Glass Ceiling... We Are Coming for You

November 9 – 10, 2023
National Harbor, Washington, DC
# CONFERENCE AGENDA

## November 9 – 10, 2023

### Wednesday, November 8, 2023

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>6:00-7:30 PM</td>
<td>Opening Reception</td>
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<tr>
<td>Pose Lounge at The Gaylord Hotel</td>
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### Thursday, November 9, 2023

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>7:30 AM - 3:00 PM</td>
<td>Registration</td>
</tr>
<tr>
<td>Riverview Ballroom</td>
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<tr>
<td>7:30 - 8:30 AM</td>
<td>Breakfast</td>
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<tr>
<td>Riverview Ballroom</td>
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<tr>
<td>8:30 - 8:45 AM</td>
<td>Opening Remarks - Dr. Sheila Robinson, Publisher &amp; CEO, Diversity Woman Media</td>
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<tr>
<td>Riverview Ballroom</td>
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<tr>
<td>8:45 - 9:55 AM</td>
<td>Opening Keynote: Making Waves, A Woman’s Rise to the Top Using Smarts, Heart &amp; Courage</td>
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<td>Riverview Ballroom</td>
<td>Lisa will share her rise from an unassuming young woman to the top role at one of the world’s leading cruise lines, and how she became the first woman to take the helm of a Royal Caribbean Group brand, and one of the few women in the world at the time leading a multibillion-dollar brand. She will share her extraordinary and inspiring four decade journey along with her success and failures, highs and lows, and the meaningful lessons she learned along the way using her unique combination of smarts, heart and courage which enabled her to break the glass ceiling and leave behind a lasting legacy. Lisa Lutoff-Perlo, Author, Making Waves and Vice Chairman, External Affairs, The Royal Caribbean Group</td>
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<tr>
<td>8:55 - 9:30 AM</td>
<td>Welcome - Christine Robles, Vice President Stores Human Resources, Target</td>
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<tr>
<td>Riverview Ballroom</td>
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<tr>
<td>9:35 - 9:55 AM</td>
<td>Keynote: Sis, You Got This!</td>
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<td>Riverview Ballroom</td>
<td>Women and especially women of color comprise one of the fastest-growing segments in corporate America. Yet, often they are underrepresented, underpaid, invisible and in many cases the ‘only’ or, one of a few at their corporate tables. They fear they must change to be successful while compromising the very essence of who they are. Best-selling author, Joy Fitzgerald pulls together a wealth of experiences to help women successfully thrive in their careers. In this session, Joy introduces her S.I.S You Got This! principle from her new book Finding Authentic Rhythm: How to Win on YOUR Terms in Corporate America. Participants will learn how to: • Stop the noise that seeks to stifle your authenticity. • Invest in relationship capital to grow your network with key influencers and decision-makers. • Standout on purpose to create an intentional brand that will elevate your career. • Find your authentic rhythm! Joy Fitzgerald, Author, Speaker and Life Coach</td>
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Presented by Diversity Woman Media
10:00 - 11:00 AM  C-Suite Executive Women’s Panel: Lessons in Leadership
Riverview Ballroom
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.
MODERATOR: Susan Stith, Former VP, Diversity, Equity, Inclusion, and Charitable Giving and President, Cigna Foundation, Cigna (Retired – March 2023)
PANELISTS: Gloria Goins, Chief DEI Officer, Cisco
Dr. Shanika Hope, Education for Social Impact Director, Google
Alethia Jackson, Senior Vice President, ESG and Chief DEI Officer, Walgreens Boots Alliance
Vanessa Okwuraiwe, Principal Inclusion, Equity and Diversity, Edward Jones

11:00 - 11:15 AM  Networking Break

11:15 AM - 12:15PM  Breakout Sessions

Session I  Self Empowerment/Self Advocacy  Riverview 1
How Personal Power Can Supercharge Your Career
Unleash your potential in our transformative workshop, designed for corporate women seeking personal empowerment. Gain insights into personal power, craft a vision for your life, and set meaningful goals. Learn to lead with authenticity and consistency, while establishing boundaries to stop energy leaks. Take charge of your life and career with intentionality. Join us for an empowering experience of self-discovery and growth.
Prerika Agarwal, MBA, CEO, Inspiration Careers

