



16TH ANNUAL

**2022** National  
**DIVERSITY** **WOMEN'S**  
**BUSINESS**  
**LEADERSHIP**  
CONFERENCE

**The Future is NOW!**

*Developing Leaders for a Promising Tomorrow*

November 2–3, 2022 • National Harbor, Washington, DC

## CONFERENCE AGENDA

November 1 – 3, 2022

### Tuesday, November 1, 2022

6:00-7:30pm	Opening Reception & Live Band
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### Wednesday, November 2, 2022

6:00 - 7:00am	Morning Wellness Walk
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7:30am - 3:00pm	Registration
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8:00 - 8:30am	Continental Breakfast
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8:30 – 8:40am	<b>Opening Remarks: Dr. Sheila Robinson</b> , Publisher & CEO, Diversity Woman Media
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8:40 – 8:55am	<b>Welcome: Target</b>
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9:00 - 9:45am	<b>Opening Keynote: Intentional Leadership: Our Time is NOW!</b> <b>Carla Harris</b> , Senior Client Advisor at Morgan Stanley, Speaker and Author
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10:00-10:45am	<b>C-Suite Panel: The Future of Work: Preparing Today for Our Tomorrow</b>
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10:45 - 11:00am	<b>Flash Talk: Leading Your Life: Walking With Purpose, Thinking with Purpose &amp; Shifting Your Mindset for a Better Tomorrow</b> <b>Audra Bohannon</b>
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11:00 - 11:15am	Break
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#### 11:15am - 12:15pm Morning Breakout Sessions

<b>Breakout 1</b>	<p><b>Changing the Game - The Three Secrets to Leveling Up and Leading from the Inside Out</b></p> <p>It's time to change the game! You have been playing the wrong game for far too long - Simon Says, Mother May I, and even Duck Duck Goose. Playing small, asking for permission, following others' made up rules. But it's time to inspire change! It's time to Change the Game from the inside out!</p> <p><b>By attending this session you will:</b></p> <ul style="list-style-type: none"> <li>• Discover your X-Factor - Identify what has been holding you back, and formulate actionable steps to change the game.</li> <li>• Learn that X-Factor is a Who and Not a What - Your belief in what you bring to the table is your limiting factor. Taking bold action is the difference between making a decision and delivering on your destiny</li> </ul> <p><b>Dr. Marcea Whitaker</b>, Physician, Life Coach and Founder and CEO of In Full Bloom Health and Life Coaching</p>
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<p><b>Breakout 2</b></p>	<p><b>Curiosity Didn't Kill The Cat – It Defined The Leader</b></p> <p>Today leaders are bombarded with social, personal, and emotional stressors while navigating uncharted territory defined by political discord and an evolving definition of work. Being agile, visionary, and having the relational capacity to redefine what is possible isn't optional. For Diverse Women leaders, the emotional hurdles are higher. After forty years of working with and guiding leaders in 50 countries, three characteristics are top of mind in creating and sustaining an inclusive and engaging culture. It's CEC.</p> <p><b><i>In this session participants will:</i></b></p> <ul style="list-style-type: none"> <li>• Define opportunities to apply Curiosity, Empathy, and Courage (CEC)</li> <li>• Learn how to empower leaders to engage beyond fear to practice Curiosity</li> <li>• Identify opportunities to embed Behavioral Empathy practices into leadership competences</li> <li>• Develop your 3-minute elevator speech to confront PC Cowardice and encourage Courageous behaviors</li> <li>• Leave with three tricks to help you stay sane in the midst of the storm</li> </ul> <p><b>Rosalyn Taylor O'Neale</b>, Owner &amp; Principal   R. T. O'Neale Group</p>
<p><b>Breakout 3</b></p>	<p><b>You Are Important, Too!</b></p> <p>Often times women focus on taking care of everyone and everything else first at the expense of taking care of themselves. Why is that? In this workshop we will explore this concept and help you discover that you are just as important as everyone else.</p> <p><b><i>During this session you will:</i></b></p> <ul style="list-style-type: none"> <li>• Uncover what you want to embrace so you can live you life in a fulfilling way</li> <li>• Recognize that Self-Care includes saying no</li> <li>• Learn about taking risks</li> <li>• Identify Your Non-Negotiables</li> </ul> <p><b>Audra Bohannon</b></p>
<p><b>Breakout 4</b></p>	<p><b>In the Heat of the Moment</b></p> <p>Menopause is rarely discussed, although half of the world's population experiences it at some point, impacting Ciswomen, typically from ages 45 to 55, lasting 7-14 years. This age bracket is the fastest-growing work-force-segment and comes when a person is most likely to be promoted to lead. Menopause is not strictly a ciswoman thing, it can affect trans and non-binary people. Therefore, let's remove the stigma of a discriminatory taboo existing in the workplace. The good news, taboos lose their power when leaders address them openly, as seen with issues of race, gender, and sexual orientation. We are not the same. It is estimated that 75 percent have symptoms, 25 percent quite severely, such as hot flashes, hair loss, irritability, depression, anxiety, sleep deprivation, and cognitive impairment, there's more. Symptoms affect activities and productivity, needlessly exacerbated by poor policies and outdated gender and age-related assumptions. We see employee support in other workplace issues, but almost non-existent for menopause, resulting in fear of shame, awkwardness, or straight-up discrimination due to symptoms. For trans and non-binary people, the act of camouflaging is even greater.</p> <p><b><i>Attendees will learn:</i></b></p> <ul style="list-style-type: none"> <li>• The definition, prevalence, and symptoms of menopause</li> <li>• The issues and impact, policy, and practice of menopause in the workplace</li> <li>• How to break the silence by delivering global best practices, becoming a catalyst for change</li> </ul> <p><b>Nadine O. Vogel</b>, CEO of Springboard Global Enterprises</p>

