VENTURE BOLDLY.
EXPAND BOUNDARIES.

30th Annual Conference
Minneapolis Convention Center
April 10–12, 2018
Thank you for being a part of The Forum on Workplace Inclusion!

We convene each year to engage people, advance ideas and ignite change around the topics of diversity, equity and inclusion.

2019 will mark our 31st annual conference. We look forward to continuing the conversation and expanding on the big ideas throughout the coming year.

www.stthomas.edu/workplaceforum
State of Minnesota Proclamation......... 2
2018 Sponsors .................................. 3
2018 Diversity Awards ....................... 4-5
2018 Keynote Speakers ...................... 6-7
How Do I Learn ................................ 8
Schedule of Events ............................ 9
Forum4Me ...................................... 10
D&I Coaching Center
New Attendee Orientation ................. 11
Be Our Guest! Twin Cities Tours
Welcome Reception .......................... 12
Day 2 Opening General Session
Day 2 Lunch General Session ............... 13
Day 3 Morning General Session
Day 3 Closing General Sessions ............ 14
Professional Affinity Breakfasts ........... 15
Featured Workshops ......................... 19
3-hour Seminars ............................... 21-23
Learning Labs ................................ 24-26
60-minute Stretch Workshops .......... 27-31
20-minute Spotlight Sessions .......... 33-35
90-minute Workshops ....................... 37-47
The Forum Marketplace of Ideas ... 48-49
Marketplace Exhibitors ................... 50-61
Map of Convention Center ............... 64
CEU Information ............................. 65
Conference FAQs ........................... 66

Conference name badges are required at all events.

THE FORUM ON WORKPLACE INCLUSION APP

Stay connected and plan your conference experience! Thomson Reuters is the official sponsor of the mobile application for The Forum on Workplace Inclusion. With up-to-the-minute information about schedules, sessions, activities, sponsors, and presenter information—the Forum app is convenient and easy to use.

THOMSON REUTERS®

Using your mobile device:
1. Search for Convene in the iOS/Android/Amazon app store
2. Download the free Convene app

For additional support visit Concierge Booth #301.

FORUM2GO

Sponsored by

Take The Forum experience back to your workplace. Equipped with tools you found most helpful, this information has been compiled “to go” for you to power up conversations to advance ideas and make a difference in your organization. To find Forum2Go visit The Forum’s conference website at www.forumworkplaceinclusion.org.

Thank you to Bremer Bank and Mayo Clinic for sponsoring The Forum’s Scholarship Program this year!
STATE OF MINNESOTA

Proclamation

The Governor of Minnesota, through the Office of the Secretary of State, in accordance with Article V, Section 4, of the Minnesota Constitution, hereby proclaims Friday, March 11, 2022, as Workplace Inclusion Day.

GOVERNOR

M.ross

SECRETARY OF STATE

Steve Simon
2018 CONFERENCE SPONSORS

Lead Sponsor:  

Featured Keynote Speaker Introduction  
Brian Cornell  
Target  
Chairman & CEO

“When we have a deep understanding of our guests, create a diverse and inclusive workplace and think purposefully about our products and experiences, we elevate Target for our team and guests, and help create a better society for all.”

Champion

Prudential  
THRIVENT

Signature

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Creative Catalysts  
Diversity Best Practices  
LEVI STRAUSS & CO.  
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MAKE IT. MSP.

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• Allina Health  
• Hennepin County  
• Piper Jaffray  
• Pohlad Companies  
• Radisson Hotel Group  
• The Winters Group, Inc.  
• Xcel Energy

Supporting

• Aleria  
• Boston Scientific  
• Globoforce  
• GSK  
• Northwestern Mutual  
• Progressive Insurance  
• QSDI  
• Report Partners, LLC
Frederick A. Miller came of age influenced by the civil rights movement, which shaped his vision of what society could be and the role organizations play in moving society forward. His career reflects a commitment to pushing back on the status quo, helping change organizations into inclusive workplaces. As CEO for The Kaleel Jamison Consulting Group, Inc., Fred was one of the first to recognize that diversity without inclusion does not work; shifting diversity from compliance-driven programs to organizational development strategy. His approach ties diversity and inclusion to organizational mission, purpose, and outcomes and he uses a peer-to-peer method for accelerating culture change.

Fred is also a catalyst for social change. He helped San Diego include women, people of color, and LGBT people in the police and fire departments. He assisted Mobil Corporation in implementing domestic partner benefits, setting precedent for many companies to follow. For the Organization Development Network, Fred initiated the People of Color conference and gained board sponsorship for the LGBTQ affinity group. In addition, as a board member for the One World Everybody Eats Foundation, he addresses hunger through the “pay what you can” model.

Fred is a speaker at international conferences and has authored or co-authored more than 100 articles. He has received the Organization Development Network’s lifetime achievement and service awards and was named one of the 40 Pioneers of Diversity by Profiles in Diversity Journal.

Fred’s work has resulted in more productive global workplaces and freed tens of thousands of people to be their best selves. It is for these contributions and more that The Forum awards committee is proud to present Frederick A. Miller with the 2018 Winds of Change award.

U.S. Business Leadership Network unites business around disability inclusion in the workplace, supply chain, and marketplace. With more than 130 corporate partners spanning the technology, healthcare, financial, transportation, entertainment, and retail industries, USBLN serves as a collective voice for nearly 50 Business Leadership Network (BLN) Affiliates across the country, representing more than 5,000 businesses.

USBLN is driving innovation in the workplace by harnessing disability inclusion as the source of intellectual and emotional insight needed in today’s complex global environment. Its nationally recognized tools and programs—including the Disability Equality Index and the Disability-owned Business Enterprise (DOBE) certification program—are equally admired by captains of industry and disability rights advocates.

Unlike most disability organizations, USBLN fully embraces a social justice civil rights model for disability. Their staff, advisory councils, board of directors, conference planners, and consulting team include leaders with a broad cross section of disabilities, actualizing the disability community mantra, “Not about us without us.”

With clear examples of exceptional work from which to judge, The Forum is happy to present to the U.S. Business Leadership Network the 2018 Winds of Change award.
Joshua Love is a transformational leader pushing boundaries and stimulating change in his community. He provides significant impact from his position as outreach, assessment, and retention coordinator within the Office of Disability Services at Texas State University. But that’s not why Joshua has been awarded The Forum’s inaugural Power the Future award.

Joshua is president-elect of ALLIANCE at Texas State, a staff and faculty organization that promotes awareness, equality, social acceptance, nondiscrimination, and individual freedoms of all employees regardless of their sexual orientation, gender expression, or gender identity.

Joshua has reviewed university policy and procedures in order to support the recruitment and retention of LGBTQIA faculty, staff and students, and created opportunities for ALLIANCE members to serve on hiring committees. Under his leadership, ALLIANCE has promoted more than 50 educational workshops, fostering awareness of LGBTQIA issues and visibility for staff, faculty, and students.

His work created a web-based faculty and staff mentoring program, allowing LGBTQIA faculty, staff, and students to be matched with mentors. Alliance further created a LGBTQIA alumni network and the first LGBTQIA scholarship program.

Additionally, Joshua serves as the staff advisor for TRANSCEND, a student organization for transgender, gender non-binary, and gender diverse students. As advisor, he produced interactive presentations around creating inclusive communities for these students.

The Texas political climate is hostile to LGBTQIA individuals. Despite that, Joshua has courageously challenged university leaders to step up their support. He provides insight into how campus cultures shape the outcomes of diverse student populations.

By cultivating values and beliefs that focus on including, validating, and creating equitable outcomes among diverse students, The Forum is delighted to present the inaugural Power the Future award to Joshua Love.

Robby Gregg’s introduction to The Forum was more than 15 years ago. Brought to a planning committee meeting by one of its members and hearing about a crucial unmet registration need, Robby rose to the moment and donated a staffer’s time to make things work.

Fifteen years later, that staff member is still volunteering in registration. Such is the type of connection and commitment Robby draws out of people. When he sees a need, he reaches out to his endless supply of contacts and helps to fill it; and, because of Robby’s connection to them, they themselves make deep connections to the work he has asked them to do.

During the intervening years since that first pledge, Robby has brought countless presenters, attendees, and volunteers into The Forum community. And those people have mirrored his commitment in their own.

Because of his ongoing support and enthusiasm, and for using his influence to make for a better Forum, we are pleased to present our 2018 Friend of The Forum award to Robby Gregg.
DAY 2

OPENING GENERAL SESSION
Bold Moves: Running Point Toward Equity and Inclusion
(See page 13 for more information.)

2018 Lead Sponsor

Featured Keynote Speaker:
Earvin “Magic” Johnson
Chairman & CEO
Magic Johnson Enterprises

Earvin “Magic” Johnson has successfully parlayed his skills from the basketball court into the boardroom as Chairman and CEO of Magic Johnson Enterprises (MJE). Johnson is utilizing those same skills and bringing his winning spirit in his recent role as the President of Basketball Operations for the Los Angeles Lakers. Johnson made history in 2012 when he became co-owner of MLB’s Los Angeles Dodgers. He also co-owns WNBA’s Los Angeles Sparks and MLS’s Los Angeles Football Club. He continues to expand his influence through businesses including: EquiTrust Life Insurance Company, ASPIRE television network and SodexoMAGIC. Through a newly formed fund, Johnson is investing millions of dollars on infrastructure improvement in the United States. He is also one of the leading investors in a number of minority-owned tech companies that include Unchartered Play, ShotTracker, Jopwell, Walker & Co. Brands, and MiTú.
KEYNOTE SPEAKERS

**DAY 2**

**LUNCH GENERAL SESSION**

The Abilities Spectrum: Accelerating Inclusion in the Age of Tech

(See page 13 for more information.)

Guest Speaker: **Rajesh Anandan**
Co-Founder and CEO
ULTRA Testing

Guest Speaker: **Kathy Martinez**
Senior Vice President, Disability Segment Market Brand and Strategy, Enterprise Marketing
Wells Fargo & Company

Guest Speaker: **Ann Wai-Yee Kwong**
Transition Program Specialist
LightHouse for the Blind and Visually Impaired

**DAY 3**

**MORNING GENERAL SESSION**

What We Do Next Matters Most: Case Studies of Crisis, Resilience, Inclusion & Belonging at Uber and Unilever

(See page 14 for more information.)

Guest Speaker: **Bernard Coleman**
Global Head of Diversity and Inclusion
Uber

**DAY 2**

**30th ANNIVERSARY CELEBRATION**

30th Anniversary Celebration Speaker: **Shiza Shahid**
Co-Founder
Malala Fund, The Collective and NOW Ventures

Purchase of $60 ticket for general seating is required.

**DAY 3**

**CLOSING GENERAL SESSION**

The Power of Words: Building the Story of Our Collective History

(See page 14 for more information.)

Guest Speaker: **Mita Mallick**
Director of Diversity Outreach and Inclusion
Unilever

Keynote Speaker: **Michele Norris**
Founding Director
The Race Card Project
Executive Director
The Bridge
### HOW DO I LEARN?

**MAKE THE MOST OF YOUR FORUM EXPERIENCE**

<table>
<thead>
<tr>
<th>DAY 1</th>
<th>TUESDAY APRIL 10</th>
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<tbody>
<tr>
<td><strong>I Want to Discuss Specific Issues</strong></td>
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<td>• 3-hour Seminars</td>
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<td><strong>Learning Labs</strong></td>
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<td>DAY 3</td>
<td>THURSDAY APRIL 12</td>
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<td><strong>60-minute Stretch Workshops</strong></td>
<td><strong>Professional Affinity Breakfasts</strong></td>
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### TRACKS

- **Critical Employment Practices**
- **D&I Strategy**
- **Global Diversity**
- **Government**
- **Innovation & Transformation**
- **Healthcare**
- **Leadership Development**
- **Social Responsibility**
- **Higher Education**

### LEVELS OF LEARNING

Learning levels are provided for 3-hour Seminars, 90-minute Workshops and 60-minute Stretch Workshops.

**INTRODUCTORY (KNOWLEDGE)**
Introductory sessions will introduce basic building blocks and tactical applications.

**INTERMEDIATE (PROFICIENCY)**
Intermediate sessions present a more strategic application of the building blocks. Attendees should have experience with the challenges of a diverse workplace and the skills and tools needed to work within it.

**ADVANCED (MASTERY)**
Advanced sessions offer discussions of strategic challenges, next practices and innovative applications of the building blocks. Attendees should have subject matter expertise in diversity and inclusion. Prerequisites may be required.
## SCHEDULE OF EVENTS

### DAY 1 | TUESDAY, APRIL 10

- 7:30 am - 6:00 pm: Registration Open
- 8:00 am - 9:30 am: Global Inclusion Forum Welcome and Networking Breakfast
- 9:30 am - 5:00 pm: Global Inclusion Forum Session
- 9:00 am - 5:00 pm: Diversity & Inclusion Coaching Center
- 12:30 pm - 1:30 pm: New Attendee Orientation and Guided Tours of Conference Center
- 2:00 pm - 5:00 pm: 3-hour Seminars
- 1:00 pm - 4:30 pm: Be Our Guest! Twin Cities Tours
- 4:30 pm - 5:30 pm: New Attendee Orientation and Guided Tours of Conference Center
- 5:30 pm - 7:00 pm: Welcome Reception

### DAY 2 | WEDNESDAY, APRIL 11

- 7:00 am - 6:00 pm: Registration Open
- 7:30 am - 9:00 am: Breakfast in the Marketplace
- 8:00 am - 9:00 am: 60-minute Stretch Workshops
- 8:00 am - 5:30 pm: Diversity & Inclusion Coaching Center
- 9:15 am - 10:45 am: Opening General Session
- 11:00 am - 12:30 pm: 90-minute Workshops / 20-minute Spotlight Sessions / Learning Labs
- 12:45 pm - 1:30 pm: Lunch General Session - Technology and Virtual Belonging
- 1:30 pm - 2:15 pm: Dessert Break and Marketplace with Book Signing
- 2:15 pm - 3:15 pm: 60-minute Stretch Workshops
- 2:15 pm - 3:45 pm: 90-minute Workshops / 20-minute Spotlight Sessions / Learning Labs
- 3:15 pm - 4:00 pm: Afternoon Break and Marketplace with Book Signing
- 4:00 pm - 5:30 pm: 90-minute Workshops / 20-minute Spotlight Sessions / Learning Labs
- 6:30 pm - 7:15 pm: Cash Bar Reception
- 7:15 pm - 9:00 pm: 30th Anniversary Celebration

### DAY 3 | THURSDAY, APRIL 12

- 7:00 am - 2:30 pm: Registration Open
- 7:30 am - 9:00 am: Breakfast in the Marketplace
- 7:30 am - 9:00 am: Professional Affinity Breakfasts (Disabilities, Global Inclusion, Healthcare, Higher Education, Non-Profit Organizations, Technology, Veterans)
- 8:00 am - 9:00 am: 60-minute Stretch Workshops
- 8:00 am - 12:45 pm: Diversity & Inclusion Coaching Center
- 9:15 am - 10:30 am: Morning General Session
- 10:30 am - 11:00 am: Morning Break and Marketplace with Book Signing
- 11:00 am - 12:30 pm: 90-minute Workshops / 20-minute Spotlight Sessions / Learning Labs
- 12:45 pm - 2:00 pm: Closing General Session
- 2:00 pm - 2:30 pm: Farewell Dessert Reception with Book Signing
FORUM4ME

MY PERSONAL FORUM ITINERARY

FORUM MARKETPLACE OF IDEAS: FEATURES I DO NOT WANT TO MISS!

☐ Art Crawl  ☐ Book Signings  ☐ Exhibit Booths  ☐ Learning Labs  ☐ Spotlight Sessions  ☐ Wellness Center

My Complimentary D&I Coaching Session (pre-registration required; date/time):

DAY 1  TUESDAY, APRIL 10

12:30 pm  New Attendee Orientation
1:00 pm  Be Our Guest! Twin Cities Tours
2:00 pm  3-hour Seminar
4:30 pm  New Attendee Orientation
5:30 pm  Welcome Reception

DAY 2  WEDNESDAY, APRIL 11

7:30 am  Continental Breakfast + Visit Forum Marketplace
8:00 am  60-minute Stretch Workshop
9:15 am  Opening General Session with Earvin “Magic” Johnson
11:00 am  Spotlight Sessions (3)
12:45 pm  Lunch General Session
1:30 pm  Dessert + Visit Forum Marketplace
2:15 pm  Spotlight Sessions (3)  90-minute Workshop  Learning Labs
3:15 pm  Afternoon Break + Visit Forum Marketplace
4:00 pm  Spotlight Sessions (3)  90-minute Workshop  Learning Labs
6:30 pm  Cash Bar Reception
7:15 pm  30th Anniversary Celebration (advanced registration and $60 dinner fee required)

DAY 3  THURSDAY, APRIL 12

7:30 am  Continental Breakfast + Visit Forum Marketplace  Professional Affinity Breakfasts
8:00 am  60-minute Stretch Workshop
9:15 am  Morning General Session
10:30 am  Morning Break + Visit Forum Marketplace
11:00 am  Spotlight Sessions (3)  90-minute Workshop  Learning Labs
12:45 pm  Closing General Session (lunch included)
2:00 pm  Farewell Dessert Reception

Post-Conference:

☐ Download Forum2Go from The Forum website www.forumworkplaceinclusion.org.
Increase your conference ROI with outcome-focused assistance you can apply when returning to the workplace.

