



2020

Inclusion Summit



Virtual Leadership Series



August 26th - 27th 2020 / October 22nd - 23rd 2020
VIRTUAL CONFERENCE SERIES: Presented on Zoom

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In times of crisis diversity and inclusion (D&I) can get pushed to the sidelines. Often perceived as a “nice to have” in the best of times, D&I risks getting taken off the senior team agenda entirely in the current crisis as leaders struggle to manage in a time of fundamental uncertainty. However, we believe that D&I will be one of the critical differentiators in how companies weather this storm. Those that have invested in developing inclusive cultures and building balanced teams across their businesses will fare better than others.

Too many leaders think of D&I work narrowly, as a limited set of initiatives aimed at increasing representation through hiring, creating a sense of belonging, and pursuing equity through incremental change to processes and policies, all of which is easily downsized during a crisis. But there is much more under the Diversity, Equity and Inclusion umbrella that is essential at moments like this. Leaders need to understand that some of the immediate obstacles they face are also critical DE&I challenges.

Leaders and organizations will need enhanced problem-solving skills and vision to address dislocations in businesses, industries, and regulatory environments. Strategic agility is likely to be a mission-critical trait. It is also likely to be stronger in organizations that can draw on the full spectrum of diverse talent available to them.

Some of the qualities that characterize diverse and inclusive companies, notably innovation and resilience, will be much in need as companies recover from the crisis. Indeed, it could help companies to unlock the power of diversity and inclusion as enablers of business performance and organizational health and contribute to the wider effort to revive economies and safeguard social cohesion.

HRO Today's Inclusion Summit Virtual Event Series will present examples of strategic D&I leadership that can guide us through the storm and lead us in the continuing quest to create better organizations and societies.

“Championing Diversity, Equity and Inclusion Inside and Out” (August 26th – 27th)

will address the importance of diversity, equity and inclusion as not just organizational initiatives or programs, but as something that has the power to transform society at large by producing behavior change. Join our expert speaking faculty as they share strategies that can impact the way your entire organization operates, and the individual ways of working, communicating, contributing and even just being in the world.

“The Role of D&I in Navigating Uncertainty and Change” (October 22nd – 23rd)

will discuss strategies for D&I practitioners to provide organizational and social leadership in the context of a pandemic and the fight against systemic racism.

“Championing Diversity, Equity and Inclusion Inside and Out”

Confirmed Speakers Include:




 **Denise Reed Lamoreaux**, *Global Chief Diversity Officer, Atos*



 **Anton Gunn**, *Chief Diversity Officer, MUSC Health System*



 **Sonja Spears**, *Chief Equity and Inclusion Officer, Boston Health Care for the Homeless Program*



 **Lorrie Lykins**, *Vice President Research, i4cp*




 **Lisa Strack**, *Vice President Diversity Recruiting, Bank of the West*




 **Edna Kane Williams**, *Senior Vice President Multicultural Leadership, AARP*



 **Sharon Aut**, *Global Inclusion and Diversity Director, Slalom*




 **Lindsey Wopschall**, *Consulting Workforce Learning Manager, Slalom*




 **Lor Lee**, *Director Diversity & Inclusion, Mayo Clinic*



 **Angela Harrell**, *Chief Diversity and Corporate Responsibility Officer, Voya Financial*




 **Singleton Beato**, *Chief Diversity & Engagement Officer, McCann Worldgroup*


“The Role of D&I in Navigating Uncertainty and Change”

Confirmed Speakers Include:




