



18TH ANNUAL

**2023** National  
DIVERSITY **WOMEN'S**  
**BUSINESS**  
**LEADERSHIP**  
CONFERENCE

**Glass Ceilings...  
We Are Coming for You**

November 9 – 10, 2023  
National Harbor, Washington, DC

## CONFERENCE AGENDA

November 9 – 10, 2023

### Wednesday, November 8, 2023

6:00-7:30 PM	Opening Reception
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### Thursday, November 9, 2023

7:30 AM - 3:00 PM	Registration
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7:30 - 8:30 AM	Breakfast
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8:30 - 8:45 AM	<b>Opening Remarks - Dr. Sheila Robinson</b> , Publisher & CEO, <b>Diversity Woman Media</b>
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8:45 - 8:55 AM	<b>Welcome - Target</b>
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8:55 - 9:00 AM	<b>Keynote Introduction:</b>
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9:00 - 9:30 AM	<p><b>Opening Keynote: Making Waves, A Woman's Rise to the Top Using Smarts, Heart &amp; Courage</b>                  Lisa will share her rise from an unassuming young woman to the top role at one of the world's leading cruise lines, and how she became the first woman to take the helm of a Royal Caribbean Group brand, and one of the few women in the world at the time leading a multibillion-dollar brand. She will share her extraordinary and inspiring four decade journey along with her success and failures, highs and lows, and the meaningful lessons she learned along the way using her unique combination of smarts, heart and courage which enabled her to break the glass ceiling and leave behind a lasting legacy.</p> <p><b>Lisa Lutloff-Perlo</b>, Author, <i>Making Waves</i> and Vice Chairman, External Affairs, <b>The Royal Caribbean Group</b></p>
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9:35 - 9:55 AM	<p><b>Keynote: Sis, You Got This!</b>                  Women and especially women of color comprise one of the fastest-growing segments in corporate America. Yet, often they are underrepresented, underpaid, invisible and in many cases the "only" or, one of a few at their corporate tables. They fear they must change to be successful while compromising the very essence of who they are. Best-selling author, Joy Fitzgerald pulls together a wealth of experiences to help women successfully thrive in their careers.</p> <p>In this session, Joy introduces her S.I.S You Got This! principle from her new book <i>Finding Authentic Rhythm: How to Win on YOUR Terms in Corporate America</i>. Participants will learn how to:</p> <ul style="list-style-type: none"> <li>• Stop the noise that seeks to stifle your authenticity.</li> <li>• Invest in relationship capital to grow your network with key influencers and decision-makers.</li> <li>• Standout on purpose to create an intentional brand that will elevate your career.</li> <li>• Find your authentic rhythm!</li> </ul> <p><b>Joy Fitzgerald</b>, Author, Speaker and Life Coach</p>
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10:00 - 11:00 AM	<p><b>C-Suite Executive Women's Panel: Lessons in Leadership</b></p> <p>Join our C-Suite panel of executive leaders across multiple organizations, industries and backgrounds who will share their unique leadership stories and experiences along their career journey. During this conversation we will dive deeper and explore ways we can choose to challenge the myths of career limitations and barriers to progress.</p> <p><b>PANELISTS:</b> <b>Gloria Goins</b>, Chief DEI Officer, <b>Cisco</b> <b>Alethia Jackson</b>, Senior Vice President, ESG and Chief DEI Officer, <b>Walgreens Boots Alliance</b></p>
11:00 - 11:15 AM	Networking Break
<b>11:15AM - 12:15PM Breakout Sessions</b>	
<p><b>Session I</b> <b>Self Empowerment/Self Advocacy</b></p>	<p><b>How Personal Power can Supercharge your Career</b></p> <p>Unleash your potential in our transformative workshop, designed for corporate women seeking personal empowerment. Gain insights into personal power, craft a vision for your life, and set meaningful goals. Learn to lead with authenticity and consistency, while establishing boundaries to stop energy leaks. Take charge of your life and career with intentionality. Join us for an empowering experience of self-discovery and growth.</p> <p><b>Prerika Agarwal</b>, MBA, CEO, <b>Inspiration Careers</b></p>
<p><b>Session II</b> <b>Breaking Down Barriers</b></p>	Speaker TBA
<p><b>Session III</b> <b>Leadership Development</b></p>	<p><b>Empathy at the Helm: Navigating Tough Decisions with Kindness</b></p> <p>In the business world, empathy often takes a backseat. Some leaders believe that empathy has no seat at the CEO table, but it does - and this session will challenge the misconception that toughness and kindness are mutually exclusive. Participants will learn what it means to maintain kindness in the face of challenging decision making, and how to make difficult calls without sacrificing our innate kindness.</p> <p><b>By attending this session, participants will:</b></p> <ul style="list-style-type: none"> <li>• Recognize the crucial role of empathy in leadership</li> <li>• Understand how kindness and difficult decision-making can coexist</li> <li>• Explore the benefits of leading with empathy</li> </ul> <p><b>Chia-Lin Simmons</b>, CEO, <b>LogicMark</b></p>
<p><b>Session IV</b> <b>Personal/ Professional Development</b></p>	<p><b>Money on Purpose: Building Wealth Intentionally</b></p> <p>We know that as women, our wealth journeys are unique. It is about more than just investments – it's about our family, our work, our legacy. We can chart a successful financial path when we plan, invest, and make informed decisions. By starting with our why, we can build wealth intentionally.</p> <p><b>This session will focus on:</b></p> <ul style="list-style-type: none"> <li>• The role financial planning plays in protecting &amp; growing your wealth</li> <li>• Knowing your numbers &amp; Owning your numbers (i.e. net worth, compensation)</li> <li>• Identifying the right team to support you during your wealth &amp; financial journey</li> <li>• What is your why? Understanding your purpose &amp; how to use money as a tool</li> </ul> <p><b>Myah Moore Irick, ChFC®</b>, Senior Vice President, Private Wealth Manager, <b>Merrill Private Wealth Management</b></p>



