Facing Forward

The Forum on Workplace Inclusion®

32nd Annual Conference

March 10–12, 2020

Minneapolis Convention Center

@WorkplaceForum
#WorkplaceForum2020

ForumWorkplaceInclusion.org/2020

the FORUM on workplace inclusion®

AUGSBURG UNIVERSITY®

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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.

2020 will mark our 32nd annual conference. We look forward to continuing the conversation and expanding on the big ideas throughout the coming year.

The Forum on Workplace Inclusion® is based at one of the most diverse private colleges in the Midwest, Augsburg University in Minneapolis, Minnesota. The Augsburg experience is supported by an engaged community committed to intentional diversity in its life and work.

Augsburg University offers more than 50 undergraduate majors and 11 graduate degrees to 3,400 students of diverse backgrounds at its campus in the vibrant center of the Twin Cities and the nearby Rochester, Minnesota, location. Augsburg educates students to be informed citizens, thoughtful stewards, critical thinkers, and responsible leaders. An Augsburg education is defined by excellence in the liberal arts and professional studies, guided by the faith and values of the Lutheran church, and shaped by its urban and global settings. **Learn more at Augsburg.edu.**

the FORUM on workplace inclusion®

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ForumWorkplaceInclusion.org/2020

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- Build your own schedule
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- Interactive experience

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1. Open Apple App Store / Google Play Store
2. Search "CrowdCompass AttendeeHub" and download
3. Open the CrowdCompass AttendeeHub app
4. Search "Facing Forward"
5. Click on event and enter password **ff2020**

For additional support, visit Concierge Booth 500.

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**.

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GENERAL INFORMATION 2020 SPONSORS

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Visionary

AON Empower Results® · Prudential

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Supporting

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Make
Inclusion an everyday Reality

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.

We are proud to sponsor the **Forum on Workplace Inclusion** and support their mission in engaging people in valuable connections, advancing ideas for deeper understanding, and expanding knowledge and igniting change through critical insights.

Visit aon.com/empowerresults to discover how we're making a social impact in communities worldwide.

AON
Empower Results®

GENERAL INFORMATION SCHEDULE OF EVENTS

DAY 1 TUESDAY, MARCH 10

7:00 am – 6:00 pm	**Registration Open**
9:00 am – 5:00 pm	**Diversity, Equity & Inclusion Coaching Center / Ask-An-Expert** (p. 13)
12:30 pm – 1:30 pm	**New Attendee Cohorts** (p. 13)
1:30 pm – 5:30 pm	**Offsite Immersive Learning Experiences** (p. 27–28)
2:00 pm – 5:00 pm	**3–Hour Seminars** (p. 23–25)
5:30 pm – 7:00 pm	**Welcome Reception** (p. 14)

DAY 2 WEDNESDAY, MARCH 11

7:00 am – 6:00 pm	**Registration Open**
7:00 am – 8:00 am	**Breakfast in the Marketplace** (p. 58)
7:00 am – 4:00 pm	**Diversity, Equity & Inclusion Coaching Center / Ask-An-Expert** (p. 13)
8:00 am – 9:15 am	**Opening General Session** (p. 18)
9:45 am – 11:15 am	**90–minute Workshops** (p. 39–56) | **Spotlight Series** (p. 30–32)
11:15 am – 12:15 pm	**Lunch** (p. 58) | **Performing Arts Series**
12:15 pm – 1:45 pm	**90–minute Workshops** (p. 39–56) | **Spotlight Series** (p. 30–32) | **Performing Arts Series**
2:00 pm – 3:30 pm	**90–minute Workshops** (p. 39–56) | **Spotlight Series** (p. 30–32) | **Performing Arts Series**
4:00 pm – 5:15 pm	**Afternoon General Session** (p. 18)
5:15 pm – 6:30 pm	**Networking Reception** (p. 14)

DAY 3 THURSDAY, MARCH 12

7:00 am – 3:00 pm	**Registration Open**
7:00 am – 8:00 am	**Breakfast in the Marketplace** (p. 58)
8:00 am – 9:30 am	**90–minute Workshops** (p. 39–56)
10:00 am – 11:00 am	**60–minute Workshops** (p. 34–36) | **Spotlight Series** (p. 30–32) | **Performing Arts Series**
11:15 am – 12:45 pm	**90–minute Workshops** (p. 39–56) | **Spotlight Series** (p. 30–32) | **Performing Arts Series**
1:00 pm – 2:30 pm	**Closing General Session** (p. 19) | **Diversity Awards Ceremony** (p. 16–17) **Invention Sprint Awards** (p. 60)
2:30 pm – 3:00 pm	**Farewell Reception**

Embracing what makes us unique, creates more possibilities for all.

At U.S. Bank, we strive to build a culture of diversity, equity and inclusion within our workplace, with the customers we serve and with our many suppliers. We believe that when we embrace our differences and celebrate our shared experiences, we take the first step toward a better and brighter future for everyone.

usbank.com/diversity

U.S. Bank is a proud sponsor of The Forum on Workplace Inclusion.