- One-hour sessions
- One-to-one (one-to-work team) coaching/consulting
- Confidential: Private coaching room. All experts have signed a confidentiality agreement
- Service: Outcome-focused support tailored to your specific D&I needs
- Coach Faculty: Chief Diversity Officers, D&I/HR leaders, conference presenters, multicultural talent acquisition and management experts and executive coaches

Our faculty have coached more than 300 D&I leaders/practitioners from over 50 major corporations and organizations over the last 3 years at the conference.

Walk-ins welcome, appointments are limited. Go to the Coaching Center (Level Two, top of escalators) to check on available sessions.

NEW ATTENDEE ORIENTATION

Sponsored by Prudential

TUESDAY, APRIL 10 12:30 pm to 1:30 pm | 4:30 pm to 5:30 pm
Location: 101 HIJ

Attending The Forum for the first time can be daunting. With so many people to meet, places to learn and choices to make, having a good sense of orientation can be grounding and incredibly valuable as you navigate the conference. Small group guided tours hosted by knowledgeable Forum volunteers provide context and address questions. By joining a tour – whether a new attendee or a return visitor to The Forum seeking information about what’s new – you will come away feeling connected to the community, with informed knowledge of what, when and where to be to get the most of your three-day conference experience.
BE OUR GUEST!
TWIN CITIES TOURS

Sponsored by MAKE IT. MSP.

TUESDAY, APRIL 10  1:00 pm to 4:30 pm

For 30 years The Forum has been held in the Twin Cities of Minneapolis and St. Paul, known as one of the cultural hubs of the Midwest.

The Minneapolis Convention Center is situated at the heart of the city just over a mile from the Mississippi river and surrounded by businesses, restaurants, theaters, museums, and iconic architecture that make Minneapolis a highly desired place to live and work. Whether new to The Forum or a returning participant, we invite you to jumpstart your Forum experience with a 30-minute guided tour of our host city. Accessible transportation is provided, and the tour will end at Target Headquarters with a glimpse of its innovative work environment. (Please plan two hours total for this tour opportunity.)

WELCOME RECEPTION

Sponsored by usbank.

TUESDAY, APRIL 10  5:30 pm
Location: The Seasons Atrium, Level Two, Minneapolis Convention Center

Festive kick-off to The Forum
The Welcome Reception, held in the Seasons Atrium at the Minneapolis Convention Center on Day 1 of the conference, provides an inviting opportunity for 2018 presenters, attendees, sponsors, volunteers, and friends to connect as community. This festive kick-off invites informal social networking with local and global attendees to spark energy that will power your three-day Forum experience. Music provided by acoustic Cuban trio Son Recuerdos.
**OPENING GENERAL SESSION** 2018 Lead Sponsor

**DAY 2**

**Bold Moves: Running Point Toward Equity and Inclusion**

In a world where the game is constantly shifting, how do we adapt and adjust to the demands of our roles as leaders? Now more than ever issues of Diversity, Equity and Inclusion create tensions that challenge our personal and professional commitments and the ability to see the big picture. Earvin “Magic” Johnson demonstrates what it takes to push boundaries and expand investments toward change. His message includes tangible experiences of working with large and small businesses to disrupt the status quo with bold moves that meet the changing cultural needs of communities and consumers. He challenges each of us to be personally accountable by asking the question: “What will you do to power the future?”

**LUNCH GENERAL SESSION**

**DAY 2**

**The Abilities Spectrum: Accelerating Inclusion in the Age of Tech**

Many in the rapidly changing workforce and marketplace are teaching us that identity is non-binary and intersectional. Nowhere is this more evident than along the abilities spectrum. Leading multi-national companies as well as early-stage start-ups are recruiting, retaining and developing talent along the abilities spectrum in innovative ways, and grappling with the role that technology plays as we strive to enhance the performance—and potential—of all talent.

**Guest Speaker:**

Rajesh Anandan  
Co-Founder and CEO  
ULTRA Testing

**Guest Speaker:**

Ann Wai-Yee Kwong  
Transition Program Specialist  
LightHouse for the Blind and Visually Impaired

**Guest Speaker:**

Kathy Martinez  
Senior Vice President, Disability Segment Market Brand and Strategy, Enterprise Marketing  
Wells Fargo & Company

**Moderator:**

Jennifer Brown  
President and CEO  
Jennifer Brown Consulting

Featured Keynote Speaker:

Earvin “Magic” Johnson  
Chairman & CEO  
Magic Johnson Enterprises
MORNING
GENERAL SESSION

DAY 3

What We Do Next Matters Most: Case Studies of Crisis, Resilience, Inclusion & Belonging at Uber and Unilever

When companies find themselves at the center of a public crisis, what role does leadership play in having tough but real conversations around diversity, equity and inclusion? Join us as we present a rare look inside these two organizations who found themselves in the middle of national debates on racial bias and gender inequity in 2017, and explore how each has come to internalize resilience with the lesson that ‘what we do next matters most.’

Guest Speaker:
Bernard Coleman
Global Head of Diversity and Inclusion
Uber

Moderator:
Monica Marcel
Principal and Co-Founder
Language & Culture Worldwide (LCW)

Guest Speaker:
Mita Mallick
Director of Diversity Outreach and Inclusion
Unilever

CLOSING
GENERAL SESSION

DAY 3

The Power of Words: Building the Story of Our Collective History

At this cultural and political tipping point in America’s history, how do we really get at people’s honest ideas about race? Michele Norris shares how, brick by brick, The Race Card Project is empowering individuals to bravely articulate thoughts and feelings in their search for belonging, and becoming a fascinating archive of attitudes about race in America and around the world.
PROFESSIONAL AFFINITY BREAKFASTS

THURSDAY, APRIL 12 7:30 am to 9:00 am

At the center of every thriving business is its people. With employees as the most important resource, how are businesses today harnessing the knowledge and richly diverse experiences their employees bring to the work environment? Professional networking breakfasts offer a unique opportunity to talk with others about trends that may be positively or negatively influencing employee segments or industry sectors. Make time to informally invite different perspectives as you explore solutions to challenges that may be affecting personal and professional growth and development.

TOPICS

• DISABILITIES  Location: 200 GH

• GLOBAL INCLUSION  Location: M 100 CDE

• HEALTHCARE  Location: 101 HIJ

• HIGHER EDUCATION  Location: M 101 AB

• NON-PROFIT ORGANIZATIONS  Location: M 100 FGH

• TECHNOLOGY  Location: 200 IJ

• VETERANS  Location: 200 F
As true today as it was when we began. More than 140 years ago, our founder John Dryden pioneered life insurance to bring security and dignity to working families.

Today, Prudential continues to help generations aspiring to achieve a secure retirement, financial independence and a legacy for their children.

We answer real-life challenges of everyday people, to bring financial security within reach of more workers and their families.
Thrivent—a proud Champion sponsor of the 2018 Forum on Workplace Inclusion—is a Fortune 500 membership organization devoted to helping Christians nationwide be wise with money and live generous, content and confident lives.

We do our best when we embrace our differences and work inclusively to serve our diverse members and the communities where they live, work and worship. After all, helping people connect their faith and finances for good is something we’ve done for more than a century.

To learn more about us, our mission and how you can experience it as a member or as part of our workforce, visit Thrivent.com.
Aon is committed to creating a winning and inclusive culture with growth and development opportunities for everyone. Diversity is the foundation on which we have built our world-class organization, unparalleled in delivering distinctive value to clients.

To learn more about nationwide career opportunities in our Risk, Retirement and Health practices, visit jobs.aon.com
Passion points around current events streaming through the media inform our daily personal and professional interactions. Individuals and organizations must be ready to act and lead in responsive ways to address external, local, and global issues affecting internal values central to our personnel, policies, practices, and big picture strategies. While workshop content for our annual conference is curated over the course of several months, we are committed to providing time and space for Forum participants to come together to explore the myriad angles and perspectives around the most current trending topics. For the 2018 Forum, three featured sessions have been invited to provide such a platform. This year’s featured sessions include:

**Our Search for Belonging: How Our Need to Connect is Tearing Us Apart**  
Presenters: Howard Ross, Cook Ross, Inc., and JonRobert Tartaglione, Influence 51  
**APRIL 11 11:00 am to 12:30 pm**  
Session Code: S2-J  
Level: Introductory  
Track: Social Responsibility  
Location: 101 HIJ

We are living in a world of almost unparalleled separation. After, arguably, the most contentious election in U.S. history, the country stands torn between two polarized views of the world rooted in fundamental differences. Communities in the United States are becoming more segregated than they have been in years, both politically and socially. Based on the newly released book of the same name, this presentation will help people understand the divide by looking at the neuro-cognitive science behind our primary need to belong, how it motivates human behavior, and investigate how it shows up in our daily lives.

We will explore the paradoxical manner in which our compulsion to connect with other human beings creates greater polarity in our culture, leaving us deeply connected with some, yet deeply divided as a society. This session will help participants understand the depth and impact of this separation, how it affects every aspect of our daily lives, and explore what we can do about it.

**Engaging Men as Allies for #MeToo**  
Presenters: Deborah Munster, Diversity Best Practices and Subha Barry, Working Mother Media  
**APRIL 11 2:15 pm to 3:45 pm**  
Session Code: S3-J  
Level: Intermediate  
Track: Social Responsibility  
Location: 101 HIJ

Although recent focus on sexual harassment and assault in the workplace has gained significant attention, both have always existed and continue to persist across industries and workplaces. It is a complex problem to address and resolve. Most companies have well-established sexual harassment training programs and comprehensive anti-harassment policies, but these investments have made little headway in effectively addressing a problem that pervades the workplace and communities.

Workplace culture continues to be characterized by a male-dominated power structure, gender inequities, and/or complicity. How can men engage in bridging the gap? What role do men have in women’s advancement? How are men reacting to this heightened focus and how is it impacting opportunities for women?

This session will present the business case for engaging men as allies in creating change and moving the needle for women in the workplace and will share recommendations for how to do it.

**Building Tomorrow Today: Strategies for the Future Workforce**  
Presenters: Katrina North, EY Australia and David Ko, RFI Asia  
**APRIL 11 4:00 pm to 5:30 pm**  
Session Code: S4-F  
Level: Advanced  
Track: D&I Strategy  
Location: 101 HIJ

To survive and thrive in the future, organizations will need to navigate the changing nature of both work and the workforce, and must be prepared to fundamentally change the way they operate.

The future workforce composition will necessitate a radical transformation from the present, taking into account (1) the shift in experience and knowledge (from traditional business graduates to STEM grads and “digital” technology-based experienced hires); (2) total headcount (a reduction due to automation in both core and back-office business units); (3) employment arrangements (about 30 percent are expected to be contingent workers); and (4) location (approximately 25 percent of roles are predicted to be centralized in lower-wage jurisdictions and will provide services remotely).

This case study-based session will provide a practical application scenario to give experienced D&I practitioners an opportunity to equip themselves to help strategically navigate and guide the change in their organizations. Participants will be asked to lead a team to determine the implementation and transition strategy, and to provide the official narrative around D&I to guide the scenario.
Colgate-Palmolive is a $15.2 billion global company. Since 1806, we've been creating products that build brighter futures for everyone – our consumers, employees, partners and the communities we call home.

We are truly global. Our diverse backgrounds and perspectives help us respond to the needs and aspirations of the many millions of people we serve worldwide. We work together globally to perform at our best locally, always with unwavering integrity.

We see every day as an opportunity to improve on the last. We harness the latest advances in science and technology to deliver innovative products and advance the way we make and deliver them.

If you would like to learn more about Colgate-Palmolive, please visit our website at www.ColgatePalmolive.com.
The Forum on Workplace Inclusion’s Annual Conference hosts deep-dive sessions on APRIL 10 from 2:00 to 5:00 pm related to Diversity and Inclusion in the workplace. Levels vary from introductory through advanced on a variety of topics. Full descriptions can be found on the Forum App or Forum Website.

### 3-HOUR SEMINARS

**Seminar SEM-A:** The Power of Difference: Unpacking Similarities and Contrasts in Asian and Latino American Cultures, Identities, and Leadership Journeys

- **Date & Time:** April 10, 2:00–5:00 pm
- **Room #:** 200 GH
- **Level:** Intermediate
- **Track:** Critical Employment Practices
- **Presenters:**
  - Jane Hyun, Hyun & Associates
  - Dr. Bernardo M. Ferdman, Alliant International University / Ferdman Consulting

Latino Americans are the largest and Asian Americans are the fastest growing U.S. minority groups. Yet, both groups face challenges in achieving full inclusion, especially encountering assimilation pressures and barriers in accessing influential roles. Grounded in our path-breaking work for recruiters at all levels, all disciplines and across market sectors, this seminar will focus on inclusive diversity recruiting and competencies required, and provide an integrated platform for engagement and practical dialogue. Learn and share innovative best practices informed by the original data gathered from the DMBA annual leadership index.

**Seminar SEM-B:** Diversity Recruitment Bootcamp

- **Date & Time:** April 10, 2:00–5:00 pm
- **Room #:** M 100 G
- **Level:** Intermediate
- **Track:** Critical Employment Practices
- **Presenters:**
  - Pamela McElvane, Diversity MBA (DMBA Inc.)
  - Neddy Perez, D&I Creative Solutions
  - Grant Clarke, JLL Americas

ReWork, ReTool and ReThink your approach to talent acquisition. Designed for recruiters at all levels, all disciplines and across market sectors, this seminar will focus on inclusive diversity recruiting and competencies required, and provide an integrated platform for engagement and practical dialogue. Learn and share innovative best practices informed by the original data gathered from the DMBA annual leadership index.

**Seminar SEM-C:** Addressing Workplace Unconscious Bias through Artificial Intelligence (AI)

- **Date & Time:** April 10, 2:00–5:00 pm
- **Room #:** M 100 H
- **Level:** Intermediate
- **Track:** Innovation & Transformation
- **Presenters:**
  - Tiffany Jana, TMI Consulting, Inc.
  - Rikka Salonen, Oregon Health & Science University
  - Milgo Yonis, TMI Consulting, Inc. / Loom Technologies, Inc.

The emerging AI technology industry has introduced new tools to the multibillion-dollar diversity, equity and inclusion market to reduce unconscious bias in hiring and workplace practices. During this session, attendees will experience virtual demos to become familiar with the various tools and learn the ROI pertaining to tool use. Create a plan to show how any organization may utilize these tools.

**Seminar SEM-D:** Want to be World Class? Refresh Required!

- **Date & Time:** April 10, 2:00–5:00 pm
- **Room #:** M 100 F
- **Level:** Intermediate
- **Track:** D&I Strategy
- **Presenters:**
  - Sarah Pashe, MassMutual
  - Dr. JuanCarlos Arauz, E3: Education, Excellence & Equity
  - Cathy Gallagher-Louisy, Canadian Centre for Diversity and Inclusion (CCDI)
  - Hans Jablonski, jbd Business Diversity Consulting
  - Dr. Cynthia Love, Out for Undergraduates (O4U)
  - Charlotte Sweeney, Charlotte Sweeney Associates, Ltd., U.K.

Refreshing your D&I strategy every three years is crucial. Based on global research and various approaches, seasoned professionals will guide you through several innovative and replicable examples including a process for leveraging diversity, leadership engagement, gamification and implicit bias work, among others. Interactive and practical, leave with a start and tools to continue your refresh.

**Seminar SEM-E:** Communication Styles as a Window to Deeper Intercultural Effectiveness: Experiential Workshop to Energize, Expand Skills, and Navigate the Future

- **Date & Time:** April 10, 2:00–5:00 pm
- **Room #:** 101 DE
- **Level:** Intermediate
- **Track:** Critical Employment Practices
- **Presenters:**
  - Dr. Basma Ibrahim DeVries, Concordia University
  - Jon DeVries, Jr., Intercultural Trainer and Consultant

Communication styles and cultural influences on those styles play a key role in learning to leverage differences for mutual relational benefit. In this highly interactive session, explore the five key motivating factors for various communication styles and examine ways to expand one’s communication styles repertoire. Engage in several unique intercultural learning activities to strengthen effectiveness.

