



Business LEADERS IN TECH

DIVERSITY
CONFERENCE

For Business Leaders
Responsible for Recruiting,
Retaining and Advancing
Women in Tech

PRESENTED BY:

DiversityWomanMedia



EVOLVE: An Era of Leadership Accountability in Tech Diversity for Women

Thursday, December 8, 2022 • 9:00–6:00 PST

Google • Building MP7 • 1160 Bordeaux Drive, Sunnyvale, CA
In-Person* and Virtual

***proof of vaccine required, masks optional; negative tests will not be accepted**

In a tech-centric age of rapid innovation and real-time change, today's modern leaders must have the inherent ability to build organizational cultures that are more diverse, inclusive and equitable than ever before. foreshadow the next. And to evolve to that next level, this conference prepares leaders to think about their role in how to advance women from all backgrounds to the tech industry, by challenging preconceived notions about recruiting, development and retention of diverse women. For decades,

companies in the tech sector have struggled with attracting and keeping women in all functions and lines of the business. And now leaders at digital companies—whether defined as a technology business or reliant on technology for basic functionality—must advance past non-existent or performative DE&I practices and hold themselves accountable when integrating business solutions to provide all women with the opportunity for belonging and success in the workplace.

Agenda

7:00 - 8:45 am	Registration
8:00am	Continental Breakfast & Networking (General Session Doors Open at 8:45 am)
9:00 - 9:10 am	Welcome SPEAKERS: Dr. Sheila Robinson Owner & Publisher, Diversity Woman Media Melonie Parker Chief Diversity Officer, Google



9:10 - 10:10 am	<p>Morning Keynote The Renaissance Effect: How Diversity and Inclusion Drive Innovation, Growth and Performance</p> <p>Companies today need to become faster and far better at innovation — or risk obsolescence. The key to this shift is transitioning to a new model of fast-moving, diverse and inclusive teams that can rapidly uncover new, innovative pathways for growth, especially for women. During this powerful keynote, Johansson demonstrates why diversity is a key driver of innovation success, and how to capitalize on this fact. By opening the mind and being receptive to this new model of fast-moving, diverse and inclusive teams, it can rapidly uncover new, innovative pathways for growth and single-handedly catalyze organizational change across divisions as well as entire industries.</p> <p>SPEAKER: Frans Johansson CEO, The Medici Group <i>Sponsored by Google</i></p>
10:10 - 10:20 am	<p>GAME CHANGER AWARD WINNER Woman Supporting Women</p> <p>Sponsor Introduction: Riot Games</p>
10:20 - 10:50 am	<p>Fireside Conversation Inclusive Diversity Best Practices in the Tech Industry: A Case Study Of What (Not) To Do</p> <p>MODERATOR: Angela Roseboro Chief Diversity Officer, Riot Games</p>
10:50 - 11:05 am	Networking Break
11:05 - 11:50 am	<p>Panel Digital First: The Opportunities and Challenges of Every Company Being a Tech Company</p> <p>From tech to energy to healthcare to education, cross-sector executives and diversity leaders discuss the strategic work of transforming workplaces into tech-centric and “digital-first” environments. At the center of this change is the critical need to prioritize the recruitment, retention and advancement of all women from diverse backgrounds. Learn how and why this matters, and the urgency behind creating fully-integrated diverse, equitable and inclusive workforces that empower women at all levels.</p> <p>SPEAKERS: Lisa Bonetti Technology and Innovation Directorate, SLAC National Accelerator Laboratory Guillermo Diaz, Jr. Founder, Conectado, Inc. Chairman, HITECH Zeeshan Tariq CIO, Zimmer Biomet</p> <p>MODERATOR: Annmarie Neal Partner and Chief Talent Officer, H&F</p>
11:50am - 12pm	GAME CHANGER AWARD WINNER Male Ally
12:00 - 12:45 pm	Lunch & Networking



<p>12:45 - 1:30 pm</p> <p>Breakout Sessions <i>(select one)</i></p>	<p>BREAKOUT SESSION #1</p> <p>The SEC, Boards, and Executive Leaders: Disclosures and Requirements for Diversity in Tech Companies</p> <p>The business case has been made for DE&I and continues to evolve as it expands into state laws, the SEC and stock exchanges like NASDAQ where there are requirements for diverse representation of women and people of color at the board level. Though often broad and general, an organization's approach to regulatory vs. voluntary diversity reporting quotas is transforming and leaders need to be prepared for the implications related to employee recruitment and retention, shareholder and financial impact, customer opinion, and government regulations. This tech industry conversation with industry leaders specifically provides insights to how reporting applies to public companies or private companies working towards a public path of acquisition or pre-IPO, along with recommendations showcasing the power of transparency related to qualitative and quantitative reporting.</p> <p>SPEAKERS: Annalisa Barrett Senior Advisor, KPMG Board Leadership Center Marilyn Nagel Co-Founder, RISEQUITY</p>
<p>12:45 - 1:30 pm</p> <p>Breakout Sessions <i>(select one)</i></p>	<p>BREAKOUT SESSION #2</p> <p>From Talent Scarcity to Talent Abundance: Attracting Women and Women of Color When the Great Resignation Meets a Recession</p> <p>This highly interactive discussion will serve as a space to ask questions around the complexities of today's hiring environment for women, especially for women of color and other intersectionalities. By creating an interactive space to talk through current challenges and areas for opportunity when hiring women, especially for executive roles and high-potential candidates, talent acquisition industry experts from various backgrounds, will share best practices sharing and insights around diversity recruiting, including the key fundamentals needed to support diversity recruiting efforts around sourcing, pipeline development, hiring manager interaction, and candidate interaction.</p> <p>SPEAKER: Mike Tognotti Founder & Executive Recruiter, Raindance Partners</p> <p>BREAKOUT SESSION #3</p> <p>Reset & Reimagine the Role of Allies: The Impact of Mentors and Sponsors for Women in the Tech Industry</p> <p>Within an organization, leaders are the primary change-makers and need to commit to being smarter at engaging, attracting, retaining, developing, and advancing the women and diverse talent available in the industry. Unfortunately, traditional approaches have not reached mass-impact and are reflected in current tech industry diversity reports. During this session, implementation of several forms of successful programs will be explored. Whether offering valuable and experienced advice in developmental relationships from mentoring, strengthening specific skills with talent development, or enhancing corporate exposure by focusing on meaningful one-on-one relationships with sponsors, this trifecta-approach increases opportunities to showcase women and diverse talent through a lens of leadership advocacy.</p> <p>SPEAKER: Anna Dapelo-Garcia Inclusion, Diversity & Health Equity Leaders, Stanford Health Care MODERATOR: Shayla Reed Global Strategic Initiatives/Technical Program Manager, Dell</p>
<p>1:30 - 1:40 pm</p>	<p>Break & Transition</p>