usbank®

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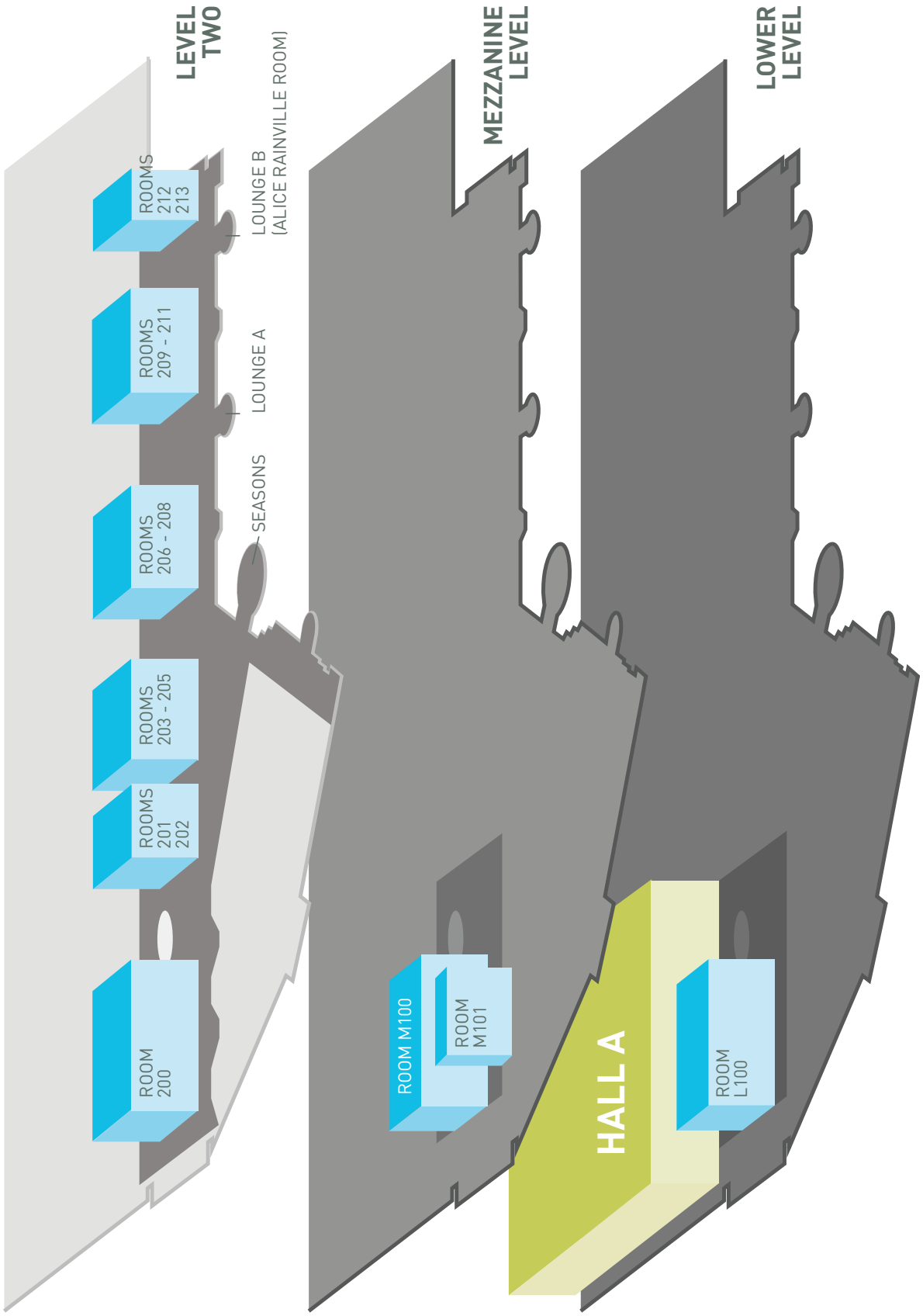
GENERAL INFORMATION MAP OF CONVENTION CENTER



GENERAL INFORMATION HOW DO I LEARN?

DAY 1	DAY 2	DAY 3
I Want to Discuss Specific Issues		
• 3–hour Seminars • Ask-An-Expert • DEI Coaching Center • Offsite Immersive Learning Experiences	• 90–minute Workshops • Ask-An-Expert • DEI Coaching Center • Visit with Marketplace Exhibitors	• 60–minute Workshops • 90–minute Workshops • Visit with Marketplace Exhibitors
I Prefer More Intimate Discussions		
• Ask-An-Expert • DEI Coaching Center • New Attendee Cohorts • Offsite Immersive Learning Experiences	• Ask-An-Expert • DEI Coaching Center • Wellness Center • The Arts Series • Visit with Marketplace Exhibitors	• Wellness Center • The Arts Series • Visit with Marketplace Exhibitors
I Want a Variety of Topics with Lots of Information		
• 3–hour Seminars • New Attendee Cohorts	• 20–minute Spotlight Sessions • 90–minute Workshops • General Sessions • Visit with Marketplace Exhibitors	• 20–minute Spotlight Sessions • 60–minute Workshops • 90–minute Workshops • General Sessions • Visit with Marketplace Exhibitors
I'm Here to Network		
• New Attendee Cohorts • Welcome Reception	• Networking Reception • Marketplace Lounges • Refreshment Breaks • Visit with Marketplace Exhibitors	• Farewell Reception • Marketplace Lounges • Refreshment Breaks • Visit with Marketplace Exhibitors

TRACKS

Critical Employment Practices

D&I Strategy

Sponsored by Mortenson

Global Diversity

Government

Healthcare

Sponsored by Mayo Clinic

Higher Education

Nonprofit

Leadership Development

Sponsored by Great River Energy

Innovation & Transformation

Sponsored by Xcel Energy

Social Responsibility

LEVELS OF LEARNING*

INTRODUCTORY
Introduces basic building blocks and tactical applications.

INTERMEDIATE
Presents 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
Offers discussions of strategic challenges, next practices and innovative applications of the building blocks. Attendees should have subject matter expertise in diversity, equity and inclusion. Prerequisites may be required.

*Applicable to 3-hour Seminars, 90-minute Workshops, 60-minute Workshops, and Offsite Immersive Learning Experiences.

GENERAL INFORMATION FORUM4ME

MY PERSONAL FORUM ITINERARY

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

☐ Bookstore/Book Signings ☐ Exhibit Booths ☐ Spotlight Series ☐ Wellness Center
☐ Universal Innovation: Invention Sprint ☐ The Arts Series
☐ Ask-An-Expert (located near escalator lobby, level 2)

DAY 1 — MARCH 10

12:30 pm – 1:30 pm	New Attendee Cohorts
1:30 pm – 5:30 pm	Offsite Immersive Learning Experiences_____
2:00 pm – 5:00 pm	3–hour Seminars _____
5:30 pm – 7:00 pm	**Welcome Reception**

