

AGENDA • May 2, 2024



**Business
LEADERS
IN TECH**

DIVERSITY CONFERENCE

*Together Towards Tomorrow:
Inclusion & Responsibility*

PRESENTED BY:

DiversityWomanMedia



Together Towards Tomorrow: Inclusion & Responsibility

May 2nd, 2024 • 9:00–6:00 PST

The Westin Seattle • 1900 5th Avenue, Seattle, WA

As Leaders in the tech industry you recognize that companies with strong, inclusive workplace cultures actually perform better – it's what humanizes your brand, enables you to attract and keep great talent, and leads to happier, more productive, committed employees.

The Business Leaders in Tech Conference provides leaders with the tools and cutting-edge practices to:

- lead culture transformation that values inclusion, fosters creativity and innovative problem-solving, and positions your organization as an employer of choice.
- become proficient in recruiting, retaining, and advancing more women inclusive of diverse and multicultural women.
- align equity to your culture and values.
- address the forefront issues impacting this work from AI to the economy and political climate.

Agenda

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|---------------|---|
| 7:30 - 8:30 | Registration & Breakfast |
| 8:30 - 8:40 | Welcome, Opening Comments and Sponsor Recognition |
| 8:40 - 8:50 | Sponsor Welcome - Amazon |
| 8:50 - 9:30 | <p>The Rebirth of DEI: Unlocking the Transformative Potential of Diversity, Equity, and Inclusion</p> <p>In the 2020s DEI has come under attack from conservative activists challenging this work. We can either give into disillusionment or we can seize this unprecedented opportunity. This heightened awareness provides a foundation for progress, while facing criticism becomes an opportunity for refinement. Harnessing the power of technology, we can explore innovative avenues to tailor resources for marginalized communities and move this work forward in ways that make sense to and for everyone. This talk explores DEI in the tech industry both past and present and - with an eye to the future - urges us to be intentional and effective, recognizing that progress requires strategic collaboration and coalition building. Embracing a vision of a more inclusive workplace as our north star, we must navigate the challenges of today with resilience and understanding that through shared abundance and unwavering dedication, we can shape a future where diversity thrives, and equity prevails.</p> <p>Yulkendy Valdez</p> |
| 9:30 - 10:30 | Executive Panel |
| 10:30 - 10:45 | <p>DEI Spotlight: Jeffrey Reid Chief Data Officer Regeneron Genetics Center</p> |
| 10:45 - 11:00 | Break |


11:00 - 12:00 Concurrent Sessions
Track 1: Best Practices
Nurturing the Next Generation of Talent

To champion true DEIB programs, it is critical to focus on nurturing talent from the nascent stages. This session will discuss practical strategies for building DEIB programs centered on new and early-in-career talent, and the impact these programs can have within your organization and on individuals' careers. This program is derived from my own experience and the success I have in driving DEI initiative in my organization.

Learning Objectives:

- Practical strategies for building sustainable DEIB programs that support and welcome next generation leaders from diverse backgrounds.
- How to create partnerships that focus on students from diverse backgrounds for long-term success.
- How new-in-career programs can have a big impact on your organization and those early-in-career.

Hepsi Victorial Peter Premkumar |
Vice President of Strategy and Operations
| **Cisco System**

Track 2: Tools & How Tos
Building Psychology Safety Through Play

Managers often associate "playing at work" with goofing off or wasting company time and money. But what if play were a crucial component of building a solid foundation and sense of belonging for your team? In this workshop, we will analyze how to use play to create the psychological safety your staff is looking for. We will practice utilizing strategies to respond to DEI pushback and support advocates so we can create a supportive, inclusive environment where all staff can do their most vibrant work.

Learning Objectives:

- Identify the traits of psychologically safe workplaces & why they're important.
- Explore the steps necessary to build psychological safety and how to show up as a leader fostering an inclusive workplace.
- Practice responding to DEI-related challenged and roadblocks.
- Determine strategies to foster psychological safety within your team in real-time.

Jeff Harry | Founder and CEO |
Rediscover Your Play

Track 3: Agents of Change
The Secret Sauce of Leadership

Have you ever asked yourself... what does it take to be a great leader?...how can I lead people who are different than me?...what is that leader's secret sauce? If so, this session is for you! Join me in blending together the secret sauce of true leadership.

Learning Objectives:

- Unlocking Self Awareness: YOU will expand your leadership journey through increased self-awareness.
- Enjoying Authentic Relationships: YOU will deepen your relationships with people who are different than you.
- Harnessing the Power of Purpose: YOU will leave with a plan for harnessing your overall purpose.

Danielle Golay | Vice President,
Quality | **Bayer**

12:00 – 12:10

Movement Break

12:10 - 12:30
DEI Spotlight
12:30 - 1:15

Lunch



1:15 – 2:15

DEI and The Business: Unlocking Value and Impact

DEI and the business are linked and to be effective in the long-term we need to approach this work from a synergistic perspective, understanding that DEI cannot be successful if the business is not successful. We need to stop making and remaking the business case for DEI and instead talk about the success of DEI and the success of the business as intertwined and interdependent. In this engaging panel discussion, Ilesha Berry will lead a deep-dive conversation on how CDOs can continue to drive the business by leveraging co-conspirators and catalyzing strategic collaboration to elevate this work and its impact.

MODERATOR: **Ilesha Berry** | Chief Diversity and Engagement Officer and Head of Global Talent, Culture and Experience | **DocuSign**

PANELISTS: **Neneh Diallo** | Chief Diversity Officer | **USAID**

2:25 - 3:25 PM Concurrent Sessions
Track 1: Best Practices
Coming soon!
Track 2: Tools & How Tos
The Future of DEI: Where do We go from Here?

DEI work is change work and we know, where change is needed, opposition naturally exists. With the rise of legislations that oppose DEI efforts, a steady wage gap in tech, and the increase of generative AI, now is not the time to abandon our DEI efforts. This workshop gives leaders the safe space to discuss the current challenges they may be facing and how to address them.

Attendees will leave with a better understanding of:

- The current DEI climate in Tech and how that impacts their workplace and industry
- Strategies they can use to continue to move the needle forward
- How to lead culture transformation that values inclusion, fosters creativity and innovative problem-solving, and positions your organization as an employer of choice.

Lekisha Middleton | Founder | **The Good Success Network**

Track 3: Agents of Change
Coming soon!

3:25 – 3:40

Break



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|-------------|---|
| 3:40 – 4:15 | Closing Fireside Keynote Conversation Fireside Chat with Tracy Chou In this interactive fireside chat, we sit down with Tracy Chou, an entrepreneur and software engineer, known for her work advocating for diversity and inclusion in tech. Tracy co-founded and serves as an advisor to the non-profits Project Include, which works with tech startups on diversity and inclusion; and #MovingForward, which works with venture capital firms to establish a fair and equitable fundraising environment. During this session, Tracy will describe how we got to where we are in terms of the lack of diversity in tech, why it matters, and ongoing efforts to address the issue. Tracy Chou CEO Block Party |
| 4:15 - 4:40 | Spotlight |
| 4:40 - 4:45 | Closing Remarks |
| 4:45 – 6:00 | Networking Reception |



Thank you sponsors

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