12:15-2:30 PM	Mosaic Woman Luncheon & Awards Celebration
2:30- 2:45 PM	Networking Break
<b>2:45 - 3:45 PM Breakout Sessions</b>	
<b>Session I</b> <b>Self Empowerment/Self Advocacy</b>	<b>Breakthrough the Promotional Pipeline</b> Research shows that companies with female top executives perform better. Yet, women face a variety of unique challenges that require practical strategies to navigate in today's business world. While you've been promoted in the past, it seems that no matter what you do, you're stuck and challenged to reach the next level. <b>By attending this session you will learn to:</b> <ul style="list-style-type: none"> <li>• Break down the barriers of traditional promotion tactics to go after what you truly desire.</li> <li>• Uncover the hidden culprit that's secretly distracting you and stealing your time and energy from getting promoted.</li> <li>• Create a compelling plan to communicate with your manager and launch into immediate action.</li> </ul> <b>Colleen Haulk</b> , Founder & CEO, <b>The Corporate Refinery</b>
<b>Session II</b> <b>Breaking Down Barriers</b>	<b>Maintaining Work-Life Vitality While Breaking Glass Ceilings</b> Leaders who are searching for a deeper understanding of transformational change will find a new lens to take concrete actions to sustain efforts rooted in promoting well-being and a culture of belonging. <b>We will explore:</b> <ul style="list-style-type: none"> <li>• Work-life vitality: Addressing burnout, promoting harmony in diverse teams</li> <li>• Decolonizing mental health : Implementing practical, social justice lens to trauma-informed care.</li> <li>• Conflict resolution: How we negotiate our differences in order to build safe and equitable communities</li> <li>• Esteem: Reimagining how we understand and talk about self esteem and its impact on self leadership, self love and our placement in the community as leaders.</li> </ul> <b>Marjorie Jean</b> , Stress and Trauma Therapist, <b>Ram Circle Counseling and Coaching</b>
<b>Session III</b> <b>Leadership Development</b>	Speaker TBA
<b>Session IV</b> <b>Personal/ Professional Development</b>	<b>You're a Woman, Over 50: What's Next?</b> Although there are promotional opportunities in many age groups, you hear less about them in your 50s. Advancing in your career at this age is still very important and it is crucial to get others on board for support. <b>By attending this session, participants will:</b> <ul style="list-style-type: none"> <li>• Reframe the way we position ourselves as we reach 50</li> <li>• Increase awareness of age bias and make everyone comfortable in their age as they gain more experience</li> <li>• Share the experience of being a leader at this age</li> </ul> <b>Celeste Warren</b> , VP, GD&I Center of Excellence, <b>Merck</b>
3:45 - 3:55 PM	Transition to Ballroom

