

A G E N D A

TUESDAY, SEPTEMBER 21 | DAY 1 THEME | TRANSFORMATION OF ERGs: WHAT'S NEXT?

<p>DATES/TIMES (All PDT) 8:00-8:15 AM</p>	<p>Welcome & Opening Kick Off Dr. Theresa M. Welbourne, Affiliated Senior Research Scientist and Jennifer Sparks Taylor, Director, Corporate Relations & Executive Education, Center for Effective Organizations, University of Southern California</p>	
<p>8:15-8:30</p>	<p>Dean's Welcome: USC Marshall School of Business Geoffrey Garrett, Dean, Marshall School of Business, University of Southern California</p>	
<p>8:30-9:15</p>	<p>Live Keynote Presentation: After the Shifts—What's Next? David Kim, Vice President, Global Diversity, Equity & Inclusion, Zendesk</p>	
<p>9:15-9:45</p>	<p>Breakout Sessions: Discussion Based on Zendesk Keynote Presentation</p>	
<p>9:45-10:15</p>	<p>Debrief from Breakout Sessions</p>	
<p>10:15-10:30</p>	<p>Break</p>	
<p>10:30-11:15</p>	<p>Learn About the Innovation Challenge and the Amazon Innovation Process In this session you will get an introduction to the ERG Leadership Summit Innovation Challenge from Dr. Welbourne. Then get some tips on innovating from Amazon. Anna Ettin, Senior Employee Resource & Inclusion Leader, Amazon and the Amazon Team, and Dr. Theresa M. Welbourne, Affiliated Senior Research Scientist, Center for Effective Organizations, University of Southern California</p>	 
<p>11:15-11:45</p>	<p>Breakout Sessions: Discussion Based on Amazon Presentation</p>	
<p>11:45 AM-12:15 PM</p>	<p>Debrief from Breakout Sessions</p>	
<p>12:15-1:15</p>	<p>Lunch</p>	
<p>1:15-2:00</p>	<p>Company Case Study: Challenges and Opportunities in Implementing a New ERG Structure Pamela Butler, DEI Advisor, U.S. Department of Defense (DOD)</p>	
<p>2:00-2:30</p>	<p>Breakout Sessions: Discussion Based on U.S. Department of Defense Case Study</p>	
<p>2:30-3:00</p>	<p>Debrief from Breakout Sessions</p>	