 **Celeste Warren**, *Chief Diversity and Inclusion Officer*, **Merck**




 **Girish Ganesan**, *Global Head Diversity and Inclusion*, **TD Bank**



 **Angela Cooper**, *Vice President Diversity & Inclusion*, **Mutual of Omaha**



 **Tanya Meisenholder**, *Deputy Commissioner of Diversity and Inclusion*, **New York City Police Department**




 **Fernando Little**, *Chief Diversity Officer*, **Atrium Health**




 **Neddy Perez**, *Chief Diversity Officer*, **McCormick & Company**



 **Cheryl Cofield**, *Director of Culture, Inclusion & Engagement*, **Georgia Institute of Technology**




 **Janica Pierce Tucker**, *Managing Director and Co-Chair of the Diversity Committee*, **Taft Law**



 **Ewuare Osayande**, *Chief Diversity Officer*, **American Friends Service Committee**



 **Denise DeCou**, *Manager Diversity and Community Outreach*, **Washington University**



 **Katie Kern**, *Chief Operating Officer*, **Media Frenzy Global**

10:00am ET



Building an Award-Winning Diversity Culture - How to Leverage Your Leadership to Drive a Culture of Engagement and Accountability on D&I Initiatives.

Anton Gunn, Chief Diversity Officer, **MUSC Health System**

Organizations with actively involved leaders deliver a culture of engagement and accountability that leads to award-winning diversity and world-class outcomes. However, organizations with disengaged leaders create a workplace culture where diversity initiatives struggle to thrive and fail to add value to employees and customers. In fact, lack of leadership engagement on diversity initiatives is a top reason behind the declining retention of diverse employees and increasing discrimination complaints. And the consequences are visible in every department within the organization. As a whole, a lack of engagement on diversity and inclusion efforts can cost organizations significantly leading to employee disengagement, customer dissatisfaction, and a tarnished reputation. If you take into consideration the cost of turnover alongside the cost of time and increased discrimination cases, the amount of lost compounds becomes almost unfathomable.

After two decades of inconsistent engagement by leadership and marginal diversity and inclusion initiatives, the Medical University of South Carolina (MUSC) has transformed diversity outcomes by developing an engaged leadership culture. This led to several award-winning and national recognized diversity initiatives leading to higher employee engagement, better outcomes and world-class culture. MUSC has a proven strategy and process that helps diversity leaders to assess their leadership engagement and accountability and offers insights to discover new opportunities, and design solutions that lead to better outcomes.

In this program, you leave knowing how to:

- Frame the need and value of having executives and management involved in diversity initiatives.
- Develop a strategic approach to embedding diversity and inclusion in your leadership culture.
- Define the different opportunities to drive leadership accountability on diversity & inclusion.
- Identify the six sustaining leadership behaviors that build an inclusive culture inside your organization.

10:45am ET



The Formula for Sustainable Growth - Purpose + Inclusion

Angela Harrell, Chief Diversity and Corporate Responsibility Officer, **Voya Financial**

Companies with a clear purpose that includes responsible growth, community investment and diversity and inclusion are well-positioned in today's marketplace.

The integration of these areas is the blend of science and humanity and can create an environment where employees are engaged in innovative ways and diverse stakeholder needs are met. In this session, Angela shares Voya's approach to corporate responsibility and inclusion which has been recognized by third parties as best-in-class for financial service companies. Identify the six sustaining leadership behaviors that build an inclusive culture inside your organization.

11:30am ET

Bettering the Balance - Removing Gender Bias from Performance Feedback To Ensure Equity

Denise Reed Lamoreaux, Global Chief Diversity Officer, **Atos**

Unconscious bias creeps into every segment of leadership, and performance feedback is no exception. A Stanford study says that:

- Men receive 2/3 more feedback as women about technical expertise, assertiveness, & independence
- Women’s performance reviews have 2.4 times as many references to team accomplishments rather than individual results
- Vague feedback given to women provides little to no guidance on next steps

Interestingly enough, directionless feedback is provided to women by both men AND women, rendering it difficult for a leader to make the case to advance female employees, which in turn does nothing to better the balance in the C Suite.

Join us as we discuss ways by which we can overcome these biases and perform an exercise to provide clear, actionable feedback for all genders identifying areas for development, specifics on how their performance impacts business goals, information on how the individual “measures up” within the team, and clear directions on what to do to create a way forward.