4:00 - 4:20 PM	<p><b>Keynote: Mindset: The Best Medicine For Burnout</b></p> <p>Burnout threatens the wellbeing of high-achieving women in the workplace, draining the talent pipeline of diversity in leadership. Dr. Bhowmik will discuss how to promote physical, mental, and emotional health using the ReST Revive Strive Thrive® resilience framework. By learning how to overcome burnout through the power of mindset, women can achieve professional success without having to sacrifice personal wellbeing.</p> <p><b>Dr. Shelly Bhowmik</b>, Founder, <b>Platform Wellness</b></p>
4:25 - 5:15 PM	<p><b>Closing Panel: Leveraging Male Allies &amp; Advocates to Advance Your Career Panel</b></p> <p><b>PANELISTS:</b> <b>Ray Dempsey Jr.</b>, Group Chief Diversity Officer, <b>Barclays</b> <b>Mike Triplett</b>, President, U.S. Commercial, <b>Cigna Healthcare</b></p>
5:15 - 5:30 PM	<b>Closing Remarks</b>
5:30 - 7:00 PM	<b>Evening Reception</b>

## Friday, November 10, 2023

7:30 - 8:30 AM	Breakfast
8:30 - 8:45 AM	<p><b>Opening Remarks</b></p> <p><b>Dr. Sheila Robinson</b>, Publisher &amp; CEO, <b>Diversity Woman Media</b></p>
8:45 - 9:15 AM	<p><b>Opening Keynote: How Female Leaders Can—and Must—Find Their Edge</b></p> <p>We are often taught from a young age that hard work is the key to success—don't give up, keep at it, stay motivated, tenacious, determined and that's how you'll succeed. However that's not what female leaders actually experience. Professor Laura Huang's research shows that success in the professional world often comes down to subtle perceptions and attributions, signals and gut feelings, and pre-conceived stereotypes. But what if women could flip those stereotypes in their favor and create an advantage or edge? This enlightening, empowering talk explains how women and women of color, can guide and redirect those very stereotypes which hold them back, and sharpen them into a unique and sustainable edge.</p> <p><b>Laura Huang</b>, Author, Professor and Entrepreneur</p>

9:15 - 10:00 AM	<p><b>Health Equity Panel</b>  <b>We Cannot have Health Equity, without Focusing on Diversity, Equity &amp; Inclusion</b></p> <p>With a rich history deeply rooted in health equity, City of Hope strives to expand access to optimal cancer care to every individual, irrespective of their race, socioeconomic status, insurance coverage, or geographical location. City of Hope’s panel of clinicians and researchers will address disparities across the cancer care spectrum and how healthcare systems need to think beyond their four walls to advocate for better health outcomes ... for all.</p> <p><b>By attending this session, participants will understand/take-away:</b></p> <ul style="list-style-type: none"> <li>• Representation matters to patients and the science</li> <li>• Building trust in the community regarding the importance of clinical trials (despite historical tragedies)</li> <li>• Creating a welcoming, inclusive health care system</li> <li>• Advocating for the future of healthcare – Cancer Care is Different</li> </ul> <p><b>MODERATOR: Angela Talton</b>, System Senior Vice President and Chief Diversity, Equity &amp; Inclusion Officer, City of Hope</p> <p><b>PANELISTS: Dr. Anita Johnson</b>  <b>Dr. Lorna Rodriguez</b>  <b>Dr. Wafa Samara</b>  <b>Dr. Stacy Gray</b></p>
10:05 - 10:40 AM	<b>Fireside Chat</b>
10:40 - 11:00 AM	Networking Break
<b>11:00 AM - 12:00 PM Breakout Sessions</b>	
<p><b>Session I</b>  <b>Self Empowerment/Self Advocacy</b></p>	<p><b>REAL Power: Embrace Power Within</b></p> <p>This deeply reflective, highly interactive session with DEI thought leader and executive coach Audra Bohannon will challenge you to connect your intentions with concrete action steps for making those goals a reality. Through reflection and discussion, walk away with steps you can take to ensure your goals are shaped based on what you want and what is important to you.</p> <p><b>Audra Bohannon</b>, Founder, <b>Bohannon Advisory</b></p>
<p><b>Session II</b>  <b>Breaking Down Barriers</b></p>	<p><b>Leading from the Inside Out: Explore, Embody and Express Your Unique Leadership Brand</b></p> <p>We all know about the glass ceiling. But, there’s another ceiling, the self-imposed ‘drop ceiling’ that some of us erect with our own self-limiting habits and beliefs. It’s as prickly and scratchy as the walls of our soft and cozy comfort zone.</p> <p>While breaking through each of these ‘top limits’ may seem out of reach, there ARE steps they can take to move closer to their personal and professional goals.</p> <p><b>During this session you will learn:</b></p> <p>The most important practices you must develop to create the career (and life!) you desire          Some key exercises that will get you on the path to developing your Self-Leadership          The bigger picture that will allow you to see how gaining CLARITY and CONFIDENCE can multiply your impact as a leader in ALL areas of your life!</p> <p><b>Camille McKinney</b>, Leadership Coach and Consultant</p>
<p><b>Session III</b>  <b>Leadership Development</b></p>	<p><b>Leveraging Our Power &amp; Impact</b></p>

