



DIVERSITY EQUITY INCLUSION & BELONGING CONFERENCE

June 13, 2023 • Chicago, IL

2023:
Courageous. Limitless. Focused.
Sustaining DEI through the Highs and Lows

PRESENTED BY

DiversityWomanMedia



Agenda At-a-Glance

MONDAY, JUNE 12, 2023		
6:00 - 8:00 PM	Welcome Reception	
TUESDAY, JUNE 13, 2023		
7:30 - 8:30 AM	Registration & Breakfast	
8:30 - 8:45 AM	Welcome, Opening Comments and Sponsor Recognition Dr. Sheila Robinson, Founder, Publisher & CEO, Diversity Woman Media Jeanette Kilo Smith, Head of Diversity, Inclusion, Equity & Belonging, Zurich North America	
8:45 - 9:00 AM	Sponsor Welcome: Heidi Capozzi, Executive Vice President, Global Chief People Officer, McDonald’s	
9:00 - 9:45 AM	Opening Keynote: DEI Deconstructed SPEAKER: Lily Zheng, Diversity, Equity & Inclusion Strategist, Consultant and Speaker	
9:50 - 10:50 AM	Diversity Leader Panel: MODERATOR: Alisa Kolodizner, Co-CEO & Managing Partner, LCW PANELISTS: Janet Pope, Vice President, Corporate Social Responsibility & Engagement, Americas Region, Capgemini Dr. Michael Ford, Vice President, Chief of Staff, Chief Diversity Officer and Asst. Secretary to the Board of Trustees, Roosevelt University Suheily Natal Davis, Senior Director, Diversity, Equity & Inclusion, McDonald’s, USA	
10:55 - 11:10 AM	DEI Spotlight: Courageous Conversations Addressing Now and Next DEI Topics The Extraordinary Power of Neurodiversity SPEAKER: Christine Ramsay, CDP, Chief Empowerment Officer & Founder of Ignite Inclusion, LLC	
11:10 - 11:25 AM	Break	
11:25 - 12:25 PM	Concurrent Sessions	
TRACK 1: Best Practices		
TRACK 2: Tools		
TRACK 3: Culture Transformation & Belonging		
For Walgreens DEI is the Cornerstone of Health Equity and Key to Driving Exemplary Outcomes SPEAKERS: Gina Stuart, Sr. Director, DEI Strategy, Walgreens Dana Fortman, Director, Pharmacy & Retail Operations, Walgreens		
Getting to Equity - the Four Ingredients for Moving the Needle on Diverse Representation SPEAKER: Valerie Rainford, Founder & CEO, Ellorée Talent Strategies		
Igniting & Mobilizing Leadership at all Levels to Promote Greater Inclusion SPEAKER: Joy Canonigo, Director, DE&I, Discover		
12:25 - 1:10 PM	Lunch	
1:15 - 1:20 PM	Afternoon Kick-off & Welcome: Natasha Miller Williams, VP, Head of Diversity, Equity & Inclusion, Ferrara	
1:20 - 1:35 PM	DEI Spotlight: Courageous Conversations Addressing Now and Next DEI Topics Powerful DEI Experiences: The Pathway to Advocacy and Action SPEAKER: Rosalyn Taylor O’Neale, Founder, R. T. O’Neale Group	
1:40 - 1:55 PM	DEI Spotlight: Courageous Conversations Addressing Now and Next DEI Topics Menopause: The taboo and hot topic of menopause is now in the global limelight. Providing a menopause-inclusive workplace is no longer a nice-to-have, it’s a business imperative. SPEAKER: Nadine O. Vogel, MBA, CSP, CEO, Springboard Global Enterprises	
2:00 – 2:15 PM	DEI Spotlight: Courageous Conversations Addressing Now and Next DEI Topics Pay Equity: Ensuring you are paying employees fairly and consistently without discrimination is extremely important. Gain insights on pay equity analysis, lessons learned and a path forward. SPEAKER: Ashley Ehlers, CCP, GRP, Associate Vice President, Compensation and HR Data, Global Total Rewards, Hyatt Hotels	
2:15- 2:20 PM	Move to Breakouts	
2:20 - 3:15 PM	Concurrent Sessions	
TRACK 1: Best Practices		
TRACK 2: Tools		
TRACK 3: Culture Transformation & Belonging		
Issues, Opportunities and Best Practices Relative to Individuals with Disabilities SPEAKER: Nadine O. Vogel, MBA, CSP, CEO, Springboard Global Enterprises		
Beyond Burnout: Sustaining Yourself as a DEI Practitioner SPEAKER: Susan Stith, Former Vice President, Diversity, Equity, Inclusion, and Charitable Giving and President		
Confidently Using LGBTQ+ Language: Focus on Gender Identity SPEAKERS: Rebecca Parrilla, Director of Content & Research, LCW Ada Vargas, DEI Consultant & Founder of Queer Money Coach		
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Designing a Comprehensive Learning Strategy to Strengthen Organizational DEI Acumen SPEAKER: Gail Manley, Vice President, Diversity & Inclusion Leader, Fidelity Investments		
How To Design Your Culture for Sustainable Change SPEAKER: Hanlie Van Wyk, Global Engagement Leader and Subject Matter Expert, The Kaleidoscope Group		
Cultivating Safe, Inclusive, and Accountable Cultures SPEAKER: Kelly Charles-Collins, Attorney, Speaker, Author, HR Legally Speaking, LLC		
4:30 - 4:40 PM	Break	
4:40 - 4:50 PM	HRSI: Andre Allen, Managing Member, EVP of Technology and co-owner of FifthTheory, LLC and Chair of the HRCI Board of Directors	
4:50 - 5:20 PM	Closing Keynote Activating Your Resilience During the Era of the 5Ps SPEAKER: Dr. Jackie Glenn, Founder and CEO, Glenn Diversity Inclusion & HR Solutions	
5:20 - 5:30 PM	Closing Remarks: Dr. Sheila Robinson, Founder, Publisher & CEO, Diversity Woman Media	



