

EMPLOYEE RESOURCE GROUP VIRTUAL LEADERSHIP SUMMIT WEEK

October 19-24, 2020



#CEOERG2020

Agenda Highlights

Date / Time (All PST)	Detail
Monday, October 19	Day 1 Theme: Unleashing Your ERG's Creativity and Inner Inventor / Entrepreneur
8:00 AM	Welcome & Opening Kick Off: Making Collisions Work , Dr. Theresa M. Welbourne, Affiliated Senior Research Scientist & Jennifer Sparks, Director, Executive Education, Center for Effective Organizations, University of Southern California Marshall School of Business
8:15-9:00 AM	Live Keynote: Unleashing Innovation , Hugh Molotsi, Founder & CEO Ujama; formerly Intuit Diversity Council
9:00 - 9:30 AM	Breakout Sessions: Unleashing Innovation
12:00-12:45 PM	Grab some lunch or coffee and learn about the week-long Ideation Challenge - Dr. Theresa M. Welbourne
1:00 - 2:00 PM	Activating Cross Network/ERG Collaboration - Eli Weiss, Manager Equity and Belonging and Imani Sims, Senior Specialist, Equity & Belonging, Zillow Group Join Zillow's Affinity Network leaders and Equity and Belonging team in a discussion on the impact of partnership across networks and beyond.
3:00-4:00 PM	Celebration: Announce Diversity Impact Awards, Executive Sponsor Winners - Cile Johnson, Chief Business Officer, and Michelle Brown, Project Manager, Talent Dimensions

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Agenda Highlights (continued)

Date / Time (All PST)	Detail
Tuesday, October 20	Day 2 Theme: Unleashing Energy to Drive Forward Momentum
8:00 AM	Daily Kick Off & Reflections on Previous Day: Dr. Theresa M. Welbourne, Affiliated Senior Research Scientist & Jennifer Sparks, Director, Executive Education, Center for Effective Organizations, University of Southern California Marshall School of Business
8:15-9:00 AM	Live Keynote: Other Duties as Assigned: The Importance of Working on the System, Not Just In It, Mary O'Hara, Chief Human Resources Officer and Senior Vice President of Internal Communications, Blue Shield of California
9:00-9:30 AM	Breakout Session: The Importance of Working on the System, Not Just In It, Blue Shield of California
10:00 - 11:00 AM	Optional and Open Q & A Session: Ask Questions About the StartupWind Tool and Your ideation Project
12:00 to 1:00 PM	ERG Sponsors: Creating Collisions that Drive Positive Change, Cile Johnson, Chief Business Officer, Talent Dimensions; Wendy Wellener, Dominion Energy; Sonny Dua, International Monetary
3:00-4:00 PM	Celebration: Announce Top 10 ERG Strategic Program Award Winners - Cile Johnson, Chief Business Officer, and Michelle Brown, Project Manager, Talent Dimensions

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Agenda Highlights (continued)

Date / Time (All PST)	Detail
Wednesday, October 21	Day 3 Theme: Unleashing the Inner Teacher During Times of Crisis and High Change
8:00 AM	Daily Kick Off & Reflections on Previous Day: Dr. Theresa M. Welbourne, Affiliated Senior Research Scientist & Jennifer Sparks, Director, Executive Education, Center for Effective Organizations, University of Southern California Marshall School of Business
8:15-9:00 AM	Live Keynote: ERGs Role in Driving Culture While Working Virtually, Bank of America ; Allen Chen, Sr. V.P. Global Diversity & Inclusion, Richard Nichols, Jr., Managing Director, and Nathaniel Hyde, Managing Director, Bank of America Private Bank
9:00-10:00 AM	Simultaneous Session: VIP Session for ERG Executive Sponsors
9:15 to 10:30 AM	Simultaneous Session: Meet-up with Similar ERGs - discuss keynote and common challenges
12:00-1:30 PM	Live Case Study: Nintendo—Building the Ally Tool Kit
	Breakout Session: Work on Case Challenge in Teams
	Sharing and Debrief: A Few Teams Will Share Solutions and Nintendo Debrief
3:00-4:00 PM	Celebration: Announce Top 10 Diversity Impact Award Winners - Cile Johnson, Chief Business Officer, and Michelle Brown, Project Manager, Talent Dimensions

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Agenda Highlights (continued)