12:15pm ET

Lunch

1:00pm ET

The Cultural Reasons Sexual Harassment Prevails - Offering Deeper Meaning for a Better Workplace

Sonja Spears, Chief Equity and Inclusion Officer, **Boston Health Care for the Homeless Program**

In this #MeToo era, many companies are checking the boxes for compliance with their mandatory sexual harassment trainings. Often, the trainings heavily emphasize dispassionate definitions and legal reasons for employees to avoid sexually harassing others, but they leave out critical exploration of the cultural reasons that make sexual harassment persistent.

In this session, attendees will:

- Go beyond definitions to take a deeper dive into cultural norms of sexism, racism, homophobia and power imbalance that support harassing behaviors
- Gain an understanding of the historical origins of these social norms which will help to illuminate the damaging nature of sexual harassment for a more lasting employee impact
- Explore additional perspectives to take back to their companies that can be incorporated into their trainings at home.

1:45pm ET

Diversity, Age and the Coming Impact on the Marketplace

Edna Kane-Williams, Senior Vice President Multicultural Leadership, **AARP**

The advertising/marketing world rarely focuses on the 50-plus. Even fewer attention is paid to multicultural audiences as they age. Far too often stereotypes and other misrepresentations abound. In short: brands fall short. This presentation will focus on the dynamics of this challenge, and recommendations for truly inclusive marketing.

Learning Objectives:

- Describe the demographics of the 50+ marketplace and the impact of major marketing trends impacting age and diversity
- Spotlight the new image of aging and the Longevity Economy to educate the marketing community about the benefits of authentic representation of the 50-plus
- More accurately and authentically reflect the lives of the 50-plus people today and reject the stereotypes associated with aging, race and culture
- Inspire the advertising and marketing industries to action through incorporating age diversity in the creative process, including research, the brief, Imagery, casting and multi-generational teams
- Answer the question: what do brands need to know and do?

2:30pm ET

Afternoon Networking Break

3:30pm ET

Conference Day 1 Sessions Conclude

Main Conference Day 2 | August 27th, 2020

10:00am ET



Connectivity, Ingenuity and Inclusivity In Times of Crisis

Singleton Beato, *Chief Diversity & Engagement Officer*, **McCann Worldgroup**

Singleton Beato, Chief Diversity & Engagement Officer at McCann Worldgroup, shares examples of innovative thinking and human ingenuity that enabled McCann Worldgroup to deliver on its mission, to help brands play a meaningful role in peoples' lives, during the COVID-19 pandemic.

Singleton will also describe how McCann Worldgroup teams took a creative approach to inspire stronger connectivity and a sense of shared purpose among employees whose tireless efforts delivered messages of comfort, hope and solidarity to a world in crisis.

- Explore ways to foster an inclusive, resilient workforce during a crises.
- Learn how the principles of Diversity and Inclusion and sense of shared purpose inspired fresh ideas and innovation during uncertain times.
- Learn how McCann Worldgroup leveraged creativity to drive connection and deliver

10:45am ET



Addressing Social and Political Issues in Today's Landscape

Lor Lee, *Director Diversity & Inclusion*, **Mayo Clinic**

The country is certainly as divided as ever leading up to the elections, and many employers are uneasy about managing heated political discussions in their workplace. A recent survey by performance-management technology company BetterWorks finds that political chitchat is indeed reducing worker productivity. Managers and employees alike should take note of how external events can impact their workday. This session will highlight one organization's approach to determining when and how to address socially and politically charged discussions.

