



# 2022: Diversity, Equity, Inclusion & Belonging

Transforming Culture  
for Greater Inclusion &  
Business Success



**DIVERSITY**  
**EQUITY**  
**INCLUSION &**  
**BELONGING**  
**CONFERENCE**

**IN PERSON!**

**July 19, 2022 • Chicago, IL**

PRESENTED BY

**DiversityWomanMedia**



# Agenda At-a-Glance

JULY 18, 2022		
6:00 - 8:00pm	<b>Welcome reception</b>	
JULY 19, 2022		
8:00 - 8:30	<b>Registration &amp; Continental Breakfast</b>	
8:30 - 8:45	<b>Welcome, Opening Comments and Sponsor Recognition</b>	
8:45 - 9:15	<b>Opening Keynote: Richard Lui</b>	
9:15 - 10:00	<b>The New CDO Role Panel Discussion</b>	
10:00 - 10:15	<b>Break</b>	
<b>10:15 - 11:15</b>	<b>CONCURRENT SESSIONS</b>	
<b>TRACK 1: BEST PRACTICES</b>	<b>TRACK 2: EQUITY</b>	<b>TRACK 3: RESILIENCE</b>
<b>Building for Belonging: The Power of Transformative Placemaking</b> <b>SPEAKER: Kristen Magni</b> , Managing Partner of Advisory Services and Chief Equity Strategist with hyrUP <b>Marcus White</b> , ABD, M.Ed. is a distinguished educator, researcher, author and curriculum designer	<b>Engaging Male Allies: Moving From Awareness to Advocacy.</b> <b>SPEAKER: Jeffery Tobias Halter</b> President, YWomen	<b>Change is B.L.I.S.S.</b> <b>SPEAKER:</b> <b>Lori Spicer Robertson</b> VP, Diversity, Equity & Inclusion, Saks Fifth Avenue/Wundher <b>Crystal Andrews Banks</b> , Global Head, Diversity, Equity, Inclusion & Belonging, The Kraft Heinz Company <b>Michelle Marshall</b> , Head of Diversity, Equity, and Inclusion, PUMA North America, Inc.
11:15 - 11:30	<b>Break</b>	
<b>11:30 - 12:30</b>	<b>CONCURRENT SESSIONS</b>	
<b>TRACK 1: BEST PRACTICES</b>	<b>TRACK 2: EQUITY</b>	<b>TRACK 3: RESILIENCE</b>
<b>A Culture of Belonging 100 Years in the Making – Edward Jones</b> <b>SPEAKER: Jennifer Kingston</b> Principal, Head of Enterprise Diversity, Equity and Inclusion, Edward Jones	<b>Taking a Leader's First Approach to Belonging</b> <b>SPEAKER: Dr. Beth Kaplan Kondonijakos</b> Global Head of Leader Development and Enablement Dassault Systemes	<b>The Courageous Conversation: How to Effectively Address the Elephant(s) in the Room</b> <b>SPEAKER: TBD</b>
12:30-1:30	<b>LUNCH</b>	
1:00-1:30	<b>Diversity and Inclusion in the Metaverse</b> <b>SPEAKER: Anders Gronstedt, Ph.D.</b> , president of The Gronstedt Group	
1:30-1:45	<b>Move to breakouts</b>	
<b>1:45 - 2:45</b>	<b>CONCURRENT SESSIONS</b>	
<b>TRACK 1: BEST PRACTICES</b>	<b>TRACK 2: EQUITY</b>	<b>TRACK 3: RESILIENCE</b>
<b>Engaging BERGs for Real Impact with The Walt Disney Company</b> <b>SPEAKER: Rubiena Duarte</b> , VP, DEI People and Culture at The Walt Disney Company <b>Queen Denchukwu</b> , Director, Diversity & Inclusion at Lucasfilm <b>Wokie Daboh</b> , Director, Diversity & Inclusion at ESPN <b>Rolondo Talbott</b> , Senior Manager, Diversity & Inclusion, Disneyland Resort	<b>The Journey to Truly Equitable Organizations</b> <b>SPEAKER: Tanya M. Odom</b> , Ed.M., director of the Equity & Inclusion Program at the Walton Family Foundation	<b>Open Your Mouth and Listen: Is Cancel Culture the Answer?</b> <b>SPEAKER: Michele Shelton</b> , CEO & Principal Consultant, Michele Shelton, LLC
2:45 - 3:00	<b>Break</b>	
3:00 - 4:00	<b>Mentor Circles</b>	
4:00 - 4:45	<b>Best Practices for Achieving and Sustaining Culture Transformation</b>	
4:45 - 5:15	<b>Closing Keynote</b> <b>SPEAKER: Bobby Kimbrough, Jr.</b> , Author, Podcast Host and Empowerment Speaker	
5:15 - 5:30	<b>Closing Remarks</b>	