Session II  Breaking Down Barriers  Riverview 2
Creating Confidence When You’re The First Or Only
Leading yourself and others can be difficult even before factoring in a pandemic, staffing shortages, budget reductions, and distributed teams. When you add being the FIRST or ONLY and feel out of your comfort zone, it all but guarantees you’ll waste even more time and energy on self-doubt. If second-guessing, playing small, or “faking it” get in your way, this session will deliver immediate, actionable results.
Presentation main take aways:
• A simple formula for making strategic decisions even when you’re feeling out of your element
• How to tap into your natural resilience
• The single question to ask yourself and your teams when self-doubt or uncertainty are wreaking havoc.
Asia Bribiesca-Hedin, founder and CEO, Bridgewell Professional Services

Session III  Leadership Development  Riverview 4
Empathy at the Helm: Navigating Tough Decisions with Kindness
In the business world, empathy often takes a backseat. Some leaders believe that empathy has no seat at the CEO table, but it does - and this session will challenge the misconception that toughness and kindness are mutually exclusive. Participants will learn what it means to maintain kindness in the face of challenging decision making, and how to make difficult calls without sacrificing our innate kindness.
By attending this session, participants will:
• Recognize the crucial role of empathy in leadership
• Understand how kindness and difficult decision-making can coexist
• Explore the benefits of leading with empathy
Chia-Lin Simmons, CEO, LogicMark
<table>
<thead>
<tr>
<th>Session IV</th>
<th>Money on Purpose: Building Wealth Intentionally</th>
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| Personal/Professional Development Riverview 5 | We know that as women, our wealth journeys are unique. It is about more than just investments – it’s about our family, our work, our legacy. We can chart a successful financial path when we plan, invest, and make informed decisions. By starting with our why, we can build wealth intentionally. **This session will focus on:**  
• The role financial planning plays in protecting & growing your wealth  
• Knowing your numbers & Owning your numbers (i.e. net worth, compensation)  
• Identifying the right team to support you during your wealth & financial journey  
• What is your why? Understanding your purpose & how to use money as a tool  
**Myah Moore Irick, ChFC®**, Senior Vice President, Private Wealth Manager & Founder, *The Irick Group-Merrill Private Wealth Management* |

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<thead>
<tr>
<th>12:15-2:30 PM</th>
<th>MOSAIC WOMAN LUNCHEON &amp; AWARDS CELEBRATION</th>
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</table>
| Riverview Ballroom | **Invocation and Welcome:**  
Nicole Dye-Anderson, SVP, Head of Media Relations & Influencer Strategy, *Wells Fargo* |

| Leadership Award Introduction:  
Krista Phillips, EVP, Head of Consumer Credit Cards and Marketing, *Wells Fargo* |

| LEADERSHIP AWARD HONOREE:  
Shelley Zalis, CEO, *The Female Quotient* |

| Trailblazer Award Introduction:  
Wendy John, Head of Global Diversity & Inclusion, *Fidelity Investments* |

| TRAILBLAZER AWARD HONOREE:  
Captain Beth Powell, Flight Department DEI Programs and Initiatives, *American Airlines* |

| Fireside chat with:  
Shelley Zalis and Captain Beth Powell. Moderated by Dr. Sheila Robinson. |