**Seminar SEM-F:** Global Perspective, Global Solutions—Effective D&I across Countries, Cultures, and Sectors

- **Date & Time:** April 10, 2:00–5:00 pm
- **Room #:** 200 UJ
- **Level:** Advanced
- **Prerequisite:** An interest in examining the bias inherent in your approach to D&I, and testing your assumptions against global experience.
- **Track:** Global Diversity
- **Presenter:** Duncan Smith, ADC Associates

A challenge in the D&I field is to make sure we know our blind spots and that we’re preparing ourselves to work effectively with whatever groups, cultures, and situations present themselves. Experience a session based around five “foundations of diversity” that are critical to any D&I intervention and take away a robust, internationally tested framework to apply across countries, cultures, and sectors.

Venture Boldly.
Winning combination.

We are an insurance company dedicated to creating an inclusive environment full of many perspectives. A diverse workforce helps us to learn. To grow. To experience and benefit from fresh insights. And this success is shared by individuals, organizations and the community.

To learn more, visit travelers.com/Diversity.

Travelers was recognized by DiversityInc magazine for its commitment to diversity and inclusion.
### 3-HOUR SEMINARS

<table>
<thead>
<tr>
<th>Seminar</th>
<th>Title</th>
<th>Date &amp; Time</th>
<th>Room #</th>
<th>Level</th>
<th>Track</th>
<th>Presenters</th>
</tr>
</thead>
<tbody>
<tr>
<td>SEM-G:</td>
<td>From AI to ESIs—A Visual Journey to Workplace Inclusion 2028: D&amp;I Implications</td>
<td>April 10, 2:00–5:00 pm</td>
<td>200 CD</td>
<td>Intermediate</td>
<td>Innovation &amp; Transformation</td>
<td>Gloria D. McDonald, The FutureWork Institute, Inc.</td>
</tr>
<tr>
<td>SEM-H:</td>
<td>Our Most Effective Selves: Developing Our Cultural Competence</td>
<td>April 10, 2:00–5:00 pm</td>
<td>200 AB</td>
<td>Intermediate</td>
<td>Innovation &amp; Transformation</td>
<td>Sara Taylor, deepSEE Consulting</td>
</tr>
<tr>
<td>SEM-I:</td>
<td>Bold, Inclusive ACTualized: Leveraging Diversity Theatre for Dialogue</td>
<td>April 10, 2:00–5:00 pm</td>
<td>200 F</td>
<td>Intermediate</td>
<td>Innovation &amp; Transformation</td>
<td>Mary-Frances Winters, The Winters Group, Inc. Tina Chapman DaCosta, Rochester Institute of Technology</td>
</tr>
<tr>
<td>SEM-J:</td>
<td>Standing on Common Ground in a World of Competing Realities</td>
<td>April 10, 2:00–5:00 pm</td>
<td>200 E</td>
<td>Intermediate</td>
<td>Social Responsibility</td>
<td>Elizabeth Williams-Riley, American Conference on Diversity Gloria D. McDonald, American Conference on Diversity</td>
</tr>
<tr>
<td>SEM-K:</td>
<td>#StayWoke...Live Inclusively: Cultivating Critical Consciousness at the Intersection of Equity, Inclusion, and Social Justice</td>
<td>April 10, 2:00–5:00 pm</td>
<td>M 100 CDE</td>
<td>Intermediate</td>
<td>Social Responsibility</td>
<td>Brittany J. Harris, The Winters Group, Inc. Travis Jones, The Winters Group, Inc.</td>
</tr>
<tr>
<td>SEM-L:</td>
<td>Increasing Opportunities for All in Government</td>
<td>April 10, 2:00–5:00 pm</td>
<td>101 G</td>
<td>Intermediate</td>
<td>Government</td>
<td>Kevin Lindsey, Minnesota Department of Human Rights Ann Feaman, DEED Office of Diversity and Equal Opportunity Emma Corrie, State of Minnesota Michael Rossman, Hennepin County</td>
</tr>
</tbody>
</table>

**Venture Boldly.**

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**Take a visual multimedia journey into the future to see how the workplace and workforce will change over the next 10 years and the implications for D&I. Discuss current D&I challenges and opportunities, identify the top three future trends facing your organization and workforce, and prepare to change recruitment, hiring, and talent management processes to leverage implementation of technology solutions.**

**This seminar is based on the Common Ground Institute, a retreat space for professionals across sectors to explore intersectionality of social justice issues and how diversity, equity, and inclusion play out. This interactive seminar will provide an overview of the Institute as a model for building knowledge and gaining tools to more effectively work in the midst of conflicting ideals and realities.**

**“Staying woke” means committing to ongoing learning and exposure to what may be unknown to us. This session will use a curriculum that supports D&I practitioners in “staying woke” by understanding concepts and theories of equity, inclusion, and justice. We’ll cover social identity group membership, power, privilege, equity vs. equality, champions vs. allies vs. accomplices, the role of language, and more.**

**During the past 20 years, we’ve seen increased and intensified global polarization on topics related to our differences. Presenters and volunteers in this thought-provoking seminar will actively engage in diversity theatre learning exercises. Attendees will be provided with a blueprint for increasing one’s capacity to engage in and create “brave” spaces for bold, inclusive conversations using theatre-based techniques.**

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**In this session, participate in discussions about how to continue the momentum of your D&I strategies in an environment where leadership can change every election cycle, and where engaging historically disenfranchised communities can challenge recruiting and retaining a diverse workforce. Attendees will learn about trends and best practices to diversify the workforce and ensure inclusivity within government.**
Innovative Learning Labs offer an alternative learning option for those that want an up close and personal, hands-on interactive experience with trending topics in the Diversity & Inclusion space.

Learning Labs are hosted by experts who help you exercise fresh thinking, access relevant tools, and stimulate new approaches to workplace inclusion. Learning Labs are open discussions held in the Forum Marketplace on April 11, 11:00 am to 12:30 pm; 2:15 pm to 3:45 pm; 4:00 pm to 5:30 pm and April 12, 11:00 am to 12:30 pm. Full descriptions can be found on the Forum App or Forum Website.

Learning Lab 1:
Using Storytelling as a Tool to Educate, Empower, and Build Empathy Across Difference

Room #: Marketplace Booth #313
Level: Introductory
Track: Innovation & Transformation
Presenter: Tea Rozman Clark
Green Card Voices

It’s more important than ever to confront individual bias and build empathy, and effective storytelling educates and empowers both the teller and audience to help build inclusive workplaces. Participants will learn about the innovative work of Green Card Voices, a nonprofit that records and shares the stories of immigrants. Leave with resources and ideas to incorporate storytelling into your work.

Learning Lab 2:
Reaching a Remote Workforce: Creating D&I Engagement Anytime, Anywhere

Room #: Marketplace Booth #313
Level: Intermediate
Presenter: Marisa Afzali
Progressive Insurance

No matter if their workgroups are large or small, centralized or remote, discover approaches Progressive uses to involve individuals in their D&I efforts. With employees in all 50 states—often in smaller offices of 20-50 people—Progressive has found creative ways to reach people anytime, anywhere. Learn how they’ve leveraged technology, empowerment, and structure to engage employees regardless of location.

Learning Lab 3:
Women Supporting Women in Leadership Through Empowerment and Solidarity

Room #: Marketplace Booth #313
Level: Intermediate
Presenters: Dr. Joy Wiggins
Global Peaceful Paths: Equity and Inclusion Consulting
Dr. Kami Anderson
Kennesaw State University

Women sabotage each other in subtle and explicit ways across different social identities with judgements and assumptions based on society’s impossible standards. Explore our feminist cultural history and the systems that keep us in competition with one another. Recognize what sabotage is, how it’s perpetuated, and how to prevent it so we can provide support for empowerment, solidarity, and transformation.
THE FORUM MARKETPLACE OF IDEAS MAP

HALL B ENTRANCE

826 727
820 723
921 LOUNGE
922 823
920 821

826 627
726 623
621 FOOD
523 521 ART
516 417
514 415
512 413

713 LEARNING LABS
716 617
714 615
712 613

426 327
326 227

426 327
422 321
420 320
222 221
220 LOUNGE

313 LEARNING LABS
513 SPOTLIGHT STAGE
516 417
514 415
512 413

307 FOOD
506 409
407 401

303 INTERNET
301 CONCIERGE
203 BOOKSTORE
201 LOUNGE
200

208 ART
207 BOOK SIGNING
206

907 WELLNESS CENTER
908 809
906 807

707 FOOD
708 607
706 606

702 603
503 501 ART
502 403

901 LOUNGE
902 803
900 801

802 703
800 701

The Forum Marketplace of Ideas Map

April 10-12, 2018
Minneapolis Convention Center

Reserved Booths
(Unavailable)

Forum Event Areas

Venture Boldly.

The Forum Map

Reserved Booths
(Unavailable)

Forum Event Areas

Food

Wellness Center

Learning Labs
LEARNING LABS

Learning Lab 4:
Technology in the Workplace: Building More Connections
Marketplace Booth #313
Presenters:
Emily Hagen
The Social Lights
Drew Gneiser
The Social Lights
Anna Hicok
The Social Lights

We live in a world where we are constantly connected: our phones go everywhere with us. How do we connect with our employees using technology? Not as noise or a distraction but, rather, find a way to connect more efficiently and more meaningfully. Explore and learn to apply the many ways that technology can have a positive impact on company culture, drive employee engagement, and connect people.

Learning Lab 5:
Create an Inclusive Culture by Having Accessible Digital Properties
Marketplace Booth #713
Presenters:
Aaron Cannon
Accessible360
Michele Landis
Accessible360

Most digital properties we use every day don’t work well, if at all, for those with auditory, physical, and visual disabilities. In this lab, experience a demo showing how a blind person accesses digital content and learn to start a culture of inclusiveness around providing equitable access to digital properties at your organization. Bring your smart phone to try accessibility features.

Learning Lab 6:
Build a Blended D&I Learning Solution
Marketplace Booth #713
Prerequisite: Participants should have a general familiarity with qualitative research methodology
Presenters:
Shona Ramchandani
Language & Culture Worldwide (LCW)
Jennifer Zephirin
Language & Culture Worldwide (LCW)

Join us to explore the concept of “blended learning,” spreading out learning options across modalities including video, e-learning, and mobile job aids, and how they can support more standard D&I training. Ask questions and consider how technological tools can help overcome challenges due to geographic location, time zone, and remote employee base. Receive demo access to the tech tools shared in this session.

Learning Lab 7:
Six Key Success Factors When Building Collaborative Learning Communities
Marketplace Booth #713
Presenters:
Lucian Tarnowski
BraveNew
Master Burnett
BraveNew

Although we don’t often think about it, our organizations and teams are communities—human beings coming together to accomplish more than any one of us could achieve on our own. During this interactive lab, we’ll share lessons learned when building effective online collaborative learning communities and explore how you would participate and derive value from a proposed online community for The Forum.

Learning Lab 8:
The Story Wall: Personal Storytelling and the Vietnam War
Marketplace Booth #713
Presenters:
Katie Carpenter
Twin Cities PBS–TPT
Kate Westlund
Twin Cities PBS–TPT
Randal Dietrich
Twin Cities PBS–TPT

The recent broadcast of “THE VIETNAM WAR”—the documentary series by Ken Burns and Lynn Novick—inspired Twin Cities PBS stations to launch “Minnesota Remembers Vietnam,” an initiative for Minnesotans to share stories and foster understanding around the lasting impact of war. Learn about the Story Wall, community storytelling, and ways to leverage user-generated content to drive engagement.
Kick start your day or rejuvenate your afternoon by stretching your personal and professional mindsets and skill sets. These workshops are 60 minutes of fresh, fast-paced, energized and informative thinking about real people, real work and real-time initiatives. Morning Stretch Workshops are held on April 11 and 12 at 8:00 am. Afternoon Stretch Workshops are held on April 11 at 2:15 pm at the same time as the 90-minute Workshops—so as you create your schedule and make choices about what to attend, please consider attending a few of these as well. Pre-registration commitment is helpful for planning your conference experience, but is not required. Workshops are seated on a first-come, first-served basis on the day of the event. Full descriptions can be found on the Forum App or Forum Website.

Morning Stretch Workshop S1-A:
Date & Time: April 11, 8:00–9:00 am
Room #: M 100 CDE
Level: Introductory
Track: Critical Employment Practices
Presenters: Dr. Joy Wiggins
Global Peaceful Paths: Equity and Inclusion Consulting
Dr. Kami Anderson
Kennesaw State University

The incredible gifts—motivation, collaboration, courage, and ingenuity—that veterans have to offer your organization can only be harnessed when they’re understood. Learn how veteran cultural competence can help people and organizations to understand and appreciate their vets and utilize this tremendous asset to start to see a culture of innovation, fueled by trust and teamwork. Replace false assumptions about veterans with accurate information.

Morning Stretch Workshop S1-B:
Date & Time: April 11, 8:00–9:00 am
Room #: M 100 CDE
Level: Introductory
Track: Critical Employment Practices
Presenter: Paul Riedner
Shadow Culture

The Practice of Interrupting Microaggressions to Heal and Transform Workplace Conflict

Whether you are a bystander, victim, or perpetrator, it can be hard to know what to say when you or someone else experiences a microaggression—a seemingly subtle insensitive or discriminatory behavior. This workshop provides tools and strategies for real-life scenarios that interrupt bias and microaggressions when they happen. Participants walk away with an action plan they can implement immediately.

Morning Stretch Workshop S1-C:
Date & Time: April 11, 8:00–9:00 am
Room #: M 100 CDE
Level: Introductory
Track: Critical Employment Practices
Presenter: Tatyana Fertelmeyster
Connecting Differences, LLC

Americans are more anxious today than ever. In the workplace today, we are one Facebook post away from animosity in place of friendship. What does it take to be a champion of inclusion in 2018? Discover the Personal Leadership Model designed to support mindfulness and creativity when stressed and improve the quality of decision-making under pressure, while operating across differences.
### Highlights:
- **Who's Your Go-To?** Diversifying Your Network to Make You a Stronger Leader
- **Flying Your Freak** Flag—The Authenticity Advantage
- **Embracing Fear:** Unity Through Movement
- **Design for Worldview**

### Key Points:
- **Good News:**
  - Expand Boundaries.
  - Our world is polarized, with fear of the “other” an underlying current. Our primal mode of communication, the physical body, has been discarded and replaced with screens, creating a chasm between us. Embrace what fear means—that we are missing information—and explore using our bodies to allow this information to flow, learning through movement, posture, and body language to listen and understand.

### Workshops:

**Morning Stretch Workshop S1-D:**
- **Date & Time:** April 11, 8:00–9:00 am
- **Room #:** 200 AB
- **Level:** Intermediate
- **Track:** Leadership Development
- **Presenter:** Roger Crockett
  - InQUEST Consulting, LLC

**Morning Stretch Workshop S1-E:**
- **Date & Time:** April 11, 8:00–9:00 am
- **Room #:** 101 F
- **Level:** Intermediate
- **Track:** Leadership Development
- **Presenter:** Joe Gerstandt
  - Speaker, Author, Advisor

**Morning Stretch Workshop S1-F:**
- **Date & Time:** April 11, 8:00–9:00 am
- **Room #:** Marketplace Booth #913
- **Level:** Introductory
- **Track:** Innovation & Transformation
- **Presenter:** Lisa Craig
  - Hyun & Associates

**Morning Stretch Workshop S1-G:**
- **Date & Time:** April 11, 8:00–9:00 am
- **Room #:** 101 DE
- **Level:** Intermediate
- **Track:** Innovation & Transformation
- **Presenters:**
  - Shannon Murphy Robinson
    - BrainSkills@Work, LLC
  - Mary Casey
    - BrainSkills@Work, LLC
- **Presenters:**
  - Hyun & Associates

**Afternoon Stretch Workshop S3-A:**
- **Date & Time:** April 11, 2:15–3:15 pm
- **Room #:** 101 F
- **Level:** Intermediate
- **Track:** Innovation & Transformation
- **Presenters:**
  - Colleen Bittner
    - Progressive Insurance
  - Gretchen Snediker
    - Progressive Insurance

Since 2008, Progressive’s LGBT ERG has influenced workplace policies/benefits and engaged communities. However, they struggled at first to reach a 31,000-person organization, with employees in all 50 states, to achieve a sense of community and commitment. This innovative ERG will share a successful model for engagement, partnership, and initiating a respectful conversation about the LGBT community with a virtual audience.
### Afternoon Stretch Workshop S3-B:

**Date & Time:** April 11, 2:15–3:15 pm  
**Room #:** M 100 CDE  
**Level:** Intermediate  
**Prerequisite:** General knowledge of inclusion and typical organizational inclusion issues  
**Track:** Critical Employment Practices  
**Presenter:** Sara Taylor, deepSEE Consulting

This session will give both a front-stage experience of inclusion training activities, along with a back-stage overview of training tips and resources so participants can replicate the activities in their own organization. We will employ interactive exercises to teach inclusion concepts and discussions to allow participants to connect their own experiences with key concepts and move to higher inclusion levels.