DAY 2 — MARCH 11

7:00 am – 8:00 am	Breakfast in the Marketplace
7:00 am – 6:30 pm	Marketplace of Ideas_____
8:00 am – 9:15 am	**Opening General Session**
9:45 am – 11:15 am	☐ 90–minute Workshops ☐ 20–minute Spotlight Series
	_____
11:15 am – 12:15 pm	Lunch
12:15 pm – 1:45 pm	☐ 90–minute Workshops ☐ 20–minute Spotlight Series ☐ Performing Arts Series
	_____
2:00 pm – 3:30 pm	☐ 90–minute Workshops ☐ 20–minute Spotlight Series ☐ Performing Arts Series
	_____
4:00 pm – 5:15 pm	**Afternoon General Session**
5:15 pm – 6:30 pm	**Networking Reception in the Marketplace**

DAY 3 — MARCH 12

7:00 am – 8:00 am	Breakfast in the Marketplace
7:00 am – 3:00 pm	Marketplace of Ideas_____
8:00 am – 9:30 am	☐ 90–minute Workshops ☐ Universal Innovation: Invention Sprint Presentations
	_____
10:00 am – 11:00 am	☐ 60–minute Workshops ☐ 20–minute Spotlight Series ☐ Performing Arts Series
	_____
11:15 am – 12:45 pm	☐ 90–minute Workshops ☐ 20–minute Spotlight Series ☐ Performing Arts Series
	_____
1:00 pm – 2:30 pm	**Closing General Session, Diversity Awards Ceremony**
2:30 pm – 3:00 pm	**Farewell Reception**

MY COMPLIMENTARY DEI COACHING SESSION

(pre-registration required; date/time): _____

GENERAL INFORMATION CONFERENCE FAQs

ASSISTANCE
For general conference assistance and help in determining which sessions to attend, please visit the Concierge Booth 500 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 A.

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 on the mezzanine. The Forum is not responsible for lost or stolen items.

CONTINUING EDUCATION UNIT (CEU)
If you signed up in advance for CEUs, you will receive your certificate(s) via email address on file.

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 500.**

CHARGING STATIONS
Visit the Power Up Lounges in The Forum Marketplace. Charging stations are also located on the second floor by the escalators.

2020 CONFERENCE APP
Download the free CrowdCompass AttendeeHub app to view Conference schedules, Forum Marketplace exhibitors and more.

FEEDBACK
We welcome your ideas! Please visit the Concierge Booth 500 located in The Forum Marketplace to share ideas while they are fresh in your mind.

LOST & FOUND
Please visit the Visitor Information Center in the Main Lobby or the Command Center located on the first floor outside room 102. You may also dial 612-335-6040, or x2013 from the MCC house phones.

MOTHER'S ROOM
Please go to Registration to obtain an access code for the Mother's 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 room L100F on the lower level.

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

SESSION DESCRIPTIONS
Visit ForumWorkplaceInclusion.org or download the CrowdCompass AttendeeHub conference app for full session descriptions.

SOCIAL MEDIA
Connect with us on Facebook, LinkedIn, Twitter **@WorkplaceForum**, **#WorkplaceForum2020**.

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.

GENERAL INFORMATION CEU INFORMATION

CEU certificates available upon request.

DAY 1 SEMINARS	DAY 2 SESSIONS	DAY 3 SESSIONS	ADDITIONAL INFORMATION
SOCIETY OF HUMAN RESOURCE MANAGEMENT PREFERRED PROVIDER			
3 hours	7.5 hours	5.5 hours	The Forum on Workplace Inclusion is an approved SHRM recertification provider for 2020.
HR CERTIFICATION INSTITUTE*			
3 hours	7.5 hours	5.5 hours	The Forum on Workplace Inclusion is an HRCI approved provider for 2020.
MINNESOTA BOARD OF SCHOOL ADMINISTRATORS			
3 hours	7.5 hours	5.5 hours	
MINNESOTA BOARD OF NURSING			
3 hours	7.5 hours	5.5 hours	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.

*Subject to change.

One vision, many different perspectives.

At Ameriprise Financial, a commitment to diversity is at the heart of our culture. We foster an inclusive environment where we embrace the unique contributions of everyone and empower them to deliver value for our diverse clients, communities and shareholders.

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We are

here for you

Chances are, you've seen us around the house, or around the yard. In the store, or even out in the field. In fact, families, physicians, and farmers have turned to Bayer for six generations and counting.

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Proud to sponsor The Forum on Workplace Inclusion.

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ADDITIONAL PROGRAMMING HIGHLIGHTS

DIVERSITY, EQUITY & INCLUSION COACHING CENTER

Managed by INTERCULTURAL WORKPLACE
Every Human Interaction is Intercultural™

DAY 1 **TUESDAY, MARCH 10**
9:00 am – 5:00 pm

DAY 2 **WEDNESDAY, MARCH 11**
7:00 am – 4:00 pm

Location: **Rooms 201-213** (second floor)

Increase your conference ROI with outcome-focused assistance you can apply when returning to your workplace.

COACHING
(Registration / Appointment Required)

- One-hour, one-to-one confidential sessions
- Tailored to your DEI and role management needs

ASK-AN-EXPERT
(No Appointment Necessary)

- A 15-minute consultation designed to provide practical guidance and next step solutions
- Topic areas include: Managing your DEI Role, Strategy & Execution, Employee Resource Groups, Cultural Dexterity and Measuring your DEI Success

FACULTY: Chief Diversity Officers, DEI/HR leaders, conference presenters, multicultural talent acquisition and management experts and executive coaches

NEW ATTENDEE COHORTS

DAY 1 **TUESDAY, MARCH 10**
12:30 pm – 1:30 pm
Location: **208 ABCD**

We want newcomers to feel supported.

Cohorts led by knowledgeable mentors will provide a sense of connectedness and information new attendees need before, during and after to make the most of their first-time annual conference experience.

ADDITIONAL PROGRAMMING HIGHLIGHTS

WELCOME RECEPTION

DAY 1

TUESDAY, MARCH 10
5:30 pm - 7:00 pm

Location: **Lower Level Lobby, Minneapolis Convention Center**

Sponsored by usbank

Festive kick-off to The Forum!

The Welcome Reception, held in the lower level lobby at the Minneapolis Convention Center on Day 1 of the conference, provides an inviting opportunity for 2020 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. Hors d'oeuvres will be served and a cash bar will be available for drinks.