Objectives:

- Gain knowledge of Mayo's approach and practice around social responsibility
- Learn about a rubric approach to determining when and how to address issues outside of the organization
- Apply the learning to participant's own organization

Main Conference Day 2 | August 27th, 2020

11:30pm ET

The Inclusive Talent Pool - Employing People with Disabilities

Lorrie Lykins, Vice President Research, **i4cp**

The number of people of working age in the U.S. who have a disability, according to the Center for Disease Control and Prevention, is 53 million. That’s one in every five Americans. Yet the national unemployment rate for people with a disability (more than 30 million people age 16 and up) is nearly twice that of the broader population. It’s a similar story worldwide. This session will cover the steps many of the world’s leading companies have taken to truly diversify their workforces by sourcing, hiring, and developing talent of all abilities. In doing so, these companies are reporting measurable or observable business benefits such as the addition of highly motivated employees, demonstrating an inclusive and diverse culture that’s attractive to critical talent pools, and improving customer satisfaction.

Takeaways will include the following insights:

- How supported employment programs provide the structure needed for success in employing people with disabilities
- The true cost of providing accommodations such as assistive technology or other equipment for employees with disabilities
- Strategies for recruiting talent with disabilities

Lunch

12:15pm ET

1:00pm ET

The Multi-Generational Workforce – Making Room at the Table

Sharon Aut, Global Inclusion and Diversity Director, **Slalom**
Lindsey Wopschall, Consulting Workforce Learning Manager, **Slalom**

Gaps between generations have never been so great, causing strong tensions in today’s workforce. Aging Baby Boomers plan to contribute to the workforce longer than any generation before them. Gen Zers are entering the workforce, Millennials comprise most of our talent pool and Gen Xers are sandwiched in the middle continuing to make their mark on the world. Each generation comes with different work style preferences, largely formed by the environment and world in which they grew up. Learn to leverage each generation’s unique perspectives to make room at the table for all.

Objectives

- Unpack perceptions held of each generation
- Explore how each generation is shaped by cultural shifts and discover how that manifests in today’s workplace
- Discover what millennials, the largest generation of the workforce, value and how it is shaping today’s workplace
- Learn about GenZ, the newest generation entering the workforce, and their working style preferences
- Walk away with tips for making room at the table for all generations

1:45pm ET

3 Keys to a Diversity Recruiting Strategy

Lisa Strack, Vice President Diversity Recruiting, **Bank of the West**

Organizations have struggled to attract, hire and retain diverse talent. So much that most are not actually sharing the current state of affairs regarding their diverse workforce - nor the progress they've made which is usually very little. The truth is diversity recruiting is not a sprint, rather it's a marathon that requires numerous areas of focus to be successful. It can be boiled to down to three areas; your organization or company brand, the processes you put into place, and the accountability that you hold your work to - that will make a difference.

Attendees will walk away with the ability to:

- Identify pitfalls of most diversity recruiting strategies & how to avoid them
- Understand the three areas of focus & how to implement them
- Identify key stakeholders who are crucial to the success of a diversity recruiting strategy

2:30pm ET

Conference and Day 2 Sessions Conclude

 11:00am ET

2020 - Diversity & Inclusion and Progress in Times of Crisis



 **Celeste Warren**, *Chief Diversity and Inclusion Officer*, **Merck**

This year has been a year of unprecedented change around the globe. The world was faced with a pandemic which saw people shuttered in their homes, major cities shut down, industries and businesses of all sizes doing their best to manage through an economic crisis. People had to learn new ways of working, teachers had to establish different ways of teaching and students had to adapt to new ways of learning.

As a result of the tragic death of George Floyd and other incidents impacting black people across the United States, we saw an awakening of not just those in the black community but countless others across all dimensions of diversity globally protesting for justice, equity and humanity. Leaders and organizations across both the public and private sector responded publicly in ways that we haven't seen in the past. Employees within organizations and people within their communities elevated their voices and with a clear demand for sustained change.

The emphasis on diversity and inclusion has intensified across the globe. Leaders have to exercise new capabilities, organizations need to be able to adapt to the changing landscape as well as be prepared for the workforce and workplace of the future.

