

INCLUSION SUMMIT 2024



JUNE 10-11, 2024 | CHICAGO, IL



EVENT SPEAKERS



Prudence Pitter

*Global Head of HR,
Automotive & Manufacturing
Amazon Web Services*



Antonio Johnson

*VP of People Engagement
Cantex*



Victor Simmons

*VP, HR and Head of DE&I
Ace Hotels*



Brady Pyle

*VP of Human Resources
Space Center Houston*



Millette Granville

*VP, DE&I
2U*



Menzel Smith Jones

*DE&I Specialist
Brookhaven National Laboratory*



Eva Stoudemire

*Executive Director of
Global People and Culture
Adoniyah Enterprises*



Malobi Achike

*Founder and CEO
DEI Directive*



Robert Perkins

*Senior Vice President,
Chief Global DE&I Officer
Mondelez International*



Derrick Barton

*CEO, Center for Talent Solutions
and Founder
Incredible LIFE Network*



Sherida McMullan

*VP of Diversity,
Inclusion & Belonging
Gitlab*



Sunil Asija

*Director of Human Resources
Oakland County*



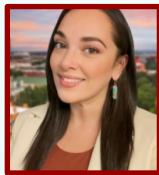
Trent Cotton

*VP, Talent & Culture
HatchWorks*



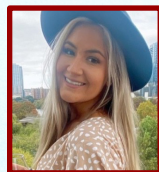
Nickoria Johnson

*Global Chief Diversity Officer
Credera*



Asheli Mann-Lofthouse

*President and CEO,
Cultural Outreach and Racial
Equity Collective*



Makenzie Barton

*Talent Solutions Team
Center for Talent Solutions*



AGENDA

MONDAY, JUNE 10, 2024 | DAY 1

8:00 AM

Registration and Breakfast

8:45 AM

Chairman's Welcome



Derrick Barton

*CEO, Center for Talent Solutions and Founder
Incredible LIFE Network*

9:00 AM

Keynote Presentation: Engaging YOUNique TALENT



Derrick Barton

*CEO, Center for Talent Solutions and Founder
Incredible LIFE Network*

9:30 AM

Opening Keynote Presentation: Prioritizing Employee Wellbeing: How Leaders Prioritizing Their Wellbeing Improves Organizational Effectiveness

Hear relatable scenarios, and challenges that leaders face, while learning ways to effectively make a shift in mindset from leadership survival to the importance of being a role model for thriving in the workplace. Learn ways to navigate the inevitable changes that occur in the workplace, build resilience, and focus on emotional intelligence and psychological safety.

- Learn to adapt while focusing on continuous learning - The best leaders balance change and continue to evolve
- Keep Inclusion and two-way communication strong - Emotional intelligence and psychological safety go hand in hand and strengthen the organization's culture
- Balance work and life - Be a role model in and out of the workplace



Prudence Pitter

*Global Head of HR,
Automotive & Manufacturing
Amazon Web Services*



AGENDA

MONDAY, JUNE 10, 2024 | DAY 1

10:00 AM

DEI IS Critical to Business - Why Organizations are Doubling Down and Embracing DEI

DEI matters to your business not just because it is the right thing to do. It matters because it is just a smart business move. In this session, we explore the business case for DEI. Why it matters to a 21st century business, and why despite the efforts to undermine it many organizations are doubling down on their efforts. We will also address the potential risks of ignoring DEI altogether.



Malobi Achike
Founder and CEO
DEI Directive

10:30 AM

Break

11:00 AM

Keynote Presentation: 2024 DEI Trends – How to Prepare Organizations for Current & Future Challenges

Leaders are being confronted with managing through a myriad of DEI issues and societal complexities that impact their companies, employees, and corporate reputation. In this session, Robert will share a comprehensive examination of:

- How to act on what is most important and make choices that help reinforce your organization's DEI commitment
- What are the macro pressures and employer issues driving leadership challenges
- How to build a culture that fosters trust, credibility, and confidence, while minimizing risk
- How to help leaders navigate during uncertain times of uncertainty and tension



Robert Perkins
*Senior Vice President,
Chief Global DE&I Officer*
Mondelez International



AGENDA

MONDAY, JUNE 10, 2024 | DAY 1

Track A:
Diversity & Inclusion

Track B:
Employee Engagement

11:30 AM

Panel Discussion: Key Strategies to Build a More Human-Centric Workplace Culture

The responsibility of companies in building an empathetic work culture is key to performance and retention in the current environment. What is your organization doing to help your employees survive, stabilize and thrive? This session will look at the current gaps and what organizations can do to cultivate a human-centric company culture.