NETWORKING RECEPTION

DAY 2

WEDNESDAY, MARCH 11
5:15 pm – 6:30 pm

Location: **The Marketplace of Ideas, Exhibit Hall A**

The Forum Networking Reception provides stimulating space for one of the key aspects of our professional work—building bridges through conversation.

A great way to debrief and unwind after a full day of learning! Join peers, forge new connections or meet up with friends to discuss the day's events in the Marketplace of Ideas. Enjoy snacks and beverages from the cash bar (cash and credit accepted) and enter to win a drawing for prize giveaways. Don't forget to get your drawing tickets at the Afternoon General Session or from volunteers in the Marketplace for your chance to win one of our giveaway items!

UNIVERSAL INNOVATION: INVENTION SPRINT

DAY 2

WEDNESDAY, MARCH 11
7:30 am - 4:00 pm

Location: **The Marketplace of Ideas, Exhibit Hall A**

Sponsored by Prudential

Better solutions to meet expanding diversity, equity, and inclusion needs.

Onova co-founders **Helen Yin and Victor Li** will help unlock the power of open innovation by engaging participants in an "invention sprint." Workgroups comprised of college students and business professionals will engage in competition to invent solutions to future-focused challenges in fewer than eight hours. Demonstrations of these solutions will be on display and judged in a breakout session on Thursday, March 12. The winning team will be announced and awards presented by Veronica Charcalla, Vice President, Culture & Engagement, of Prudential during the Closing General Session on the final day of the conference.

Investing in great ideas and the people who power them.

BUSH FOUNDATION

bushfoundation.org

ABOVE LEFT DAVID ELLIS MIDDLE KRISTINA BARKER BELOW LEFT REBECCA JEAN LAWRENCE PHOTOGRAPHY

AWARDS PRESENTATION CEREMONY

Sponsored by

DAY 3

THURSDAY, MARCH 12

during the Closing General Session

The Diversity Awards program began in 2008 to recognize individuals or organizations that show exemplary insight and fortitude toward workplace diversity issues. Nominations are submitted for individuals, organizations or a group within an organization such as an Employee Resource Group, Diversity Council or Business Resource.

POWER THE FUTURE AWARD

The Power the Future Award goes to an individual who:

- Effectively leads from their current position by consistently demonstrating innovative, future-forward, visionary thinking
- Rallies, engages and inspires others around imagining and investing in future state possibilities
- Leads by example demonstrating a commitment to bold exploration, risk taking, and learning from both failure and success
- Seeks new challenges and challenges others to continually work toward making a difference in the work/life experiences of present and future generations

WINDS OF CHANGE AWARD

The Winds of Change Award goes to an individual, organization, or group that:

- Has demonstrated sustained support for advancing diversity and inclusion in the workplace
- Has raised awareness of workplace diversity and inclusion issues
- Has been a catalyst for change regarding workplace diversity and inclusion and/or has impacted change within an industry, organization or local community

FRIEND OF THE FORUM

Nominated and awarded by The Forum's Program Committee, The Friend of The Forum Award goes to an individual who:

- Has demonstrated sustained support of The Forum
- Has made significant contributions to The Forum in time, talent, leadership, content, vision or financial support
- Has increased visibility or helped expand The Forum within the local community, or throughout the world
- Has expanded the focus of The Forum as a nationally recognized premier diversity conference

2020 Diversity Award

Presented to the 2020 Diversity Award Winners, the award is custom made and handcrafted by bronze sculptor Kimber Fiebiger.

See the 2020 Diversity Awards Presentation Ceremony during the Day 3 Closing General Session (pg. 19).

Awards will be presented by Lisa J. Massa, Senior Vice President and Head of Human Resources U.S. of Bayer.

2020 DIVERSITY AWARD WINNERS

DIVERSITY AWARDS CEREMONY

DAY 3 **THURSDAY, MARCH 12**
during the Closing General Session

Sponsored by BAYER

Subha Barry

Working Mother Media
Winds of Change Award, Individual

Subha has worked on behalf of women and underrepresented groups her entire career, whether on Wall Street by proving the business benefit of a diverse workforce or in corporate America by devising creative solutions for developing inclusive workplaces.

Scott Fearing

University of Rochester
Winds of Change Award, Individual

Scott has spent his career educating people in urban and rural America about LGBTQ+ members of their communities, in Minnesota, New York, and around the country. His leadership skills have been put to the test, revitalizing multiple organizations serving LGBTQ+ populations.

Destiny Xiong

City of Minneapolis
Friend of The Forum

If you want to find your way around backstage at The Forum General Sessions, Destiny can lead you through the darkness to get you where you need to go. She's been doing that for 10 years, making sure speakers are calm and none miss their cue.

Melanie Muñoz

The Kaleidoscope Group
Power The Future

Melanie is a woman on the move. If she sees that something needs to get done, she simply does it. She raises money, creates an organization, takes on a leadership role, plans an event – whatever is needed to raise the profile for Latinx and other members of her community.

SESSIONS GENERAL SESSIONS

Full descriptions can be found on the Forum App or Forum Website.

OPENING GENERAL SESSION

Facing Forward: The Need for Disruption

(Presentation followed by panel discussion)

DAY 2

WEDNESDAY, MARCH 11
8:00 am – 9:15 am
Exhibit Hall A

Change is happening more rapidly than ever before, and from this day on will never happen more slowly. Change is impacting our climate, workforce demographics, economies, and social currency. What does it take to disrupt business as usual, get ahead, and keep pace with change?

Keynote Speaker
Tony Hunter
Chairman
Revolution Enterprises
Founder and Advisor
TWH Inc.

Guest Speaker
Raafi-Karim Alidina
Consultant
Frost Included

Guest Speaker
Armida Ascano
Chief Insights Officer
Trend Hunter

Guest Speaker
Xiuhtezcatl Martinez
Indigenous Climate Activist and HipHop Artist

Panel Moderators
Helen Yin & Victor Li
Helen Yin Co-Founder & COO
Victor Li Co-Founder & CEO
Onova

AFTERNOON GENERAL SESSION

Real Talk: Getting at the Root of Tensions that Divide Us

DAY 2

WEDNESDAY, MARCH 11
4:00 pm – 5:15 pm
Exhibit Hall A

Globalization brings opportunities to work with a vastly diverse group of people. Yet social tensions across ethnicities and interest groups worldwide continue to heighten, with a demonstrated need to protect and preserve cultural identities against the idea of a melting pot society. A moderated dialogue will get at the roots of these tensions, and raise the question: What must we untangle in order to leverage the potential of our collective impact in shaping the future?