During this session, participants will learn:

- How the events of 2020 have impacted both the private and public sector
- What these events mean for diversity, inclusion, and equity
- How these events will shape our future workforce and workplace

"The Role of D&I in Navigating Uncertainty and Change"

Main Conference Day 1 | *October 22nd 2020*

🕒 11:30am ET

Safety and Inclusion During Consecutive Major Events

🗣️ **Tanya Meisenholder**, *Deputy Commissioner of Diversity and Inclusion*, **New York City Police Department**

In the spring and early summer of 2020, New York City was faced with two major events. One of the country's earliest hotspots for the Covid-19 Pandemic during the spring, New York rapidly became a stage to protest police and societal reform as the early summer approached. The New York City Police Department (NYPD) leadership maintained a commitment to the health and unique voices of nearly 55,000 employees during both events.

To keep NYPD employees healthy, those at high risk for severe illness were accommodated in an unprecedented manner. Under the leadership of Deputy Commissioner Tanya Meisenholder, the Office of Equity and Inclusion (OEI) streamlined the process for employees to reduce their exposure to Covid-19.

As indicators for Covid-19 declined and New York City prepared to reopen, the death of George Floyd in Minneapolis led to a series of protests and calls for criminal justice reform and societal change. The NYPD would not miss the opportunity to give its diverse employees a voice in issues that affect them as professionals and individuals and lead change efforts in the field. Safe and open discussions, facilitated by OEI, provided employees with a space to share feelings and present new ideas for growth.

- Recognize the need to keep employees safe and healthy above all other objectives.
- Illustrate the importance of giving employees a safe way to share their voice and the value of hearing their message.
- Prove a leader and team dedicated to Diversity, Equity, and Inclusion must remain focused on their mission, even in times of high operational demand.

🕒 12:00pm ET

Thought Leadership by



"The Role of D&I in Navigating Uncertainty and Change"

Main Conference Day 1 | *October 22nd 2020*

 12:30pm ET

Why D&I Matters More Than Ever



 **Girish Ganesan**, *Global Head Diversity and Inclusion, TD Bank*

The impacts of the COVID-19 pandemic and the response to anti-Black racism are reinforcing the importance of D&I to organizational culture and its business imperative. While many organizations demonstrate a visible commitment to Diversity and Inclusion, a key test of this commitment is how D&I is considered during times of challenge. Leaders are grappling with significant uncertainty and constantly changing variables. The actions that organizations take to support their people will have lasting impacts on engagement, reputation and on the business more broadly. Join this session to learn how TD Bank is navigating the pandemic and speaking up to address impacts of social injustice and racism.

 1:00pm ET

Break

 2:00pm ET

Leading the Way in Advancing Diversity, Equity and Inclusion in Higher Education



 **Denise DeCou**, *Manager Diversity and Community Outreach, Washington University*


Embedding Diversity, Equity and Inclusion in an institution of higher education begins at the top. This session will speak to the journey taken by senior leadership at Washington University in St. Louis in its efforts to create a sustainable diversity, equity and inclusion framework for advancing the university community towards greater excellence. This journey would begin in various schools and departments from the School of Medicine to the main campus to create new programs, initiatives and centers to "lead the way" for staff, faculty and students and engage all three segments of this population in the process. This session will speak to the development of plans to activate the school community to becoming a warmer and more welcoming space for research, teaching and learning.

Takeaways:

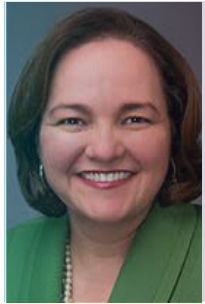
1. Learn ways to develop a comprehensive approach to building a successful diversity, equity and inclusion initiative
2. Identify leaders who support DEI work
3. Learn ways to successfully design training for staff
4. How to develop a strategic plan for DEI that includes want and need of faculty, staff and students
5. Learn how to create sustainable and actionable DEI plans for execution

"The Role of D&I in Navigating Uncertainty and Change"

