



AGENDA - Virtual ERG Summit

THURSDAY, SEPTEMBER 25, 2025

DAY 1

(All Central Time)

Morning Session: The Work of ERGs

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| | Welcome and Opening Remarks |
| 9:00 - 9:30 am | Dr. Theresa M. Welbourne, Affiliated Senior Research Scientist, Center for Effective Organizations, University of Southern California Dr. Jennifer Sparks Taylor, Director, Corporate Relations & Executive Education, Center for Effective Organizations, University of Southern California |
| 9:30 - 10:00 am | Speed Networking |
| | Learning Sprint 1: Growing Your ERGs with AI: Smarter Strategies for Engagement & Scale |
| 10:00 - 11:00 am | 15 min Presentation 30 min Breakouts 15 min Debrief Imelda Wicks, Assistant Vice President of Talent, Culture, and Engagement, The University of Texas at Arlington |
| 11:00 - 11:15 am | BREAK |
| | KEYNOTE: The Power of Inclusive Leadership |
| 11:15 - 12:15 pm | Dr. Wanda Wallace, Managing Partner, Leadership Forum |
| 12:15 - 12:45 pm | Breakout room and debrief |
| 12:45 - 2:00 pm | LUNCH on your own |

Afternoon Session: Learning Together

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| | Learning Sprint 2: Tips for ERG Innovation |
| 2:00 - 3:00 pm | 15 min Presentation 30 min Breakouts 15 min Debrief Bob Garcia, Principal, Coeus Human Capital Consulting |
| | Learning Sprint 3: ERG Impact and the Resource Mindset |
| 3:00 - 4:00 pm | 15 min Presentation 30 min Breakouts 15 min Debrief Dr. Theresa M. Welbourne, Affiliated Senior Research Scientist, Center for Effective Organizations, University of Southern California |
| | ERG Work Driving Career Growth |
| 4:00 - 5:00 pm | Danielle Plantz, ERG Program Manager Certified Discovery Insights Facilitator, nVent Micha Mims, DEIB Specialist, G.E.H.A |
| | End of the Day Remarks |
| 5:00 - 5:15 pm | Dr. Jennifer Sparks Taylor, Director, Corporate Relations & Executive Education, Center for Effective Organizations, University of Southern California |



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AGENDA - Virtual ERG Summit

FRIDAY, SEPTEMBER 26, 2025

DAY 2

(All Central Time)

Morning Session: Taking the Work to the Next Level

Welcome and Opening Remarks

9:00 – 9:30 am Dr. Theresa M. Welbourne, Affiliated Senior Research Scientist, Center for Effective Organizations, University of Southern California

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

9:30 - 10:00 am **Speed Networking**

Strategic Resource Groups (SRGs): Evolution of ERG Work

10:00 - 11:00 am Dr. Theresa M. Welbourne, Affiliated Senior Research Scientist, Center for Effective Organizations, University of Southern California

CJ Casuto, PMP, Senior Project Manager, Mission Critical Partners

11:00 - 11:30 am **BREAK**

Learning Sprint 4: Hiding (Pt 2)

11:30 - 12:30 pm **15 min Presentation | 30 min Breakouts | 15 min Debrief**

Ruth Rathblott, Bestselling Author, Consultant, and Leadership & Workplace Culture Expert

12:30 - 1:00 pm **LUNCH** on your own

Afternoon Session: Next Steps for ERGs

1:00 - 2:00 pm **Learning Sprint 5: Driving A Great Place to Work with Employee Networks at Bank of America**

Esteban Torres, Opportunity & Inclusion Consultant, EN Operational Excellence & Sustainment; Shundra Peek, Business Support Lead, Global Opportunity & Inclusion Organization; Linda Kim, Opportunity & Inclusion Consultant, EN Operational Excellence & Sustainment; Kevin Ortiz, Opportunity & Inclusion Consultant, Global Markets, Global Research & Institute; Janelle Davis, Opportunity & Inclusion Business Support Manager, Centralized Business & Operations; Nyah Avan, Opportunity & Inclusion Consultant, EN Operational Excellence & Sustainment

2:00 - 2:15 pm **ERG Certificate Graduation**

Learning Sprint 6: ERGs for Frontline Employees

2:15 - 3:15 pm **15 min Presentation | 30 min Breakouts | 15 min Debrief**

Joshua Dantzler, Workplace Culture Strategist & Consultant, DICE Consulting

End of the Day Remarks

3:15 - 3:30 pm Dr. Jennifer Sparks Taylor, Director, Corporate Relations & Executive Education, Center for Effective Organizations, University of Southern California

3:30 – 4:30 pm **Virtual Happy Hour and Speed Networking (Optional)**