



ELEVATING YOUR ERGs FOR STRATEGIC IMPACT  
 SEPTEMBER 19-23, 2022  
 A HYBRID EVENT



## AGENDA

### MONDAY, SEPTEMBER 19 | DAY 1 THEME | BECOMING STRATEGIC ERG LEADERS (VIRTUAL ONLY)

**DATES/TIMES  
(All PDT)**

7:00—8:00 AM

**Networking Lounge**

8:00—8:15 AM

**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

8:15—8:30 AM

**Executive Welcome**

Wil Lewis, Chief Global Diversity, Equity, and Inclusion Officer, Experian

8:30—9:15 AM

**Live Keynote Presentation: The Network Effect: Accelerating DEI Impact Through a Strategic Approach to ERGs**

Kick off your Global ERG Summit experience with Humera Shahid, Chief Diversity & Inclusion Officer, VP of Talent Development at Intuit. During Humera’s keynote, you’ll learn how Intuit leverages its “network effect” to drive engagement and performance across employee resource groups, build community and power prosperity.

Humera Shahid, Chief Diversity & Inclusion Officer and VP of Talent Development, Intuit

9:15—9:30 AM

**Breakout Sessions: Discussion Based on Intuit Keynote Presentation**

9:30—9:45 AM

**Debrief from Breakout Sessions**

9:45—10:00 AM

**Break**

10:00—10:20 AM

**ERG Leadership Certificate Graduation Ceremony**

Dr. Welbourne will acknowledge the graduates of the CEO, USC Marshall School of Business ERG Leadership Certificate Program. The ERG Leadership Certificate is a year-long course designed to build upon the ERG leadership skills and transfer learnings into future leadership roles and career advancement.

Dr. Theresa M. Welbourne, Senior Research Scientist, Center for Effective Organizations, University of Southern California, Marshall School of Business



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10:20—10:30 AM

**Break**

10:30—11:15 AM

**Amgen Panel Discussion: The Potential for ERGs to Drive Business and Community Impact**

ERGs are a place to foster connection and a sense of belonging for employees. They also have the potential to create both business and community impact. Hear from Amgen executives as they share how Amgen's Black Employee Network spearheaded efforts to strengthen diversity in clinical trials, driving transformational change in the biotechnology industry with the mission to serve patients.

Panelists: Mike Edmondson, VP of Field Excellence and Diversity, Inclusion and Belonging; Racquel Racadio, Director of Global Representation in Clinical Research; Facilitator: Aaron Wheeler, Business Performance Manager for Representation in Clinical Research

11:15 – 11:30 PM

**Break**

**11:30 – 12:15 PM**

**CHOOSE 1 OF 2 CONCURRENT SESSIONS**

Session 1

**Concurrent Lunch Session: Global ERG Shout Out**

This shoutout session, moderated by Graciela Meibar, Executive Coach, is designed to allow anyone to share what they are doing related to starting, supporting, revising, or growing their global ERG program. Everyone who wants to share has 5 minutes to 'shout out' something for the group to learn. Graciela will kick things off and summarize them at the end of the session. You are invited to continue the conversation in the networking lounge.

Graciela Meibar, Executive Coach (PCC) | DE&I Consultant & Global Thought Leader

Session 2

**Concurrent Live Session on Innovation Challenge**

Stop by to get some pointers, get questions asked, or for a brief introduction to the innovation challenge opportunity.

Facilitator: Dr. Theresa M. Welbourne, Senior Research Scientist, and Justin Glenn, Senior Research Consultant, eePulse