Sponsored by KPMG

Guest Speaker
Linda Chavez
Columnist and Political Analyst
FOX News
President
Becoming American Institute

Guest Speaker
Dan Collison
Lead Pastor
First Covenant Church of Minneapolis

Guest Speaker
Dr. Marc Lamont Hill
Activist, Professor, and Leading Intellectual of the Hip-Hop Generation

Guest Speaker
Anna Roudakova
Founder & CEO
Woman Who Matters Forum and Award
President
Equal Rights and Opportunities

Guest Speaker
Naseem Yasin
Diversity & Inclusion Lead
Shell UK

Moderator
Michele Meyer-Shipp
Chief Diversity & Inclusion Officer
KPMG

Full descriptions can be found on the Forum App or Forum Website.

CLOSING GENERAL SESSION

Global Citizenship: Not One Story

DAY 3

THURSDAY, MARCH 12
1:00 pm – 2:30 pm
Exhibit Hall A

"Think global, act local" is a phrase often thrown about when organizations adopt what they believe to be a global citizenship mentality. But what does that mean? To better understand the impact of our actions in a global context requires stretching our knowledge of adversities we can't even imagine, let alone experience.

Keynote speaker, former banker, and future-focused thought leader Adel El-Huni shares a story of deep learning that has come from straddling two worlds—the Middle East and the American Midwest. He is joined onstage by performance artists who open our senses in ways that deepen listening around what it takes to engender global citizenship in ourselves and others.

Keynote Speaker
Adel El-Huni
Chief Enabling Officer
Katalyz

Guest Artists
Antoine Hunter
Urban Jazz Dance Company
Zahna Simon
Zahna Simon Dancers

Guest Artists
tony the scribe
Rapper, Producer, and Writer
Kyle "Guante" Tran Myhre
Poet, Educator, and Activist

DOWNLOAD THE CONFERENCE APP

Full descriptions can be found on the Forum App or Forum Website.

ForumWorkplaceInclusion.org/2020

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2. Search "CrowdCompass AttendeeHub" and download
3. Open the CrowdCompass AttendeeHub app
4. Search "Facing Forward"
5. Click on event and enter password **ff2020**

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www.diversitymbamagazine.com

SESSIONS FEATURED WORKSHOPS

Full descriptions can be found on the Forum App or Forum Website.

FUTURE FLUENCY

DAY 2

Mobilizing DEI To Influence The Future

Session Code: S1-A
Date & Time: March 11, 2020, 9:45 am - 11:15 am
Location/Room: M100JIH
Track: Innovation & Transformation
Presenters: Natasha Aruliah, Intercultural, Diversity, Equity & Social Justice (IDE&SJ) Inc.
Alejandra González Landeros, Connecting D&I | **Duncan Smith**, ADC Associates | **Naseem Yasin**, Shell UK

This session will focus on welcoming your ideas to join and further craft global mobilization based on the DEI Futures Initiative (begun Fall 2017) to ensure DEI is an influential force in the world's future. Content will cover polarization, ethics, disparities and decolonizing as applied to many topics, including climate change and other environmental issues, education, healthcare, generations and aging, religion, accessibility, artificial intelligence, immigration, migration, demographic changes, and marginalized groups. The impact of the accelerated pace of change and economic- and technology-based trends will be discussed.

The majority of the session will involve generating strategies, tactics, and the "how-to" of influencing political and organization leaders, scientists, researchers, thought leaders and people in all walks. Attendees will take away actions they can implement in all circles of influence as well as knowledge about possibilities for mobilizing on a grand scale.

GLOBAL CITIZENSHIP

DAY 2

Global Citizenship: Global Responsibility, Local Reality

Session Code: S3-A
Date & Time: March 11, 2020, 2:00 pm - 3:30 pm
Location/Room: M100GF
Track: Global Diversity
Presenters: Raafi-Karim Alidina, Frost Included | **Florence Chan**, Community Business
Stephen Frost, Frost Included | **Alexey Kozlov**, HL | **Gladys Ndagire**, Western Digital

Global citizenship is the idea that all people have rights and civic responsibilities that result from being a member of the world community. With whole-world philosophy, we have duties that stem from being something more than just a citizen of a particular nation or place.

The local reality in 2020 is increasingly nationalistic: America 1st, Brexit, Hungary 1st, China's "undeniable territorial sovereignty," Putin. Yet the need is increasingly global: climate change, migration and refugee emergencies, labor market mobility and talent needs, and technological change that does not respect national boundaries. How do we, as diversity professionals, reconcile these seemingly intractable trends? If not us, who? If not now, when?

Timeless concepts such as privilege, decolonization and bias are being played out in real time in disparate geographies. What are the differences? What are the similarities? How should we respond and how does it affect our workplace? Come and hear from global experts who are wrestling with these very issues at work in a global context. We will hear from speakers from Europe, Asia, Africa and the Americas. Engage in an interactive discussion focused on practical outcomes and strategies for workplace delivery.

UNIVERSAL INNOVATION

DAY 3

Invention Sprint Competition: Team Presentations And Judging

Session Code: S4-A
Date & Time: March 12, 2020, 8:00 am - 9:30 am
Location/Room: L100G
Track: Innovation & Transformation
Presenters: Victor Li, Onova | **Helen Yin**, Onova

During the day on Wednesday, March 11, at The Forum 2020 Conference, teams of college students and diversity executives will combine their most innovative thinking to design solutions for future-focused challenges.

Then at this Day 3 workshop session, teams engaging in the design challenge will compete by presenting the outcome of their work to The Forum conference participants and judges who will determine the winning solution.

