hariton | CEO | **Catalyst**
Janet Foutty | Chair of the Board | **Deloitte**

9:50 – 10:20 AM

MORNING KEYNOTE

Our Collective Responsibility to Women in Tech

In 2020, we've faced unprecedented challenges from economic, to health, to social injustice and historic gender inequalities. The pandemic revealed not just the existence of gender-based imbalances in the workplace, but heightened their significance. In this session EA's CTO, Ken Moss speaks to how everyone can take actionable steps to create an environment of openness and understanding to stop these inequalities from continuing to happen.

Ken Moss | Chief Technology Officer | **Electronic Arts**

10:20 - 11:00 AM

PANEL: BEST PRACTICES OF THE IMPACT OF WOMEN: COMPANIES CREATING A BETTER FUTURE

This past year's turmoil has presented a unique opportunity to re-imagine workplaces for all women at an unanticipated - yet highly accelerated - rate. Companies, especially tech companies, must create new inclusive systemic structures to support women beyond work-life integration policies such as flexible arrangements and address workplace advancement including professional development for women. Join this panel of C-Suite leaders from transformative companies who will intentionally examine what works (and what doesn't) by sharing complex ideas and exchanging solutions. With an approach to leverage the power of women's expertise, create greater representation, and increase accountability, this panel addresses the very core of what is necessary for companies to adapt, survive and thrive when re-building the workplaces of tomorrow.

MODERATOR: Erin Tselenchuk | Co-Founder & Co-CEO | **RISEQUITY**

PANELISTS: Miriam Warren | Senior Vice President of Engagement, Diversity and Belonging | **Yelp**;
Board Chair | **Yelp Foundation**

Melynnie Rizvi | Deputy General Counsel and Senior Director of Employment, Inclusion and Impact |
Survey Monkey

Melonie Parker | Chief Diversity Officer | **Google**

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11:00 AM – 11:30 AM

Game Changer Awards

The Diversity Woman Game Changer Award honors those who have made a significant impact on advancing and supporting women in technology. This year we honor John Chambers, Freada Kapor Klein, and Salesforce. All of these award winners have altered the perception of women in tech by using their personal cachet and their platforms as leaders to drive equity and equality for women.

INTRODUCTIONS: **Lorraine Hariton** | CEO | **Catalyst**
Marilyn Nagel | Chief Advocacy Officer | **RISEQUNITY**
Dr. Sheila Robinson | CEO & Publisher | **Diversity Woman Media LLC**

MALE ALLY AWARD



John Chambers

Founder |

JC2 Ventures

John Chambers has been a role model for many CEOs at tech companies and has

changed the game in many ways. He was one of the first Fortune 500 CEOs to make it a practice to focus on developing women at all levels, and he continues to ensure that the companies where he invests include multiple women's perspectives because he recognizes the value women contribute.

WOMAN SUPPORTING WOMEN AWARD



Freada Kapor Klein

Founder |

Kapor Center

Freada Kapor Klein has been a pioneer in the field of equity and inclusion since her early career. Klein is known for efforts to diversify the technology workforce through activism and investments. As Benjamin Jealous noted, she is "the moral center of Silicon Valley and an OG in technology."

COMPANY CHANGING THE GAME FOR WOMEN IN TECH AWARD



Lori Castillo Martinez

Vice President, Global Employee Relations and Equality | **Salesforce**

Lori Castillo Martinez, accepting the company award on behalf of Salesforce, is an extraordinary leader in a company that has changed the game not only for women but in the field of diversity, equity, and inclusion. Salesforce has broken barriers for all under-represented communities and continues to create best practices in support of women and people of color in technology.

11:30 AM – 12:15 PM

GROUP ACTIVITY & NETWORKING: FUTURE OF WORK REPRESENTED

Through a live scavenger hunt, groups of 6-8 attendees will individually source a tangible nearby item that represents a vision for the future of work and lead a discussion around the impact of visualization.

FACILITATOR: **Marilyn Nagel** | Chief Advocacy Officer | **RISEQUNITY**

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12:15 – 1:00 PM

PANEL | ENSURING INCLUSION OF ALL VOICES: DESIGNING THE FUTURE OF WORK

The workplace is shifting as is awareness of systemic issues. It is up to everyone at every level in an organization to ensure that all voices are heard. This timely panel represents different voices while each speaker shares a real conversation about advocacy, intersectionality and the necessary shift in fundamental behaviors. This focus on developing and retaining the vital and valuable people from marginalized communities - and the intersectionality of women with BIPOC, LGBTQA, people with disabilities, age and more - who are bearing additional burdens as a result of the existing epidemic, being primary care-providers and working from home. All these challenges require more than just acknowledgement but embracing shared-experiences and driving solutions.

MODERATOR: **Marilyn Nagel** | Chief Advocacy Officer | **RISEQUITY**

PANELISTS: **Carin Taylor** | Chief Diversity Officer | **Workday**

Buck Gee | Executive Advisor | **Ascend**

Ron Gonzales | President & CEO | **Hispanic Foundation of Silicon Valley**

Nadine Vogel | Chief Executive Officer | **Springboard Consulting LLC**

1:00 – 2:15PM

KEYNOTE PRESENTATION: ENGAGING MEN AS ALLIES IN CREATING A BETTER FUTURE FOR WOMEN AT WORK

Based on his books *Athena Rising* and *Good Guys*, Brad Johnson will make both the business and the personal/moral case for male engagement in gender equality and equity, showing why it is good for men, women, and their organizations. Using social science evidence, he will explore the possible challenges of cross-gender professional relationships, especially in the post-#MeToo workplace. Using findings from his research on cross-gender allyship and mentorship, he'll offer best practices, the "how to" for men, women, and organizational leaders who want to be intentional, inclusive, and excellent allies, leveraging mentorship, sponsorship, and workplace partnership to create a more diverse workforce. Be prepared for a rich conversation around leveraging male allyship and maximizing cross-gender collaboration!

SPEAKER: **Brad Johnson** | Author, *Athena Rising* and *The Good Guys*

Professor of psychology in the Department of Leadership, Ethics and Law at the **United States Naval Academy**, and a Faculty Associate in the **Graduate School of Education, Johns Hopkins University**

2:15 – 2:45 PM

CLOSING KEYNOTE

Jane Sherron De Hart | Professor Emerita, Department of History | **University of California, Santa Barbara**; author of *Ruth Bader Ginsburg: A Life*

This special guest will join us to share inspirational words and ideas for moving forward to build the workplace of the future for women.

2:45 – 3:00 PM

THE WAY FORWARD

Summary of the WIT and Commitments to Take Us Forward

Lorraine Hariton | CEO | **Catalyst**

3:00 – 3:05 PM

CLOSING REMARKS

Dr. Sheila Robinson | CEO & Publisher | **Diversity Woman Media LLC**

#InclusionSummit