Main Conference Day 1 | *October 22nd 2020*

 2:30pm ET

The Role of Organizational D&I in the Quest for Racial Justice



 **Neddy Perez**, *Chief Diversity Officer, McCormick & Company*

Recent events related to Racial in Justice has led to corporations rushing to make commitments and/or staying silent. As D&I practitioners what is your role in helping executive leadership, middle managers and employees understand, define and take action. How will the landscape change and what action steps do you need to take in order to make sure that you continue to listen to the voices of employees while continuing to also move forward your broader diversity goals and strategy. During the session we will cover the following :

- How to identify and support the learning needs of leadership – a list of resources will be provided
- Identify organizational obstacles that prevent the dialogue from changing
- How do you leverage allies to support the difficult conversations
- Action steps you can take immediately to pull together a strategy

 3:00pm ET

How are Employers - And Employees - Functioning Through This Unprecedented Period of a Pandemic and Civil Unrest?



 **Janica Pierce Tucker**, *Managing Director and Co-Chair of the Diversity Committee, Taft Law*

The Covid-19 outbreak has disrupted life in every corner of the globe. Simultaneously, a recent series of racially motivated incidents has further revealed deeper and previously unseen inequities. This is a time where an organization's investments in diversity and inclusion can yield significant rewards if leaders are able to pivot and adapt those initiatives to new needs as it becomes increasingly clear that a commitment to equity is not just the right thing to do, it is good business.

The session will address business issues:

- How organizations are responding to COVID-19's safety, sanitation, and health concerns
- Impact that remote workforces have on productivity, client service, and your bottom line
- The underlying currents of systematic racism hampering success within your business and your community
- The need for diverse leadership that reflects current demographics, bringing education, ambition, and diverse ideas and experiences with them

"The Role of D&I in Navigating Uncertainty and Change"

Main Conference Day 1 | October 22nd 2020

The session will also address personnel issues:

- Ways to foster a sense of belonging for remote teams
- Tactics to build a more inclusive culture
- The unspoken experiences relating to employees from underrepresented classes, who may:
 - Be reluctant to ask for assistance or support
 - Harbor distorted perceptions of other peoples' perceptions and evaluations
 - Internalize negative emotions

 3:30pm ET

How to Take Allyship from a Noun to a Verb in 90-Days

 **Katie Kern**, *Chief Operating Officer*, **Media Frenzy Global**

Allyship is more than just a title. When put into action, it becomes a call to fully support those around you who need you the most. In the last few months, our nation experienced a powerful shift as the death of George Floyd captivated headlines the spanned the globe. As protests erupted, leaders from the political realm to corporate America began re-evaluating the laws, policies, and processes that have systematically created barriers to the advancement of Black people. Now, many organizations find themselves at the intersection of allyship and action without much guidance. Are you moved to make a difference and lead with courage? Are you stuck on where to start and how to make true change happen? This session will focus on providing you with resources, support and a 90-day plan to help you drive change from ideation to true impact within your organization.

Attendees of this session will gain a better understanding of:

- The steps leaders can take today to move from thought to action for maximum impact
- How to incorporate the 90-day plan into your company's core values
- How to create DEI champions within your organization
- Why racial justice initiatives within your organization should be a business imperative, not just a DEI function

 4:00pm ET

Conference Day 1 Concludes

"The Role of D&I in Navigating Uncertainty and Change"

Main Conference Day 2 | *October 23rd 2020*

🕒 11:00am ET

Immersive Session: Community Healing Through Storytelling - Navigating This Thing Called Race

🗣️ **Cheryl Cofield**, *Director of Culture, Inclusion & Engagement*, **Georgia Institute of Technology**

In the midst of recent world events, many of us find ourselves questioning our fundamental beliefs, and confronting societal realities that have long hidden in plain sight. HR and D&I professionals are being called upon to solve complex human issues more than ever, despite often being on low reserves ourselves during these uncertain times. In light of this, we are creating a safe space to to gather to process our own thoughts and feelings.