NEW PERSPECTIVES

DAY 3

Real Talk: Getting At The Root Of Tensions That Divide Us

Session Code: S6-A
Date & Time: March 12, 2020, 11:15 am - 12:45 pm
Location/Room: L100G
Track: Social Responsibility
Presenter: Michele Meyer-Shipp, KPMG

When organizations take risks by confronting controversial topics, employees, customers and stakeholders may strongly disagree with the way they are using their resources, and whose voices they choose to elevate. Societies and current events around the globe are pitting us to be either "for" or "against" a topic, set of values, or point of view.

In order to not shy away from controversy but rather explore it together, what sensibilities and responsibilities must we have to engage civilly in navigating opposition? This session will build on the Day 2 Afternoon General Session moderated by Michele Meyer-Shipp.

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Beyond the Yellow Ribbon

BEST PLACES TO WORK for LGBTQ Equality 2020 100% CORPORATE EQUALITY INDEX

SESSIONS 3-HOUR SEMINARS

Full descriptions can be found on the Forum App or Forum Website.

The Forum on Workplace Inclusion's Annual Conference hosts deep-dive sessions covering a variety of topics on **MARCH 10 from 2:00 to 5:00 pm**.

SEM-A: **Including Cognitive Diversity: A Missing Link in Diversity, Equity and Inclusion**
Date & Time: March 10, 2020, 2:00 pm - 5:00 pm
Location/Room: 211A
Level: Intermediate
Track: **Critical Employment Practices**
Prerequisite: Experience looking at the process of hiring and/or promotion from within
Presenters: **Kelly Atkinson,** Barnes & Thornburg LLP | **Dr. Gleb Tsipursky,** Disaster Avoidance Experts

DAY 1

Your employees: they are optimistic or pessimistic, prefer stability or like innovation, are skeptical or accepting. Any of these cognitive patterns have strengths and weaknesses, yet recent research shows that we reveal unconscious bias by hiring and promoting people with the same mental patterns as us, which reinforces each other's weaknesses rather than compensates for them. Improve your skills in addressing cognitive diversity in your DEI efforts by examining case studies and cutting-edge research.

SEM-B: **Bodies, Gender, Sexuality and the Workplace**
Date & Time: March 10, 2020, 2:00 pm - 5:00 pm
Location/Room: 211B
Level: Intermediate
Track: **Critical Employment Practices**
Presenters: **Tyrai Bronson-Pruitt,** Team Dynamics | **Trina Olson,** Team Dynamics | **Levi Weinhagen,** Team Dynamics
Alfonso Wenker, Team Dynamics

DAY 1

Explore an intersectionally grounded training that doesn't run from sexuality—but rather, creates opportunities to discuss and address the myriad ways that gender, sexuality, power and privilege play out in real life at your workplace. Leave this session with tools, language and innovative methods for moving your team forward to align your values of gender equity with your workplace practices. Think beyond compliance and create increased inclusivity across gender and sexuality in work environments.

SEM-C: **Communication Styles: Shifting Mind-Sets and Building Skill Sets through Flexible, Adaptable, Energizing Tools**
Date & Time: March 10, 2020, 2:00 pm - 5:00 pm
Location/Room: L100E
Level: Intermediate
Track: **Critical Employment Practices**
Presenters: **Dr. Basma Ibrahim DeVries,** Concordia University; Ibrahim DeVries Consulting | **Jon DeVries, Jr.,** DeVries Consulting

DAY 1

Using communication styles as an entry point to diversity creates accessibility—and lessens defensive responses—to actually move forward to greater awareness, understanding and skill-building. Explore a new approach to communication styles as an entry to deeper understanding of diversity and cultural differences to leverage differences for greater productivity and relational satisfaction. Expand and strengthen skills with new concepts and tools such as the Five-Factor Model of Communication Styles.

SEM-D: **When Passion Is Not Enough: Understanding the Science to Belonging, to Inclusion and to Growth**
Date & Time: March 10, 2020, 2:00 pm - 5:00 pm
Location/Room: 211D
Level: Intermediate
Track: **D&I Strategy**
Presenter: **Dr. Leeno Karumanchery,** MESH/diversity

DAY 1

There is a science to belonging, a science to inclusion and a science behind growth. Leveraging the newest neuroscience and emotional intelligence techniques, and neurolinguistics science, learn how the groundbreaking Diversity Intelligence™ platform can be used to help DEI leaders build DEI initiatives that are meaningful, relevant, growth-focused and pragmatic. Explore how this approach can be used to develop truly inclusive organizations where both people and business innovation thrive.

SESSIONS 3-HOUR SEMINARS

Full descriptions can be found on the Forum App or Forum Website.

SEM-E: **CANCELED – Navigating Toward Multiculturalism: A Model for Inclusion in Competency-Based Education**
Date & Time: March 10, 2020, 2:00 pm - 5:00 pm
Location/Room: M100GF
Level: Intermediate
Track: **D&I Strategy**
Presenters: **Dr. Lydia Forsythe,** Londes Strategic Healthcare Consulting; Capella University | **Dr. Constance Hall,** Capella University
Dr. Kristie Lowry, Capella University

DAY 1

THIS SEMINAR HAS BEEN CANCELED – Competency-based education has the potential to be a powerful lever to integrate multiculturalism by promoting equity outcomes. The Pyramid of Inclusion model provides actionable strategies to integrate multicultural concepts into competency-based education. Collaborate with presenters and attendees to explore cases using the Pyramid of Inclusion model. Comparison between the cases generates a gap analysis that addresses the outcome to describe the presence versus absence of an inclusive environment.

SEM-F: **Using Community Engagement Exercises for DEI Strategic Planning**
Date & Time: March 10, 2020, 2:00 pm - 5:00 pm
Location/Room: L100ABC
Level: Intermediate
Track: **D&I Strategy**
Presenters: **Dr. Antonia Apolinario-Wilcoxon,** Strategic Diversity Initiatives | **Dr. Anne Phibbs,** Strategic Diversity Initiatives

DAY 1

Many organizations recognize the need to move beyond initial DEI efforts into a multi-year DEI strategic plan. But what is the best way to create this strategic plan to ensure buy-in at every level and get leaders working toward a common DEI vision? You'll be guided by facilitators in community engagement exercises that can be used to build community and trust, create agreement on a DEI vision, and prioritize goals. Learn how each exercise fills a unique role within the strategic planning process.

