



Business LEADERS IN TECH

DIVERSITY
CONFERENCE

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

PRESENTED BY:

DiversityWomanMedia



EVOLVE: An Era of Leadership Accountability in Tech Diversity for Women

Thursday, December 8, 2022 • 9:00–6:00 PST

Google • Building MP7 • 1160 Bordeaux Drive, Sunnyvale, CA

In-Person* and Virtual

**proof of vaccine required, masks optional; negative tests will not be accepted*



In a tech-centric age of rapid innovation and real-time change, today's modern leaders must have the inherent ability to build organizational cultures that are more diverse, inclusive and equitable than ever before. And to evolve to that next level, this conference prepares leaders to think about their role in how to advance women from all backgrounds to the tech industry, by challenging preconceived notions about recruiting, development and retention of diverse women. For decades, companies in the

tech sector have struggled with attracting and keeping women in all functions and lines of the business. And now leaders at digital companies—whether defined as a technology business or reliant on technology for basic functionality—must advance past non-existent or performative DE&I practices and hold themselves accountable when integrating business solutions to provide all women with the opportunity for belonging and success in the workplace.

Agenda

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| 7:00 - 8:45 am | Registration |
| 8:00am | Continental Breakfast & Networking (General Session Doors Open at 8:45 am) |
| 9:00 - 9:10 am | Welcome SPEAKERS: Dr. Sheila Robinson Owner & Publisher, Diversity Woman Media Valeisha Butterfield Jones Vice President, Partnerships & Engagement & Global Head of Women and Black Community Engagement, Google |
| 9:10 - 10:10 am | Morning Keynote The Renaissance Effect: How Diversity and Inclusion Drive Innovation, Growth and Performance <p>Companies today need to become faster and far better at innovation — or risk obsolescence. The key to this shift is transitioning to a new model of fast-moving, diverse and inclusive teams that can rapidly uncover new, innovative pathways for growth, especially for women. During this powerful keynote, Johansson demonstrates why diversity is a key driver of innovation success, and how to capitalize on this fact. By opening the mind and being receptive to this new model of fast-moving, diverse and inclusive teams, it can rapidly uncover new, innovative pathways for growth and single-handedly catalyze organizational change across divisions as well as entire industries.</p> SPEAKER: Frans Johansson CEO, The Medici Group |



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| 10:10 - 10:40 am | Fireside Conversation Evolving Culture Through Times of Uncertainty <p>Across industries, companies have navigated difficult challenges and defining moments that have pushed the business to change and evolve. Riot Games is one of them. Angela Roseboro, D&I Executive and Advisor will host a fireside chat with Oksana Kubushyna, Head of Operations for Riot Entertainment, and will talk about Riot's diversity and inclusion journey to evolve the company culture that is representative of its values.</p> <p>SPEAKERS: Angela Roseboro D&I Advisor, Riot Games Oksana Kubushyna Head of Operations, Riot Entertainment</p> |
| 10:40 - 10:50 |  <p>GAME CHANGER AWARD WINNER: Woman Supporting Women</p> <p>Morgan DeBaun Founder & CEO, Blavity Inc.</p> |
| 10:50 - 11:05 am | Networking Break |
| 11:05 - 11:50 am | <p>Panel Digital First: The Opportunities and Challenges of Every Company Being a Tech Company</p> <p>From tech to energy to healthcare to education, cross-sector executives and diversity leaders discuss the strategic work of transforming workplaces into tech-centric and "digital-first" environments. At the center of this change is the critical need to prioritize the recruitment, retention and advancement of all women from diverse backgrounds. Learn how and why this matters, and the urgency behind creating fully-integrated diverse, equitable and inclusive workforces that empower women at all levels.</p> <p>SPEAKERS: Lisa Bonetti Technology and Innovation Directorate, SLAC National Accelerator Laboratory Guillermo Diaz, Jr. Founder, Conectado, Inc. Chairman, HITECH Zeeshan Tariq CIO, Zimmer Biomet</p> <p>MODERATOR: Annmarie Neal Partner and Chief Talent Officer, H&F</p> |
| 11:50am - 12pm |  <p>GAME CHANGER AWARD WINNER: Male Ally</p> <p>Jeremy Stoppelman Co-founder and Chief Executive Officer, Yelp</p> |
| 12:00 - 12:45 pm | Lunch & Networking |