Date / Time (All PST)	Detail
Thursday, October 22	Day 4 Theme: Unleashing Your Best Self
8:00 AM	Daily Kick Off & Reflections on Previous Day: Dr. Theresa M. Welbourne, Affiliated Senior Research Scientist & Jennifer Sparks, Director, Executive Education, Center for Effective Organizations, University of Southern California Marshall School of Business
8:15-9:00 AM	Live Keynote: Leader Self-Care--Learning for You and Your Members, Anese Cavanaugh, Author & Advisor, Contagious Leadership; Michael Nobleza, Founder & Executive Director, #BringItAll
9:00-9:30 AM	Breakout Session: Leader Self-Care
9:45 - 10:45 AM	Simultaneous Session: VIP Session for DE&I Leaders
9:45 - 10:45 AM	Simultaneous Learning Session: ROI--The Essential ERG Tool, Dr. Edward Hubbard, President & CEO, Hubbard & Hubbard
11:00 - 12:00 PM	Optional and Open Q & A Session: Ask Questions About the StartupWind Tool and Your ideation Project
12:15 - 1:15 PM	Group Exercise: Asian Leaders Alliance – Combating Racism through an Anti-Xenophobia Toolkit - Jason Chan, Vice President, and Mable Huang, Communications Lead, Asian Leaders Alliance
1:30 - 2:30 PM	Panel Discussion: Black Lives Matter--What it Means for You and Your ERG Rich Robles, Senior Director, Diversity & Inclusion, Novant Health Ashleigh Hargrave, Director, Health & Equity, Novant Health Heidi Moore, Director, Emerging Markets & Inclusion, Froedtert Michelle Brown, Ph.D., Talent Dimensions
3:00-4:00 PM	Celebration: Announce Top 11 - 25 ERG Award Winners - Cile Johnson, Chief Business Officer, and Michelle Brown, Project Manager, Talent Dimensions

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Agenda Highlights (continued)

Date / Time (All PST)	Detail
Friday, October 23	Day 5 Theme: Unleashing Potential For the Future
8:00 AM	Daily Kick Off & Reflections on Previous Day: Dr. Theresa M. Welbourne, Affiliated Senior Research Scientist & Jennifer Sparks, Director, Executive Education, Center for Effective Organizations, University of Southern California Marshall School of Business
8:15-9:00 AM	Live Keynote: Building Faith in Each Other , Dr. Varun Soni, University of Southern California, Vice Provost for Wellness and Crisis Intervention and Dean of Religious Life
9:00-9:30 AM	Breakout Session: Building Faith in Each Other
10:30- 11:30 AM	Amazon's ERGs: Scaling for Global Growth, Anna Ettin, Sr. Employee Resource & Inclusion Leader, Amazon
12:00- 1:00 PM	ERG Panel Learning Session: Growing your ERGs, Panelists: -Sheryl Battles, Vice President, Global Diversity, Inclusion and Engagement, Pitney Bowes Inc. -David Casey, Vice President, Workforce Strategies and Chief Diversity Officer, CVS Health -Andres Gonzales, Vice President, Chief Diversity Officer, Froedtert & Medical College of Wisconsin -Paul Martin, Senior Vice President and Chief Diversity Officer, Sony Pictures Entertainment Moderator: Joseph Santana, Founder, ERG Powertalk
3:00-4:00 PM	Celebration: Announce Top 10 ERG Award Winners - Cile Johnson, Chief Business Officer, and Michelle Brown, Project

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Agenda Highlights (continued)

Date / Time (All PST)	Detail
Saturday, October 24	Day 6: Closing Day
8:00 AM	Daily Kick Off & Reflections on Previous Day: Dr. Theresa M. Welbourne, Affiliated Senior Research Scientist & Jennifer Sparks, Director, Executive Education, Center for Effective Organizations, University of Southern California Marshall School of Business
8:15-9:15 AM	Celebration: Announce ERG Ideation Favorites
9:15-9:30 AM	Closing Remarks: Dr. Theresa M. Welbourne, Affiliated Senior Research Scientist, Center for Effective Organizations, University of Southern California Marshall School of Business
9:30 AM-3:00 PM	Networking: Explore Virtual Rooms and Booths on Own

2020 ERG Leadership

The Center for Effective Organizations, in the USC Marshall School of Business, gratefully acknowledges the sponsorship and support provided by these companies for the 2020 ERG Leadership Summit.