Welcome!

Courageous. Limitless. Focused: Sustaining DEI through the Highs and Lows

DEI is one of the most powerful tools for driving employee engagement, increasing innovative thinking, and ultimately boosting performance. Although the business case is clear, commitment ebbs and flows depending on social pressures, economic trends and buy-in at the top. Consistent through the highs and lows is the relentless passion and drive of DEI practitioners.

This day is dedicated to providing all of you with the support, tools, and knowledge you need to stay focused, effective and driven.

Agenda

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10:55 - 11:10 AM	DEI Spotlight: Courageous Conversations Addressing Now and Next DEI Topics The Extraordinary Power of Neurodiversity In a time where belonging, connectedness, and mental health has been top of mind as we navigate our new world, we unveil our intersectionality of our social identities. To drive sustainable growth in our current state we are in, businesses need to innovate and identify new sources of talent as well as fully leverage the strengths of neurodivergent individuals. Science and technology have proven that we can come up with life changing solutions and we continue to rely on science and technology to help us navigate our new norm but how can science and technology play a part in Inclusion? Having an understanding of how brain-based inclusion and neuroscience are interconnected and how we can embrace neuro-inclusion will be the beauty and test of advancing humanity. SPEAKER: Christine Ramsay, CDP , Chief Empowerment Officer & Founder, Ignite Inclusion, LLC
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Concurrent Sessions

TRACK 1: BEST PRACTICES

For Walgreens DEI is the Cornerstone of Health Equity and Key to Driving Exemplary Outcomes

SPEAKERS:

Gina Stuart, Sr. Director,
DEI Strategy, Walgreens

Dana Fortman, Director,
Pharmacy & Retail
Operations, Walgreens

Diverse, equitable and inclusive teams are essential to the advancement of health equity and no organization knows this better than Walgreens. This session takes attendees through Walgreens journey to not only endeavor, but improve pharmacy care for vulnerable, underserved communities nationwide. Presenters include Walgreens senior leaders from DEI and health equity who will provide an overview of how lessons learned from administering more than 72 million doses of COVID vaccines throughout the pandemic are being pulled forward for efficiencies that are narrowing the gaps in healthcare disparities across the board.