<p><b>Session IV</b> <b>Personal/ Professional Development</b></p>	<p><b>Compelling Communication: Leveraging Every Interaction for Influence and Impact</b></p> <p>Leadership in the 21st century requires you to cast a clear vision, enable the strategic objectives of your teams, and empower future leaders of your organization to demonstrate their true potential while driving bottom line profitability. One of the biggest challenges most leaders face is communicating their vision career and work vision consistently and having that vision permeate through their stakeholder communities to create commitment, urgency, action, sponsorship and advocacy.</p> <p><b>You will learn:</b></p> <ul style="list-style-type: none"><li>• How to use everyday questions to evaluate your leadership pipeline.</li><li>• How to customize your answer to your audience.</li><li>• Strategies to keep employees, peers, and resources engaged and excited about your vision.</li></ul> <p><b>Cornelia Shipley</b>, CEO, 3C Consulting LLC</p>
<p>12:15 - 1:30</p>	<p><b>Lunch &amp; Closing Keynote</b></p>

# Speakers



**Prerika Agarwal, MBA**  
CEO, Inspiration Careers



**Audra Bohannon**  
Founder, Bohannon Advisory



**Dr. Shelly Bhowmik**  
Founder, Platform Well-ness



**Ray Dempsey Jr.,**  
Group Chief Diversity Officer, Barclays



**Joy Fitzgerald**  
Author, Speaker and Life Coach



**Gloria Goins**  
Chief DEI Officer, Cisco



**Dr. Stacy Gray**



**Colleen Haulk**  
Founder & CEO, The Corporate Refinery



**Laura Huang**  
Author, Professor and Entrepreneur



**Myah Moore Irick, ChFC®**  
Senior Vice President, Private Wealth Manager, Merrill Private Wealth Management



**Camille McKinney**  
Leadership Coach and Consultant



**Alethia Jackson**  
Senior Vice President, ESG and Chief DEI Officer, Walgreens Boots Alliance



**Marjorie Jean**  
Stress and Trauma Therapist, Ram Circle Counseling and Coaching



**Dr. Anita Johnson**



**Lisa Lutoff-Perlo**  
Author, *Making Waves* and Vice Chairman, External Affairs, The Royal Caribbean Group





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



**Dr. Lorna Rodriguez**



**Dr. Wafa Samara**



**Cornelia Shipley**  
CEO, 3C Consulting LLC



**Chia-Lin Simmons**  
CEO, LogicMark



**Angela Talton**  
System Senior Vice Presi-  
dent and Chief Diversity,  
Equity & Inclusion Officer,  
City of Hope



**Mike Triplett**  
President, U.S. Commer-  
cial, Cigna Healthcare



**Celeste Warren**  
VP, GD&I Center of  
Excellence, Merck



**Shelley Zalis**  
CEO, The Female  
Quotient

# Executive Coaches



**Dr. Deborah Ashton**  
President, Planet Perspective



**Asia Bribiesca-Hedin**  
Founder and CEO, Bridgewell Professional Services



**Nancy Dalton**  
Head of Marketing and Community Partnerships, Amazon



**Sharron A. Dean**  
Human Capital Executive, Leadership Coach, Educator, ACC, MAOM, LCP360



**Melissa Donaldson**  
Senior Vice President and Chief Diversity Officer, Wintrust Financial Corporation



**Stacey Gordon**  
Inclusive Workplace Culture Consultant, Rework Work



**Lekisha Middleton**  
Founder and Executive Coach, The Good Success Network



**Nozomi Morgan**  
Founder & CEO, Michiki Morgan Worldwide



**Debra Nelson**  
President, Elevate Communication



**Susan Otim-Neal, MPS, PCC**  
CEO, Sincerity Speaks® LLC

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