- The current drivers of attrition; where do we need to focus?
- Towards greater employee flexibility: where are we and where do we want to be?
- How to build leadership skills to drive empathy and support
- The growing importance of health and wellness
- Managing the transition from the traditional employee experience to whole life experience unconscious bias, and practice inclusive behaviors



MODERATOR:
Derrick Barton
CEO, Center for Talent Solutions and Founder Incredible LIFE Network



Prudence Pitter
Global Head of HR, Automotive & Manufacturing Amazon Web Services



Nickoria Johnson
Global Chief Diversity Officer Credera



Sunil Asija
Director of Human Resources Oakland County

12:00 PM

Lunch



AGENDA

MONDAY, JUNE 10, 2024 | DAY 1

Track A:
Diversity & Inclusion

Track B:
Employee Engagement

1:00 PM

Interactive Round Table Discussions –Key Strategies to Build a More Human-Centric Workplace Culture

This interactive session is your opportunity to discuss the most current topics with your peers in small groups.



MODERATOR:
Sherida McMullan
*VP of Diversity, Inclusion & Belonging
Gitlab*

1:00 PM

Interactive Round Table Discussions – Employee Engagement

This interactive session is your opportunity to discuss the most current topics with your peers in small groups.



MODERATOR:
Derrick Barton
*CEO, Center for Talent
Solutions and Founder
Incredible LIFE Network*

2:00 PM

Break



AGENDA

MONDAY, JUNE 10, 2024 | DAY 1

Track A:
Diversity & Inclusion

Track B:
Employee Engagement

2:30 PM

Building An Inclusive Culture For Organizational Performance

Businesses across all industries are currently faced with overcoming challenges to performance that include leadership and management styles, communication approaches, work environments, and relationships amongst diverse employee groups. While there have been discussions regarding recommendations and solutions to address these challenges, questions remain as to what strategies can provide organizations sustained success while addressing the challenges collectively. Inclusive leadership and culture can serve as the guide to greater organizational performance and lead to competitive advantage over time. This session will focus on practice methods of inclusive leadership, considerations for a continuous improvement approach to inclusive culture, alignment of organizational performance, and how everyone contributes to accountability.

- Understanding the core competencies of inclusive leadership
- Learning elements associated with an inclusive culture and ongoing improvement
- Identifying strengths and weaknesses related to inclusive culture and organizational performance
- The importance of contributions and accountability from all stakeholders



Antonio Johnson
VP of People Engagement
Cantex

2:30 PM

Adopting a Continuous Learning Approach to Microlearning, Upskilling, and Growth Mindset

With busy schedules, diminishing budgets and ever-changing knowledge landscapes, it can be difficult to find the time and resources to stay ahead of the curve. This presentation explores a powerful approach that addresses these challenges – microlearning, upskilling, and fostering a growth mindset.

- The increasing popularity of microlearning: how bite-sized learning modules designed for accessibility and adaptability can enable individuals to learn and grow at their own pace
- Designing personalized learning paths that are aligned with individual career aspirations and goals, ensuring targeted development and skills acquisition
- Building a corporate culture that fosters a growth mindset: building capacity to support experimentation, “learning from mistakes”, whilst celebrating successes
- Equipping employees with the latest skills and knowledge to learn new technologies, acquire cutting-edge expertise, and remain competitive



Trent Cotton
VP Talent & Culture
HatchWorks

3:00 PM

Presentation reserved for industry partner

3:00 PM

Presentation reserved for industry partner



AGENDA

MONDAY, JUNE 10, 2024 | DAY 1

Track A:
Diversity & Inclusion

Track B:
Employee Engagement

3:30 PM

How to Build a DE&I Strategy and Promote Authenticity in the Workplace

This presentation will share with you how to build a DEI strategy from the ground up and how to provide a workplace environment where everyone can bring their whole selves to work. The presenter will share his real-life experiences and his best practices for success all while under the backdrop of the now infamous murder of George Floyd and so many others resulting in thousands of protests across the country. During this presentation, you will learn.

- Towards leadership engagement: where are you and where do you need to be?
- What should be included in a thorough company assessment?
- Building and implementing a sustainable two-to-three- year strategy



Victor Simmons

VP, HR and Head of DE&I
Ace Hotel

3:30 PM

Winning The WAR for Young Talent: Attract, Engage, and Keep Zillennials

Welcome to the future of work! While many are focused on AI, they're missing the chance to focus on IA (Intention + Attention). As Zillennials (Millennials + Gen Z) take over the workforce, it's time to rethink how to WIN this Talent War...