Agenda

All times are CT

July 18, 2022

6:00pm - 8:00pm	Reception
-----------------	-----------

July 19, 2022

8:00 - 8:30	<b>Registration &amp; Continental Breakfast</b>
8:30 - 8:45	<b>Welcome, Opening Comments and Sponsor Recognition</b>
8:45 - 9:15	<b>Opening Keynote: Richard Lui</b>
9:15 - 10:00	<b>The New CDO Role Panel Discussion</b> <b>MODERATOR: Wendy John</b> , Head of Global Diversity & Inclusion, Fidelity Investments <b>PANELIST: Carlos Cubia</b> , Chief Inclusion, Equity, Diversity & Sustainability Officer, BSH System <b>Tanesha Wade</b> , SVP, Diversity, Equity, and Inclusion, Chicago Bears Football Club
10:00 - 10:15	<b>Break</b>
<b>10:15 - 11:15</b>	<b>CONCURRENT SESSIONS</b>
<b>TRACK 1: BEST PRACTICES</b>	
<b>Building for Belonging: The Power of Transformative Placemaking</b> <b>SPEAKERS:</b> <b>Kristen Magni</b> , Managing Partner of Advisory Services and Chief Equity Strategist with hrUP  <b>Marcus White</b> , ABD, M.Ed., distinguished educator, researcher, author and curriculum designer	<p>The traditional workplace is failing us. Why? It was not designed for our humanity. As we navigate historically uncertain times, leaders have an opportunity to think new, not new normal, reimagine the social architecture of their organizations and leverage the collective vision of people to re-imagine everyday spaces, thereby creating places in which people love to work. The theory and philosophy of Placemaking has been used to infuse a social architecture within the nervous system of public spaces globally for decades but it has yet to be applied to our workplaces. When people feel intimately connected to the places in their lives they feel safe, they feel a sense of belonging and they are most likely to invest in that place. People will invest in places and leaders who put humanity on the front line. When they do, the work will be exceptional, in creativity, composition, and craft.</p> <p><b>Attendees will leave this session with:</b></p> <ul style="list-style-type: none"> <li>• A deeper understanding of why the traditional workplace is failing our increasingly diverse workforce</li> <li>• How to leverage the collective vision of people to re-imagine spaces</li> <li>• How to design safe and equitable places in which people love to work</li> <li>• How to embed belonging in the ethos of an organization</li> </ul>



**TRACK 2: EQUITY**

**Engaging Male Allies: Moving From Awareness to Advocacy**

**SPEAKER:**

**Jeffery Tobias Halter**

President, YWomen

The 2021 McKinsey Women in the Workforce study found that only 14 percent of companies are doing Allyship training. Since men still represent 75 percent of leadership of the 423 companies McKinsey surveyed, it's a given that we will never drive long-term systemic advancement for women without active male allyship. Engaging Male Allies: Moving From Awareness to Advocacy, is designed to help attendees create a deeply internalized approach to gender equity, with a lens of intersectionality and a sense of urgency that will drive a competitive advantage in the workplace and marketplace. Customized for DEI professionals, during this session we will:

- How to identify and engage "ready-now" men to help lead your company's allyship strategy.
- Discuss the four barriers and the solutions to active male advocacy.
- Explore ally blindspots regarding the barriers that women are still facing and also the unique challenges faced by women of color.
- Provide 10 key Actions for Advocates.

**TRACK 3: RESILIENCE**

**Change is B.L.I.S.S.**

**SPEAKERS:**

**Lori Spicer Robertson**

VP, Diversity, Equity & Inclusion, Saks Fifth Avenue/Wundher

**Crystal Andrews Banks,**

Global Head, Diversity, Equity, Inclusion & Belonging, The Kraft Heinz Company

**Michelle Marshall,**

Head of Diversity, Equity, and Inclusion, PUMA North America, Inc.

Change is B.L.I.S.S.:

**B**oundaries - **L**eaders - **I**mpact - **S**uccesses - **S**ustainability

As DE&I Practitioners, we have developed a booming, purpose-driven career rooted in the inherent right to a safe, equitable, inclusive, and accessible workspace for all. Unavoidably, we risk our emotional, physical, and mental health each time we walk into work, knowing it wasn't built for everyone, but it is our job to fix that. The challenges we'll face in our advocacy are precisely the challenges we strive to eliminate. It is consequential that as we take advantage of the attention and support we are getting, we also take steps to steer clear from burnout for ourselves and fellow DE&I Practitioners who look upon us for guidance.