1:40 - 2:25 pm

**Breakout
Sessions**
(select one)

BREAKOUT SESSION #4
Roundtable: Executive CDO Tech Alliance

Featuring an Executive CDO panel, the Alliance for Global Inclusion is committed to providing tangible, innovative solutions to historical shortcomings in the diversity, equity, and inclusion space, and openly sharing practices, progress, and lessons gained. Alliance partners firmly believe the best way to accelerate adoption of inclusive business practices is through transparency and collaboration. The purpose of the Alliance for Global Inclusion is to be a global network of CEOs and DEI (Diversity, Equity, and Inclusion) leaders that amplify and accelerate DEI outcomes.

Sponsored by Intel

BREAKOUT SESSION #5
The Architecture of Communication and Collaboration: Building Accountable Workplaces for Leaders to Achieve Organizational Goals

With a rise of commitment to advance racial equity in the workplace by organizational leaders, the sole responsibility continues to land on the plates of the Diversity, Equity & Inclusion (DEI) offices, as it has for decades. Only recently have organizational charts been modified to create new positions and/or elevate the title of Chief Diversity Officer, as a direct report to the CEO. As with other organizational change and culture initiatives addressing industry changes, success is often contingent on involvement and personal accountability by the CEO and other Senior Executives which then permeates throughout an organization. The crux of the matter is to address how candid communication and actual collaboration is required to engage hesitant leaders to actively contribute to desired results and impact. This session will explore powerful tools, inclusive language, practical strategies, and complex narratives to help stakeholders across organizational levels to build and wield influence in relation to DE&I efforts.

SPEAKER: **Iesha Berry** | Chief Diversity Officer, **DocuSign**

Shveta Miglani, Ph.D. | Head of Global Learning and Development, **Micron Technologies**

MODERATOR: **Kate Neville** | Co-Founder & Chief Programs Officer, **Inclusive Leadership Strategies**

Sponsored by DocuSign

BREAKOUT SESSION #6
Roundtable: Repairing the Leaky Pipeline of Women in Tech

For all the solutions that tech companies provide, one of the largest challenges remains unsolved: where are women and women of color in tech? As of 2022 within large tech companies, women still only account for 32% of the workforce, with only a meager 25% in technical roles. This session with tech leaders will address how companies need to stop only renewing a commitment to advancing women and focus on the pipeline of women, which has far greater implications. This conversation will address stereotypes, pressures to assimilate, compensation disparities, expectations to stop gender and race-based bias perpetuated by colleagues, intersecting identities, and other issues that women face in the tech industry. As a resolution, it will also highlight the work of Diversity Advocates, a learning community of professionals working to advance DE&I throughout the tech industry.

Dr. Cynthia Overton | Director of Tech Workplace Initiatives, **Kapor Center**

Sponsored by Kapor Center

2:25 - 2:40 pm

Break & Transition



2:40 - 2:50 pm	GAME CHANGER AWARD WINNER Company <i>Sponsor Introduction: Apple</i>
2:50 - 3:30 pm	Panel The Investment in (New) Diversity Leaders: Real-Time, Real Talk from CDOs Leading Culture Transformation in Tech SPEAKERS: Candi Castleberry Vice President of Global Diversity, Equity and Inclusion, Amazon Michelle Gethers-Clark Chief Diversity Officer and Head of Corporate Responsibility, Visa Lindsay-Rae McIntire Chief Diversity Officer, Microsoft MODERATOR: Melonie Parker Chief Diversity Officer, Google Go beyond what everyone knows about being a tech industry Chief Diversity Officer, to the future of leadership in a transparent and honest conversation about the biggest barriers related to what DE&I leaders need in order to change the narrative. Learn the takeaways of what all CDOs need from companies including the investment of resources, allocation beyond “nice to have” budgets, and the power of globally-sourced talent. <i>Sponsored by Apple</i>
3:30 - 4:25 pm	Closing Fireside Keynote Conversation
4:25 pm	Closing Remarks
4:30 - 6:00 pm	Reception & Networking
6:00 pm	CLOSE



Thank you sponsors

PLATINUM



GOLD



BRONZE



Zimmer Biomet

PEARL



PARTNER



Wealth Management

RISEQUITY