### Afternoon Stretch Workshop S3-C:

**Date & Time:** April 11, 2:15–3:15 pm  
**Room #:** 200 CD  
**Level:** Intermediate  
**Track:** Critical Employment Practices  
**Presenter:** Dr. Sharon Melnick, Horizon Point, Inc.

On top of "do more with less" and constant change, diverse talent faces extra layers of stress. All identities have factors that exacerbate stress and inherent strengths that enhance coping with it. Review research on messaging consequences for health, performance, and retention, and practice resilience tools—including breathing techniques to remain calm and staying focused when everything is a priority.

### Afternoon Stretch Workshop S3-L:

**Date & Time:** April 12, 8:00–9:00 am  
**Room #:** Marketplace Booth #212  
**Level:** Intermediate  
**Track:** Critical Employment Practices  
**Presenters:** Amir Malik, CAIR-MN  
**Presenters:** Kevin Lindsey, Minnesota Department of Human Rights  
**Presenters:** Emily Baxter, We Are All Criminals

Stories, video, and photographs in the We Are All Criminals project show that many people with criminal records are no different than those without one. This session examines society's perceptions of what it means to be criminal and how criminal records perpetuate inequities. Learn about legal obligations to comply with employment application ban-the-box laws and anti-discrimination statutes throughout the U.S.

### Morning Stretch Workshop S5-A:

**Date & Time:** April 12, 8:00–9:00 am  
**Room #:** 200 E  
**Level:** Introductory  
**Track:** Critical Employment Practices  
**Presenters:** Aaron Cannon, Accessible360  
**Presenters:** Michele Landis, Accessible360

Most digital properties we use every day don't work well, if at all, for those with auditory, physical, and visual disabilities. In this session, experience a demo showing how a blind person accesses digital content and learn to start a culture of inclusiveness around providing equitable access to digital properties at your organization. Bring your smart phone to try accessibility features.

### Morning Stretch Workshop S5-B:

**Date & Time:** April 12, 8:00–9:00 am  
**Room #:** Marketplace Booth #913  
**Level:** Intermediate  
**Track:** Critical Employment Practices  
**Presenters:** Jaylani Hussein, CAIR-MN  
**Presenters:** Amir Malik, CAIR-MN

Attendees will participate in an exercise to gauge their understanding of the religion, basic beliefs, and practices. Muslim demographics worldwide, in the United States, and in Minnesota will be highlighted. This session includes review of the basic tenets of Islam, emphasizing expectations to accommodate Muslim employees in the workplace as well as practices to be mindful of when interacting with Muslim clients.

### Morning Stretch Workshop S5-C:

**Date & Time:** April 12, 8:00–9:00 am  
**Room #:** Marketplace Booth #913  
**Level:** Intermediate  
**Track:** Critical Employment Practices  
**Presenters:** Chris Fletcher, Horizon Point  
**Presenters:** Kevin Lindsey, Minnesota Department of Human Rights  
**Presenters:** Emily Baxter, We Are All Criminals

The influx of ambitious Millennials, the increase of multi-cultural teams, and the push for equality are driving a need for global management skills that are adaptable and appropriate for the new workplace. This session will provide leaders, especially for human resources, with a framework of four considerations to apply within the coaching context to strengthen relationships in the modern workplace.
We believe the contributions of all, make us all stronger.

At U.S. Bank, we’re committed to creating and maintaining a workplace that supports a culture of diversity and inclusion. It’s central to our values and fundamental to our business success.

To learn more about U.S. Bank’s commitment to our employees and the communities we serve, visit usbank.com/diversity.

U.S. Bank is a proud sponsor of The Forum on Workplace Inclusion.
Morning Stretch Workshop S5-D:  
Date & Time: April 12, 8:00–9:00 am  
Room #: 200 CD  
Level: Introductory  
Track: D&I Strategy  
Presenter: Rosemary Ugboajah  
Neka Creative

**Building Inclusive Cultures Beyond Brick and Mortar**

Conducting business has changed drastically in the past few years and the trend of virtual workspaces will continue. An inclusive approach to your organization’s culture, as well as living the brand values at every interaction, has never been more important. This session will provide a roadmap to foster an inclusive culture that transcends boundaries, regardless of geography, age, ability, race, and gender.

Morning Stretch Workshop S5-E:  
Date & Time: April 12, 8:00–9:00 am  
Room #: 200 AB  
Level: Introductory  
Track: Leadership Development  
Presenter: Shireen Naqvi  
Carnelian Private Limited

**Learning Ecosystems: Leveraging Technology for Sustainable Inclusion**

Learn to leverage technology to embed D&I throughout your development environment. In this session, you will explore current trends in learning technologies, best practices for creating learning ecosystems, and map out your own learning ecosystem for your organization. Cultivating learning ecosystems supports just-in-time learning reinforcement and performance throughout the talent lifecycle.

Morning Stretch Workshop S5-H:  
Date & Time: April 12, 8:00–9:00 am  
Room #: 101 G  
Level: Introductory  
Track: Leadership Development  
Presenter: David Stone  
inQUEST Consulting, LLC

**Opportunity in Conflict: Capture Possibilities in Adversity**

Conflicts often arise due to competitive beliefs. If managed well, new and better thought processes are generated; if not addressed, these conflicts remain and grow into issues and/or wars. Explore how our nurture constructs differences that cause strife and meaningless conflicts between us and learn ways to enhance our ability to consciously choose the “bigger picture” and develop opportunities.

Morning Stretch Workshop S5-F:  
Date & Time: April 12, 8:00–9:00 am  
Room #: 101 DE  
Level: Intermediate  
Track: Innovation & Transformation  
Presenter: Lois Cooper  
LMH Strategies, Inc.  
Marilyn McLaughlin  
All Bodies Move!

**Embodied Leadership: A Multidisciplinary Whole Person Approach to Workplace Connectivity**

A physical movement of our bodies accompanies every word we speak. What are our movements telling others about us? Based on well-researched global equity and inclusion approaches, and informed by the work of leaders in the fields of movement and mindfulness, we’ll explore simple yet powerful tools for helping leaders to facilitate authentic connections that foster better relationships in the workplace.
LymanDoran is a Minneapolis-based boutique professional services firm offering executive search and leadership consulting services. Whether we’re finding your new leadership or mapping your plan to propel results, LymanDoran’s passion is helping your organization build the right leadership for what’s next.

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Minneapolis, Minnesota
20-MINUTE SPOTLIGHT SESSIONS

If you love “TED Talks” – then the Spotlight Series is for you! The Spotlight Stage is a platform for 20-minute presentations featuring points of view on trending topics that challenge status quo thinking. The Spotlight Sessions take place in the Forum Marketplace at the same time as the 90-minute Workshops – so as you create your schedule and make choices about what to attend, please consider attending a few of these as well. Held on April 11 and 12, see schedule of events (page 9) for details. Pre-registration commitment is helpful for planning your conference experience, but is not required. Sessions are seated on a first-come, first-served basis on the day of the event. Full descriptions can be found on the Forum App or Forum Website.

Spotlight 1: Diversify Diversity—How Global Storytelling and Global Development Align
Date & Time: April 11, 11:10-11:30 am
Room #: Marketplace Spotlight Stage
Presenter: Claudia Koerbler World Bank Group

Examine how global storytelling has driven the work and mission of international organizations, such as World Bank Group and United Nations, forward. What are best practices and practical steps learned during the past 10 years working in this field? Learn how global storytelling is part of the D&I process, and how stakeholders from different cultural backgrounds align their work.

Spotlight 2: What is the BIG FAT DEAL?
Date & Time: April 11, 11:40 am-12:00 pm
Room #: Marketplace Spotlight Stage
Presenter: Lisa Love Twin Cities PBS (TPT)

This session will challenge stereotypes and perceptions about people of size. Experience the discrimination faced by people of size and learn how inclusion of size and shape to D&I policies and programs strengthens individuals and organizations. Explore internalized fat phobia and experiment with loving your body. Take the opportunity to ask questions in an “Ask a Fat Person” Q&A section.

Spotlight 3: Reaching a Remote Workforce: Creating D&I Engagement Anytime, Anywhere
Date & Time: April 11, 12:10-12:30 pm
Room #: Marketplace Spotlight Stage
Presenter: Marisa Afzali Progressive Insurance

No matter if their workgroups are large or small, centralized or remote, discover approaches Progressive uses to involve individuals in their D&I efforts. With employees in all 50 states—often in smaller offices of 20-50 people—Progressive has found creative ways to reach people anytime, anywhere. Learn how they’ve leveraged technology, empowerment, and structure to engage employees regardless of location.

Spotlight 4: Solving for 5pm–9pm: Exploring Employer Roles Outside of the Workplace
Date & Time: April 11, 2:25-2:45 pm
Room #: Marketplace Spotlight Stage
Presenters: Tiffany Orth Greater MSP
James Burroughs Office of Governor Mark Dayton

As labor shortages and a diversifying workforce reveal challenges with retaining professionals of color in the workplace, employers are realizing it’s necessary to examine the role they can play outside of the workplace. Explore how employers are working together through the Make It. MSP. initiative to establish social engagement and community-building opportunities for diverse talent. Gain practical ideas.

Spotlight 5: Recognizing One’s Inclusion “Blind Spot”: How Language Can Challenge Internal Assumptions and Cultivate Inclusive Ecologies
Date & Time: April 11, 2:55-3:15 pm
Room #: Marketplace Spotlight Stage
Presenter: Ann Wai-Yee Kwong LightHouse for the Blind and Visually Impaired

Explore the power of inclusive language and how, when coupled with innovative energy from youth with disabilities, it can create a welcoming environment. Learn which phrases and imagery to avoid. The narrative of a blind college intern’s personal experience will illustrate the immense potential people with disabilities bring when employers are willing to have a dialogue.

Spotlight 6: Acknowledging and Addressing Our Institutional Histories
Date & Time: April 11, 3:25-3:45 pm
Room #: Marketplace Spotlight Stage
Presenters: Tonya Hampton Planned Parenthood MN, ND, SD
Dr. Sarah Traxler Planned Parenthood MN, ND, SD

Acknowledging our institution’s roots can reveal problematic histories situated within systems of oppression. We will share stories, tactics, and outcomes in addressing organizational histories boldly and with humility, while simultaneously tackling challenges still faced today—creating space and utilizing tools to allow for both radical and immediate action. Take the opportunity to consider and troubleshoot potential pitfalls and barriers.
MINNEAPOLIS-SAINT PAUL: SOMETHING SPECIAL IS IN THE WATER HERE.

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In our society, dominant groups (i.e., white, male, citizen, able-bodied, etc.) have a history of “othering” non-dominant groups. This session explores decentering this dominant narrative as a step toward correcting this inequity by addressing the problem of “othering,” the necessity of active listening, and the choice of shifting our focus toward non-dominant narratives in the pursuit of equity.

Eighty-nine percent of companies have implemented diverse slates as a method to ensure women and people of color are provided access to management and leadership opportunities. Learn current trends for development of diverse slates, the top three metrics used to measure effectiveness, and accountability strategies that are driving implementation to ensure the identified outcome is achieved.

Technology and having four generations of workers in the corporate space means that the traditional linear approach to D&I strategy development is no longer effective. Check out how you can leverage the knowledge and power of crowd thinking in designing and executing your diversity strategy while also providing employees with an active way to help improve the company’s corporate culture.

How do we engage all members of our workplaces to transform organizations into fully inclusive cultures? In this session, see and experience how every human interaction is multicultural, intersectional, and contextual, and the importance of adopting this three-dimensional mindset to develop inclusive behaviors and intercultural agility within people. Participants will receive a handout on the model, applications, and resources.
Your D&I Game Plan

Contineo™ is your solution to delivering Diversity and Inclusion training across your entire organization.

Using live-action game play, Contineo™ meaning Connect™ provides a safe space for teams big and small to explore how diversity impacts their work. Together, your team will work beyond their differences and uncover the skills needed to be more productive together and drive real, business results.

Experience Contineo at Booth 912/914 or visit playcontineo.com

Developed by inQUEST, a collective of D&I practitioners in partnership with Celemi, a global leader in business learning simulations.
90-MINUTE WORKSHOPS

The Forum on Workplace Inclusion’s Annual Conference offers the world’s most extensive offerings of workshops related to Diversity and Inclusion in the workplace. Held on April 11 and 12, each workshop is 90 minutes long. With a variety of topics and tracks—there’s something for everyone! See schedule of events for times and room locations. Pre-registration commitment is helpful for planning your conference experience, but is not required. Workshops are seated on a first-come, first-served basis on the day of the event. Full descriptions can be found on the Forum App or Forum Website.

Morning Workshop S2-A: Center Stage or Behind the Scenes? HR’s Role in D&I
Date & Time: April 11, 11:00 am-12:30 pm
Room #: M 100 FGH
Level: Intermediate
Track: Critical Employment Practices
Presenters: Shilpa Pherwani
IBIS Consulting Group, Inc.
Sheree Galpert
IBIS Consulting Group, Inc.

HR professionals play many roles: coach, consultant, and strategic partner, to name a few. In this session, interactive theater (performed by professional actors) will be used to demonstrate opportunities to impact D&I outcomes at your organization. Examples of best practices will be revealed using real-life scenarios from a variety of sectors. Learn to diagnose situations and explore options for productive interventions.

Morning Workshop S2-B: The Invisible 9%
Date & Time: April 11, 11:00 am-12:30 pm
Room #: 200 F
Level: Intermediate
Track: Critical Employment Practices
Presenter: Nadine Vogel
Springboard Consulting

Nine percent of the workforce is caring for a child with special needs. They have a profound effect on the employee’s workday although their colleagues are typically unaware. From employee health benefits and work-life balance, to disclosure, discrimination, company events, etc., they experience unique challenges but bring incredible benefits. This session will focus on the issues of this unrecognized group.

Morning Workshop S2-C: Faith-based ERGs—Why Now?
Date & Time: April 11, 11:00 am-12:30 pm
Room #: 200 AB
Level: Intermediate
Track: D&I Strategy
Presenters: Mark Fowler
Tanenbaum
Ivy Latimer
CVS Health
Dr. George Clayton
GSK
Angie Molina
Target

Lately, Tanenbaum has observed a significant increase in corporate interest in faith-based ERGs with, in some cases, companies vowing to NEVER have faith-based ERGs. Why now? Examine three companies who recently launched faith-based ERGs, why their companies decided it was time, and the business case for faith-based ERGs in terms of the current political climate and D&I landscape.
Morning Workshop S2-D: An Industry-University Partnership to Quantify the Value of D&I
Date & Time: April 11, 11:00 am-12:30 pm
Room #: 101 DE
Level: Advanced
Prerequisite: Experience with quantitative or data-driven approaches to talent management; senior-level/leadership experience in HR/talent/culture; understand end-to-end talent management
Track: D&I Strategy
Presenters: Dr. Gilda Barabino
The City College of New York
Dr. Paolo Gaudiano
Aleria and QSDI
Lisa Magill
NYU Center for Data Science

Discover an initiative using methodology that will revolutionize workplace inclusion by quantifying the link between diversity and the performance of an organization. Explore the methodology, hands-on exposure to the software, real-world case studies, and Quantitative Studies of Diversity and Inclusion (QSDI) research, based on science using computer simulations to capture behaviors of individuals in an organization.

Morning Workshop S2-E: Unlock Potential Through Mentoring: Retain and Develop Your Diverse Talent
Date & Time: April 11, 11:00 am-12:30 pm
Room #: M 100 CDE
Level: Intermediate
Track: Leadership Development
Presenters: Missy Chicre
Mentium Corporation
Stacy Richards
Mentium Corporation
Stefani Tygar Barnes
Wells Fargo Insurance
Shunda Robinson
GM Financial
Reggie Woo
U.S. Bancorp

According to the July 2016 Harvard Business Review, “Mentoring programs make companies’ managerial echelons significantly more diverse: On average, they boost the representation of black, Hispanic and Asian-American women, and Hispanic and Asian-American men, by nine to 24 percent.” This session will provide key learning opportunities with practical takeaways the participants can apply immediately.

Morning Workshop S2-G: Beyond E-learning: Pushing Technology Boundaries to Power the Future of Inclusion
Date & Time: April 11, 11:00 am-12:30 pm
Room #: 200 CD
Level: Intermediate
Track: Innovation & Transformation
Presenters: Dr. Michael Baran
Interactive Diversity Solutions
Dr. Bernardo M. Ferdman
Alliant International University / Ferdman Consulting
Tiffany Jana
TMI Consulting, Inc.
Leslie Traub
Cook Ross, Inc.