12:15 – 12:30 PM

**Break**



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<b>12:30 – 1:30 PM</b>	<b>CHOOSE 1 OF 3 CONCURRENT SESSIONS</b>
Session 1	<p><b>Concurrent Session: Peer Coaching Part 1: Meet with your similar ERGs – Learn from what’s working well</b></p> <p>This session is designed for ERG leaders and members. You will use a peer coaching process to learn from your peers’ successes, and then on day two, the same format is used to find answers to problems you are experiencing.</p> <ul style="list-style-type: none"> <li>• Accessibility, Disability, Well-Being Professionals</li> <li>• African American / Black</li> <li>• Asian / Pacific Islander</li> <li>• Hispanic / Latino / LatinX</li> <li>• LGBTQ+</li> <li>• Women</li> <li>• Multi-Generational / Young Professionals</li> <li>• Veterans / Military Spouse</li> <li>• Other</li> </ul>
Session 2	<p><b>Concurrent Session: <u>INVITATION ONLY</u> The Pros and Cons of ERG Advocacy</b></p> <p>This session, which is invitation only, is designed for DEI leaders and ERG executive sponsors.</p> <p>Facilitator: Beth Miller, Global Diversity &amp; Inclusion Program Manager, HP Inc.</p>
Session 3	<p><b>Concurrent Session: Part 1: Exploring ERG Work at Government Agencies</b></p> <p>This session is designed for ERG leaders, DEI executives, and members of ERGs in federal and government agencies.</p> <p>Facilitators: Jamie Lorio, Diversity, Equity &amp; Inclusion Advisor, Department of Defense; Pamel Butler, DEIA Consultant, Department of Defense</p>
<b>1:30 — 2:00 PM</b>	<b>Break</b>
<b>2:00 — 2:45 PM</b>	<p><b>Panel Discussion: The Future of ERGs – Learning from Chief Diversity Officer’s Insights</b></p> <p>ERGs are facing some of the most challenging times ever in a new normal. In the midst of all this disruption, there are great opportunities as well as obstacles. Join this panel of top CDOs as they share how their ERGs are adapting to the new normal and preparing to face the future.</p> <p>Panel: Sheryl Battles, Vice President, Global DEI and Engagement, Pitney Bowes; Andres Gonzalez, Vice President, Chief Diversity Officer, Froedtert &amp; Medical College of Wisconsin; David Casey, CDO at Tapestry; Facilitator: Joe Santana, Chairman of The CDO PowerCircle and Host of Powertalk Podcast</p>
<b>2:45 — 3:00 PM</b>	<b>Debrief from Panel Discussion</b>
<b>3:00 —6:00 PM</b>	<b>Networking Lounge</b>



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**TUESDAY, SEPTEMBER 20 | DAY 2 THEME | DOING STRATEGIC ERG WORK  
 (VIRTUAL ONLY)**

**DATES/TIMES  
 (All PDT)**

7:00—8:00 AM

**Networking Lounge**

8:00—8:15 AM

**Daily Kick-Off & Reflections on Previous Day**

Dr. Theresa M. Welbourne, Senior Research Scientist, and Jennifer Sparks Taylor, Director, Corporate Relations & Executive Education, Center for Effective Organizations, University of Southern California, Marshall School of Business

8:15—9:15 AM

**Live Keynote Presentation: A Year of Learning with Bank of America**

Join us for a candid dialogue with Bank of America about the challenges and rewards of launching ERGs for the first time and then evolving them.

Presenters: Calandra Jarrell, Head of Employee Networks, Global Diversity & Inclusion Awards Diversity & Inclusion Executive; Allen Chen, SVP, Global D&I; Vu Nguyen, Vice President and D&I Consultant; Jarrod Hahn, SVP, Senior Business Continuity Manager; Cheryl Carter, Risk and Governance Manager

9:15—9:45 AM

**Breakout Sessions: Discussion Based on Bank of America’s Keynote Presentation**

9:45—10:15 AM

**Debrief from Breakout Sessions**

10:15—10:30 AM

**Break**

10:30 – 11:00 AM

**CHOOSE 1 OF 2 CONCURRENT SESSIONS**

Session 1

**Concurrent Session: Questions About Your Innovation Challenge —Join Us and Get Your Questions Answered**

Facilitator: Justin Glenn, Senior Research Consultant, eePulse

Session 2

**Concurrent Session: Ally Shout Out**

Attendees will be asked to do a 5-minute shout-out about their work to grow their ally programs.

Facilitator: Mary Graham, Professor of Sport Management, David B. Falk College of Sport and Human Dynamics, and Affiliated Faculty, Whitman School of Management at Syracuse University



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11:00—11:45 AM

**Measuring Impact: Analytics and Your ERG**

Thirty years after the first employee resource groups made their appearance in US companies, they have spread to new regions, enlisted new generations of employees, and confronted new challenges. One of those challenges is developing effective, evidence-based ERG/BRG metrics and analytics.

Taking the time to calculate the Diversity ROI of an ERG/BRG initiative is an essential step in developing an impact-focused, C-Suite/Business relevant initiative that has an evidence-based, measurable impact on the bottom-line. It is equally critical to pay attention to both the costs and benefits of any ERG/BRG initiative. In practice, however, the costs are often more easily captured benefits. This application-oriented workshop highlights some specific, “next level” methods you will apply to perform DROI calculations as well as track and report the “intentional” ROI impact of ERG/BRG DEI initiatives and business solutions with credibility.