WEDNESDAY, SEPTEMBER 22 | DAY 2 THEME | TRANSFORMATION OF BUSINESS: ALIGNING WITH THE BUSINESS

<p>DATES/TIMES (All PDT) 8:00-8:15 AM</p>	<p>Daily Kick Off & Reflections on Previous Day Dr. Theresa M. Welbourne, Affiliated Senior Research Scientist, and Jennifer Sparks Taylor, Director, Corporate Relations & Executive Education, Center for Effective Organizations, University of Southern California</p>	
<p>8:15-9:00</p>	<p>Live Keynote Presentation: You Started an ERG, Now What? Join us for a candid dialogue about the challenges and rewards of launching ERGs for the first time and then evolving them into maturity. Justin Hastings, Chief Human Resource Officer, Experian North America and Wil Lewis, Chief Diversity, Equity, and Inclusion Officer, Experian</p>	
<p>9:00-9:30</p>	<p>Breakout Sessions: Discussion Based on Experian Keynote Presentation</p>	
<p>9:30-10:00</p>	<p>Debrief Breakout Sessions</p>	
<p>10:00-11:00</p>	<p>Optional Session: Ask Dr. Theresa Welbourne About Your Innovation Challenge Questions—Join Us and Get Your Questions Answered Dr. Theresa M. Welbourne, Affiliated Senior Research Scientist, Center for Effective Organizations; Justin Glenn, Senior Research Consultant, eePulse</p>	
<p>11:00-12:00</p>	<p>Expert Hot Topic Talks: Hear From Several Experts Who Will Speak During This Session</p> <p>1. Engaging ERG Members Through Volunteerism During the pandemic, employees working remotely have new opportunities to reflect on what's important in their lives and the difference they wish to make in the world. Employee volunteers donate their skills to help public/nonprofit organizations provide relief to the most vulnerable during the pandemic. This session provides a framework for thinking about values-driven leadership. Hear two case studies of how volunteerism helped employees mobilize for social impact. Panelists: Nicole Richardson, Cluster; U.S. Digital Response (Speaker to be announced); Facilitator: Michael Nobleza, #Bring It All</p> <p>2. To Awaken and Accelerate Communities into Action, Asian Leaders Alliance (ALA) Last year, ALA—a community of API ERGs—presented a session on <i>Combating Racism Through an Anti-Xenophobia Toolkit</i> and spoke about their MMARC Toolkit—created to help ERGs systematically tackle hard issues. With the persistent wave of anti-Asian sentiment and attacks on the API community, the ALA converged and strengthened support for each other; then responded to the needs of our members in the community and in the workplace. This session will explore the importance of support from the community and their workplace to employees confronting racism, as well as the true power of ERGs to spur collective action for healing and developing resiliency and solidarity. Panelists: Julie Ea, Social Responsibility Co-Lead, Asian Leaders Alliance; Meida Surya, DEI Strategist, Crescendo DEI; Franklin Shen, ERG Committee of the ALA and Director of Clinical Operations, Tembo Health</p>	
<p>12:00-1:00 PM</p>	<p>Lunch Discussion: Meet with Others to Discuss the Hot Topic Talks</p>	
<p>1:00-1:45</p>	<p>Transforming Your ERGs Through Technology Gino Ramos, Senior Manager, Equality Programs, Salesforce</p>	
<p>1:45-2:15</p>	<p>Breakout Sessions: Discussion Based on Salesforce Presentation</p>	
<p>2:15-2:45</p>	<p>Debrief Breakout Sessions</p>	

THURSDAY, SEPTEMBER 23 | DAY 3 THEME | TRANSFORMATION OF TRANSFORMATION: MAKING CHANGE MANAGEMENT A PART OF THE FABRIC

<p>DATES/TIMES (ALL PDT) 8:00-8:15 AM</p>	<p>Daily Kick Off & Reflections on Previous Day Dr. Theresa M. Welbourne, Affiliated Senior Research Scientist, and Jennifer Sparks Taylor, Director, Corporate Relations & Executive Education, Center for Effective Organizations, University of Southern California</p>	
<p>8:15-9:00</p>	<p>Live Keynote Presentation: The Power of ERGs, HP Join us for a conversation with HP and learn about harnessing the power of your ERG ecosystem to support your DEI strategy, maximizing impact, creating a culture of inclusion and belonging. Lesley Slaton Brown, Chief Diversity Officer and Beth Miller, Diversity, Equity and Inclusion Program Manager / Business Impact Network Program Manager, HP</p>	
<p>9:00-9:45</p>	<p>Panel Discussion: How Are ERGs Evolving During Disruption? After living through a decade of change compressed into a year, here's a look at how resource groups are evolving to address new challenges and pounce on new opportunities. Panelists will share new topics they see coming up on the horizon, as well as some of the new traits and skills required to be a successful ERG leader. Panelists: Erica Fletcher, Global Head of Diversity & Inclusion, Hiscox; Dionna Gavin, Director, Diversity & Inclusion, Froedtert & Medical College of Wisconsin; Heather Morgado, Associate Director, Diversity, Inclusion, Culture & Engagement, Boehringer Ingelheim; Facilitator: Joe Santana, ERG Powertalk</p>	
<p>9:45-10:00</p>	<p>Break</p>	
<p>10:00-11:00</p>	<p>Invitation Only Concurrent Session: VIP Session for ERG Executive Sponsors and DEI Leaders Discussion Topic: Rewards and ERGs Zillow (Speaker to be announced) and Dr. Theresa Welbourne, Affiliated Senior Research Scientist, Center for Effective Organizations, USC VIP Session Participants: Break from 11:00 am - 12:45 pm or Join the 'Debrief of ERG Breakout Groups' at 11:15 am.</p>	
<p>10:00-11:15</p>	<p>Concurrent Session: Meet-up with Similar ERG Types—'Share Something Positive'</p> <ul style="list-style-type: none"> • Accessibility, Disability, and Well Being • African American / Black • Asian / Pacific Islander • Hispanic / Latino / LatinX • LGBTQ+ • Women • Multi-Generational / Young Professionals • Veterans / Military Spouse • Other 	
<p>11:15-11:45</p>	<p>Debrief ERG Breakout Group Sessions: 'Share Something Positive'</p>	
<p>11:45 AM-12:45 PM</p>	<p>Lunch</p>	
<p>12:45-1:45</p>	<p>Invitation Only Concurrent Session: VIP Session for ERG Executive Sponsors and DEI Leaders Discussion Topic: ERG Structure—Implications from New Research on ERGs as Parallel Organizations Anna Ettin, Senior Employee Resource & Inclusion Leader, Amazon and Dr. Theresa Welbourne, Senior Research Scientist, CEO-USC VIP Session Participants: Last session of the day or Join the 'Debrief of ERG Breakout Groups' at 2:00 pm.</p>	
<p>12:45-2:00</p>	<p>Concurrent Session (Second Session): Meet with Similar ERG Types / Find Another ERG to Join—'What Do You Need Help With?' NOTE: Breakout groups are based on the same ERG types as noted above in 10:00 am session</p>	
<p>2:00-2:30</p>	<p>Debrief ERG Breakout Group Sessions: 'What do You Need Help With?'</p>	
<p>2:30-3:00</p>	<p>Getting Your Resources Groups Ready for Tomorrow, Joe Santana, ERG Powertalk</p>	