Our company's vision is to be the leading partner in reimagining local healthcare and wellbeing for all. We are committed to responsibly serving the needs of every community and creating even greater access to care, improving health outcomes and driving health equity. To make our vision a reality, we work relentlessly to create a culture where diversity, equity and inclusion are central to everything we do. DEI not only improves the bottom-line of businesses but also benefits the health, happiness, and progress of communities as a whole. For us, DEI and health equity are intrinsically linked!

TRACK 2: TOOLS

Getting to Equity: The Four Ingredients for Moving the Needle on Diverse Representation

SPEAKER: Valerie Rainford

Founder & CEO, Elloree
Talent Strategies

Many organizations across the US are trying to advance equity in their organizations, but they aren't fully leveraging their demographic and talent data. They could be spending millions of dollars on programs and activities that don't actually move the needle. This can lead to goals that are not realistic, attainable, or aligned to targeted strategies as well as diversity fatigue. This session will help participants understand that there are 4 key ingredients needed to advance racial equity and it starts with a committed and deeply engaged CEO -- but it doesn't end there. Understanding where inequity lives will require that they look at their people data, and the practices behind the data. The data leads to insights, which leads to specific actions that will move the needle. With these two pieces in place, getting to stakeholder buy-in and leadership accountability becomes less of a challenge.

TRACK 3: CULTURE TRANSFORMATION & BELONGING

Igniting & Mobilizing Leadership at all Levels to Promote Greater Inclusion

SPEAKER: Joy Canonigo

Director, DE&I, Discover

At Discover, we make DE&I a part of everything we do so our employees can thrive, and we can best serve our customers. We've established measurable North Star DE&I Goals related to diversity, equity & inclusion.

To achieve our goals, we rely on our network of leaders and affinity groups to power our success. In 2022, we invited all people leaders and our affinity group leaders to take a 60- day inclusion challenge, in which they committed to start a new inclusive practice and make more equitable decisions. About 70% of our target population opted-in to take the challenge! As a result, our Engagement and Inclusion Index scores increased across nearly all identity groups, with overall Engagement increasing three points from 2021.

In this session, you'll learn:

- Ways to structure, organize, and optimize affinity groups to power and advance DE&I
- How Discover has leveraged and partnered with affinity groups to design and implement company-wide DE&I initiatives.
- How Discover uses data to tell our story



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1:40 - 1:55 PM	DEI Spotlight: Courageous Conversations Addressing Now and Next DEI Topics Menopause: The taboo and hot topic of menopause is now in the global limelight. Providing a menopause-inclusive workplace is no longer a nice-to-have, it's a business imperative. SPEAKER: Nadine O. Vogel, MBA, CSP , CEO, Springboard Global Enterprises
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Issues, Opportunities and Best Practices Relative to Individuals with Disabilities SPEAKER: Nadine O. Vogel, MBA, CSP CEO, Springboard Global Enterprises	Springboard will address the size, scope, demographics, and psychographics of the largest minority in the world, the disability community. As anyone in leadership can attest, especially those in Diversity, HR and Talent Acquisition, there is tremendous tension between meeting compliance requirements, understanding the issues, designing scalable solutions and implementing practical applications, especially when it comes to successfully sourcing, employing, and retaining individuals with disabilities. <i>This session will address a variety of topics including:</i> <ul style="list-style-type: none">• The importance of Organizational Readiness• Organizational, Physical and Digital Assessments• The Why, Who and How of Talent Acquisition• Learning & Development• Essential Job Functions• Reasonable Accommodations• Disclosure and Self ID• Disability Business Resource Groups



TRACK 2: TOOLS

Beyond Burnout: Sustaining Yourself as a DEI Practitioner

SPEAKER: Susan Stith

Former Vice President,
Diversity, Equity, Inclusion,
and Charitable Giving and
President, Cigna Foundation,
Cigna (Retired - March 2023)

Since 2020 DEI's importance and prominence exploded.