Please join us for a "Community Conversation (or "Virtual Solidarity Circle") led by Cheryl Cofield, chief dialogue officer and director of culture, inclusion & engagement at the Georgia Institute of Technology where all are welcome to voice thoughts, discuss perspectives, share honest emotions, and witness one another's truth, pain, resilience and hope. Participants will:

- Bear witness to moving and brave personal stories and testimonies of others
- Share how recent life shifts have aided in profound self-discovery or "becoming"
- Learn more about the art & science of effectively leading race dialogue
- Explore strategies to overcome common fears and feelings associated with discussing race
- Explore integral strategies for collective healing
- Begin (or continue) doing the inner work necessary to co-create beloved communities (and human dwelling places) where we can all breathe freely and fully.

"The Role of D&I in Navigating Uncertainty and Change"

Main Conference Day 2 | *October 23rd 2020*

 12:30am ET

Elevate Your Change Management Game - Accelerating Progress Through Strategic Intention



 **Angela Cooper**, *Vice President Diversity & Inclusion, Mutual of Omaha*

Influencing the future is a big job. Are you up to it? As DEI practitioners/leaders, we must approach change leadership with a strategic mind, a psychological lens, an empathetic core, and a concrete plan. This presentation will offer behind-the-scenes perspective from a professionally certified change manager turned Chief Diversity Officer, sharing tools, insights and methods for leading a cultural change initiative in any environment.

In this session you will learn:

- An approach for organizing a comprehensive change strategy
- How to frame up and leverage a core change message
- Techniques to influence multiple stakeholders
- Why you should expect resistance, and how to manage through it

 1:00pm ET

The Power of a Social Impact Strategy – Channeling Emotion to Productive Purpose



 **Fernando Little**, *Chief Diversity Officer, Atrium Health*

When polarizing, controversial events occur that call into question social and racial justice, an organizational social impact strategy can help the organization and community grow and evolve into an inclusive, compassionate collective community. Thoughtful and practical approaches to developing a social impact strategy will build a trusted partnership with the community and drive organizational value while improving health and economic mobility. The core tenants include policy and systems change, amplified impact through co-creation and strategic partnerships, evidence-based interventions, measurable outcomes, and an enterprise culture and diversity framework.

Learning Objectives

- Leverage Courageous Conversation framework to understand how we got here and a meaningful call to action
- Explore the components and tenets of a successful Social Impact Strategy
- Examine best practices in building a trusted community partnership
- Create workforce development strategies and career pathways to support social impact and economic mobility

"The Role of D&I in Navigating Uncertainty and Change"

Main Conference Day 2 | *October 23rd 2020*

 1:30pm ET

Getting it Right - Diversity and Equity in the Age of COVID-19

 **Ewuare Osayande**, *Chief Diversity Officer*, **American Friends Service Committee**

As states deliberate how and when to reopen their economies as others are realizing they reopened too soon, companies and organizations are challenged to be nimble and responsive to the developing needs of staff. COVID-19 has exposed the fault lines of social inequality throughout US society. Whatever questions remain unanswered in this Coronavirus recovery, what is clear is that there is a new normal that we all will need to come to terms with. This session seeks to provide guidance for organizational leaders toward prioritizing practices and policies rooted in equity and a vision of inclusion that is informed by the particular needs of diversity in the workplace. Some of the questions and issues to be addressed include:

- How has COVID-19 expanded our understanding of "safe work environment"?
- What is necessary to ensure that Black Lives Matter in the workplace?
- Understanding the concerns of the deaf community and mask-wearing.
- Developing special measures for parents with infants and school-age children.

 2:00pm ET

Conference and Day 2 Conclude

REGISTER INFORMATION

Fax form to +1-267-800-2701 | Call +1-267-319-8424 ext 146 or @ events@sharedxpertise.com

Options	Register by 8/21/2020	Standard Pricing
August 26-27, 2020	\$895	\$895
October 22-23, 2020	\$645	\$895
Both (available ondemand for 12 months)	\$995	\$1,395

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