**Join this insightful session as we discuss:**

- The realities of DE&I burnout
- Better practices to avoid burnout
- Specific practices related to having a lean team, lack of resources, or low budget
- Signs of burnout and unwelcomed forces to watch out for

11:15 - 11:30

**Break**



11:30 - 12:30 CONCURRENT SESSIONS

TRACK 1: BEST PRACTICES

**A Culture of Belonging 100 Years in the Making – Edward Jones**

**SPEAKER:**  
**Jennifer Kingston**  
Principal, Head of Enterprise Diversity, Equity and Inclusion, Edward Jones

Edward Jones has always maintained the belief that every person deserves the opportunity to thrive. Since 1922, the firm has been creating a place of belonging for associates, founded on the premise that everyone is treated fairly and with respect. Nearly a century of diversity, equity and inclusion (DEI) milestones later, the firm is marking its 100-year anniversary by reflecting on the positive impact it has already accomplished and applying the lessons learned to continue growing and evolving its culture of belonging in the next 100 years.

**Key Learning objectives:**

- Best practices for developing, implementing and executing inclusion and diversity practices, programs and training.
- Understanding of how to structure inclusion and diversity programs to fit a business’ needs and ensure progress and meaningful impact.
- How to meet employees where they are in their personal journeys and emphasize a “learn-it-all,” not “know-it-all,” attitude.
- The importance of employee engagement in building a culture of belonging both inside and outside the workplace to achieve greater impact.

TRACK 2: EQUITY

**Taking a Leader’s First Approach to Belonging**

**SPEAKERS:**  
**Dr. Beth Kaplan Kondonijakos**  
Global Head of Leader Development and Enablement, Dassault Systemes

Leaders are the real change agents in an organization. Your success depends on having capable and committed leaders. Studies show that leaders (specifically, first-line managers) have the most significant influence on an employee’s sense of belonging in the workplace. Yet, according to Progressive Business Publications, only 52% of companies train their managers up to once a year. Good leadership doesn’t just happen — it has to be intentional, as does the role that leadership plays in creating a culture of belonging in any organization. Join Dr. Beth Kaplan Kondonijakos.

**Explore:**

- Are leaders born or made?
- What leaders need to succeed, investing in leadership in the workplace
- The link between leadership and belonging in the workplace
- Coaching and growing people in a culture of belonging



<b>TRACK 3: RESILIENCE</b>	
<p><b>The Courageous Conversation: How to Effectively Address the Elephant(s) in the Room</b></p> <p><b>SPEAKER:</b> <b>TBD</b></p>	<p>Race, sizeism, transphobia, colorism - we don't talk about that stuff, not here. "Here" can refer to a board meeting, your neighbors backyard, and every place in between, but we consistently bypass the topics that cause us angst. Strong emotions may be stirred, vulnerabilities may be exposed, and navigating life is difficult enough, as is. While all of these can be true, unaddressed hot topics hinder authentic connection which in turn impact belonging in the workplace, community, and personal relationships. Courageous conversations intentionally create space for complex issues that feel risky and uncomfortable. But because of the associated risk, these brave spaces must be approached with strategy and care.</p> <p><b>By attending this session attendees will:</b></p> <ul style="list-style-type: none"> <li>• Identify when a courageous conversation is necessary</li> <li>• Learn the steps to facilitating a courageous conversation</li> <li>• Learn the agreements/pillars of a brave space</li> </ul>
12:30 - 1:30	<b>Lunch</b>
1:00 - 1:30	<p><b>Diversity and Inclusion in the Metaverse</b></p> <p><b>SPEAKER: Anders Gronstedt, Ph.D.,</b> President, The Gronstedt Group</p> <p>The next major technology shift is widely predicted to be the "metaverse," of virtual shared spaces. Moving seamlessly from the real to the digital workspace, we will interact with colleagues from all over the world as lifelike human avatars. The implications for diversity, equity, inclusion, and belonging are profound. The visceral sense of embodying another person is why virtual reality (VR) has been hailed as "the ultimate empathy machine." Study upon study has validated the "Proteus Effect," in which an individual's behavior in a virtual world is changed by the appearance of their avatar. It takes about four minutes in front of a virtual mirror, where learners watch themselves, perhaps as a person of different gender, age, and ethnicity, and look down at their own hands, to experience the "body transfer illusion." The superpower of mapping brains to virtual bodies can be used to convey how a customer, coachee, or minority colleague experiences the world and teach people to better address disparate needs. And it's already happening. Join us for a session about how forward-thinking companies are creating hyper-realistic performance simulators where they can learn with and from each other. We'll step inside these metaverse prototypes and reflect on the implications for diversity, equity, inclusion &amp; belonging.</p>
1:30 - 1:45	<b>Move to breakouts</b>