FRIDAY, SEPTEMBER 24 | DAY 4 THEME | TRANSFORMATION OF WORK: HOW WE WORK TOGETHER

<p>DATES/TIMES (All PDT) 8:00-8:15 AM</p>	<p>Daily Kick Off & Reflections on Previous Day Dr. Theresa M. Welbourne, Affiliated Senior Research Scientist, and Jennifer Sparks Taylor, Director, Corporate Relations & Executive Education, Center for Effective Organizations, University of Southern California</p>	
<p>8:15-9:00</p>	<p>Panel Discussion with Diversity Impact Award Winners Panelists to be announced; Facilitator: Cile Johnson, Chief Business Officer, Talent Dimensions</p>	
<p>9:00-9:30</p>	<p>Breakout Sessions: Discussion Based on Panel Discussion</p>	
<p>9:30-10:00</p>	<p>Debrief Breakout Sessions</p>	
<p>10:00-10:15</p>	<p>Break</p>	
<p>10:15-11:15</p>	<p>Expert Hot Topic Talks: Hear from The Experts Who Will Speak During This Session</p> <ol style="list-style-type: none"> 1. Toxic ERGs, Learning from What Can Go Wrong, Dr. Jonathan Ashong-Lampzey, Host of <i>The Element of Inclusion Podcast</i> 2. L'Oréal: Making Your Passion Project a Reality, Tayce Taylor, Manager, Global Marketing, L'Oréal 3. Zillow, (Topic and Speaker to be announced) 	<p>ELEMENT OF INCLUSION</p>  
<p>11:15 AM-12:15 PM</p>	<p>Lunch Discussion: Meet with Others to Discuss the Expert Hot Topics</p>	
<p>12:15-1:00</p>	<p>Member Energy and ERG Impact: Linking to the Annual ERG Research Dr. Theresa M. Welbourne, Affiliated Senior Research Scientist, Center for Effective Organizations, University of Southern California</p>	
<p>1:00-1:30</p>	<p>Breakout Sessions: Discussion Based on ERG Research Presentation</p>	
<p>1:30-2:00</p>	<p>Debrief From ERG Research Breakout Sessions</p>	
<p>2:00-2:15</p>	<p>Break</p>	
<p>2:15-3:00</p>	<p>Celebration: Announce ERG Ideation Challenge Favorites</p>	
<p>3:00-3:15</p>	<p>Closing Remarks and Next Steps Dr. Theresa M. Welbourne, Affiliated Senior Research Scientist, and Jennifer Sparks Taylor, Director, Corporate Relations & Executive Education, Center for Effective Organizations, University of Southern California</p>	