12:15 – 12:30pm	<b>Luncheon Program Begins</b>
12:45 – 1:30pm	<b>Fireside Chat</b> <b>Lisa Lutoff-Perlo</b> , President & Chief Executive Officer, Celebrity Cruises <b>Dr. Sheila Robinson</b> , Publisher & CEO, Diversity Woman Media
1:30 – 2:30pm	<b>2022 Mosaic Awards Luncheon</b>
2:30 - 3:00pm	Networking Break
<b>3:00 - 4:00pm Afternoon Breakout Sessions</b>	
<b>Breakout 1</b>	<p><b>Panel Discussion: Sponsoring Our Next Generation</b></p> <p>During this panel, executive will share what sponsorship means to them, how they have effectively advocated for those they have sponsor, and lessons learned along the way.</p> <p><b>Session learning points:</b></p> <ul style="list-style-type: none"> <li>• Understand role of an executive sponsor</li> <li>• The benefits of sponsorship and why sponsorship is so important</li> <li>• The difference between mentorship and sponsorship</li> <li>• How to ensure a successful relationship</li> </ul> <p><b>PANELISTS:</b> <b>Tiffany Douglas</b>, Global Women's Initiative and Under-represented Talent Strategy Executive, Bank of America</p>
<b>Breakout 2</b>	<p><b>Own your Power:</b></p> <p>Many of us find ourselves overlooked and undervalued, not seen or heard, not able to get the title or compensation that matches our contribution. Sometimes we walk into a situation with confidence only to find things not going the way we imagined. We scrutinize ourselves to make sure we are driving results while not making others uncomfortable. In these situations, we can leak our power and start to burn out. In this presentation, global advocate for women's empowerment Sharon Melnick, PhD will show you why being 'in your power' is the ultimate form of self-care. You'll learn to stay 'in your power' and use your power for the good of all.</p> <p><b>Specifically, you will get practical tools to:</b></p> <ul style="list-style-type: none"> <li>• Recover quickly from emotional reactions so you're not off center for the rest of the day (or rehash the situation all night).</li> <li>• Get a Yes where you're now getting a No; Use your voice and have x-ray vision into the minds of your decision makers.</li> <li>• Identify and overcome the 5 most common forms of gender and racial bias so you can require fairness in the way you are treated and make the culture better for you and all other women.</li> <li>• Respond to micro-aggressions with grace so you are less burdened by it</li> <li>• Know how to be intentional and stay 'good in you', so you can sustain your mental well-being and show up as your best self rather than react or take things personally</li> </ul> <p><b>Sharon Melnick, PhD</b>, leading author and authority on power, resilience, and women's leadership</p>