1:45 - 2:45	CONCURRENT SESSIONS
<b>TRACK 1: BEST PRACTICES</b>	
<p><b>Engaging BERGs for Real Impact with The Walt Disney Company</b></p> <p><b>SPEAKER:</b></p> <p><b>Rubiena Duarte</b>, VP, DEI People and Culture at The Walt Disney Company</p> <p><b>Queen Denchukwu</b>, Director, Diversity &amp; Inclusion at Lucasfilm</p> <p><b>Wokie Daboh, Director</b>, Diversity &amp; Inclusion at ESPN</p> <p><b>Rolondo Talbott</b>, Senior Manager, Diversity &amp; Inclusion, Disneyland Resort</p>	<p>Join Diversity, Equity &amp; Inclusion leaders from across The Walt Disney Company to understand the landscape of Business Employee Resource Groups (BERGs) and the impact they have at Disney Parks and Resorts, ESPN, Lucasfilm, and more. Hear first-hand success stories of BERGs that have engaged the businesses in new ways, as well as the opportunities Disney leaders see for the future.</p>
<b>TRACK 2: EQUITY</b>	
<p><b>The Journey to Truly Equitable Organizations</b></p> <p><b>MODERATOR:</b></p> <p><b>Tanya M. Odom, Ed.M.</b>, Director of the Equity &amp; Inclusion Program at the Walton Family Foundation</p> <p><b>PANELISTS:</b></p> <p><b>Jaynemie Enyonam Angbah</b>, Strategic Projects Senior Manager, Race, Equity, Diversity and Inclusion (REDI) Change Learning Journey, Charles and Lynn Schusterman Family Foundation</p> <p><b>Lynda Gonzales-Chavez</b>, Senior Vice President, Chief Global Diversity, Equity &amp; Inclusion Officer YMCA</p> <p><b>Veronica Villalobos</b>, Vice President of Diversity, Equity and Inclusion at Allegheny Health Network</p>	<p>Equity's been a big piece of the DEI conversation for several years now – yet how much progress has been made? The last several years and the reality of “multiple pandemics” has added a layer of urgency for some organizations, and self-reflection for others. There is no single roadmap for achieving equity in our workplaces and depending on your sector, industry, or organization your journey might look different. During this conversation, panelists will share how including the E in DEI has changed the conversation, what commitment and progress looks like, and how you can apply what they've learned along your own journey toward equity.</p>



<b>TRACK 3: RESILIENCE</b>	
<p><b>Open Your Mouth and Listen: Is Cancel Culture the Answer?</b></p> <p><b>SPEAKER:</b> <b>Michele Shelton</b> CEO &amp; Principal Consultant Michele Shelton, LLC</p>	<p>From sports to television networks to corporate CEO's, the lack of political correctness has abruptly ended the careers of many. Is cancel culture the most effective way to eliminate bias and the "-isms"? Let's unpack this new age response and evaluate the effectiveness of the consequence.</p> <p><b>In this session participants will:</b></p> <ul style="list-style-type: none"> <li>• Understand the pros and cons of cancel culture and its impact on DEI efforts</li> <li>• Learn how to empower organizational leaders to engage beyond the threat of being canceled to effectively address the "-ism's"</li> <li>• Identify steps DEI leaders can take to stand in the gap and create a shared focus between proponents and opponents of this cultural phenomenon</li> </ul>
2:45 - 3:00	<b>Sponsor/Exhibitor Transfer Break with Beverages</b>
3:00 - 4:00	<p><b>Mentor Circles</b></p> <p>Attendees have an opportunity to collaborate with other companies to tackle and develop actionable solutions to common challenges and opportunities.</p>
4:00 - 4:45	<p><b>Best Practices for Achieving and Sustaining Culture Transformation</b></p> <p>Many companies discuss the progress they have made in their diversity efforts because they have recruited more diverse talent and offered D&amp;I training. But if achieving representation, counting heads and raising awareness is all that you do, and you don't make DEIB a strategic priority and embed it as part of your organization's DNA, your efforts will not be sustainable. So what does it take to achieve this?</p> <p>In this session, <b>Dr. Shirley Davis</b>, a global diversity, equity, and inclusion expert, best-selling author, and international keynote speaker, will lead a panel of her peers in a provocative and engaging discussion.</p> <p><b>PANELIST: Wendy Lewis</b>, founder and creator of AllySHIFT® and Wendy Lewis, LLC <b>Melissa Donaldson</b>, Chief Diversity Officer, Wintrust</p>
4:45 - 5:15	<p><b>CLOSING KEYNOTE</b> <b>Beyond Midnight</b></p> <p>Like DEI practitioners, Bobby Kimbrough's job is to lead and, most importantly, protect people. He too, like those in DEI, knows what it's like to weather the turbulence of difficult times, both professionally and personally. As a former U.S. DOJ Special Agent and currently as the Sheriff of one of the largest counties in North Carolina, Bobby has seen firsthand debilitating fear, loss of hope and defeat in people's eyes after experiencing horrific events such as the September 11th terrorist attacks and fatal school shootings. He's witnessed the devastating impact of unexpected challenges that cause people to do the unthinkable.</p> <p>In this talk, Bobby will give attendees his playbook as a leader on how to find strength in the struggle and more importantly the tools attendees need to make it to daybreak.</p> <p><b>SPEAKER: Bobby Kimbrough, Jr.</b>, Author, Podcast Host and Empowerment Speaker</p>
5:15 - 5:30	<b>Closing Remarks</b>



