



STRATEGIC ERG LEADERSHIP SUMMIT

ERGS DRIVING INNOVATION AND GROWTH

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

VIRTUAL: SEPTEMBER 27-28, 2023



AGENDA

Virtual Summit: September 27-28, 2023

DAY 1

WEDNESDAY, SEPTEMBER 27, 2023

(All Central Time)

SESSIONS

8:30 – 9:30 AM **Networking in the Networking Lounge**

9:30 – 9:45 AM **Executive Welcome with Ecolab**

Christophe Beck, CEO of Ecolab

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

9:45 – 10:00 AM **Welcome & Review of the Summit: Data-Driven Storytelling for Positive 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

10:00 – 11:00 AM **Building Your Mindset to Go from Getting It to Getting It Done**

Margi Simmons, Director of Applied Improvisation, Brave New Outpost

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

11:00 – 11:15 AM **BREAK**

11:15 – 12:30 PM **Part 2: Coming Together While Being Driven Apart: Beliefs vs. Behavior**

Calandra Jarrell, Senior Vice President, Global Diversity & Inclusion Executive, Bank of America

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





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12:30 – 1:15 PM **Innovation and Success Sharing Showcase** – View the booths and join the ERG Group Rooms for networking.

1:15 – 2:00 PM **LUNCH**

2:00 – 3:00 PM **ERG Metrics and Scorecards: Lessons from Two Organizations’ Journeys**
Shannon Snowden, Global Head of ERGs and Wellness, Experian

Nichole Thompson, SVP, Diversity & Inclusion Consultant, Employee Network Leadership Team, Global Diversity & Inclusion and Global HR, Bank of America

3:00 - 4:00 PM **The Evolution of ERG Work: Dynamics of Generational and Global ERGs**
Anna Ettin, Senior Employee Resource and Inclusion Leader, Amazon

4:00 - 4:15 PM **BREAK**

4:15 – 5:15 PM **Panel Discussion: How ERGs Can Navigate the DEI Backlash and Continue the Journey Toward Inclusive Change**

Moderator: Joe Santana, Chairman of The CDO PowerCircle and Host of Powertalk Podcast

Panelists:

David Casey, Chief Inclusion and Social Impact Officer, Tapestry

Ivan H. Lee, Director of Diversity and Inclusion, Elastic

Jim Morris, CEO of Morris Consulting and Author

5:15 - 5:45 PM **Tell your ERG Story: How did you get interested and involved?**
Small group networking and discussion breakouts

5:45 – 6:30 PM **Virtual Happy Hour** - Submission spotlight for Innovation Challenge and Success Sharing. Breakout rooms with your beverage of choice





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DAY 2

THURSDAY, SEPTEMBER 28, 2023

(All Central Time)

SESSIONS

8:30 – 9:30 AM	Networking in the Networking Lounge
9:30 – 10:00 AM	<p>Kick-Off & Reflections on the Previous Day</p> <p>Dr. Theresa M. Welbourne, Affiliated Senior Research Scientist, Center for Effective Organizations, University of Southern California</p> <p>Jennifer Sparks Taylor, Director, Corporate Relations & Executive Education, Center for Effective Organizations, University of Southern California</p>
10:00 – 11:00 AM	<p>Innovating to Support Caregivers in Your ERGs</p> <p>Heather Ainsworth, CEO and Founder, Workable Concept; Advisor, AARP Family Caregiving</p> <p>Beibei Li, Manager, Strategic Assessment, Midcontinent Independent System Operator (MISO) Energy</p>
11:00 – 11:45 AM	<p>Mobilizing ERGs in Solidarity with Asian American Employees</p> <p>Michael Nobleza, Equity & Belonging Strategist, #BringItAll</p> <p>Edward Yen, Assistant Executive Officer at Los Angeles County Executive Office of the Board of Supervisors</p>
11:45 – 12:00 PM	BREAK
12:00 – 1:00 PM	<p>Defending ERGs during Politically Polarizing Times</p> <p>Shaun Harper, Provost Professor of Business and Education, USC Race & Equity Center Executive Director, University of Southern California</p>
1:00 – 2:00 PM	LUNCH
2:00 – 3:15 PM	Innovation and Success Presentations





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3:15 – 3:30 PM

BREAK

3:30 – 4:15 PM

Speed Learning: The State of Various ERGs

Simultaneous Sessions. Come and go between ERG types (or choose to stay) at the 15-minute mark.

4:15 – 5:00 PM

What's next? Leveraging lessons learned for your ERG work.

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

