DAY 1: Tuesday, August 27

8:00 – 8:30 am  Registration and Breakfast

8:30 – 8:45  Overview: 2019 ERG Leadership Summit
Theresa M. Welbourne, Affiliated Research Scientist, Center for Effective Organizations, USC Marshall School of Business and The University of Alabama

8:45 – 9:00  Speed Introductions
Theresa M. Welbourne, Affiliated Research Scientist, Center for Effective Organizations, USC Marshall School of Business and The University of Alabama

9:00 – 9:45  Welcome and Keynote Presentation—Gilead Sciences
— Taiyin Yang, Executive Vice President, Pharmaceutical Development and Manufacturing
— Reza Oliyai, Senior Vice President, Pharmaceutical & Biologics Operations
— David W. Kim, Executive Director, Head of Global Inclusion and Diversity

9:45 – 10:00  Break

10:00 – 11:15  Moving to a Culture of Equality: Lessons from the Salesforce Journey
Gino Ramos, Senior Manager, Equality Programs, Salesforce
Presentation, table discussions and debrief

11:15 – 12:00 pm  Growing and Globalizing your ERGs
Beth Miller, Global Diversity & Inclusion Program Manager, HP Inc.

12:00 – 1:15  Lunch

1:15 – 2:45  Twitch Live Case Study: Building Newly Formed Guilds
Presentation, case challenge, table discussions, and debrief
— Lenke Taylor, Chief People Officer
— Ziggy Abdusubhan, Partnerships, Developer Relations
— Hayne Park, Strategic Partnerships Manager
— Dylan Zaner, Community Marketing Specialist

2:45 – 3:00  Break

3:00 – 4:00  Executive Sponsor Panel: Leading ERGs to Lead the Business
— Martin Stier, Global Head of Human Resources, Imaging & Printing Business and Executive Sponsor, Hispanic / Latino BIN, HP Inc.
— Sonny Dua, Assistant Vice President, Head of Organizational Readiness, Federal Reserve National IT, and Executive Sponsor, STAART Employee Resource Network (ERN)
**DAY 1: Tuesday, August 27 (continued)**

4:00 – 5:00  Improving ERG Outcomes through Return on Investment (ROI)  
— Edward Hubbard, President & CEO, Hubbard & Hubbard

5:00 – 5:15  Day 1 Debrief

5:15 – 6:15  Cocktail Reception and Networking Social (Tides Café)

**Day 2: Wednesday, August 28**

8:00 – 8:30 am  Breakfast

8:30 – 9:00  Overview: Bridging Day 1 and Day 2  
Theresa M. Welbourne, Affiliated Research Scientist, Center for Effective Organizations, USC  
Marshall School of Business and The University of Alabama

9:00 – 10:00  Keynote Presentation: Making ERGs Part of the Organizational Fabric  
Wil Lewis, Global Diversity & Inclusion, Senior Vice President and Diversity & Inclusion Executive,  
Bank of America

10:00 – 10:15  Break

10:15 – 11:30  Learn by Empowered Stories of Success  
Each participant is asked to bring two different, 3-minute stories—one success story, and one  
challenge you would like help with. You will learn from, and work with your peers.

11:30 – 1:00 pm  Lunch  
Network with leaders from similar ERGs

1:00 – 2:00  ERG Lunch Debrief: ERG Collaboration and Intersectionality  
Sharoni Little, Associate Dean & Chief Diversity, Equity, and Inclusion Officer; Professor, Clinical  
Business Communication, USC Marshall School of Business  
Presentation and facilitated discussion on Intersectionality and ERG collaboration.

2:00 – 3:15  Gilead Live Case Study: Making ERGs the Bedrock of Culture in the Face of Exponential Change  
Marysa Chiu, Director, Inclusion and Diversity, Gilead Sciences

3:15 – 3:30  Break

3:30 – 4:30  The Power of ERGs: Best Practice Examples of Impact  
— Cile Johnson, Co-Owner and Chief Business Officer, Talent Dimensions  
— Theresa M. Welbourne, Affiliated Research Scientist, Center for Effective Organizations, USC  
Marshall School of Business and The University of Alabama

4:30 – 5:00  Back to Basics: Diversity, Inclusion, Belonging and Equality for Business and Society  
Theresa M. Welbourne, Affiliated Research Scientist, Center for Effective Organizations, USC  
Marshall School of Business and The University of Alabama
DIRECTIONS TO GILEAD MEETING CENTER
309 Velocity Way, Foster City, CA 94404

From 101 South (San Francisco/SFO)
Take the 3rd Avenue exit going East (3rd Avenue becomes J. Hart Clinton Drive). Turn right onto Lakeside Drive. Turn left onto Bayside Way. Turn right onto Velocity Way.

From 101 North (San Jose/Palo Alto)
Take 92 East toward Hayward/San Mateo Bridge. Take the Foster City Boulevard exit (note: the Foster City Boulevard turn is the last exit before the San Mateo Bridge, so be careful not to miss the exit). Turn right onto Metro Center Boulevard. Turn right onto Vintage Park Drive. Turn left onto Velocity Way.

From 92 westbound
Take the Foster City Boulevard exit. Turn left onto Chess Drive. Turn right onto Vintage Park Drive. Turn left on Velocity Way.

Site Map

(Map not to scale)
Visitor Parking
309 Velocity Way, Foster City, CA 94404

Visitor Parking

Although we have designated parking for visitors, guests can park in any free space or the adjacent parking garage. Please refer to map below for assistance.