| 2:30-2:45 PM | Networking Break |

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<tr>
<th>2:45 - 3:45 PM</th>
<th>Breakout Sessions</th>
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| Session I Self Empowerment/Self Advocacy Riverview 1 | **Breakthrough the Promotional Pipeline**  
Research shows that companies with female top executives perform better. Yet, women face a variety of unique challenges that require practical strategies to navigate in today’s business world. While you’ve been promoted in the past, it seems that no matter what you do, you’re stuck and challenged to reach the next level. **By attending this session you will learn to:**  
• Break down the barriers of traditional promotion tactics to go after what you truly desire.  
• Uncover the hidden culprit that’s secretly distracting you and stealing your time and energy from getting promoted.  
• Create a compelling plan to communicate with your manager and launch into immediate action.  
**Colleen Hauk**, Founder & CEO, *The Corporate Refinery* |
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<tr>
<th>Session</th>
<th>Topic</th>
<th>Details</th>
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<tr>
<td><strong>Session II</strong>&lt;br&gt;Breaking Down Barriers&lt;br&gt;Riverview 2</td>
<td>Maintaining Work-Life Vitality While Breaking Glass Ceilings&lt;br&gt;Leaders who are searching for a deeper understanding of transformational change will find a new lens to take concrete actions to sustain efforts rooted in promoting well-being and a culture of belonging.</td>
<td><strong>We will explore:</strong>&lt;br&gt;• Work-life vitality: Addressing burnout, promoting harmony in diverse teams&lt;br&gt;• Decolonizing mental health: Implementing practical, social justice lens to trauma-informed care&lt;br&gt;• Conflict resolution: How we negotiate our differences in order to build safe and equitable communities&lt;br&gt;• Esteem: Reimagining how we understand and talk about self esteem and its impact on self leadership, self love and our placement in the community as leaders.&lt;br&gt;<strong>Marjorie Jean</strong>, Stress and Trauma Therapist, <strong>Ram Circle Counseling and Coaching</strong></td>
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<td><strong>Session III</strong>&lt;br&gt;Leadership Development&lt;br&gt;Riverview 4</td>
<td>RESPOND NOT REACT: Get Your Ideas Heard and Never Get Rattled&lt;br&gt;People can get under your skin, and you might take things personally and rehash the situation all day. You can respond powerfully with intention instead of react personally with emotion. Enjoy being the leader who sets the temperature in the room, makes interactions better - and gets her ideas supported.</td>
<td><strong>Learn how to:</strong>&lt;br&gt;• Stay calm, confident, and concise even around people who get under your skin&lt;br&gt;• Recover quickly from reactions so you stay on your purpose&lt;br&gt;• Neutralize the negative effects of others on you&lt;br&gt;• Be the positive leader who sets the tone for everyone on the team&lt;br&gt;• Initiate the tough conversations that get colleagues to align with you&lt;br&gt;A woman in her power raises everyone around her!&lt;br&gt;<strong>Sharon Melnick, PhD</strong>, Speaker and Best-Selling Author</td>
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<td><strong>Session IV</strong>&lt;br&gt;Personal/Professional Development&lt;br&gt;Riverview 5</td>
<td>You’re a Woman, Over 50: What’s Next?&lt;br&gt;Although there are promotional opportunities in many age groups, you hear less about them in your 50s. Advancing in your career at this age is still very important and it is crucial to get others on board for support.</td>
<td><strong>By attending this session, participants will:</strong>&lt;br&gt;• Reframe the way we position ourselves as we reach 50&lt;br&gt;• Increase awareness of age bias and make everyone comfortable in their age as they gain more experience&lt;br&gt;• Share the experience of being a leader at this age&lt;br&gt;<strong>Celeste Warren</strong>, VP, GD&amp;I Center of Excellence, <strong>Merck</strong></td>
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<td>3:45 - 3:55 PM</td>
<td>Transition to Ballroom</td>
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<td>4:00 - 4:20 PM</td>
<td><strong>Keynote: Mindset: The Best Medicine For Burnout</strong>&lt;br&gt;Burnout threatens the well-being of high-achieving women in the workplace, draining the talent pipeline of diversity in leadership. Dr. Bhowmik will discuss how to promote physical, mental, and emotional health using the ReST Revive Strive Thrive® resilience framework. By learning how to overcome burnout through the power of mindset, women can achieve professional success without having to sacrifice personal wellbeing.&lt;br&gt;<strong>Dr. Shelly Bhowmik</strong>, Founder, <strong>Platform Wellness</strong></td>
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## Glass Ceiling...We Are Coming for You

