

AGENDA



Business LEADERS IN TECH

DIVERSITY CONFERENCE

For Business Leaders Responsible
for Recruiting, Retaining and
Advancing Women in Tech

PRESENTED BY:

DiversityWomanMedia

VIRTUAL

December 9, 2021

2021



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LEADERS IN TECH**
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Reset, Reboot, Restart: Women in the Tech Sector

December 9, 2021 • 10:00–5:00 PST • Virtual

9:00 – 9:05 AM

Welcome **SPEAKER: Dr. Sheila Robinson** | CEO & Publisher | **Diversity Woman Media**

9:05 – 9:25 AM

Sponsor Introduction: Apple

Morning Keynote **SPEAKER: To be announced soon**

9:25 – 9:30 AM

Sponsor Introduction: Toast, Inc.

9:30 – 10:25 AM

The Foundation of Innovative Workplaces: Moving Beyond Traditional Approaches to Recruiting

Innovation stems from unique approaches to solving for common-place situations. However building a recruiting pipeline experiences starts at the end rather than the beginning by building foundational workplaces for women of all races, cultures and backgrounds. Companies who are attracting the best talent in a highly demanded “employee’s-market” are innovating inclusive strategies that think beyond traditional benefits and perks to recreating relocation programs for employees, developing affordable housing communities, addressing the care economy needs of parents and care providers, supporting work from home vs. in office policies, and locate-based pay equity assessments to appeal (and keep) top performing women.

SPEAKERS: Hon. LaDoris (Dot) Harris | Chief Diversity Officer | **Orbital Solar Services**

Aman Narang | President & Co-Founder | **Toast**

Vanice Hayes | Chief Diversity and Inclusion Officer | **Dell Technologies**

Michelle Gethers-Clark | Chief Diversity Officer & Head of Corporate Responsibility | **VISA**

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

10:25 – 10:30

Sponsor Introduction: Google

10:30 AM – 11:15 AM

Healing and Rising Together: Women of Color in the Workplace

Two years after the release of Minda Harts’ first nationally acclaimed book, *The Memo*, Harts’ has taken the discussion about women of color even deeper, addressing the greatest barrier to retaining this powerful group of women leaders and employees in her new book, *Right Within: How to Heal from Racial Trauma in the Workplace*. During this intimate conversation with Harts and Melonie Parker, Google’s Chief Diversity Officer, they will discuss how women can empower one another, personally process and confront past trauma, and activate allies to advocate for women of color and shift the narrative towards action in the workplace.

SPEAKER: Minda Harts | Speaker, Consultant, and Author, *The Memo: What Women of Color Need to Know to Secure a Seat at the Table* and *Right Within: How To Heal From Racial Trauma In The Workplace*

MODERATOR: Melonie Parker | CDO | **Google**

* Agenda as of October 13, 2021



11:15 – 11:20 AM

Sponsor Introduction

11:20 – 12:30

MORNING BREAKOUT SESSION #1**Why Women - The Leadership Imperative, Moving From Awareness to Advocacy**

Is your organization ready to address the leadership imperative to advance women and engage men? Based on Jeffery Tobias Halter's groundbreaking book, WHY WOMEN – The Leadership Imperative to Advancing Women and Engaging Men, this session outlines the tools and processes to drive the long-term advancement of women. The session also focuses on the critical role that men need to play as advocates. **Specifically the session will examine:**

- Current View of the Workplace in a Post Covid World and the Specific Impact on Women
- The Organizational Barriers that Still Exist for all Women and in particular Women of Color
- Ten Actions for Advocates to take and use immediately upon leaving the session

SPEAKER: Jeffery Tobias Halter | Corporate Gender Strategist | **YWomen**

MORNING BREAKOUT SESSION #2**The Powerhouse of EQ & Mindset Conditioning to Advance Women in Leadership**

Women experience common barriers and absence of advantages in ascending the leadership ladder. These can include the imposter syndrome, not owning their authentic voice, lack of empowerment, low self-confidence and experiencing limited opportunities. While developing one's emotional intelligence quotient (EQ) has been proven to be essential for all leaders, the power of EQ in combination with mindset conditioning can be a self-igniting engine that propels women forward in navigating through barriers and creating greater advantages for themselves. The business case for EQ's undeniable impact on the bottom-line will be highlighted and various practices to spark EQ development and leverage mindset training for women in leadership will be provided. The workshop is intended to broaden leadership perspectives, engage inner resources to create agency and choice, and encourage women to delve into the Hero's Journey to deeply knowing their own mind and intentionally shaping their experiences at work and outside of work with greater awareness, ease and empowerment.

SPEAKER: Roberta Riga | Executive Coach and Founder | **R Riga Consulting**

12:30-1:15 PM

Game Changer Awards

The **Diversity Woman Game Changer Award** honors those who have made a significant impact on advancing and supporting women in the technology sector. All the award winners have altered the perception of women in tech by using their personal influence and platforms as leaders to drive equity, equality and belonging for women.

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1:15-1:20 PM

Sponsor Introduction

1:20-2:30 PM

Engaging Men as Allies in Creating a Better Future for Women at Work

Based on their books *Athena Rising* and *Good Guys*, Brad Johnson and David Smith 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. Because excellent allyship skills and practices are not unique to gender equity, they demonstrate how allyship skills apply to all dimensions of diversity including an intersectional perspective. Using social science evidence, they will explore the possible challenges of cross-gender professional relationships, especially in the post-#MeToo workplace. With findings from their research on cross-gender allyship, mentorship, and sponsorship, they'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 allyship and maximizing cross-gender collaboration!

SPEAKERS: **Dr. David Smith, Ph.D.** and **Brad Johnson, Ph.D.**, Authors of *Athena Rising* and *The Good Guys*

2:30 – 2:35 PM

Sponsor Introduction: **Amazon**

2:35 – 3:15 PM

Afternoon Keynote **SPEAKER: To be announced soon**

3:15-3:20 PM

Sponsor Introduction: **Electronic Arts**

3:20-4:00 PM

Real-time/Real-talk: The Work of Tech Industry Diversity Leaders in the Trenches

This live Q&A with tech industry Diversity Leaders will address how they are moving the executives and leaders of their companies to be more inclusive of all employees, and what are they doing to address the current challenge of retention – in particular of women. Questions will be accepted in advance from registered attendees as well as in real-time moderated Q&A from participants. This candid discussion offers a glimpse into how to have difficult conversations, offers innovative solutions, and transformative ideas and best practices that can be applied to any company or organization.

SPEAKERS: **Asha George** | Chief Diversity, Equity and Inclusion Officer | **Electronic Arts**
Willard McCloud III | Global Head, Diversity & Inclusion | **Zimmer Biomet**
Carin Taylor | CDO | **Workday**
Eric Thomas | Global Diversity, Equity & Inclusion Officer | **Genesys**

MODERATOR: **Marilyn Nagel** | Co-Founder & Chief Advocacy Officer | **RISEQITY**

4:00 – 4:05

Closing Remarks

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

AFTER THE CONFERENCE

Visit the Virtual Exhibit Booths

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