



STRATEGIC ERG LEADERSHIP SUMMIT

ERGS DRIVING INNOVATION AND GROWTH

IN-PERSON: AUGUST 3-4, 2023 | MINNEAPOLIS-SAINT PAUL

VIRTUAL: SEPTEMBER 27-28, 2023



AGENDA

In-Person Summit: August 3-4, 2023

DAY 1

(All Central Time)

THURSDAY, AUGUST 3, 2023

SESSIONS

7:30 – 8:00 AM

Prefunction North Foyer

Breakfast and Networking

8:00 – 8:30 AM

Valhalla 1-2 Ballroom

Executive Welcome with Ecolab

Dexter Davis, Vice President, Global Diversity, Equity & Inclusion, Ecolab

Melissa Walker, Program Leader, Global Diversity, Equity & Inclusion, Ecolab

8:30 – 9:00 AM

Valhalla 1-2 Ballroom

Welcome & Opening Kick-Off: The Power of Collisions

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

Jennifer Sparks Taylor, Director, Corporate Relations & Executive Education, Center for Effective Organizations, University of Southern California

9:00 – 10:30 AM

Valhalla 1-2 Ballroom

Building a Mindset of Discovery: Innovating in the New Workplace

Margi Simmons, Director of Applied Improvisation, Brave New Outpost

John Sweeney, Speaker, Author & Founder, Brave New Outpost

10:30 – 10:45 AM

BREAK

10:45 – 11:45 AM

Valhalla 1-2 Ballroom

Panel Discussion: Paths to Growing Your ERGs & Growing Impact

Moderator - Dr. Theresa M. Welbourne, Affiliated Senior Research Scientist, Center for Effective Organizations, University of Southern California

Anna Ettin, Senior Employee Resource and Inclusion Leader, Amazon





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Jamie Lorio, Diversity, Equity, Inclusion & Accessibility Advisor, Department of Defense

McKenzie Watts, Diversity and Inclusion Manager, Dallas Mavericks

11:45 – 1:00 PM

CONCURRENT LUNCH SESSIONS

*Prefunction North Foyer
&
Valhalla 3 Meeting Space*

Concurrent Lunch Session:

Working Lunch: Peer Coaching Part 1:

Meet with your similar ERGS – Learn from what’s working well

This working lunch 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.

North Shore Meeting Space

Concurrent Lunch Session: INVITATION ONLY

VIP Lunch for Chief Diversity Officers & Senior HR Executives

1:00 – 2:00 PM

Valhalla 1-2 Ballroom

Chief Diversity Officer Panel: The Strategic Value of ERGs: Past, Present, and Future

Moderator - Dexter Davis, Vice President, Global Diversity, Equity & Inclusion, Ecolab

Teron Buford, Director, Diversity, Equity, Inclusion, & Belonging, Racial and Health Equity, BlueCross BlueShield Minnesota

Kathryn Coleman, Senior Vice President, Chief Talent and Diversity Officer, 3M

Tariq Malik, 2nd VP, Chief Diversity Officer, Human Resources, Securian Financial

Courtney Schroeder, Head of Diversity, Inclusion, and Belonging, General Mills

2:00 – 3:15 PM

Valhalla 1-2 Ballroom

Innovation and Success Sharing Competition Workshop

3:15 – 3:30 PM

BREAK





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3:30 – 4:30 PM

The Evolution of ERG Work: Contributing to Growth and Innovation

Valhalla 1-2 Ballroom

Sonny Dua, Senior Change Leader, Amtrak Corporation

Dr. Theresa M. Welbourne, Affiliated Senior Research Scientist, USC/Marshall Center for Effective Organizations

4:30 – 5:00 PM

End-of-Day Debrief

Valhalla 1-2 Ballroom

5:30 – 7:30 PM

Cocktail Hour

Prefunction North Foyer





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PRESENTING SPONSOR
ECOLAB



DAY 2

(All Central Time)

FRIDAY, AUGUST 4, 2023

SESSIONS

7:30 – 8:30 AM

Breakfast and Networking

Prefunction North Foyer

8:30 – 9:00 AM

Daily Kick-Off & Reflections on the Previous Day

Valhalla 1-2 Ballroom

9:00 – 10:30 AM

Keynote Speaker: Navigating Intersections

Valhalla 1-2 Ballroom

Dr. Sharoni Little, Affiliated Research Scientist, Center for Effective Organizations
Chief Executive Officer, The Strategist Company, LLC

10:30 – 10:45 AM

BREAK

10:45 – 12:15 PM

Panel Discussion: Coming Together While Driven Apart

Valhalla 1-2 Ballroom

Moderator - Dr. Mary Zellmer-Bruhn, Associate Dean, MBA, and MS Programs;
Professor, Carlson School of Management, University of Minnesota

Jessica Darke, Global Pride ERG Co-Chair and Senior Product Manager, Intuit

Dr. Carliss Miller, Senior Manager, DEI, Talent and Diversity, Equity and
Inclusion, The Toro Company

Dr. Angela Spranger, Senior Diversity Officer; Founding Director of The Center for
Inclusive Excellence, University of Minnesota

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

12:15 – 1:30 PM

Working Lunch: Peer Coaching Part 2:

Prefunction North Foyer

Meet with your ERGS – Peer coaching to solve problems

&

Valhalla 3 Meeting Space

This session is designed for ERG leaders and members, and it continues the peer
coaching started in the Thursday session.





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1:30– 2:30 PM

Valhalla 1-2 Ballroom

ERG Executive Panel Discussion: Building Confidence to Grow: The Power of Metrics, Structure, and Passion

Moderator - Dr. Theresa M. Welbourne, Affiliated Senior Research Scientist, Center for Effective Organizations, University of Southern California

Carlos Butler-Vale, Vice President, Diversity, Equity, and Inclusion, Constellation Brands

John Guttery, Senior Vice President, Enterprise Initiatives, Ecolab

Miguel Rocha, Manager, Diversity, Equity and Inclusion, Human Resources, Mortenson

Jennifer Soderholm, SVP and Chief Development Officer, President, Children's Minnesota Foundation

2:30– 3:00 PM

Valhalla 1-2 Ballroom

What's next? Leveraging lessons learned for your ERG work and Revisiting the Power of Collisions