Power the future: Explore the promise and the potential of rapidly developing technology to progress toward more workplace diversity and inclusion. In this session, each presenter is working toward innovating digital offerings and will explain what they’ve implemented, outcomes and lessons learned, and possible directions for the short- and long-term future of utilizing cutting-edge technology for real change.

Morning Workshop S2-H: How Government Got Its Brand Back
Date & Time: April 11, 11:00 am-12:30 pm
Room #: 101 G
Level: Intermediate
Track: Government
Presenters: Kevin Lindsey
Minnesota Department of Human Rights
Nick Kor
Minnesota Department of Human Rights

When the State of Minnesota and governmental entities reach out to the public to directly involve them in developing public policy, more individuals within historically disenfranchised communities begin to see employment with the government as a way to bring positive change to society. Explore how various government employers use their efforts in civic engagement to leverage recruiting and retention.

Morning Workshop S2-I: Promising Strategies to Advance Health Equity, Myth or Reality? How Can We Engage Diverse Patient Populations to Address the Social Determinate of Health?
Date & Time: April 11, 11:00 am-12:30 pm
Room #: 101 F
Level: Intermediate
Track: Healthcare
Presenters: Dr. Andrew Lee
Healthcare
Rosemond Sarpong Owens
Blue Cross Blue Shield of Minnesota

While people experiencing inequities are often blamed for their predicaments, health inequities are often caused by unequal treatment and structural and institutional racism. A range of social influences impact the health of a person much more than health care alone. In this session, you’ll be inspired to discuss and address opportunities around health equity and social determinants of health.
# 90-MINUTE WORKSHOPS

## Morning Workshop: S2-J
**Title:** Our Search for Belonging: How Our Need to Connect is Tearing Us Apart  
**Date & Time:** April 11, 11:00 am-12:30 pm  
**Room #:** 101 HIJ  
**Level:** Introductory  
**Track:** Social Responsibility  
**Presenters:** Howard Ross, Cook Ross, Inc.  
JonRobert Tartaglione, Influence 51

While the country stands in almost unparalleled polarization, politically and socially, our compulsion to connect with other human beings creates greater polarity in our culture. This session will help people understand the divide by looking at the neuro-cognitive science behind our primary need to belong, how it motivates behavior, how it affects our daily lives, and what we can do about it.

## Morning Workshop: S2-K
**Title:** Priming the Pipeline: From High School to Professional Employment  
**Date & Time:** April 11, 11:00 am-12:30 pm  
**Room #:** 200 GH  
**Level:** Intermediate  
**Track:** Higher Education  
**Presenters:** Melinda Baumann, University of Virginia Library  
Phylissa Mitchell, University of Virginia Library  
Regina Carter, University of Virginia Library

Librarianship is a STEM field rife with aging white women, and no inclusive pipeline to diversify the profession. In 2017, the University of Virginia Library launched three outreach initiatives designed to tap into under-represented communities in an effort to dig our own diverse pipeline. Attend this session to hear about the progress of the initiatives, our growing pains, successes, and near misses.

## Morning Workshop: S2-L
**Title:** Ain’t I A Woman?  
**Date & Time:** April 11, 11:00 am-12:30 pm  
**Room #:** 200 IJ  
**Level:** Intermediate  
**Track:** Social Responsibility  
**Presenters:** Mary-Frances Winters, The Winters Group, Inc.  
Ruchi Jalla, BAE Systems  
Deborah Dagit, Deb Dagit Diversity, LLC  
Jane Hyun, Hyun & Associates

Sojourner Truth’s inquiry underscored how her experience as a woman was largely influenced by her race and challenged the inclusiveness of the women’s rights movement. Interconnected systems of oppression and the role of intersecting marginalized identities create broader social inequities. This facilitated dialogue session offers strategies for more inclusive approaches to multi-dimensional D&I efforts.

## Afternoon Workshop: S3-D
**Title:** Getting the Full Picture—Innovative Measurement Techniques  
**Date & Time:** April 11, 2:15–3:45 pm  
**Room #:** 101 DE  
**Level:** Advanced  
**Prerequisite:** People who are leading D&I in their organization and want to learn how to better measure and demonstrate the impacts on revenue and/or operating costs  
**Track:** D&I Strategy  
**Presenter:** Cathy Gallagher-Louisy, Canadian Centre for Diversity and Inclusion (CCDI)

In any organization, the old adage, “what gets measured gets done” holds true. This unique and hands-on workshop will cover different technology and approaches developed by CCDI for measuring D&I initiatives and put participants to work in assessing their own organizations, engaging in interactive discussions, and building a measurement plan which can be implemented in their own organizations.

## Afternoon Workshop: S3-E
**Title:** Leverage Inclusion to Drive Engagement  
**Date & Time:** April 11, 2:15–3:45 pm  
**Room #:** M 100 FGH  
**Level:** Intermediate  
**Track:** D&I Strategy  
**Presenter:** Lynn M. Cowart, Career Systems International

Seventeen years of research suggests that individuals can’t be engaged unless they’re included, and leaders know that to have a productive and competitive organization, they must not only retain their diverse population, but also engage, include, and develop them to meet constantly changing business needs. In this session, learn several practical, hands-on strategies for inclusion and engagement efforts.

## Afternoon Workshop: S3-F
**Title:** Expanding Boundaries: The Meaning and Practice of Global Diversity  
**Date & Time:** April 11, 2:15–3:45 pm  
**Room #:** 200 AB  
**Level:** Advanced  
**Prerequisite:** Participants should be involved in a global diversity initiative  
**Track:** Global Diversity  
**Presenter:** Dr. Neal Goodman, Global Dynamics Inc.

This interactive session facilitates an invigorating group analysis of the challenges, strategies, and best practices in global diversity initiatives and examines how diverse diversity is, through case study reviews of failed and successful attempts to take D&I onto a global stage. Participants will be deployed into topical areas to strategize, and determinations can be shared with the larger D&I community.
INDIVIDUAL RECOGNITION

Diversity MBA Magazine’s Top 100 under 50 Emerging & Executive Leaders

The only list of Top 100 executives with advanced degrees recognized for outstanding leadership.

Opens: February 1st
Closes: June 30th

CORPORATE DIVERSITY RECOGNITION

Diversity MBA Magazine’s 50 Out Front: Best Places for Women and Diverse Managers to Work

Cited as one of the only indexes that rank management, performance, development and representation inclusion to determine the best place for women and people of color.

Opens: January 15th
Closes: May 15th

www.diversitymbamagazine.com
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Merck is a proud sponsor of the Forum on Workplace Inclusion’s 30th Anniversary Conference

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## 90-MINUTE WORKSHOPS

<table>
<thead>
<tr>
<th>Afternoon Workshop</th>
<th>Event Title</th>
<th>Track</th>
<th>Level</th>
<th>Date &amp; Time</th>
<th>Room #</th>
<th>Presenters</th>
</tr>
</thead>
<tbody>
<tr>
<td>Afternoon Workshop</td>
<td>Sustaining Community and Government Racial Equity Initiatives</td>
<td>Government</td>
<td>Advanced</td>
<td>April 11, 2:15-3:45 pm</td>
<td>200 F</td>
<td>Shoreé Ingram, Hennepin County District Courts (MN), Adriana Temali-Smith, Dakota County, Tonya Palmer, Hennepin County, Ayanna Farrell, Hennepin County</td>
</tr>
<tr>
<td>Afternoon Workshop</td>
<td>Hiring College Students with Disabilities—Innovative Strategies for Success</td>
<td>Higher Education</td>
<td>Intermediate</td>
<td>April 11, 2:15-3:45 pm</td>
<td>200 E</td>
<td>Ann Macheledt, Minnesota Business Leadership Network, Tom Lynch, North Hennepin Community College, Dawn Kirchner, Mayo Clinic</td>
</tr>
<tr>
<td>Afternoon Workshop</td>
<td>Engaging Men as Allies for #MeToo</td>
<td>Social Responsibility</td>
<td>Intermediate</td>
<td>April 11, 2:15-3:45 pm</td>
<td>101 HJ</td>
<td>Deborah Munster, Diversity Best Practices, Subha V. Barry, Working Mother Media</td>
</tr>
<tr>
<td>Afternoon Workshop</td>
<td>Recruiting to Include!</td>
<td>Critical Employment Practices</td>
<td>Intermediate</td>
<td>April 11, 4:00-5:30 pm</td>
<td>100 CDE</td>
<td>Bonnie Keppers, Report Partners, LLC, Lila Kelly, Lila Kelly Associates, LLC, DiversityIntegration.com</td>
</tr>
</tbody>
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### The Corporate Diversity Index: A Tool for Measuring Global Religious D&I

Discover how, using a new tool, companies can measure religious diversity and inclusion success and how they fare on religious freedom. This session examines the need to be proactive around religion on a global scale and how to implement successful religious initiatives that take into account religious freedom. Explore unique challenges and opportunities of a global religious D&I initiative.

### Sustaining Community and Government Racial Equity Initiatives

Racial inequities are likely to be perpetuated when local and state government policies and programs are developed and implemented without consideration of racial equity. This workshop features examples of agency- and community-level outcomes told from the perspectives of practitioners who are using racial equity tools and plans in their work and explains the approach for effective use of the tools.

### Engaging Men as Allies for #MeToo

Although recent focus on sexual harassment and assault in the workplace has prompted attention, both have always existed and continue to persist across industries, despite sexual harassment training and policies. Workplace culture continues to be characterized by a male-dominated power structure. Explore the business case for engaging men as allies in creating change for women in the workplace.

### Recruiting to Include!

Today’s shifting workforce landscape and tight labor market demand much of recruiters. This session focuses on fine-tuning practices we take for granted to build better outcomes for candidates, recruiters, and hiring managers, leading to wins for all. Learn tips for writing job descriptions that eliminate bias, inclusive interview practices, and improving hiring managers’ cultural awareness and proficiency.

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Expand Boundaries.
**90-MINUTE WORKSHOPS**

**Afternoon Workshop S4-B:** Tackling the Roadblocks to Advancing Multicultural Women  
*Date & Time:* April 11, 4:00–5:30 pm  
*Room #:* M 100 FGH  
*Level:* Intermediate  
*Track:* Critical Employment Practices  
*Presenters:* Deborah Munster, Diversity Best Practices  
*Presenters:* Carol Watson, Diversity Best Practices

Despite advances made in recent years for women as a whole, women of color continue to be left behind regarding senior-level positions in the corporate sphere. In this session, we’ll examine concrete ways companies can address this challenge in their organization using data from a Working Mother Conference, the report “The Status of Men as Allies for Multicultural Women,” and case studies.

**Afternoon Workshop S4-C:** Disability Inclusion: Powering Breakthrough Innovation and Customer Delight  
*Date & Time:* April 11, 4:00–5:30 pm  
*Room #:* 200 AB  
*Level:* Intermediate  
*Track:* Innovation & Transformation  
*Presenters:* Deborah Dagit, Deb Dagit Diversity, LLC  
*Presenters:* Renee Arrington-Johnson, General Motors  
*Presenters:* Tom Wlodkowski, Comcast  
*Presenters:* Kristen Hedstrom, Boston Scientific  
*Presenters:* Jill Houghton, U.S. Business Leadership Network (USBLN)  
*Presenters:* Chris Kondo, 3M Company

Companies are discovering the power of disability inclusion in the workforce to fuel product breakthroughs, enhance customer service, and drive revenue. This session will feature four companies that have recognized that disability inclusion is a fast track for achieving product and service innovation—it requires rethinking traditional ways of doing things to make an offering accessible and inclusive.

**Afternoon Workshop S4-E:** Today’s Hottest Skill for Working Across Boundaries: Curiosity and Inclusion  
*Date & Time:* April 11, 4:00–5:30 pm  
*Room #:* 200 U  
*Level:* Introductory  
*Track:* Leadership Development  
*Presenters:* Dr. Cheryl E. Williams, Concordia University Irvine  
*Presenters:* Richard S. Spada, Novartis

This interactive workshop examines a skill which serves as the linchpin for recognizing the need for cultural style and/or code switching: curiosity. Seeking to explore “why” things are the way they are, curiosity leads to a more authentic behavioral change. Facilitators will share their research and global experiences and introduce C.U.R.I.O.U.S., a model helping set the stage for global effectiveness.

**Afternoon Workshop S4-F:** Building Tomorrow Today: Strategies for the Future Workforce  
*Date & Time:* April 11, 4:00–5:30 pm  
*Room #:* 101 HJU  
*Level:* Advanced  
*Prerequisite:* A case study and reflection questions will be provided.  
*Track:* D&I Strategy  
*Presenters:* Katrina North, EY Australia  
*Presenters:* David Ko, RFI Asia

The future workforce composition will require a fundamental change in the way organizations operate to accommodate shifting experience and knowledge, reduced total headcount due to automation, increased working remotely, etc. This case study-based session will provide a practical application scenario to help experienced D&I practitioners strategically navigate and guide the change in their organizations.

**Afternoon Workshop S4-G:** Using Technology to Measure and Drive Success in Employee Resource Groups  
*Date & Time:* April 11, 4:00–5:30 pm  
*Room #:* 200 GH  
*Level:* Advanced  
*Prerequisite:* Intended for ERG leaders, executive sponsors, C-suite level professionals  
*Track:* D&I Strategy  
*Presenters:* Haven Cockham, Cockham & Associates  
*Presenters:* Tommi Paris, Southern Company Gas

The rising popularity of Employee Resource Groups (ERGs) to help retain talent, increase engagement, and promote diversity and inclusion within an organization has uncovered new challenges around managing and sharing the impact of these groups. This interactive session includes discussing common management challenges of ERG leaders and administrators, and examining a case study about implementing technology.

**Afternoon Workshop S4-D:** Collective Impact for D&I Transformation Today  
*Date & Time:* April 11, 4:00–5:30 pm  
*Room #:* 101 G  
*Level:* Intermediate  
*Track:* Innovation & Transformation  
*Presenters:* Denise W. Barreto, Now, LLC  
*Presenters:* Raymonde Jackson, Northwestern Mutual

Collective impact, by definition, requires a collaboration of efforts from many players to solve business and social challenges. Through a series of facilitated discussions, prepared content, and interactive case study analysis, we’ll look at how to connect organizational efforts to specific D&I goals for greater impact. Leaders will be equipped to build their own mini case study to pitch implementation.
# 90-MINUTE WORKSHOPS

## Afternoon Workshop S4-H: Ally Bootcamp: Tactics for Mounting a Workplace Civility Campaign
- **Date & Time:** April 11, 4:00–5:30 pm
- **Room #:** 101 F
- **Level:** Introductory
- **Track:** Government
- **Presenters:** Dee Vazquez Sabol, The Diversity Council Torres Hodges, The Diversity Council

The increase in incivility that we are witnessing in our nation is having an effect on workplace dynamics in our communities. Ally Bootcamps are participatory scenario-based sessions that provide opportunities to learn about and practice real-time responses to incidents encountered in the workplace and in our daily lives. Discover this engaging and effective way to promote respect and inclusion.

## Afternoon Workshop S4-I: Re-imagining Inclusion in Alignment with the Human Experience
- **Date & Time:** April 11, 4:00–5:30 pm
- **Room #:** 101 DE
- **Level:** Intermediate
- **Track:** Healthcare
- **Presenters:** Dr. Rosa Colon-Kolacko, Global Learning and Diversity Partners, Linda Stokes, PRISM International, Inc.

Shifting the conversation from tools to human systemness is a new approach being utilized at the most diverse healthcare system in the U.S. Learn how two organizations are designing and implementing bold experiments to shift the conversation and create much-needed change in integrating structures, eliminating silos, and promoting collaboration and inclusion to increase patient satisfaction and employee engagement.

## Afternoon Workshop S4-J: The Power of Media to Tell Diverse Stories: Serving Cultural Communities through Animation, Live Action Video Shorts, and Documentary Storytelling
- **Date & Time:** April 11, 4:00–5:30 pm
- **Room #:** 200 F
- **Level:** Introductory
- **Track:** Innovation & Transformation
- **Presenters:** Pamela McClanahan, Twin Cities PBS (TPT), Daniel Bergin, Twin Cities PBS (TPT), Ariel Tilson, Twin Cities PBS (TPT), Kevin Dragseth, Twin Cities PBS (TPT), Nausheena Hussain, Reviving the Islamic Sisterhood for Empowerment, Kate Downing Khaled, Imagine Deliver

Through the use of animated and live-action media, organizations have partnered with TPT to share stories about complex intercultural issues with depth, creativity, and more impact. TPT producers and some of their partners will candidly discuss three unique projects, show media clips, provide behind-the-scenes creative briefs and production notes, and facilitate a robust conversation about the process.

