



Wednesday, September 20

12:00 PM

Welcome & Introduction Lunch
This sit-down lunch is your first opportunity to meet all of the great DEI leaders you'll get to know at the Board Meeting.

1:00 PM

Transgender & Non-Binary Equity: Awareness to Action
BROOKE CARTUS, HARD ROCK INTERNATIONAL
How are you equitably serving and supporting your transgender and non-binary employees in a way that enables them to thrive at your organization? Join Brooke Cartus, Vice President of Diversity, Equity, and Inclusion at Hard Rock International, as she discusses the types of support you can offer your trans and non-binary employees to feel seen, how to educate and raise awareness around issues that impact this community, and the importance of focusing on this cohort to truly show your commitment to inclusion.

1:45 PM

Inclusion Through Intervention: Moving from Compliance to Culture
RAHSAAN COEFIELD, LOCKHEED MARTIN
How do you create a culture of inclusion that goes beyond compliance with the laws and policies governing unfair treatment in the workplace? What steps can you take that focus on fostering a sense of belonging for all? Join Rahsaan Coefield, Executive Director of Investigations at Lockheed Martin who leads investigations into discrimination, harassment, and retaliation as part of Lockheed Martin's Global Diversity and Inclusion organization. Take a behind-the-scenes look at how their company has developed cutting-edge equal employment opportunity efforts to promote a harassment-free workplace through its Upstander Campaign.

2:30 PM

Subaru of America's DEIB Journey
ASHLEY ESTES, SUBARU OF AMERICA
As your DEIB journey is gaining momentum, how do you pace yourselves to ensure long-term and meaningful impact for your organization? Join Ashley Estes, Associate Director DEIB at Subaru of America, as she gives you a behind-the-scenes tour of how Subaru of America is integrating DEIB into their organizational roadmap. Which parts of their journey did they leave in the rearview mirror and on which parts are they moving full speed ahead?

3:30 PM

Harnessing DEI Data to Drive Action and Outcomes
TANYA SPENCER, GE VERNOVA
How are you leveraging DEI data to understand root causes, make informed decisions, and take intentional action that will create lasting impact? In this discussion, Tanya Spencer, Chief Diversity Officer at GE Vernova, will provide a behind-the-scenes look at how General Electric used the power of data and lean principles -- designed to eliminate waste and improve processes -- to move the needle in DEI.

4:15 PM

Creating an Equitable and Inclusive Culture at a Global Company
EVELYN ESPINAL, UNILEVER
How can equity and inclusion accelerate your DEI journey? Get behind-the-scenes insights from Evelyn Espinal, Global Vice President of Equity, Diversity, and Inclusion at Unilever about the company's global strategy focused on four dimensions of diversity: gender, ability, LGBTQI+ identity, and race/ethnicity. Don't miss out on the opportunity to learn about Unilever's 10-year journey to drive workforce representation, inclusive culture, equitable policies and practices, as well as advocacy and partnerships.

8:00 AM

Welcome Back Breakfast

The conversations over coffee and eggs at this event are often more lively than any other conference’s happy hour. You’ll want to be here bright and early (and on time).

9:00 AM

Retaining Underrepresented Leaders

FLAVIA MOREIRA, MARS

What are you doing to keep diverse talent in leadership roles in your organization? What factors drive leaders away from the organization and what can you do to address them? These are not easy questions to answer. Join Flávia Correa Moreira, Head of Equity, Inclusion, and Diversity at Mars, in thinking through investment and expectations around leadership representation.

9:45 AM

Navigating Fear and Resistance Around DEI

DESTINEE THOMPSON, PANERA BREAD COMPANY

As fear and resistance to DEI strategies are becoming more pronounced, how do you determine when to engage with opposition, when to ignore it, and how to maneuver tactfully through the current tumultuous social landscape? Join Destinee Thompson at Panera Bread to explore ways to address fear, understand and respond to resistance, and focus your energy on moving the needle.

10:45 AM

Embedding DEI Across Your Enterprise

VANESSA YOUNGS, MOODY’S

It’s one thing to tack DEI onto existing corporate initiatives. It’s something else entirely to embed DEI into everything an organization does and how it does it. Join Vanessa Youngs, Vice President of Diversity, Equity and Inclusion at Moody’s, to consider the following questions: How do you hold business leaders accountable for the DEI strategy? How can you gain leadership buy-in? Which other functions are well integrated across the business, and how can you use them as a model?

11:30 AM

Making the Most of Your DEI Council

TOM ASHWORTH, CVS HEALTH

How are you setting up your DEI councils for success? What does success even look like, and what would it take to get there? Join Tom Ashworth, Senior Manager, Strategic Diversity Management and Health Equity at CVS Health, to dig into this discussion. We’ll share insights and experience on how to structure DEI councils to achieve maximum impact and long-term sustainability.

12:00 PM

Lunch Discussions

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1:00-4:00 PM

Unconference Rounds (4)

Unconferences are fast-paced, peer-to-peer discussions where you suggest discussion topics, vote for your favorites, and join the conversations that interest you most. It means you’re spending the entire time talking about exactly the right things for you, not some canned agenda set by meeting planners months in advance. Example topics:

- Age inclusion: Getting it right
- Creating psychological safety in the workplace
- Engaging non-wired, frontline workers in DEI
- Dealing with quasi-hate speech
- Leading DEI through recession, inflation, and layoffs
- Your DEI career trajectory: What’s next?
- External partnerships: Evaluating + communicating ROI
- Supplier diversity: Who’s responsible?