Presenter: Dr. Edward E. Hubbard, President and CEO of Hubbard & Hubbard, Inc.

11:45—12:00 PM

**Breakout Sessions: Discussion Based on Measuring Impact Presentation**

12:00—12:15 PM

**Debrief from Breakout Sessions**

12:15—1:00 PM

**Lunch, Networking & Explore Videos**

1:00 – 1:50 PM

**CHOOSE 1 OF 2 CONCURRENT SESSIONS**

Session 1

**Concurrent Session: Panel Discussion - Starting a New ERG Program**

In this session, designed for new ERGs or companies considering starting an ERG program, you will learn about the method by which CentralSquare Technologies rolled out a new ERG program. You will learn from team members that took on four different roles during the startup of the initiative, 1) The leader of the ERGs overall, 2) an Executive Sponsor, 3) one of the ERG leaders, and 4) an ERG member. The perspectives of someone from each role help consider how others can successfully engage all people needed to make ERG work start-up and grow.

Facilitator: Jennifer Sparks Taylor, Director, Corporate Relations & Executive Education, Center for Effective Organizations, University of Southern California, Marshall School of Business; Panelist: CJ Casuto, Project Manager IV, CentralSquare; Evan Smith, Diversity, Equity and Inclusion Program Manager and Talent Management Partner, CentralSquare; Tim Boyle, Chief Customer and Transformation Officer, CentralSquare; Jessica Schmidt, Product Support Rep III, CentralSquare, Central Square

Session 2

**Concurrent Session: Strategic ERGs**

This session is designed for companies that have a longer history with ERGs and that are interested in moving to a business resource group model. Dr. Theresa M. Welbourne, Senior Research Scientist, Center for Effective Organizations, University of Southern California, Marshall School of Business, and Sonny Dua, Senior Change Leader, Amtrak Corporation.



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1:50—2:00 PM	<b>Break</b>
2:00 – 3:00 PM	<b>CHOOSE 1 OF 3 CONCURRENT SESSIONS</b>
Session 1	<p><b>Concurrent Session: Peer Coaching Part 2: Meet your ERGs – Peer coaching to solve problems</b></p> <p>This session is designed for ERG leaders and members, and it continues the peer coaching started in the Monday session.</p> <ul style="list-style-type: none"><li>• Accessibility, Disability, Well Being Professionals</li><li>• African American / Black</li><li>• Asian / Pacific Islander</li><li>• Hispanic / Latino / LatinX</li><li>• LGBTQ+</li><li>• Women</li><li>• Multi-Generational / Young</li><li>• Veterans / Military Spouse</li><li>• Other</li></ul>
Session 2	<p><b>Concurrent Session: Part 2 -- ERGs and Agencies</b></p> <p>This session is designed for government agencies that have ERGs or are considering starting ERGs.</p> <p>Facilitators: Jamie Lorio, Diversity, Equity &amp; Inclusion Advisor, Department of Defense; Pamela Butler, DEIA Consultant, Department of Defense</p>
Session 3	<p><b>Concurrent Session: <u>INVITATION ONLY</u></b></p> <p><b>ERG Executive Sponsorship: Key Responsibilities and Challenges</b></p> <p>This session is for DEI leaders and ERG Executive Sponsors.</p> <p>Facilitator: Shannon Snowden, Global Head of Employee Resource Groups and Diversity, Equity and Inclusion Learning, Experian</p>
3:00—3:30 PM	<b>Debrief of Day 1 and Day 2</b>
3:30—6:00 PM	<b>Networking Lounge</b>



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**WEDNESDAY, SEPTEMBER 21 | DAY 3 (TRANSITION DAY)**

**DATES/TIMES  
(All PDT)**

**In-Person Participants**

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12:00—1:30 PM	Pre-Event Workshop: ERG Best Practices Panel (first come, first serve basis – limit 100 people)
3:30—5:30 PM	VIP Reception (invite only)

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**Virtual Participants**

Work on Your Innovation Challenge and use the Participant Workbook to focus on actions from the first two days.



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**THURSDAY, SEPTEMBER 22 | DAY 4 (LIVE EVENT)**

Note: Some recordings of the Breakout Sessions will be available through the Virtual Platform at a later date.