### Closing Panel: Leveraging Male Allies & Advocates to Advance Your Career Panel

**Moderator:** Robin Pedrelli, Co-founder & Partner, VisionSpring, Inc.

**Panelists:**
- Ray Dempsey Jr., Group Chief Diversity Officer, Barclays
- Derrick Perkins, Market Executive, Greater Washington, DC, Bank of America
- Mike Triplett, President, U.S. Commercial, Cigna Healthcare

### Closing Remarks

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

### Evening Reception

5:30 - 7:00 PM
Pose Lounge at The Gaylord Hotel

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**Friday, November 10, 2023**

### Breakfast

7:30 - 8:30 AM
Riverview Ballroom

### Opening Remarks

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

### Welcome

**Janet S. Currie**, President, Bank of America Greater Maryland

### Opening Keynote: How Female Leaders Can—and Must—Find Their Edge

We are often taught from a young age that hard work is the key to success—don’t give up, keep at it, stay motivated, tenacious, determined and that’s how you’ll succeed. However that’s not what female leaders actually experience. Professor Laura Huang’s research shows that success in the professional world often comes down to subtle perceptions and attributions, signals and gut feelings, and pre-conceived stereotypes. But what if women could flip those stereotypes in their favor and create an advantage or edge? This enlightening, empowering talk explains how women and women of color, can guide and redirect those very stereotypes which hold them back, and sharpen them into a unique and sustainable edge.

**Laura Huang**, Author, Professor and Entrepreneur

### Addressing Health Equity: What Women Need to Know

With a rich history deeply rooted in health equity, City of Hope strives to expand access to optimal cancer care to every individual, irrespective of their race, socioeconomic status, insurance coverage, or geographical location. City of Hope's panel of clinicians and researchers will address disparities across the cancer care spectrum and how healthcare systems need to think beyond their four walls to advocate for better health outcomes ... for all.

**By attending this session, participants will understand/take-away:**

- Representation matters to patients and the science
- Building trust in the community regarding the importance of clinical trials (despite historical tragedies)
- Creating a welcoming, inclusive health care system
- Advocating for the future of healthcare – Cancer Care is Different

**Moderator:** Angela Talton, System Senior Vice President and Chief Diversity, Equity & Inclusion Officer, City of Hope

**Panelists:**
- **Dr. Anita Johnson**, MD, FACS, Breast Surgical Oncologist | City of Hope Atlanta
- **Dr. Lorna Rodriguez-Rodriguez**, M.D., Ph.D., M.D., Ph.D. | City of Hope
- **Dr. Wafa Samara**, Pharm.D., VP and Chief Pharmacy Officer | City of Hope
### Glass Ceiling...We Are Coming for You

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>10:05 - 10:40 AM</td>
<td>MOSAIC WOMAN AWARD PRESENTATION</td>
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| Riverview Ballroom | Legend Award Introduction:  
Shani Waugh, Director, Diversity, Equity & Inclusion, Google  

**LEGEND AWARD HONOREE**  
Vivica A. Fox, Actress, Producer, Director, Philanthropist  

**Fireside Chat with Vivica A. Fox**  
MOTERATED BY: Lita Richardson, Esq. Entertainment Attorney & 4 time Emmy nominated producer |
| 10:40 -11:00 AM | Networking Break                                                     |
| 11:00 AM - 12:00 PM | Breakout Sessions                                                   |
| Session I | REAL Power: Embrace Power Within                                     |
| Riverview 1 | This deeply reflective, highly interactive session with DEI thought leader and executive coach Audra Bohannon will challenge you to connect your intentions with concrete action steps for making those goals a reality. Through reflection and discussion, walk away with steps you can take to ensure your goals are shaped based on what you want and what is important to you.  
Audra Bohannon, Founder, Bohannon Advisory |
| Session II | Leading from the Inside Out: Explore, Embody and Express Your Unique Leadership Brand |
| Riverview 2 | We all know about the glass ceiling. But, there's another ceiling, the self-imposed 'drop ceiling' that some of us erect with our own self-limiting habits and beliefs. It's as prickly and scratchy as the walls of our soft and cozy comfort zone.  
While breaking through each of these 'top limits' may seem out of reach, there ARE steps they can take to move closer to their personal and professional goals.  
**During this session you will learn:**  
The most important practices you must develop to create the career (and life!) you desire  
Some key exercises that will get you on the path to developing your Self-Leadership  
The bigger picture that will allow you to see how gaining CLARITY and CONFIDENCE can multiply your impact as a leader in ALL areas of your life!  
Camille McKinney, Leadership Coach and Consultant |
### Session III  
**Leadership Development**  
*Riverview 4*