## Speakers



**Jaynemarie Enyonam Angbah**, Strategic Projects Senior Manager, Charles and Lynn Schusterman Family Foundation



**Crystal Andrews Banks** Global Head, Diversity, Equity, Inclusion & Belonging, The Kraft Heinz Company



**Carlos Cubia** Chief Inclusion, Equity, Diversity & Sustainability Officer, BSH System



**Wokie Daboh** Director, Diversity & Inclusion, ESPN



**Dr. Shirley Davis** Global diversity, equity, & inclusion expert; bestselling author; keynote speaker



**Queen Denchukwu**, Director, Diversity & Inclusion, Lucasfilm



**Rubiena Duarte** VP, DEI People and Culture, The Walt Disney Company



**Melissa Donaldson** Chief Diversity Officer, Wintrust



**Lynda Gonzales-Chavez**, Senior Vice President, Chief Global Diversity, Equity & Inclusion Officer YMCA



**Anders Gronstedt** President, The Gronstedt Group



**Jeffery Tobias Halter** President, YWomen



**Wendy John** Head of Global Diversity & Inclusion, Fidelity Investments



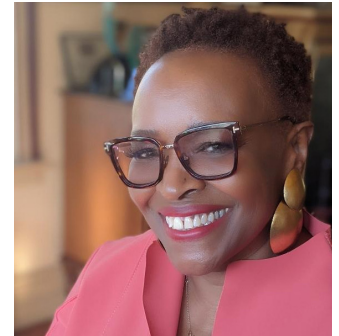
**Bobby Kimbrough, Jr.**  
Author, Podcast Host and  
Empowerment Speaker



**Jennifer Kingston**  
Principal, Head of  
Enterprise Diversity, Equity  
and Inclusion, Edward  
Jones



**Dr. Beth Kaplan  
Kondonijakos**  
Global Head of Leader  
Development and  
Enablement, Dassault  
Systemes



**Wendy Lewis**  
Founder and creator of  
AllySHIFT® and Wendy  
Lewis, LLC



**Richard Lui**  
Anchor and Journalist, NBC  
News/MSNBC



**Michelle Marshall**  
Head of Diversity, Equity,  
and Inclusion, PUMA North  
America. Inc.



**Kristen Magni**  
Managing Partner of  
Advisory Services and Chief  
Equity Strategist, hydrUP



**Tanya Odoms, Ed.M.**  
Director of the Equity &  
Inclusion Program at the  
Walton Family Foundation



**Lori Spicer Robertson**  
VP, Diversity, Equity &  
Inclusion, Saks Fifth  
Avenue/Wundher



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



**Michele L. Shelton**  
CEO & Principal Consultant,  
Michele Shelton, LLC



**Rolondo Talbott**  
Senior Manager, Diversity &  
Inclusion, Disneyland Resort



**Tanesha Wade**  
SVP, Diversity, Equity, and  
Inclusion, Chicago Bears  
Football Club



**Marcus White**  
ABD, M.Ed, distinguished  
educator, researcher,  
author and curriculum  
designer



**Veronica Villalobos**  
Vice President of Diversity,  
Equity and Inclusion at  
Allegheny Health Network



**Thank you Sponsors!**

SIGNATURE SPONSOR



DIAMOND SPONSOR



PEARL SPONSOR



GOLD SPONSORS



BRONZE SPONSORS