SEM-G: **Diversity Recruiting Bootcamp**
Date & Time: March 10, 2020, 2:00 pm - 5:00 pm
Location/Room: L100HIJ
Level: Intermediate
Track: **D&I Strategy**
Presenters: **Dr. Deborah Ashton,** Diversity MBA Learning Solutions | **Pam McElvane,** Diversity MBA (DMBA)
Neddy Perez, McCormick & Company

DAY 1

Rethink your approach to sourcing, advancing and retaining diverse talent to gear up for the paradigm shift that's occurring in talent acquisition. We'll focus on best practices and innovative strategies for re-skilling your team. Learn how to mitigate bias in your acquisition process, and what tools are needed to support behaviors among recruiters and hiring managers. Moreover, learn from a company case study on how they overcame barriers and obstacles to attract and retain women and diverse talent.

SEM-H: **Journey Beyond the Comfort Zone: Designing and Facilitating Transformative Learning Experiences for Leaders**
Date & Time: March 10, 2020, 2:00 pm - 5:00 pm
Location/Room: L100G
Level: Intermediate
Track: **Leadership Development**
Presenters: **Brad Fortier,** Oregon Health Authority | **Ashlie Grundy,** City of Portland, Oregon | **Riikka Salonen,** PeaceHealth
Kristen Wong, Wong Leadership Consulting

DAY 1

Uncover instructional design elements that facilitate "magic" in a classroom with activities selected based on their capacity to release hormones, particularly cortisol, adrenaline, dopamine and serotonin, into the learners' brains. Learn to apply an intercultural training design model that identifies the needed level of support and challenge for the content and process, resulting in optimal development of awareness, skills and trust among learners with different levels of intercultural sensitivity.

SESSIONS 3-HOUR SEMINARS

Full descriptions can be found on the Forum App or Forum Website.

SEM-I: **Both/And: Bridging the Gaps Between U.S. and Global D&I**
Date & Time: March 10, 2020, 2:00 pm - 5:00 pm
Location/Room: 208ABCD
Level: Intermediate
Track: **Global Diversity**
Presenters: **Duncan Smith,** ADC Associates | **Naseem Yasin,** Shell UK

DAY 1

Whether you've spent most of your career in or outside of the U.S., how well do you know the assumptions and biases you hold about others from outside of your country, and what are the assumptions and biases they hold about you? The past decade has seen D&I globalize in many ways—often we see change from U.S. multinationals in global locations embracing D&I as a business imperative. Learn to improve your ability and effectiveness to work globally by becoming a more culturally aware D&I practitioner.

SEM-J: **Mapping the Intersection of Diversity and Inclusion (D&I) and Social Justice (SJ) Work**
Date & Time: March 10, 2020, 2:00 pm - 5:00 pm
Location/Room: M100DE
Level: Intermediate
Track: **Innovation & Transformation**
Presenters: **Brittany Harris,** The Winters Group, Inc. | **Chevara Orrin,** The Winters Group, Inc.

DAY 1

We learn "meeting people (and organizations) where they are" is a critical aspect of DEI work. However, some have suggested that this principle, in and of itself, can be at odds with strides toward social justice and equity, in that it centers whiteness and those in power, and can perpetuate the status quo. Explore concepts like equity, power and identity in the context of DEI work, and access tools to help leaders understand how to map the intersection between D&I and SJ in service of making equity real.

SEM-K: **The Nine Steps to Collaboration: Create Cultures of Purpose, Inclusion and Equity**
Date & Time: March 10, 2020, 2:00 pm - 5:00 pm
Location/Room: L100D
Level: Intermediate
Track: **Innovation & Transformation**
Presenters: **Vivian Jenkins Nelsen,** The Hypatia Group, Inc. | **Patricia Neal,** Center for Purposeful Leadership

DAY 1

A core leadership purpose is to convene people for the sake of a shared and inclusive future. Collaborative leaders plan and design to create cultures of trust, inclusion and equity, allowing people to know how to participate and why it matters, and to make a meaningful contribution. Explore how your personal values, linked with emotional intelligence practices, will help you move from situational managing to the next level of collaborative leadership, and acquire personal and leadership tools to use.

SEM-L: **Bad White People: Continuing the Conversation on Whiteness and Identity**
Date & Time: March 10, 2020, 2:00 pm - 5:00 pm
Location/Room: 211C
Level: Intermediate
Track: **Social Responsibility**
Prerequisite: Ideally, attended "Working Through Whiteness Part 1" (The Forum 2019 Conference)
Presenter: **Travis Jones,** The Winters Group, Inc.

DAY 1

At the annual TEDxCharlotte event in 2018, Travis Jones gave a TED Talk entitled, "Bad White People," on how whiteness, as an ideology, works in the world. In his talk, he explores how people can move from being non-racist, or "Good White People," to being anti-racist, or "Bad White People." Explore what it means to be a BAD white person, with a focus on fostering understanding around whiteness, white identity and power, and strategies for moving from understanding to action and ally-ship.

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Diversity Best Practices is a proud supporter of The Forum on Workplace Inclusion. Visit us at booth #906 in the Forum Marketplace of Ideas and meet the team.

Special congratulations to Subha Barry, **recipient of the Forum's 2020 Winds of Change Award!**

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William Rolack
Senior Director, Global Membership Relationship Services

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SESSIONS OFFSITE IMMERSIVE LEARNING EXPERIENCES

Full descriptions can be found on the Forum App or Forum Website.

ILE-1: **Equity Innovation Experience—A Transformational Learning Experience Connecting the Past to the Present**
Date & Time: March 10, 2020, 1:30 pm - 5:30 pm
Location/Room: Meet at Visitor Information Center, Main Lobby
Level: Intermediate
Track: **Social Responsibility**
Presenters: **Lisa Holyfield,** YMCA of the Greater Twin Cities | **Scott Peterson,** YMCA of the Greater Twin Cities
Dr. Hedy Lemar Walls, YMCA of the Greater Twin Cities

DAY 1

Explore the pathways of colonialism in a Minneapolis community through a period of time, and experience the root causes of the pathways, through experiential learning that connects the dots for understanding the current local and national political affairs. Learn how the same occurrences happen within your own community based on similar political actions. The experience will provide a unique transformation where you'll be able to see life from another's point of view, challenging your mental models.