#### Leveraging Our Power & Impact
Join us for an engaging session to celebrate the strength of our sisterhood and how it can propel significant advancements in the workplace and our world.

Discover how our varied perspectives, experiences, and talents uniquely positioned within our sisterhood can catalyze innovation, drive collaboration, and create environments where everyone thrives. Together, we’ll explore strategies to break barriers, shatter glass ceilings, and champion the rise of women leaders at all levels.

Don’t miss this opportunity to ignite a renaissance of women and leverage the extraordinary potential of our sisterhood to create a brighter, more inclusive future for everyone. Join us at “Saving Our Sisterhood” and take your place at the forefront of a transformation!

**MODERATOR:** Lori Spicer Robertson, Vice President, Chief Diversity, Equity & Inclusion Officer, St. Jude Children's Research Hospital

**PANELISTS:**  
- Jan Fowler Antonaros, Senior Manager Government Affairs and Public Policy, Google  
- Karen Chong, Vice President of Audience Strategy, Age Inclusion, AARP  
- Nakia Tull, Vice President, Black Customer Inclusion Leader, Fidelity Investments  
- Bria Villasante, DEIB Strategist, Insight G

### Session IV  
**Personal/Professional Development**  
*Riverview 5*

#### Compelling Communication: Leveraging Every Interaction for Influence and Impact
Leadership in the 21st century requires you to cast a clear vision, enable the strategic objectives of your teams, and empower future leaders of your organization to demonstrate their true potential while driving bottom line profitability. One of the biggest challenges most leaders face is communicating their vision career and work vision consistently and having that vision permeate through their stakeholder communities to create commitment, urgency, action, sponsorship and advocacy.

**You will learn:**  
- How to use everyday questions to evaluate your leadership pipeline.  
- How to customize your answer to your audience.  
- Strategies to keep employees, peers, and resources engaged and excited about your vision.

**Cornelia Shipley, CEO, 3C Consulting LLC**

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<th>Activity</th>
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<tbody>
<tr>
<td>12:15 - 1:30</td>
<td>Lunch &amp; Mosaic Woman Award Presentation</td>
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**Invocation**  
Ms. Victoria Bowens, COL, (Ret.) U.S. Air Force, Outreach and Strategic Engagement Director, Department of Defense

**Pioneer Award Introduction**  
Alethia Jackson, Senior Vice President, ESG and Chief DEI Officer, Walgreens Boots Alliance

**PIONEER AWARD HONOREE**  
Gaby Natale, First Latina to win 3 Daytime Emmys, author and Founder of AGANARmedia

**Closing Keynote**  
Pioneers: Embrace your Uniqueness, Break Barriers and Redefine What is Possible  
Gaby Natale, First Latina to win 3 Daytime Emmys, author and Founder of AGANARmedia

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<tr>
<th>Time</th>
<th>Activity</th>
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<tbody>
<tr>
<td>1:30 – 1:35</td>
<td>Closing Remarks</td>
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</table>

**Closing Remarks**  
Dr. Sheila Robinson, Publisher & CEO, Diversity Woman Media
Speakers

Prerika Agarwal, MBA, CEO, Inspiration Careers
Jan Fowler Antonaros, Senior Manager Government Affairs and Public Policy, Google
Audra Bohannon, Founder, Bohannon Advisory
Asia Bribiesca-Hedin, Founder, Bridgewell Professional Services
Dr. Shelly Bhowmik, Founder, Platform Wellness
Ms. Victoria Bowens, COL, (Ret.) U.S. Air Force, Outreach and Strategic Engagement Director, Department of Defense