## Afternoon Workshop S4-L: All Aboard! Diversifying Your Hiring with All Intents and Purposes
- **Date & Time:** April 11, 4:00–5:30 pm
- **Room #:** 200 CD
- **Level:** Intermediate
- **Track:** Higher Education
- **Presenter:** Sherard Robbins, University of Arizona

With the vast majority of universities in the U.S. being predominantly white institutions, inclusive (and oftentimes socially just) practices can be amiss. The response to diversity of thought is to establish hiring practices that intentionally address multicultural needs. Speaking candidly to the challenges of diversity in hiring, this session focuses on the importance of being brave and ethical when hiring.

## Afternoon Workshop S4-K: Re-imagining Inclusion in Alignment with the Human Experience
- **Date & Time:** April 11, 4:00–5:30 pm
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- **Level:** Intermediate
- **Track:** Healthcare
- **Presenters:** Dr. Rosa Colon-Kolacko, Global Learning and Diversity Partners, Linda Stokes, PRISM International, Inc.

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- **Track:** Higher Education
- **Presenter:** Sherard Robbins, University of Arizona

With the vast majority of universities in the U.S. being predominantly white institutions, inclusive (and oftentimes socially just) practices can be amiss. The response to diversity of thought is to establish hiring practices that intentionally address multicultural needs. Speaking candidly to the challenges of diversity in hiring, this session focuses on the importance of being brave and ethical when hiring.

## Afternoon Workshop S4-L: Re-imagining Inclusion in Alignment with the Human Experience
- **Date & Time:** April 11, 4:00–5:30 pm
- **Room #:** 101 DE
- **Level:** Intermediate
- **Track:** Healthcare
- **Presenters:** Dr. Rosa Colon-Kolacko, Global Learning and Diversity Partners, Linda Stokes, PRISM International, Inc.

Shifting the conversation from tools to human systemness is a new approach being utilized at the most diverse healthcare system in the U.S. Learn how two organizations are designing and implementing bold experiments to shift the conversation and create much-needed change in integrating structures, eliminating silos, and promoting collaboration and inclusion to increase patient satisfaction and employee engagement.

## Afternoon Workshop S4-K: The Power of Media to Tell Diverse Stories: Serving Cultural Communities through Animation, Live Action Video Shorts, and Documentary Storytelling
- **Date & Time:** April 11, 4:00–5:30 pm
- **Room #:** 200 F
- **Level:** Introductory
- **Track:** Innovation & Transformation
- **Presenters:** Pamela McClanahan, Twin Cities PBS (TPT), Daniel Bergin, Twin Cities PBS (TPT), Ariel Tilson, Twin Cities PBS (TPT), Kevin Dragseth, Twin Cities PBS (TPT), Nausheena Hussain, Reviving the Islamic Sisterhood for Empowerment, Kate Downing Khaled, Imagine Deliver

Through the use of animated and live-action media, organizations have partnered with TPT to share stories about complex intercultural issues with depth, creativity, and more impact. TPT producers and some of their partners will candidly discuss three unique projects, show media clips, provide behind-the-scenes creative briefs and production notes, and facilitate a robust conversation about the process.

## Afternoon Workshop S4-L: All Aboard! Diversifying Your Hiring with All Intents and Purposes
- **Date & Time:** April 11, 4:00–5:30 pm
- **Room #:** 200 CD
- **Level:** Intermediate
- **Track:** Higher Education
- **Presenter:** Sherard Robbins, University of Arizona

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90-MINUTE WORKSHOPS

Morning Workshop S6-B: Are You Ready to See the Diverse Brilliance of the Next Generation of Leaders?
Date & Time: April 12, 11:00 am-12:30 pm
Room #: 101 DE
Level: Introductory
Track: Critical Employment Practices
Presenters: Dr. Juan Carlos Arauz
            E3: Education, Excellence & Equity
            Lynnea Atlas-Ingebretson
Imagine Deliver

More often than not, organizations require individuals to fit into the organizational culture, which inherently goes against the grain of innovation and collaboration. Participants will learn how they can generate a more comprehensive assessment of a person’s ability by acknowledging that individuals from traditionally marginalized communities bring essential 21st century skills in a global society.

Morning Workshop S6-C: Being Gay is Not What You Think: Reframing our Understanding of Gay Male Cultural Values
Date & Time: April 12, 11:00 am-12:30 pm
Room #: 101 G
Level: Introductory
Track: Critical Employment Practices
Presenter: Joel A. Brown
Pneumos LLC

As gay people become more visible globally, the need expands to define and describe the cultural experience of gay people in a more nuanced and articulate way than has been done previously. As a result, this workshop seeks to reframe and illuminate gay cultural norms and values from an ethnic D&I perspective and highlight the reason why gay people are indispensable to business growth and innovation.

Morning Workshop S6-D: Driving Strategic, Systemic Change Using an Inclusion Value Stream Methodology
Date & Time: April 12, 11:00 am-12:30 pm
Room #: M 100 CDE
Level: Intermediate
Track: D&I Strategy
Presenters: Dr. Edward E. Hubbard
            Hubbard & Hubbard, Inc.
            Dr. Myra K. Hubbard
            Hubbard & Hubbard, Inc.

Value stream thinking is a fundamental process for D&I professionals who want to learn to ensure their initiatives drive measurable ROI-based business successes to meet C-suite’s expectations. This interactive session will use a case study approach where participant teams apply the step-by-step methodology to make certain their D&I initiatives include value stream thinking to drive systemic change and impact.

Morning Workshop S6-E: Learning from the Best: Recipients of the 2016 Honors Award for ERGs and Diversity Councils Reveal Their Secrets for Impactful Change
Date & Time: April 12, 11:00 am-12:30 pm
Room #: 200 GH
Level: Intermediate
Track: D&I Strategy
Presenters: Fernando Serpa
            Association of ERGs & Councils
            Fran Dillard
            Texas Instruments
            Sheri McGrath
            U.S. Bank
            Susan Gilbert
            Coca-Cola Refreshments

Hear from members of the coveted Association of ERGs & Councils’ Honors Award Top 25, including The Coca-Cola Asian Business Resource Group as they share how they leverage diversity as a business driver to achieve profits; learn how Texas Instruments uses their faith-based ERGs as a competitive advantage; and U.S. Bank shares cutting-edge processes for virtual resource groups’ support and engagement.

Morning Workshop S6-F: Advancing Employment Equity through Leadership Transformation and an Online Dashboard: Lessons Learned from the Itasca Executive Cohort
Date & Time: April 12, 11:00 am-12:30 pm
Room #: 200 E
Level: Intermediate
Track: Leadership Development
Presenters: Laura Schauben
            Amherst H. Wilder Foundation
            Paul Robinson
            Amherst H. Wilder Foundation

In this session, learn what our second year of the Itasca cohort and online dashboard implementation has taught us, and hear the experiences of a CEO participant within the cohort to advance racial equity. Learn the keys to creating the space for leaders to advance their knowledge, skills, and commitment regarding D&I, and how to select, collect, and share indicators of change for maximum impact.

Morning Workshop S6-G: Bridging the Distance: Strategies that Improve the Performance of Global and Inclusive Virtual Teams
Date & Time: April 12, 11:00 am-12:30 pm
Room #: 200 F
Level: Intermediate
Track: Leadership Development
Presenter: Lee S. Johnsen
Partners in Development

With nearly two-thirds of employees expected to work in virtual teams by 2020, leadership of cross-cultural virtual teams is a top competency need today. Leaders of global virtual teams must address the complexities of time, distance, technology, and cultural differences inherent in their teams. Explore a model, tools, and best practices used to assess and guide leaders to succeed in the global marketplace.

Venture Boldly.
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Amy Batiste, Ed.D. amy@thecreativecatalysts.com
### Morning Workshop S6-K: Leading with Cultural Intelligence

**Date & Time:** April 12, 11:00 am-12:30 pm  
**Room #:** 101 HIJ  
**Level:** Intermediate  
**Track:** Global Diversity  
**Presenters:**  
- Dr. Ramón A. Pastrano  
- ImpactLives, Inc.  
- Cathy Bergland  
- ImpactLives, Inc.

Culture is a full range of learned human behavioral patterns. Whether you are supervising employees from other cultures, reporting to a manager from another culture, or simply want to exercise effective leadership in today's world, this workshop will lead attendees through simulations and related discussion, with tools and insights that support the individual work of interpreting beliefs and values that ultimately determine behaviors.

### Morning Workshop S6-L: Shared Value—Addressing Social Needs and Meeting Business Objectives: A New Approach in Corporate Social Responsibility

**Date & Time:** April 12, 11:00 am-12:30 pm  
**Room #:** 101 F  
**Level:** Intermediate  
**Track:** Social Responsibility  
**Presenters:**  
- René O. Deida  
- Prudential Financial  
- Kelly Rome  
- Prudential Retirement

In this insightful session, presenters will demonstrate applications of the concept of shared value—embedding a social mission in the corporate culture and leveraging resources to help social issues—and its connection to a company's purpose. Through discussion and mini case studies, attendees will learn about tools and how they're used to connect people to opportunities while meeting business objectives.

### Morning Workshop S6-I: Seeking Solutions to Our Own Ethnocentrism: Addressing the My-Approach-Is-Better-Than-Your-Approach D&I Contest

**Date & Time:** April 12, 11:00 am-12:30 pm  
**Room #:** 200 IJ  
**Level:** Intermediate  
**Track:** Innovation & Transformation  
**Presenters:**  
- Julie O’Mara  
- The Centre for Global Inclusion  
- Simma Lieberman  
- Simma Lieberman Consulting  
- Steve Hanamura  
- Hanamura Consulting, Inc.  
- Dr. Niru Kumar  
- Ask Insights  
- Duncan Smith  
- ADC Associates  
- Nadia Younes  
- EDGE Strategy

After a brief, fun but poignant, dramatization of the five approaches of our field, join colleagues to determine how to face our own ethnocentrism and work together to achieve the ultimate goals of inclusion. Learn how D&I professionals can respect different approaches rather than negate their value and how to cross the boundary of working in silos while competing for limited resources.

### Morning Workshop S6-J: Unleashing Unlimited Possibilities: Engaging Global Leaders in a Culture of Inclusion

**Date & Time:** April 12, 11:00 am-12:30 pm  
**Room #:** 200 AB  
**Level:** Intermediate  
**Track:** Innovation & Transformation  
**Presenters:**  
- Judith H. Katz  
- The Kaleel Jamison Consulting Group, Inc.  
- Gretchen Rosswurm  
- Celanese

When you take an organization known for its outstanding execution and apply that approach to culture change, the possibilities are unlimited. In this session, we'll share this innovative approach in which a client leveraged its annual global leadership meetings—a common organization practice—to engage the entire top leadership cohort so that they could do their own learning and development related to inclusion.

### Morning Workshop S6-H: CaregiverStrong: Solving the Caregiver Crisis for Five Generations

**Date & Time:** April 12, 11:00 am-12:30 pm  
**Room #:** 200 CD  
**Level:** Introductory  
**Track:** Healthcare  
**Presenters:**  
- Jake Chaya  
- CaregiverStrong  
- Michelle Chaffee  
- alaska

Over 60 million Americans are caregivers and most are ill-equipped and under-prepared when a mental, physical, financial, relational, or spiritual crisis happens. Gain the ability to assess awareness and readiness of caregiving, know where to go to gather tools for self-care, financial planning, and spiritual care, and learn to develop a personalized approach to provide care to a loved one or family member.
EXHIBITOR BOOTHS
Talk to experts and seek out resources that support your development and success, and can help you meet workplace inclusion goals. Exhibitors share their stories, showcase services and add immense value to the overall conference experience.

CONCIERGE
Need a little help navigating the conference? Forget to bring an essential item? The Concierge Booth 301 is located near the entrance to the Forum Marketplace. Watch for the bright purple shirts, or simply stop by. We’re here to help!

Sponsored by Prudential

COMPLIMENTARY FOOD AND BEVERAGES

FORUM BOOKSTORE AND BOOK SIGNINGS
Book Signings are held in Booth 207 near the Bookstore (Booth 201) on APRIL 11 and APRIL 12. Details about authors, titles, and book signing times are located on signage near that area. Visit the Concierge in Booth 301 with questions.

“POWER UP” LOUNGES
Plug in to Power Up! Lounge spaces throughout The Forum Marketplace are equipped with charging stations to ensure your devices stay charged and you stay connected to work/life priorities and all things Forum.

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MARKETPLACE EXHIBITORS

- Accent Wisdom ........................................... 413
- Accessible360 ........................................... 209
- Allina Health ............................................. 320
- Amherst H. Wilder Foundation .................... 920
- Association of ERGs & Councils ................. 823
- Berrett-Koehler Publishers ......................... 703
- BrainSkills@Work ........................................ 512
- CAIR-MN ..................................................... 906
- Canadian Centre for Diversity and Inclusion ... 217
- CEB Talent Assessment .................................. 721
- Cockerham & Associates ............................... 326
- Conceive Believe Achieve ............................... 716
- Connecting Differences, LLC ......................... 627
- Cook Ross, Inc. ............................................ 401
- Cornell University ....................................... 706
- deepSEE Consulting ...................................... 503
- Diversity Best Practices ............................... 322
- Diversity MBA .............................................. 422
- EDGE Strategy AG ........................................ 227
- English Proficiency Systems ......................... 409
- Evocent Coaching Inc .................................... 308
- Ferdman Consulting ....................................... 615
- Global D&I Benchmarks (GDIB) ...................... 606
- Glenn Llopis Group ....................................... 817
- Global Dynamics Inc .................................... 403
- Global Learning and Diversity, LLC .............. 223
- Healing Stones ............................................. 312
- HealthPartners ............................................ 327
- Hennepin County ........................................ 603
- Hubbard & Hubbard, Inc. .............................. 712
- IBIS Consulting Group, Inc. ......................... 213, 215
- ImpactLives ............................................... 509
- Incognito, Inc. ............................................. 407
- inQUEST Consulting, LLC .............................. 912, 914
- Interactive Diversity Solutions ....................... 516
- Interculturalist, LLC ..................................... 507
- Land O’Lakes ............................................. 316
- Lila Kelly Associates & DiversityIntegration.com .... 415
- LMH Strategies ........................................... 723
- Mayo Clinic ............................................... 617
- Menttium Corporation ................................... 221
- Minnesota Department of Human Rights ....... 708
- Minnesota Life College ................................ 908
- National Black MBA Association, Inc ............. 821
- Planned Parenthood Minnesota, North Dakota ... South Dakota .................................. 815
- PRISM International, Inc. ............................. 726
- Prudential Financial ...................................... 601
- RECLAIM .................................................... 916
- Relationships Matter Now, LLC ..................... 813
- Report Partners, LLC ..................................... 417
- Reviving the Islamic Sisterhood for Empowerment (RISE) .................................. 802
- Spectra Diversity ......................................... 420
- Stanton Adams Diversity Institute ................. 701
- The Centre for Global Inclusion ...................... 608
- The FutureWork Institute ............................... 800
- The Nova Collective ....................................... 714
- The Winters Group, Inc. ............................... 807, 809
- Thrivent ....................................................... 523
- Twin Cities PBS .......................................... 514
- University of Arizona .................................. 727
- University of Minnesota ............................... 613
- Value Of 5 | Diversity Into Action Navigator ... 922
- Voya Financial ............................................ 206
- Walgreen Co. .............................................. 502
- YMCA of the Greater Twin Cities ................... 314
- YWCA Minneapolis ...................................... 826

MARKETPLACE LEARNING LABS EXHIBITORS

☐ BOOTH 313
Green Card Voices
Progressive Insurance
Global Peaceful Paths: Equity and Inclusion Consulting
Kennesaw State University
The Social Lights

☐ BOOTH 713
Accessible360
Language & Culture Worldwide (LCW)
BraveNew
Twin Cities PBS-TPT
MARKETPLACE EXHIBITORS

206 ............ Voya Financial
Voya Financial, Inc. (NYSE: VOYA), helps Americans plan, invest and protect their savings — to get ready to retire better. With a clear mission to make a secure financial future possible — one person, one family, one institution at a time — Voya’s vision is to be America’s Retirement Company.

209 ............ Accessible360
Accessible360 is a digital accessibility consulting company.

213, 215 .... IBIS Consulting Group, Inc.
For more than 30 years, IBIS Consulting Group, Inc. has been an internationally recognized leader in D&I and change management. We believe that significant, lasting change requires a dual focus on individual awareness and behaviors, and on an organization’s systems. We offer a range of methodologies-consulting services, eLearning programs, organizational assessments, and facilitated trainings— that leverage the power of D&I to produce measurable results.