With an unprecedented and unrelenting global pandemic that disproportionately impacted vulnerable populations particularly communities of color, a resurgent civil rights movement shining a bright spotlight on systemic racism and social injustice and expectations from employees to take a stand and act on societal issues that may not have been directly related to their organizations mission, the role of DEI and DEI leaders became more important than ever.

While DEI leaders strive to make positive change within their organizations and in their communities, they are often met with a variety of factors that make the work of creating a fair and equitable workplace even more challenging. The work of diversity leaders can be unforgiving and unrelenting and may lead to 'diversity fatigue' or burnout.

This session will:

- Address the phenomenon known as diversity fatigue
- Identify the top causes
- Outline strategies to instill sustainability in diversity leaders to avoid the emotional, physical, and spiritual toll that can come with leading and supporting diversity efforts

TRACK 3: CULTURE TRANSFORMATION & BELONGING

Confidently Using LGBTQ+ Language: Focus on Gender Identity

SPEAKERS:

Rebecca Parrilla, Director
of Content & Research, LCW

Ada Vargas, DEI
Consultant & Founder of
Queer Money Coach

This skill-building session provides participants the opportunity to discuss the dynamic language landscape regarding LGBTQ+ people, their experiences, and their identities, especially as related to diverse gender identities. Discussion centers on how gender identity develops, common ways gender identity is understood by transgender and non-binary people, and the ways allies can demonstrate understanding and empathy—particularly around pronouns, non-binary identities, and gender neutral language.

Key take-aways:

- Describe the general societal landscape for trans and nonbinary people today
- Define and understand the 'why' behind important gender identity related terms
- See examples of trans and nonbinary people talking about their own experiences
- Understand the impact (on inclusion, safety, mental health) of using correct pronouns, names, and gender-neutral language
- Know what to do if you make a mistake and if you want to be more confident using LGBTQ+ language

3:15 - 3:30 PM

Break

3:30 - 4:30 PM

Concurrent Sessions

TRACK 1: BEST PRACTICES

Designing a Compre- hensive Learning Strategy to Strengthen Organizational DEIB Acumen

SPEAKER: Gail Manley

Vice President, Diversity
& Inclusion Leader,
Fidelity Investments

For organizations to truly attain their vision for Diversity & Inclusion employees, must have the education, exposure, and experience to expand their worldview and evolve their behaviors. Creating a robust learning strategy customized for every level in the organization is a key component. Digital training models alone generally do not move people to change their behavior, however a comprehensive plan with year-over-year new offerings, and various learning components can make a difference.

This session will address:

- Ways to build and implement a DEIB learning strategy
- The pros and cons of utilizing vendor offerings versus creating training in house
- What to look for and expect from a learning vendor
- Exploring sustainment options to achieve a lasting impact



TRACK 2: TOOLS

How To Design Your Culture for Sustainable Change

SPEAKER:

Hanlie Van Wyk

Global Engagement Leader and Subject Matter Expert, The Kaleidoscope Group

When trying to solve complex human problems - like DEI - organizations often fail to create conditions that are appropriate for the desired change.

For sustainable and successful change the cultural conditions of the company must evolve to support this change: executive leadership must be the change; managers must be committed; and, employees must be empowered to create the change and understand how their behavior impacts the success of the business in a real, tangible way.