- The New Workforce Reality: Gen Z and Millennials are not just a part of the workforce – by 2030 they will make up almost 100% of the workforce.
- Turnover Troubles: Losing Zillennials is costing the U.S. economy a whopping \$30.5 billion annually – how to cut those costs and keep your talent happy, engaged, growing, and wanting to stay.
- Top Talent Magnet: Want the best and brightest? You need to speak their language: LifeWork alignment, meaningful work, and room to grow up, over, within, and sideways.
- Engagement Drives Retention: I engage... I'll stay OR stay longer... How to keep them engaged through LifeWork Alignment, professional + personal development, clear communication, supportive culture, and empathetic leadership



Makenzie Barton

Talent Solutions Team
Center for Talent Solutions



AGENDA

MONDAY, JUNE 10, 2024 | DAY 1

4:00 PM

Closing Panel Discussion: Building a Fairer Future: Key DE&I Strategies to Drive Engagement

Embracing Diversity, Equity, and Inclusion (DE&I) is no longer optional for organizations in 2024. It's a critical business imperative that drives innovation, enhances employee engagement, and fosters a more competitive advantage. But simply acknowledging the importance of DE&I isn't enough. We need concrete action and measurable progress towards building truly inclusive workplaces.

This discussion will explore key strategies for organizations to advance DE&I in the coming year, focusing on:

- Beyond hiring: moving beyond recruitment efforts to create a workplace where individuals from diverse backgrounds feel valued, heard, and empowered to thrive
- Leveraging data to identify and address systemic biases within policies, practices, and procedures
- Investing in leadership development to champion DE&I initiatives and create an inclusive leadership pipeline.
- Embracing diversity in thought and perspective to drive innovation and problem-solving
- Building employee resource groups (ERGs) to serve as catalysts for change, providing support and resources for their respective communities
- Promoting accountability and transparency: establishing clear DE&I goals, measuring progress regularly, and holding individuals and leaders accountable for achieving them



MODERATOR:
Derrick Barton
CEO, Center for Talent Solutions and Founder Incredible LIFE Network



Antonio Johnson
*VP of People Engagement
Cantex*



Millette Granville
*VP, DE&I
2U*

4:45 PM

Chairman's Summary



Derrick Barton
CEO, Center for Talent Solutions and Founder Incredible LIFE Network

5:00 PM

Networking Drinks Reception



AGENDA

TUESDAY, JUNE 11, 2024 | DAY 2

8:00 AM

Registration and Breakfast

8:45 AM

Chairman's Welcome



Derrick Barton

CEO, Center for Talent Solutions and Founder
Incredible LIFE Network

9:00 AM

Opening Keynote Presentation: Igniting Organizational Success: Investigating Strategies for Culture Measurement, Front-Line Leadership and Employer Branding

- Measuring and building your company culture
- Front-line leadership as a foundation of a foundation of culture and employee engagement
- An overview of the 70/20/10 Leadership Development Strategy
- How to enhance "word of mouth" about your organization to prospective applicants



Brady Pyle

VP of Human Resources
Space Center Houston



AGENDA

TUESDAY, JUNE 11, 2024 | DAY 2

Track B:
Employee Engagement
/ Wellness

9:30 AM

Cultivating a Thriving Culture: Building a Roadmap for Success

Workplace cultures have undergone a monumental transformation over the past four years and it seems that there is no end in sight. With continued debate on workplace versus employee priorities, there is a continued need to revisit cultural norms and ensure they remain aligned with the evolving needs of our workforce and the ever-changing business environment.

- Empowering purpose and meaning: which values resonate with employees, allowing them to connect their individual work to a larger impact?
- Prioritizing psychological safety and well-being: prioritizing mental health and providing resources for stress management and work-life balance
- An overview of trust and transparency – what matters?
- Foster a diverse and inclusive environment where everyone feels valued, respected, and empowered to contribute their unique perspectives and talents
- Continuously invest in your workforce's growth and development



Sunil Asija
Director of Human Resources
Oakland County

10:00 AM

Keys to Modern Leadership to Drive Engagement

Join Nickoria Johnson to explore how we can show up as the best leader possible in this new modern workplace. Leading in this multi-generational, fast paced and agile world is a very different context than when many of us started our leadership journey. Go on a journey to compare and contrast old-school versus new-school leadership styles and learn more about the expectations and needs of this modern workforce. From leading diverse teams to flexing your communication style to creating more empathy... this session is for all leaders, whether you are new to leadership or more seasoned in your walk. Our goal is common... we all want to build towards a more inclusive and more engaged workforce. We want to make sure that we are creating the most high-performing teams possible. The change starts with us so let's do something new!