12:45 - 1:30 pm

**Breakout
Sessions**
(select one)

BREAKOUT SESSION #1
The SEC, Boards, and Executive Leaders: Disclosures and Requirements for Diversity in Tech Companies

The business case has been made for DE&I and continues to evolve as it expands into state laws, the SEC and stock exchanges like NASDAQ where there are requirements for diverse representation of women and people of color at the board level. Though often broad and general, an organization's approach to regulatory vs. voluntary diversity reporting quotas is transforming and leaders need to be prepared for the implications related to employee recruitment and retention, shareholder and financial impact, customer opinion, and government regulations. This tech industry conversation with industry leaders specifically provides insights to how reporting applies to public companies or private companies working towards a public path of acquisition or pre-IPO, along with recommendations showcasing the power of transparency related to qualitative and quantitative reporting.

SPEAKERS: **Annalisa Barrett** | Senior Advisor, **KPMG Board Leadership Center**
Marilyn Nagel | Co-Founder, **RISEQUITY**

BREAKOUT SESSION #2
From Talent Scarcity to Talent Abundance: Attracting Women and Women of Color When the Great Resignation Meets a Recession

This highly interactive discussion will serve as a space to ask questions around the complexities of today's hiring environment for women, especially for women of color and other intersectionalities. By creating an interactive space to talk through current challenges and areas for opportunity when hiring women, especially for executive roles and high-potential candidates, talent acquisition industry experts from various backgrounds, will share best practices sharing and insights around diversity recruiting, including the key fundamentals needed to support diversity recruiting efforts around sourcing, pipeline development, hiring manager interaction, and candidate interaction.

SPEAKERS: **Michelle Skoor** (They/Them/Theirs) | Chief Workforce Officer, **Bitwise Industries**
Mike Tognotti | Founder & Executive Recruiter, **Raindance Partners**

MODERATOR: **KT Moore** | Vice President, Corporate Marketing, **Cadence Design Systems**

BREAKOUT SESSION #3
Reset & Reimagine the Role of Allies: The Impact of Mentors and Sponsors for Women in the Tech Industry

Within an organization, leaders are the primary change-makers and need to commit to being smarter at engaging, attracting, retaining, developing, and advancing the women and diverse talent available in the industry. Unfortunately, traditional approaches have not reached mass-impact and are reflected in current tech industry diversity reports. During this session, implementation of several forms of successful programs will be explored. Whether offering valuable and experienced advice in developmental relationships from mentoring, strengthening specific skills with talent development, or enhancing corporate exposure by focusing on meaningful one-on-one relationships with sponsors, this trifecta-approach increases opportunities to showcase women and diverse talent through a lens of leadership advocacy.

SPEAKERS: **Anna Dapelo-Garcia** | Inclusion, Diversity & Health Equity Leaders, **Stanford Health Care**
Sandra Quince | CEO, **Paradigm for Parity®**

Monica Bankston | Head of Diversity, Equity & Inclusion, **Pure Storage**

MODERATOR: **Shayla Reed** | Global Strategic Initiatives/Technical Program Manager, **Dell**

1:30 - 1:40 pm

Break & Transition



1:40 - 2:25 pm

**Breakout
Sessions**
(select one)

BREAKOUT SESSION #4
Alliance for Global Inclusion: Accelerating DEI Outcomes Through Industry Collaboration

Featuring an Executive CDO panel, the Alliance for Global Inclusion is committed to providing tangible, innovative solutions to historical shortcomings in the diversity, equity, and inclusion space, and openly sharing practices, progress, and lessons gained. Alliance partners firmly believe the best way to accelerate adoption of inclusive business practices is through transparency and collaboration. The purpose of the Alliance for Global Inclusion is to be a global network of CEOs and DEI (Diversity, Equity, and Inclusion) leaders that amplify and accelerate DEI outcomes.