**DATES/TIMES  
 (All PDT)**

5:00—6:00 AM	<b>Registration</b>
5:00—6:00 AM	<b>Breakfast</b>
	<b>Event Welcome</b>
	Cile Johnson, Chief Business Officer, Talent Dimensions
6:00—6:30 AM	Lynn Cowart, Chief Operations Officer, Talent Dimensions
6:30—6:45 AM	<b>Break</b>
	<b>Breakout Sessions 1-4</b>
6:45—7:45 AM	<b>Session #1: Leveraging Data for ERGs Success</b>
8:00—9:00 AM	Ngoc-Vu Nguyen, VP Diversity & Inclusion Consultant, Bank of America
6:45—7:45 AM	<b>Session #2: 10 Strategies to Ignite Your Leadership Journey</b>
8:00—9:00 AM	Jennifer Martineau, President & Founder, Leap & Inspire Global
6:45—7:45 AM	<b>Session #3: Understanding Critical Race Theory Panel</b>
8:00—9:00 AM	Daniel L. Hollar Ph.D., Judge Hubert L. Grimes (Retired), Kideste M. Yusef, PhD
6:45—7:45 AM	<b>Session #4: Effective ERG Leadership Skills to Drive Impact</b>
8:00—9:00 AM	Debbie Smith Rayford, Senior Global ERG Network Consultant, Talent Dimensions
9:15—10:00 AM	<b>Lunch</b>
<b>Live Stream</b>	<b>Keynote Introduction</b>
10:00—10:15 AM	Lynn Cowart, Chief Operations Officer, Talent Dimensions





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**Live Stream**      **Keynote Presentation: Overcome Anything**  
10:15—11:00 AM    Alvin Law, Keynote Speaker, Author, Actor, and Musician

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For Virtual  
Attendees:      **Breakout Session of Keynote Presentation: Overcoming Anything**  
11:00—11:45 AM    Log into the virtual platform to attend

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11:00—11:30 AM    **Break/Room Change**

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**Workshops 1—4**

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11:30—1:00 PM    **Workshop #1: What's in it for ME! - Levering Development Opportunities for ERG/Council Members and Leaders**  
Lynn Cowart, Chief Operations Officer, Talent Dimensions

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11:30—1:00 PM    **Workshop #2: Creating a Culture of Belonging**  
Cile Johnson, Chief Business Officer, Talent Dimensions

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11:30—1:00 PM    **Workshop #3: TBA**  
Philip Berry, Senior Consultant, Talent Dimensions

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11:30—1:00 PM    **Workshop #4: Choosing Respect in Today's Environment**  
Keith Arachikavitz, Senior Facilitator, Talent Dimensions

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2:00—6:30 PM      **Destination Celebration**



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**FRIDAY, SEPTEMBER 23 | DAY 5 (LIVE EVENT)**

Note: Some recordings of the Breakout Sessions will be available through the Virtual Platform at a later date

**DATES/TIMES  
 (All PDT)**

5:00—6:00 AM	<b>Breakfast</b>
	<b>Welcome Back</b> Cile Johnson, Chief Business Officer, Talent Dimensions
5:30—5:45 AM	Lynn Cowart, Chief Operations Officer, Talent Dimensions
	<b>Breakout Sessions 5-8</b>
6:15—7:00 AM	<b>Session #5: Supercharge ERG Efforts: Leveraging Intersectionality</b>
7:30—8:45 AM	Anila Jivanji, Senior Diversity, Inclusion & Belonging Specialist at Bell Flight
	<b>Session #6: Discovering the Impact: Research from the Diversity Impact Awards</b>
6:15—7:00 AM	Dr. Theresa Welbourne, Research Scientist, Center for Effective Organizations (CEO), USC Marshall School of Business
7:30—8:45 AM	
6:15—7:00 AM	<b>Session #7:</b>
7:30—8:45 AM	TBA
6:15—7:00 AM	<b>Session #8</b>
7:30—8:45 AM	TBA
<b>Live Stream</b>	<b>Keynote Presentation: Transforming Hearts and Minds at GM Financial</b>
9:00—10:30 AM	Shunda Robinson, Senior Vice President Diversity, Equity, Inclusion at GM Financial
<b>Live Stream</b>	
10:30—12:00 PM	<b>Innovation Challenge and Diversity Impact Awards Ceremony</b>