DEI leaders and practitioners need a new approach and tools that addresses human behavior and performance in order to meet the increased complexities of the workplace. This requires whole systems thinking and design. Consciously designing for DEIB helps to impact business decisions, work styles, and personal relationships that ultimately affects the success of an organization.

By attending this session you will:

- Understand the importance of designing a culture that fosters DEIB
- Learn about the behaviors to change and habits to adopt
- Apply the framework and formula for change

TRACK 3: CULTURE TRANSFORMATION & BELONGING

Cultivating Safe, Inclusive, and Accountable Cultures

SPEAKER:

Kelly Charles-Collins

Attorney, Speaker, Author, HR Legally Speaking, LLC

It is imperative for organizations to create safe, inclusive cultures where people see, appreciate, and respect each other's humanity. That requires open, honest conversation and accountability. It also requires a genuine commitment from leadership to integrate diversity, equity, belonging, inclusion, and safety into the fabric of the organization. What doesn't get measured, doesn't count. What isn't seen as having a direct correlation to your bottom line, doesn't matter.

By attending this session, you will:

- Identify practical strategies to uncover hidden biases and facilitate inclusive interactions
- Analyze the tangible and intangible impact of unconscious bias
- Explore the "PER"fect Framework for Courageous Conversations
- Discover the 4 Cs to move from being a bystander to an ally and advocate

4:30 - 4:40 PM

Break

4:40- 4:50 PM

HRSI: Andre Allen, Managing Member, EVP of Technology and co-owner of FifthTheory, LLC and Chair of the HRCI Board of Directors

4:50 - 5:20 PM

Closing Keynote
Activating Your Resilience During the Era of the 5Ps

SPEAKER: Dr. Jackie Glenn, Founder and CEO, Glenn Diversity Inclusion & HR Solutions

5:30 PM

Closing Remarks

Dr. Sheila Robinson, Founder, Publisher & CEO, Diversity Woman Media



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Speakers



Andre Allen

Managing Member, EVP of Technology and co-owner of FifthTheory, LLC and Chair of the HRCI Board of Directors



Joy Canonigo

Director, DE&I, Discover



Heidi Capozzi

Executive Vice President, Global Chief People Officer, McDonald's



Kelly Charles-Collins

Attorney, Speaker, Author, HR Legally Speaking, LLC



Suheily Natal Davis

Senior Director, Diversity, Equity & Inclusion, McDonald's, USA



Ashley Ehlersm CCP, GRP,

Associate Vice President, Compensation and HR Data, Global Total rewards, Hyatt Hotels



Dr. Michael Ford

Vice President, Chief of Staff, Chief Diversity Officer and Asst. Secretary to the Board of Trustees, Roosevelt University



Dana Fortman

Director, Pharmacy & Retail Operations, Walgreens



Dr. Jackie Glenn

Founder & CEO, Glenn Diversity Inclusion & HR Solutions



Alisa Kolodizner

Co-CEO & Managing Partner, LCW



Gail Manley

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Rosalyn Taylor O'Neale

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Rebecca Parrilla

Director of Content & Research, LCW



Janet Pope

Vice President, Corporate Social Responsibility & Engagement, Americas Region, Capgemini



Valerie Rainford

Founder & CEO, Elloree Talent Strategies



Christine Ramsay, CDP
Chief Empowerment
Officer and Founder of
Ignite Inclusion, LLC



Dr. Sheila Robinson
Founder, Publisher & CEO,
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Jeanette Kilo Smith
Head of Diversity, Inclusion,
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Susan Stith
Former Vice President,
Diversity, Equity,
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Giving; President, Cigna
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(Retired, March 2023)



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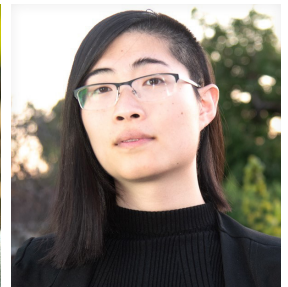
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