217 ............ Canadian Centre for Diversity and Inclusion
Canadian Centre for Diversity and Inclusion (CCDI) is the only national Canadian organization designed to help employers, and diversity and inclusion (D&I), human rights and equity, and human resources practitioners effectively address the full picture of diversity, equity and inclusion within the workplace. Founded and run by experienced D&I practitioners, CCDI’s focus is on practical sustainable solutions that help employers move toward true inclusion. Learn more at: www.ccdi.ca

221 ............ Menttium Corporation
Founded in 1991, Menttium is a pioneer and leader in formal corporate mentoring systems that support leadership development and diversity in the global business community. Through a portfolio of programs and consulting services, Menttium designs innovative cross-company and internal mentoring programs to help organizations strengthen key talent in ways that tie directly to business goals. We inspire individual potential and stronger business performance through mentoring!

223 ............ Global Learning and Diversity, LLC
Global Learning and Diversity Partners, is a bilingual consulting services organization that focuses on implementing human capital, diversity and equity strategies to build inclusive and learning organizations. Consulting Services include: Multi-Cultural Coaching, Integrating Inclusion in HR Strategies, Design Workplace and Consumer culturally competent Experiences, Diversity Recruitment, Leadership Development and implement innovative TeleMedicine products to improve access to health services.

227 ............ EDGE Strategy AG
EDGE Certification is the leading global assessment methodology and business certification standard for gender equality. EDGE Certification has been designed to help organizations not only create an optimal workplace for women and men, but also benefit from it. EDGE Certification stands for Economic Dividends for Gender Equality Certification and is distinguished by its rigor and focus on business impact. EDGE Certification operates under the principle that ‘what gets measured gets done’.

308 ............ Evocent Coaching Inc
At Evocent, we work with you to create an environment for leaders, managers and employees to navigate disruptive change, recognizing the human emotional impact and achieving positive results at all levels. Designed to help you increase personal and organizational engagement and performance. We provide executive and leadership coaching, change and transformation consulting as well as facilitated workshops and training for your entire team.

312 ............ Healing Stones
Handmade gemstone jewellery and gift

314 ............ YMCA of the Greater Twin Cities
The YMCA Twin Cities/Equity Innovation Center intentionally engages individuals, organizations and communities to become change agents. The Center provides a space to build transformational leaders and engage diverse stakeholders from all sectors.

316 ............ Land O’Lakes
Built on our cooperative values, we’re fostering a culture where we all can discover, build and achieve. Stop by and learn how we’re feeding human progress.

320 ............ Allina Health
Allina Health is dedicated to the prevention and treatment of illness and enhancing the greater health of individuals, families and communities throughout Minnesota and western Wisconsin. A not-for-profit health care system, Allina Health cares for patients from beginning to end-of-life through its: clinics, hospitals, and specialty medical services (i.e. pharmacies, hospice care, oxygen & home medical equipment, and emergency medical transportation).

322 ............ Diversity Best Practices
Diversity Best Practices is is the preeminent organization for diversity thought leaders and practitioners to share best practices and develop innovative solutions for culture change. Our mission is to help our members advance diversity and inclusion in their organizations to drive positive change.

326 ............ Cockerham & Associates
Cockerham & Associates, LLC provides consulting and technology services in Diversity & Inclusion, Human Resources and Talent Management. We led the development of two technology platforms to make the management of Diversity & Inclusion efficient and impactful. ERG Insight™ is a comprehensive application for managing ERGs, BRGs and Councils. The Strategy Lighthouse™ application provides a platform for developing, cascading and monitoring diversity strategies across organizations.

327 ............ HealthPartners
HealthPartners is the largest consumer-governed, non-profit health care organization in the nation with a mission to improve health and well-being in partnership with members, patients and the community. For more information, visit healthpartners.com.
MARKETPLACE EXHIBITORS

401 .......... Cook Ross, Inc.
Cook Ross provides powerful solutions to organizations around the world in the areas of diversity, inclusion, cultural competency, leadership development, and organizational change management. A certified women-owned consulting firm, Cook Ross is committed to creating organizations in which all people communicate effectively, recognize their value, develop as leaders, and contribute powerfully to their organizations.

403 .......... Global Dynamics Inc.
Global Dynamics Inc, is committed to creating globally inclusive organizations. For 34 yrs, with a global network of 200 experts we help organizations to take their D&I initiatives global. We specialize in Global Diversity, Cultural Competence, Global Mindset, Unconscious Bias, and other D&I topics. Over 850,000 participants have benefitted from our programs. We provide training and consult to top-tier Global 1000 international and domestic orgs & hospitals to succeed across cultures.

407 .......... Incognito, Inc.
Incognito stimulates profoundly personal dialogues embracing diversity to change corporate and organization cultures. Through narrative, humor and dramatization, we help create insights that reach beyond biases and prejudices to foster inclusion and engagement. We inspire organizations to recognize that commonalities are stronger than differences.

409 .......... English Proficiency Systems
English Proficiency Systems (EPS) creates & implements customized communication programs focusing on clear American English pronunciation (including presentation skills), business/email writing skills (including weekly writing exercises), & American culture (enhancing self-confidence in business & social conversations). We work in small groups or 1:1. Programs are implemented on-site, via video conference, or to an individual's computer. Domestic & international delivery options available.

413 .......... Accent Wisdom
Accent Wisdom is a prominent accent coaching consulting firm providing pronunciation and advanced communication training to international scientists, engineers and executives at Fortune 500 companies. Face to face or through distance learning, we help clients build business speech and language skills to transform careers and maximize professional growth. Our workshops on 'Accent Wisdom for Listeners' enhance team members' understanding of international speakers.

415 .......... Lila Kelly Associates & DiversityIntegration.com
Provider of diversity, inclusion and human resource consulting and training. We help organizations manage the challenges of a changing workforce by strategically integrating diversity and inclusion into their recruiting, interviewing, hiring, management and retention practices. We also offer online training and books on inclusive interviewing and hiring, strategic diversity recruiting, and organizational assessment and strategic diversity action planning.

417 .......... Report Partners, LLC
Report Partners, LLC offers structural human resources expertise including affirmative action administration, compensation analysis, career framework development, HR systems and practices, workforce and demographic analysis, D&I business case development, strategic planning and change leadership. We help clients develop HR practices that encourage fully inclusive work environments and support achievement of business objectives.

420 .......... Spectra Diversity
Spectra Diversity is the creator of the Spectra Diversity Inclusion Assessment, a diversity and inclusion assessment designed to better focus change efforts related to diversity and inclusion. One self-assessment yields two reports: one for the individual (measuring beliefs and interpersonal skills) and one for the organization (measuring culture, management and Policies/Practices/Procedures).

422 .......... Diversity MBA
Diversity MBA is a national brand that provides talent management and diversity & inclusion strategies to Fortune 1000 companies. We are known for customizing, nurturing and touching our constituents on a consistent basis in meaningful ways. We deliver services through benchmarking and research; custom publishing and branding; facilitated and customized training. All under the leadership of CEO and Publisher of Diversity MBA Magazine, Pamela McElvane.

502 .......... Walgreens Co.
Walgreens Boots Alliance is the first global pharmacy-led, health and wellbeing enterprise. The company’s heritage of trusted healthcare services through community pharmacy care and pharmaceutical wholesaling dates back more than 100 years. Walgreens Boots Alliance is the largest retail pharmacy, health and daily living destination across the U.S. and Europe. Walgreens Boots Alliance and the companies in which it has equity method investments together have a presence in more than 25 countries.

503 .......... deepSEE Consulting
deepSEE provides Training and Consulting in the areas of Cultural Competence, Diversity and Leadership. Our proven solutions are designed to create increased individual effectiveness and greater organizational success. We enable people to see beyond the surface, to see clearly the rich opportunities—and challenges—of today’s multi-generational, multi-cultural workplace and the new competencies that requires. We give them lenses to focus on new mindsets, and build new skillsets.

507 .......... Interculturalist, LLC
Interculturalist, LLC is a social enterprise, helping organizations create workplace efficacy and inclusion. Our work aims to enable organizations to thrive in a diverse, multicultural society and help them create inclusive human environments. Interculturalist, LLC specializes in Intercultural Learning and Development, Emotional Intelligence Development, D&I Systems Coaching, and Intercultural Training for Professional Coaches.
MARKETPLACE EXHIBITORS

509  ImpactLives
ImpactLives is a Twin Cities nonprofit organization that combines leadership training and education with works of social justice. Our goal is to promote lasting personal transformation that leads to sustainable innovation. Customized Diversity, Equity and Inclusion (DEI) training experiences create the conditions for participants to identify and develop their unique strengths and skills, and achieve maximum influence in multicultural environments.

512  BrainSkills@Work
BrainSkills@Work’s training programs provide individuals and leaders with new, brain-based skills that lead to higher levels of competency in four main areas of performance: advancing inclusion behaviors and skills; building trust-based communications, engaging team collaboration; development, and managing change. Co-authors, Mary Casey and Shannon Murphy Robinson’s recently published book, The Neuroscience of Inclusion: New Skills for New Times, is available at the Forum Bookstore and on Amazon.

514  Twin Cities PBS
"What’s the Big FAT Deal” Q&A Booth

516  Interactive Diversity Solutions
Interactive Diversity Solutions brings together social science, art and technology to get people thinking and talking about diversity and inclusion in an entirely new way. We engage audiences with fascinating research, stimulating in-person keynotes / workshops, and innovative digital tools to effectively reduce bias and foster inclusion in places of work and learning.

523  Thrivent
Thrivent Financial is a financial services organization that helps Christians be wise with money and live generously. We offer a broad range of products and services – including life insurance, annuities and mutual funds – along with guidance from financial representatives nationwide. The financial solutions we offer and our community involvement both drive toward the same goal. We succeed when our members, their families and their communities thrive.

601  Prudential Financial
Prudential Financial, Inc., a financial services leader, has operations in the United States, Asia, Europe, and Latin America. Prudential’s diverse and talented employees are committed to helping individual and institutional customers grow and protect their wealth through a variety of products and services, including life insurance, annuities, retirement-related services, mutual funds and investment management. For more information, visit www.prudential.com.

603  Hennepin County
Hennepin County is a progressive public sector entity that employs more than 8,400 talented and diverse individuals at approximately 100 sites. Headquarters and many services are located in downtown Minneapolis – easily accessible by bus and light rail. Our 30 departments provide a broad array of services to over 1.2 million residents which lends itself to offer numerous career opportunities few employers can match.

606  Global D&I Benchmarks (GDB)
The nonprofit Centre for Global Inclusion serves as a resource for research and education for individuals and organizations in their quest to improve D&I practices. Practices is home of the free download Global D&I Benchmarks: Standards for Organizations Around the World (GDB). The GDB, written by 95 experts, helps organizations in various sectors and industries, using different D&I approaches, achieve high-quality outcomes.

608  The Centre for Global Inclusion
The nonprofit Centre for Global Inclusion serves as a resource for research and education for individuals and organizations in their quest to improve D&I practices. Practices is home of the free download Global D&I Benchmarks: Standards for Organizations Around the World (GDB). The GDB, written by 95 experts, helps organizations in various sectors and industries, using different D&I approaches, achieve high-quality outcomes.

613  University of Minnesota
Work where your work matters! The University of Minnesota is a world-class research university that values a diverse workforce. With over 25,000 employees, we have new job openings every week in a wide array of professions. Here you will find: purpose-driven work, competitive wages and benefits, and opportunities for advancement, training, and education. No matter where you find your fit, your work is vital to our mission of teaching, research, and outreach. Together, we’ll change the world.

615  Ferdman Consulting
Inclusion@Work (www.inclusionatwork.com) is a digital coaching program designed to maximize, promote, and scale inclusion across your organization. Developed by Bernardo Ferdman, Ph.D., D&I thought leader & inclusion expert, with Cognician Inc., it is the resource organizations need to develop an inclusive workforce. Via a combination of assessments and engaging questions, Inclusion@Work provokes deep learning and supports participants in generating new perspectives and practices for inclusion.

617  Mayo Clinic
Mayo Clinic is ranked number one in more specialties than any other hospital in the nation for 2017-2018 by U.S. News and World Report. Our multi-disciplinary group practice focuses on providing high quality, compassionate medical care. We are the largest integrated, not-for-profit medical group practice in the world with over 60,000 employees working in a unique environment that brings together the best in patient care, groundbreaking research and innovative medical education.

627  Connecting Differences, LLC
Connecting Differences is a woman-owned consulting company specializing in leadership, teambuilding, diversity & inclusion, and cultural agility development. Our approach is best described by two phrases: Wherever there are people – there are differences. And: Diversity is a fact of life, inclusion is a behavioral choice. Our goal is to maximize your return on investment when it comes to human capital. We engage with you to uncover creative solutions to your organization’s unique challenges.
FOR OVER 160 YEARS LEVI STRAUSS & CO. HAS BEEN A CHAMPION FOR EQUAL RIGHTS AND HAS SUPPORTED PIONEERS WORKING ON THE FRONTIERS OF CHANGE.

THE FIGHT FOR EQUALITY NEVER GOES OUT OF STYLE.

LEVI STRAUSS & CO.

Congratulations on 30 years of building a more diverse and inclusive workplace.

Thomson Reuters salutes The Forum on Workplace Inclusion for its continued leadership in diversity and inclusion.
At 3M, great minds don’t always think alike. Different minds inspire.

Here, your interests are what make you interesting. Your accent accents everything we do. And the best experience is life experience.

Connect with us.

Be part of a global innovation company that’s improving lives around the world every day. Explore opportunities at 3M.com/careers
Diversity and inclusion is a vital part of what we do at Fannie Mae.

We’re proud to help open doors for millions of people and better serve the needs of an increasingly diverse housing market.

To learn more, visit fanniemae.com/diversity.

Want to use your talents at a company that values diverse backgrounds and perspectives? Visit fanniemae.com/careers to see our openings and apply online.

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FOSTERING A CULTURE WHERE ALL INDIVIDUALS ARE FREE TO DISCOVER, BUILD AND ACHIEVE. FIND US AT THE FORUM.

FEEDING HUMAN PROGRESS | LAND’O’LAKES, INC.

A Life-Changing Career

What if your career could change your life?

Mayo inspires hope and contributes to health and well-being by providing the best care to every patient through integrated clinical practice, education and research. You’ll discover a culture of teamwork, professionalism and mutual respect – and most importantly, a life-changing career.


In 2017, DiversityInc named Mayo Clinic to its “Top 12 Hospitals and Health Systems” list for the sixth straight year.

To learn more about opportunities at Mayo Clinic, please visit jobs.mayoclinic.org.

Please stop by our Booth #617 and discover where your career can lead you.
WE WORK BETTER TOGETHER IN MAKING THE WORLD A BETTER PLACE FOR ALL.

• Quality of service
• Positive work environment
• Mission-driven identity
• Growth

THEY ARE THE FOUR PILLARS OF OUR D&I APPROACH.

AIR is one of the world’s largest behavioral and social science research and evaluation organizations. We use the best science available to bring the most effective ideas and approaches to enhancing everyday life. For us, making the world a better place is not wishful thinking. It is the goal that drives us.

With Diversity as a priority, we can achieve our mission. The diversity of our 1,700+ employees is the engine in our search for innovative answers to any challenge.

We offer exciting career opportunities to new and experienced Bachelor’s, Master’s and Ph.D. holders.

Managing Partner, Diversity & Inclusion Coaching Center
The Forum on Workplace Inclusion
Visit the Center on Tuesday, Wednesday, Thursday - Level 200 rooms

Building Inclusive Workplaces Through Coaching
We Provide 360° Coaching Solutions to Transform Organizations from the Inside Out

Inclusion Coaching Systems

• Creating the Coaching Culture
• Coach Training for Leaders, Managers, Peer-to-Peer

Individual Coaching

• Inclusive Leadership Behaviors from the C-Suite to your Frontline Teams
• Executive Coaching for D&I and HR Practitioners
• Culturally-focused Career Management for Underrepresented Emerging Leaders

See us on Thursday at our 12:00 p.m. Spotlight Session

http://interculturalworkplace.com/
MARKETPLACE EXHIBITORS

701  Stanton Adams Diversity Institute
Small consulting firm specializing in assisting Organizations assess strengths and challenges in order to develop and implement sustainable diversity solutions.

703  Berrett-Koehler Publishers
Berrett-Koehler is an independent publisher dedicated to an ambitious mission: Connecting people and ideas to create a world that works for all. We believe that the solutions to the world’s problems will come from all of us, working at all levels: in our organizations, in our society, and in our own lives. All of our books are designed to bring people seeking positive change together around the ideas that empower them to see and shape the world in a new way.

706  Cornell University
Cornell University ILR School

708  Minnesota Department of Human Rights
The Minnesota Department of Human Rights is a neutral state agency that:
- Investigates charges of illegal discrimination,
- Ensures that businesses seeking state contracts are in compliance with equal opportunity requirements, and
- Strives to eliminate discrimination by educating Minnesotans about their rights and responsibilities under the state Human Rights Act.