- Understand the power of inclusive leadership and why its important
- Explore how to lead diverse teams (age, gender, multi-cultural, global)
- Learn what you can do to flex your leadership style and become a more inclusive leader



Nickoria Johnson
Global Chief Diversity Officer
Credera

10:30 AM

Break



AGENDA

TUESDAY, JUNE 11, 2024 | DAY 2

Track A:
Diversity & Inclusion

11:00 AM

Cultivating an Inclusive Global Workforce

Many companies and organizations with a global footprint seek executive leaders to engage within their regions on DEI with high level report outs. I have learned motivational ways to engage a global workforce having all staff, bottom up and top to bottom, across cultures, beliefs, levels in understanding of DEI, and traditions journey toward inclusive organizational goals. Very few resources are available on engaging a global workforce in this manner while growing engagement.



Eva Stoudemire

Executive Director of Global People and Culture
Adonyah Enterprises

11:30 AM

Interactive Round Table Discussions – Diversity & Inclusion

This interactive session is your opportunity to discuss the most current topics with your peers in small groups.



MODERATOR:

Sherida McMullan

VP of Diversity, Inclusion & Belonging
Gitlab

12:30 PM

Lunch



AGENDA

TUESDAY, JUNE 11, 2024 | DAY 2

Track A:
Diversity & Inclusion

1:30 PM

The Power of Storytelling: Using Narratives to Drive Empathy and Understanding for DE&I

This session will highlight the power of storytelling in fostering empathy and understanding for diverse perspectives. It will showcase examples of effective storytelling techniques and how they can be used to create a more inclusive and equitable workplace culture.

- Sharing personal stories: encouraging employees to share their own narratives about their experiences, backgrounds, and perspectives can foster a deeper understanding of individual differences and create a space for connection and empathy
- Showcasing stories from individuals and communities representing various backgrounds and identities to challenge stereotypes and broaden perspectives
- Leveraging creative storytelling techniques to boost connectivity
- Building enterprise-wide bridges through shared narratives
- Providing employees with the opportunity to participate in structured storytelling workshops to drive a more open and inclusive communication environment



Asheli Mann-Lofthouse
President and CEO
Cultural Outreach and Racial Equity
Collective

2:00 PM

How to A.D.A.P.T. to DE&I Headwinds

Action - Be Intentional in every Action you or your organization takes (tie it to the company strategy)
Do Good - Provide meaningful ways to contribute to society
Accountable - We have the Responsibility to commit and Answerable for the outcome
Policies - Build scalable ways to govern your work, actionable processes which inform your programs.
Transparent - Our Internal efforts align with our efforts externally

Also:

- DE&I in Tech - Accountability and how our leaders align to DE&I - hindered our ability to go after policies.
- SCOTUS and the impact (DIB report launched)
- Performance, Branding Socially in Tech



Sherida McMullan
VP of Diversity, Inclusion & Belonging
Gitlab

2:30 PM

Afternoon Coffee and Networking



AGENDA

TUESDAY, JUNE 11, 2024 | DAY 2

Track B:
Employee Engagement
/ Wellness

3:00 PM

Psychological Safety and Mental Health: Building a Thriving Workplace Culture

In today's fast-paced and demanding work environment, employee well-being is paramount. Creating a psychologically safe space where individuals feel comfortable expressing themselves, voicing concerns, and making mistakes is crucial for fostering mental health and overall organizational success. This presentation will explore the intricate link between psychological safety and mental health in the workplace, highlighting the importance of proactive measures to cultivate a supportive and thriving culture. Join us as we navigate the path towards building a workplace that prioritizes both mental health and overall employee well-being.

- Defining psychological safety and its impact on individual and team performance
- The Mental Health Connection: exploring the direct link between psychological safety and improved mental health
- Strategies to build a culture of trust through open communication and collaboration
- Empowering vulnerability: bridging the gap between theory and reality
- Investing in wellbeing: an overview of key resources such as mental health resources, flexible work arrangements, and employee recognition programs



Menzel Smith Jones

DE&I Specialist

Brookhaven National Laboratory

3:30 PM

Closing Remarks and End of Conference



Derrick Barton

CEO, Center for Talent Solutions and Founder

Incredible LIFE Network



REGISTRATION

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