

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



**Business
LEADERS IN TECH**
DIVERSITY CONFERENCE

AGENDA

Reset, Reboot, Restart: Women in the Tech Sector

December 9, 2021 • 9:00–4:00 PST • Virtual

9:00 – 9:05 AM

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

9:05 – 9:25 AM

Sponsor Introduction: Apple

Morning Keynote

Esther Hare | Senior Director, Worldwide Developer Marketing | **Apple** and Executive Sponsor | **Women@Apple**

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.

PANELISTS: **Aman Narang** | Co-President, Co-Founder, COO and Director | **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**



11:15 – 11:20 AM

Sponsor Introduction: Dell

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; President | **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 | 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. This year's honorees:

Woman Supporting Women Award


Cynthia Overton, PhD
Senior Director of Tech Workplaces Initiatives, Kapor Center

Male Ally Award


Rami Elghandour
Chairman and CEO, Arcellx

Company Changing the Game for Women in Tech Award


GENENTECH
accepting the award on behalf of Genentech is
Quita Beeler Highsmith, MBA
Vice President and Chief Diversity Officer



1:15-1:20 PM

Sponsor Introduction: JPMorgan Chase

1:20-2:30 PM

AFTERNOON BREAKOUT SESSION #1
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*

AFTERNOON BREAKOUT SESSION #2
Unspoken Burdens Black and Latinx Women Encounter When Pursuing Professional Dreams

Diversity, equity, inclusion, and belonging (DEIB) is a hot topic across all corporate sectors, especially throughout the tech industry. Even though significant investments have been made in gender diversity, the unique experiences of Black and Latinx women in the workplace are often overlooked. This conversation will address stereotypes, pressures to assimilate, compensation disparities, expectations to stop race-based bias perpetuated by colleagues, intersecting identities, and other issues that Black and Latinx women face in the tech industry. It will also highlight the work of Diversity Advocates, a learning community of professionals working to advance DEIB throughout the tech industry. ***This session will explore:***

- Increase understanding of how Black and Latinx women experience the tech workplace
- Learn how efforts to advance gender diversity, equity, inclusion, and belonging (DEIB) in the workplace have impacted Black and Latinx women in tech
- Understand how intersecting identities contribute to workplace experiences
- Identify strategies to fully include Black and Latinx women in efforts to advance DEIB for women
- Understand how to lead without unfairly disadvantaging Black and Latinx women
- Serve as a better ally, mentor, and sponsor for Black and Latinx women
- Learn about Diversity Advocates and how it can help you support Black and Latinx women in tech

PANELISTS: **Trinidad Hermida** | Founder/Chief Executive Officer | **The Hermida Company**
Catalina Peña | Founder and Lead Career Coach | **Catalyst Creation**
Aida Rivas | Senior Program Manager, Open Source Program Office | **VMware**
Monique L. Thompson | Certified Professional Coach | **Monique L. Thompson Purpose Coaching**

MODERATOR: **Dr. Cynthia Overton** | Senior Director of Tech Workplace Initiatives | **Kapor Center**



2:30 – 2:35 PM

Sponsor Introduction: Amazon

2:35 – 3:15 PM

Recruiting & Retention in Tech: Demand vs. Turnover of Executive Women

In a talent-driven economy with many companies focused solely on recruiting top-tier executive women in tech, there are missed opportunities for recruiting and retaining existing leaders. In this high-profile session, Talent and Diversity Executives share their top five vital recruiting and retention strategies, and then as a panel, explore the reasons for why executive women from all backgrounds and races leave their positions and companies, all while honing in on tangible solutions. From succession planning to providing resources and support to establishing realistic expectations, there are tactical ways to address the needs of this powerful collective of women while reducing turnover and departures.

PANELISTS: **Candi Castleberry** | Vice President of Global Diversity, Equity, Inclusion | **Amazon**
Dr. Maisha Gray-Diggs | Vice President Global Talent Acquisition | **Eventbrite**
Deborah Dagit | Diversity Consultant, Former VP and Chief Diversity Officer | **Merck**
Steve Pemberton | Chief Human Resources Officer | **Workhuman**

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

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.

PANELISTS: **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

2021



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