<p><b>Breakout 3</b></p>	<p><b>Leadership in Times of Change: How to Navigate it All</b></p> <p>Every day we are surrounded by numerous changes in both our personal and professional lives. As leaders, how do we navigate and lead others through change? We will explore the emotional side of change, and talk through what it means to prepare, manage, and sustain a successful change. Why is change so difficult? We will also take a deep dive into mitigating resistance associated with change. You will walk away with a strong understanding of change management fundamentals and tangible actions you can take to navigate any change.</p> <p><b>By attending this session you will:</b></p> <ul style="list-style-type: none"> <li>• Understand the Emotional Side of Change</li> <li>• Review the steps that you need to take to lead a change successfully</li> <li>• Walk Away with Tactics to Mitigate Resistance</li> </ul> <p><b>Julie Whitten</b>, Sr. Director, Change Management &amp; Employee Communications, North America, Sodexo</p>
<p><b>Breakout 4</b></p>	<p><b>Self-Preservation over Perseverance (<i>Self-Preservation is the first law of nature</i>)</b></p> <p>Over the last 2 years people have had to stop and take note of who they are, what's most important to them and how do they refocus some of their energy on themselves. The pandemic has been brutal on many of us and we have lost loved ones and friends at a much faster pace. We all have to slow down to speed up and put ourselves back on our to do list. Self preservation is the first law of nature. This interactive session will focus on how you can invest in your own personal well being while investing in your mental health in an effort to be the best version of yourself.</p> <p><b>This session will focus on:</b></p> <ul style="list-style-type: none"> <li>• Prioritizing productivity over vitality</li> <li>• Suffering in silence, the danger of doing nothing</li> <li>• Investing in your physical and mental help</li> <li>• Being the best version of yourself</li> </ul> <p><b>Millette Granville</b>, CDP, VP, Chief Diversity Officer for 2U edX</p>
<p>4:15 - 5:00pm</p>	<p>Closing Keynote</p>
<p>5:30 - 7:00pm</p>	<p>Evening Reception</p>

## Thursday, November 3, 2022

6:00 - 7:00am	Morning Wellness Walk
8:00 - 8:30am	Continental Breakfast
8:30 - 8:45am	<b>Seize the Day Power Message</b>
8:45 - 9:15am	<b>Morning Keynote: Disrupt Your Leadership Super Power, Dr. Patti Fletcher, Best-Selling Author of Disruptors</b>
9:15 - 10:15am	<b>C-Suite Executive Women's Panel: Lessons in Leadership</b> Join our C-Suite panel of executive leaders across multiple organizations, industries and backgrounds who will share their unique leadership stories and experiences along their career journey. During this conversation we will dive deeper and explore ways we can choose to challenge the myths of career limitations and barriers to progress.
10:15 - 10:45am	Networking Break
<b>10:45 - 11:45am Morning Breakout Sessions</b>	
<b>Breakout 1</b>	<b>Psychological Safety and the Mind-Body Connection</b> <b>Dr. Cindy Tsai</b> , Physician, Bestselling Author, Mindfulness Teacher, Speaker, Life Coach
<b>Breakout 2</b>	Stay tuned for agenda updates!
<b>Breakout 3</b>	Stay tuned for agenda updates!
<b>Breakout 4</b>	Stay tuned for agenda updates!
10:30am - 12:30pm	<b>Coaching Sessions</b>
12:00 - 1:15pm	<b>Lunch &amp; Keynote: Women's Health, Wealth and Living to Age 100</b> <b>Edna Kane</b> , Executive Vice President and Chief Diversity Officer, AARP
1:15 - 2:00pm	<b>Mosaic Awards</b>
2:00 - 3:15pm	<b>Vision Your Future! Interactive Session designed to help you envision a promising future.</b>
3:15 - 3:45pm	Closing Keynote
3:45 - 4:00pm	Closing Remarks

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