Karen Chong, Vice President of Audience Strategy, Age Inclusion, AARP
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Laura Huang, Author, Professor and Entrepreneur
Nicole Dye-Anderson, SVP, Head of Media Relations & Influencer Strategy, Wells Fargo
Myah Moore Irick, ChFC®, Senior Vice President, Private Wealth Manager, Merrill Private Wealth Management
Alethia Jackson, Senior Vice President, ESG and Chief DEI Officer, Walgreens Boots Alliance

Marjorie Jean, Stress and Trauma Therapist, Ram Circle Counseling and Coaching
Wendy John, Head of Global Diversity & Inclusion, Fidelity Investments
Dr. Anita Johnson, MD, FACS, Breast Surgical Oncologist, City of Hope Atlanta
Lisa Lutoff-Perlo, Author, Making Waves and Vice Chairman, External Affairs, The Royal Caribbean Group
Camille McKinney, Leadership Coach and Consultant
Sharon Melnick, PhD, Speaker and Best-Selling Author
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Speakers

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First Latina to win 3 Daytime Emmys, author and Founder of AGANARmedia

Vanessa Okwuraiwe
Principal Inclusion, Equity and Diversity, Edward Jones

Robin Pedrelli,
Co-founder & Partner, VisionSpring, Inc.

Derrick Perkins
Market Executive, Greater Washington, DC, Bank of America

Krista Phillips
EVP, Head of Consumer Credit Cards and Marketing, Wells Fargo

Captain Beth Powell
Flight Department DEI Programs, and Initiatives, American Airlines

Lita Richardson, Esq.
Entertainment Attorney & Producer

Christine Robles
Vice President Stores Human Resources, Target

Lori Spicer Robertson
Vice President, Chief Diversity, Equity & Inclusion Officer, St. Jude Children’s Research Hospital

Dr. Sheila Robinson
Publisher & CEO, Diversity Woman Media

Dr. Lorna Rodriguez-Rodriguez, M.D., Ph.D.
City of Hope

Dr. Wafa Samara
Pharm.D, VP and Chief Pharmacy Officer, City of Hope

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Celeste Warren
VP, GD&I Center of Excellence, Merck

Shani Waugh
Director, Diversity, Equity & Inclusion, Google

Shelley Zalis
CEO, The Female Quotient
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Executive Coaches

Dr. Deborah Ashton  President, Planet Perspective
Asia Bribiesca-Hedin  Founder and CEO, Bridgewell Professional Services
Mary Robinson Carter  Senior Portfolio Advisor Merrill Lynch
Stacee Crittenden  Financial Advisor Merrill Lynch
Nancy Dalton  Head of Marketing and Community Partnerships, Amazon
Sharron A. Dean  Human Capital Executive, Leadership Coach, Educator, ACC, MAOM, LCP360

Melissa Donaldson  Global Head of Inclusion and Giving, Morningstar
Andrea Grant  Human Capital Consultant
Stacey Gordon  Inclusive Workplace Culture Consultant, Rework Work
Myah Moore Irick  Senior Vice President, Private Wealth Manager & Founder | The Irick Group, Merrill Private Wealth Management
Bethany Kazakevicius  Financial Advisor Merrill Lynch
Alisa Pojani Loutsik  Financial Advisor Merrill Lynch

Lekisha Middleton  Founder and Executive Coach, The Good Success Network
Nozomi Morgan  Founder & CEO, Michiki Morgan Worldwide
Debra Nelson  President, Elevate Communication
Susan Otim-Neal, MPS, PCC  CEO, Syncerity Speaks® LLC
Simone Sloan  Certified Executive Coach, Business Strategist and Facilitator, Your Choice Coach
Brianna Sullivan  Financial Advisor | The Irick Group, Merrill Private Wealth Management

Iryna Warren  Financial Advisor Merrill Lynch
Kim Welcome  CEO and Founder Influential Voice
Kaye Woody  Financial Advisor & Portfolio Advisor MacNamara Group

2023 National Diversity Women’s Leadership Conference  #DWConf #CeilingCrashers

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PEARL

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