SPEAKERS: **Antoinette Hamilton** | Head of Global Inclusion and Diversity, **Lam Research Corporation**
Bruce Owen | Vice President, Employee and Community Impact, **Equinix Inc.**
Pamela Sherman | Senior Director, Culture of Inclusion, **Applied Materials**

MODERATOR: **Erin Tselenchuk** | Co-Founder & President, **RISEQUITY**

BREAKOUT SESSION #5
The Architecture of Communication and Collaboration: Building Accountable Workplaces for Leaders to Achieve Organizational Goals

With a rise of commitment to advance racial equity in the workplace by organizational leaders, the sole responsibility continues to land on the plates of the Diversity, Equity & Inclusion (DEI) offices, as it has for decades. Only recently have organizational charts been modified to create new positions and/or elevate the title of Chief Diversity Officer, as a direct report to the CEO. As with other organizational change and culture initiatives addressing industry changes, success is often contingent on involvement and personal accountability by the CEO and other Senior Executives which then permeates throughout an organization. The crux of the matter is to address how candid communication and actual collaboration across differences is required—and are skills that can be learned—to engage potentially hesitant leaders and other stakeholders to actively contribute to desired results and impact. This session will explore powerful tools, inclusive language, practical strategies, and complex narratives to help stakeholders across organizational levels to build and wield influence in relation to DEI efforts.

SPEAKERS: **Rodney Tabares** | Diversity Talent Engagement & Enablement Director, **DocuSign**
Shveta Miglani, Ph.D. | Head of Global Learning and Development, **Micron Technologies**

MODERATOR: **Kate Neville** | Co-Founder & Chief Programs Officer, **Inclusive Leadership Strategies**

BREAKOUT SESSION #6
Roundtable: Repairing the Leaky Pipeline of Women in Tech

Tech companies are known for developing innovative solutions to tackle society's most challenging problems. Yet little progress has been made around addressing disparities throughout the industry. Cynthia Overton of the Kapor Foundation explores representation disparities in the tech industry, factors that are often overlooked when approaching DEIB initiatives, and organizational support that DEIB professionals need to drive organizational change. She will be joined by Liana Louie, a graduate of the inaugural cohort of the Kapor Center DEIB certificate program, who will discuss taking DEIB work from theory to practice..

SPEAKERS: **Liana Louie** | Graduate, **Kapor Center DEIB Program**


Hilliary Turnipseed | Senior Director of Talent, **Kapor Center**

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

2:25 - 2:40 pm

Break & Transition



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| 2:40 - 2:50 pm |  <p>GAME CHANGER AWARD WINNER: Company Changing the Game for Women in Tech</p> <p>Bitwise INDUSTRIES</p> <p><i>Accepting the award on behalf of Bitwise is</i></p> <p>Bethany Mily, President, Bitwise Industries</p> |
| 2:50 - 3:30 pm | <p>Closing Panel The Investment in (New) Diversity Leaders: Real-Time, Real Talk from CDOs Leading Culture Transformation in Tech</p> <p>Go beyond what everyone knows about being a tech industry Chief Diversity Officer, to the future of leadership in a transparent and honest conversation about the biggest barriers related to what DE&I leaders need in order to change the narrative. Learn the takeaways of what all CDOs need from companies including the investment of resources, allocation beyond “nice to have” budgets, and the power of globally-sourced talent.</p> <p>SPEAKERS: Celeste Warren Vice President, Global Diversity and Inclusion Center of Excellence, Merck Michelle Gethers Chief Diversity Officer and Head of Corporate Responsibility, Visa Melynnie Rizvi Deputy General Counsel, Employment, Litigation, Compliance, Business Practices and IP, and Head of DE&I, Shutterfly, Inc.</p> <p>MODERATOR: David Kim Vice President Global Diversity Equity Inclusion, Zendesk</p> |
| 3:30 - 4:25 pm | <p>Closing Fireside Keynote Conversation</p> <p>Alex Soojung-Kim Pang Author: <i>Shorter: How Working Less Will Revolutionise the Way Your Company Gets Things Done</i>; Program Director, 4 Day Week Global</p> |
| 4:25 pm | Closing Remarks |
| 4:30 - 6:00 pm | Reception & Networking |
| 6:00 pm | CLOSE |

2022



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