712  Hubbard & Hubbard, Inc.

714  The Nova Collective
Nova is a new kind of learning, content, and communications company. We work with D&I and HR leaders to transform corporate cultures, and harness the power of your total workforce. Our D&I Compass product is your complete toolkit to scale Diversity, Equity & Inclusion conversations throughout your enterprise. You own it. Your teams implement it. The entire organization moves forward.

716  Conceive Believe Achieve
Conceive Believe Achieve (CBA) is a nonprofit dedicated to educating the public about diversity and inclusion in America and the struggles of different groups in our country. To accomplish this we offer/rent large format pictorial displays with a corresponding syllabus for educators and organizations, which depict African American, Native American and Asian American histories.

721  CEB Talent Assessment
CEB Talent Assessment offers science-based assessments with broad histories of predictive power, benchmarks data to provide unparalleled insight, technology and consultancy services to support our comprehensive scientific toolkit. Our talent measurement capability ensures that our solutions truly impact business objectives. We deliver more than 35 million scientifically proven selection and development assessments per year.

723  LMH Strategies

726  PRISM International, Inc.
PRISM is a WBENC-certified provider of premier consulting, training and products for leveraging diversity & inclusion and increasing cultural competencies. Our Association of ERGs & Councils, annual ERG & Council Conference and ERG & Council Honors Award™ helps increase the impact and effectiveness of ERGs and Diversity Councils.

727  University of Arizona
Equity & Student Engagement at the University of Arizona is a product of the Dean of Student’s Office. The mission of the Equity & Student Engagement Office is to foster institutional equity and engagement by creating educational opportunities, raising awareness and providing students and staff with strategies and tools to challenge systems of oppression.

800  The FutureWork Institute
The FutureWork Institute, Inc.’s® (FWI) is a global consulting firm that translates future trends to transform organizations. Operating on four continents, North America, Europe, Asia and Latin America, FWI is a certified women-owned business (WBE) that serves as an incubator of innovation and change in addressing current and future workplace and marketplace challenges. It focuses on helping clients achieve a MindShift, a HeartShift and a SkillShift in creating a more diverse, inclusive future.

802  Reviving the Islamic Sisterhood for Empowerment (RISE)
Reviving the Islamic Sisterhood for Empowerment in on a mission to amplify the voice and power of Muslim women. We imagine a future where all Muslim women are connected, reflected, celebrated and embodied.

807, 809  The Winters Group, Inc.
We create transformative, sustainable solutions for equity and inclusion. For over 30 years, The Winters Group has partnered with hundreds of Fortune 100 and non-profit organizations, educational institutions and government agencies to develop, execute, and measure strategies that lead to breakthrough results. Our core offerings are grounded in cultural competence, and include: D&I education, strategy development, organizational assessments, keynote speaking and executive coaching.

813  Relationships Matter Now, LLC
We are the partners that get you from where you are to where you want to be. While we are talented strategists, gifted content creators and stellar facilitators, we specialize in facing tough situations head on and moving through difficulty toward inclusive leadership. We do messy. People call us in distress. From local government agencies to foundations and corporate entities, we specialize in difficult conversations and collaborative action to drive desired results.

815  Planned Parenthood Minnesota, North Dakota, South Dakota
Planned Parenthood’s staff work to ensure that families and communities have the resources they need to achieve access to reproductive and sexual health care and education, and that all of us have the freedom to plan our futures.
Our country’s divisive climate is stifling both our public and private discourse. In *Our Search for Belonging*, Howard Ross offers actionable steps on how we can begin to dismantle the walls between us for the benefit of our workplaces and our society. An insightful read for all leaders.”

—Ron Shaich, Founder and Chairman, Panera Breads
Glenn Llopis Group
Glenn Llopis Group (GLLG) is a nationally recognized workforce development and business strategy consulting firm focused on enabling inclusive leadership to drive business growth. Since 2007, GLLG research has revealed alarming truths about the fast-changing workplace and marketplace. Through our proprietary methodology, The Innovation Mentality, we're constructively disrupting the status quo by building high-performance leaders and teams focused on inclusion and the power of individuality.

National Black MBA Association, Inc
The National Black MBA 40th Annual Conference & Exposition is one of the largest expos serving minority professionals. This event has grown into a multi-day experience, attracting 10,000 attendees. Conference attendees are treated to engaging speakers from a variety of industries, nationally recognized career fair, networking events and social activities. The conference allows black professionals from around the country to come together to support one another. For info, visit https://nbmbaa.org

Association of ERGs & Councils
The Association of ERGs & Councils is the premier resource for diversity and inclusion professionals dedicated to increasing the impact, effectiveness and recognition of ERGs and Diversity Councils. PRISM is the Association's parent organization and founder of the annual ERG & Council Conference and ERG & Council Honors Award™.

YWCA Minneapolis
The mission of the YWCA Minneapolis is to eliminate racism and empower women. Through its Racial Justice Department, the YWCA Minneapolis lives this mission by working within the community to eliminate inequities on interpersonal, institutional and systemic levels through a continuum of moving from knowledge, awareness and skills to action.

CAIR-MN
The Council on American-Islamic Relations, Minnesota (CAIR-MN) is a 501(c)(3) nonprofit organization located in Minneapolis, Minnesota. Founded in 2007, it is the state's leading Muslim civil rights and advocacy organization. CAIR-MN's mission is to enhance the understanding of Islam, encourage dialogue, protect civil liberties, empower American Muslims, and build coalitions that promote justice and mutual understanding.

Minnesota Life College
Minnesota Life College (MLC) is a life-long learning program for individuals on the autism spectrum and with other learning differences who want to lead an independent life within the community. Our purpose is to provide Real Skills for Real Life™ training in an experiential learning setting and be a transition guide for the many changes that can take place throughout one’s adult life.

inQUEST Consulting
Founded in 2011, inQUEST seeks to drive new and innovative thinking and solutions in the Diversity & Inclusion (D&I) space. We do this by bringing together a collective of thought leaders with years of experience working with clients in complex, dynamic environments—from start-ups to large global organizations. inQUEST core service offerings fall into three areas: (1) strategy, (2) infrastructure and (3) training and development.

RECLAIM
RECLAIM increases access to mental health support so that queer and trans youth ages 12-26 may reclaim their lives from oppression in all its forms. We provide therapy to youth & families to 75+ youth each week, 90% of whom are trans; train practitioners with an emphasis on POCI therapists; and partner with corporate & faith groups through outreach & education. Please ASK US about a service project, Trans 101 training, or sponsorship of our annual event, Celebrate the Love! www.reclaim.care

Amherst H. Wilder Foundation
The Amherst H. Wilder Foundation is a non-profit social services organization that combines direct service, research, and community initiatives to address the needs of vulnerable people in Saint Paul and the surrounding east metro area. Wilder offers diversity and intercultural competence assessment, training, and diversity leadership cohorts, including the Itasca Executive Diversity and Inclusion Discussion Cohort and the associated Employer Diversity Dashboard.

 значение технологий в области управления развитием общества и культуры.

DIA Navigator, a multicultural diversity & recruitment firm specializes in connecting minority talent with employers. We are strong believers that diverse and inclusive organizations are stronger and better prepared to serve minority communities. At DIA Navigator, we help our clients, create a diverse workforce in an inclusive environment where opportunities for all employees to develop their talents and provide enhanced solutions to their customers cultural needs.

Venture Boldly.
At Bremer Bank, we believe it takes an experienced team and the commitment to make a difference. It takes the drive to build close relationships, understand needs and identify solutions to enhance each client’s financial health. But most of all, making a difference and strengthening communities takes working together.

Bremer.com

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Maslon is pleased to support the mission of The Forum on Workplace Inclusion to engage people, advance ideas, and support leaders to drive strategies for advancing diversity, equity, and inclusion at work.

We share the Forum’s belief that today’s workplaces are socially, culturally, and economically stronger with intentional diversity and inclusion practice.

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MAP OF CONVENTION CENTER

LEVEL ONE
- HALL E
  - ROOM 100
  - HALL A
  - MEZZANINE LEVEL
  - ROOM M100

LEVEL TWO
- HALL D
  - ROOM 200
  - ROOMS 201-211
  - ROOMS 2012-213

LEVEL THREE
- HALL C
  - ROOMS 202-205
  - ROOM 202

MEZZANINE LEVEL
- ROOMS 206-208

LIGHTING
- LED lights
- Zoned on/off controls permit tailored lighting patterns

ELEVATED SEATING
- Portable, telescopic risers feature elevated seating for up to 2,000

FREIGHT ACCESS
- 15'-wide covered loading bays (36), plus eight drive-in doors
- Truck marshalling area directly behind Convention Center features 88,000 sq. ft. of fenced and lighted space

UTILITIES
- Flush mounted floor boxes on 30' centers provide electrical, cable TV and telephone connections, microphone access to PA system
- Cold water and drains are available in each hall
- Electrical service features 120/208-volt, 100-amp, single and three phase current, with additional currents available
- Natural gas is available at select points
- Catwalks feature convenient access to compressed air, plus 480-volt, 100-amp three phase current

MEETING ROOM INFORMATION
- Audio panels provide microphone and A/V input access, volume control, local record outputs and background music
- Fully baffled walls ensure minimal sound penetrations
- 87 column-free rooms handle up to 100 lbs. per sq. ft.
- Dimmable incandescent and fluorescent lighting up to 40 foot-candles with eight preset lighting configurations

Expand Boundaries.
## CEU INFORMATION

<table>
<thead>
<tr>
<th></th>
<th>DAY 1 SEMINARS:</th>
<th>DAY 2 SESSIONS:</th>
<th>DAY 3 SESSIONS:</th>
<th>ADDITIONAL INFORMATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>SOCIETY OF HUMAN RESOURCE MANAGEMENT PREFERRED PROVIDER</td>
<td>3 hours</td>
<td>5.5 hours</td>
<td>5.5 hours</td>
<td>The Forum on Workplace Inclusion is an approved SHRM Provider for 2018.</td>
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<tr>
<td>HR CERTIFICATION INSTITUTE</td>
<td>3 hours</td>
<td>5.5 hours</td>
<td>5.5 hours</td>
<td>This activity, ID No. 348517, has been approved for Recertification Credit Hours Awarded: 12 Specified Credit Hours: HR (General) recertification credit hours toward aPHR®, PHR®, PHRca®, SPHR®, GPHR®, PHRi™, SPHRi™ recertification through HR Certification Institute’s” (HRCI”). Please make note of the activity ID number on your recertification application form. For more information about certification or recertification, please visit the HR Certification Institute website at <a href="http://www.hrci.org">www.hrci.org</a>. Go into the Recertification Application, Find Professional Development: Continuing Education (Instructor Led) heading. Click on the Add Activity button, to the right. This will open a window. Select activity type. A new form will open to complete. Click Next and follow the prompts to attest and submit the activity. It will be reflected in the number of hours submitted at the top of the page.</td>
</tr>
<tr>
<td>MINNESOTA BOARD OF SCHOOL ADMINISTRATORS</td>
<td>3 hours</td>
<td>5.5 hours</td>
<td>5.5 hours</td>
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<tr>
<td>MINNESOTA BOARD OF NURSING</td>
<td>3 hours</td>
<td>5.5 hours</td>
<td>5.5 hours</td>
<td>Continuing education units for the Minnesota Board of Nursing will be awarded for the conference. This activity has been designed to meet the Minnesota Board of Nursing continuing education requirements. However, the nurse is responsible for determining whether this activity meets the requirements for acceptable continuing education.</td>
</tr>
<tr>
<td>UNIVERSITY OF ST. THOMAS</td>
<td>3 hours</td>
<td>5.5 hours</td>
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*Venture Boldly.*
CONFERENCE FAQS

ASSISTANCE
For general conference assistance and help in determining which sessions to attend, please visit the Concierge Booth 301 located in The Forum Marketplace.

ATM
ATMs are located in the first floor lobbies across from the UPS Store and outside Rooms 102A, 102D and 103F.

BREAKS
Complimentary beverages and snacks are available each day in The Forum Marketplace in Exhibit Hall B.

CELL PHONES
Out of respect for other participants and presenters, please turn your phones and other devices to silent or vibrate at the beginning of each session.

COAT CHECK
Coat check is located in Lobby B. The Forum is not responsible for lost or stolen items.

CONTINUING EDUCATION UNIT (CEU)
If you signed up in advance for CEUs, pick up your certificates at Registration at the end of each day.
If you did not pre-register for CEUs, you may sign up at Registration to receive your certificate by mail.

COMPUTER / PRINTER ACCESS / CHARGING STATIONS
Visit the Power Up Lounges in The Forum Marketplace. Charging stations are also located on the second floor by the escalators. Printer available in the Concierge Booth 301.

CONVENE CONFERENCE APP
Download the free Thomson Reuters Convene app to view Conference schedules, Forum Marketplace exhibitors and more.

FEEDBACK
We welcome your ideas! Please visit the Concierge Booth 301 located in The Forum Marketplace to share ideas while they are fresh in your mind.

HANDOUTS
Visit the Concierge Booth 301 to print handouts on site or view them on your Internet-enabled device.

LOST & FOUND
Please visit the Visitor Information Center in the Main Lobby or contact Minneapolis Convention Center Security directly by dialing x2013 from the MCC house phones.

MOTHERS’ ROOM
Please go to Registration to obtain an access code for the Mothers’ Room. The rooms are located on the second floor of the Convention Center, just to the left of the escalator, rooms 5309 and 1989.

PHOTO / VIDEO USE WAIVER
If you are captured on film, you give conference staff permission to use your image. All images become the property of The Forum on Workplace Inclusion.

MINDFULNESS SPACE
The Technology Free Zone, Prayer, Meditation and Relaxation Room is located in the room M 101 C on the mezzanine level.

RECEPTION EVENTS
Beverage service accepts cash and credit for all reception events.

SESSION DESCRIPTIONS
Full length session descriptions can be found on the Website (www.forumonworkplaceinclusion.org) or in the Convene Conference app.

SOCIAL MEDIA
Connect with us on Facebook, LinkedIn, Twitter (@WorkplaceForum, #WorkplaceForum2018).

UPS OFFICE
UPS service is located on the first floor of the Convention Center and is available to meet your photocopy, printing and shipping needs.

FOR REGISTRATION QUESTIONS, PLEASE GO TO REGISTRATION. FOR ANY OTHER QUESTIONS OR NEEDS, PLEASE CONFER WITH STAFF AT THE CONCIERGE DESK IN THE FORUM MARKETPLACE, BOOTH 301.
At Cargill we know that creating an inclusive and diverse work environment is the key to unleashing our people’s potential.

We foster a culture that celebrates differences in our employees, our suppliers and our communities helping us achieve our purpose of being the global leader in nourishing people.

Cargill is proud to support The Forum for Workplace Inclusion

Cargill is committed to helping people and organizations thrive.

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PLEASE VISIT THE CONCIERGE IN THE FORUM MARKETPLACE BOOTH 301

- Answer your questions about Forum events or schedules
- Plan your Forum experience
- Find a Forum volunteer to direct you toward specific events or room locations

Learn how to be an engaged and financial sponsor at The Forum on Workplace Inclusion in 2019!

Contact Amy Pérez Ortiz at aperezortiz@stthomas.edu, or visit the Concierge in the Forum Marketplace to learn more.

WiFi Sponsor 3M

The Forum 2018 WiFi network is available free of charge. No password required.

#WorkplaceForum2018 @WorkplaceForum
For 30 years, The Forum on Workplace Inclusion has served as a convening hub for those seeking to grow their leadership and effectiveness in the field of diversity and inclusion by engaging people, advancing ideas and igniting change.

The Forum is part of the Office of Diversity and Inclusion at the University of St. Thomas in Minneapolis, Minnesota, USA. The Office of Diversity and Inclusion is led by Dr. Artika R. Tyner, Associate Vice President of Diversity and Inclusion. The Office develops and articulates the institution’s goals around fostering a diverse and inclusive campus community. In doing so, it works collaboratively with faculty, administrators, staff, and students to create a campus culture that values the unique contributions that all bring to the St. Thomas community. To that end, it seeks to create a campus culture where all members of the community can thrive.

Visit www.stthomas.edu/WorkplaceForum to watch for new Forum opportunities.

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What does it mean to stay open?

It means recognizing we all have different perspectives. It means honoring your truth. And the truth of others. It means getting comfortable being uncomfortable, and giving everyone access to the same opportunities. It means being bold, accountable, curious. Together. Let’s ask more questions. Let’s listen courageously. There’s only one you. And you, your stories and your experiences are exactly what we need.

We invite you to stay open with us.