About the YMCA Equity Innovation Center

The YMCA Equity Innovation Center is a collaborative engine of equity innovation serving the Twin Cities region and beyond. More than a place or a program, it serves as a national center of excellence that seeks innovative ways to solve intractable problems around inequity, intolerance and exclusion. It began as way to expand the work of the Mission Impact Council that was created to address the disparities facing thousands of Twin Cities urban and underserved youth including those of East African/Somali, Hmong, African American, Hispanic/Latino, Native American, and Homeless and Highly Mobile communities. Today, The YMCA Equity Innovation Center brings together thought leaders and change agents from across the region to identify best practice, develop future practices, convene individuals, groups and power communities, and to be a resource.

ILE-2: **Cultural Immersion: Understanding the Latinx Experience in America**
Date & Time: March 10, 2020, 1:30 pm - 5:30 pm
Location/Room: Meet at Visitor Information Center, Main Lobby
Level: Intermediate
Track: **Critical Employment Practices**
Presenters: **Monica Marcel,** Language & Culture Worldwide (LCW) | **Rebecca Parrilla,** Language & Culture Worldwide (LCW)

DAY 1

This cultural immersion program takes a deep look at the complexities of being Latinx (Hispanic/Latino/a) in the U.S. and at the simultaneously varied and shared experiences and worldviews of America's Latinx community. Explore key concepts such as the rich diversity within the Latinx community; current key issues and events impacting Latinx perspectives; understanding and responding to stereotypes; and analyzing the intent versus impact of common messaging and missed opportunities for connection.

About the Midtown Global Market

In the early 2000s, the City of Minneapolis was searching for a use for the long-vacant Sears building on Lake Street. Neighbors and local Latino business owners helped convince City officials that the historic building should be saved and, ultimately, reflect the ethnic diversity of the neighborhood and the entrepreneurial energy of the businesses on Lake Street. Today Midtown Global Market is a vibrant economic and cultural center where community gathers. Home to seven Latinx vendors and over 45 businesses spanning 22+ cultures, the Market provides a global experience to its visitors with an extraordinary variety of tastes, arts and crafts, and cultural experiences.

THANK YOU to our sponsor: the YMCA

SESSIONS OFFSITE IMMERSIVE LEARNING EXPERIENCES

Full descriptions can be found on the Forum App or Forum Website.

ILE-3: **Facing Forward by Going Back: Decolonizing Ourselves, Our Work and Our Communities**
Date & Time: March 10, 2020, 1:30 pm - 5:30 pm
Location/Room: Meet at Visitor Information Center, Main Lobby
Level: Intermediate
Track: **Critical Employment Practices**
Presenter: **Natasha Aruliah,** Intercultural, Diversity, Equity & Social Justice (IDE&SJ)

DAY 1

With advances in globalization, technology, migration and mobility, increasingly individuals, groups, organizations and cultures are coming into contact, both locally and globally. Is this just a modern form of colonization? What can we learn from indigenous wisdoms? Join us for this interactive session, including an experiential activity to explore the impact of colonial contact connecting the past and present. Examine the legacy of colonization and present-day DEI work with a decolonizing lens.

About the Minnesota History Center

Through inspiring exhibits, thought-provoking programs, live performances, and action-packed discovery, the History Center feeds your curiosity about Minnesota's stories, people, and places. Currently on exhibit: Our Home. Native Minnesota. Native Americans—Dakota, Ojibwe, as well as people from other tribal nations—have dwelled in this area for thousands of years and still live here today. This exhibit shares their stories, enduring presence, and deep connection to the land.

OUR VISION

...is to provide our employees with the best inclusive workplace experience; to build a place where our uniqueness sparks growth.

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SESSIONS 20-MINUTE SPOTLIGHTS

Full descriptions can be found on the Forum App or Forum Website.

20-minute Spotlights Do you love TED talks? Then the Spotlight Series are for you, with a series of 20-minute talks that flow on the Spotlight Stage, Booth 212 in The Marketplace on **March 11 and March 12.**

Spotlight 1: **Unified Work: The Business Value of Hiring People with Disabilities**
Date & Time: March 11, 2020, 9:55 am - 10:15 am
Location/Room: Marketplace Spotlight Stage, Booth 212
Presenters: **Kristie Armbruster,** MDI, Inc. | **Peter McDermott,** MDI, Inc.

DAY 2

If people with disabilities are not a part of your workforce solution in 2020, you are missing out! Learn why hiring people with disabilities is a good business decision to enhance your workforce and share some dramatic statistics. Discover the successful employment model developed by Unified Work members to increase employment opportunities for people with disabilities, and discuss a high-level perspective of what to consider when implementing a process to hire more people with disabilities.

Spotlight 2: **Create an Inclusive Culture by Having Accessible Digital Properties**
Date & Time: March 11, 2020, 10:25 am - 10:45 am
Location/Room: Marketplace Spotlight Stage, Booth 212
Presenters: **Aaron Cannon,** Accessible360 | **Michele Landis,** Accessible360

DAY 2

Most digital properties we use every day don't work well for those with auditory, physical, and visual disabilities because of unintended blockers. See a demo of how a blind person experiences a website, and some other examples of what makes something accessible or inaccessible. Learn how to start creating a culture and practice of digital accessibility at your organization and general legal requirements and standards for digital accessibility. Bring your smartphone to try accessibility features.

Spotlight 3: **What Are We Afraid Of? Leaders Disclosing Disability**
Date & Time: March 11, 2020, 10:55 am - 11:15 am
Location/Room: Marketplace Spotlight Stage, Booth 212
Presenter: **Ashley Oolman,** Lifeworks

DAY 2

Bias is a barrier to power for people with disabilities. People with disabilities are underrepresented in workplaces, and one outcome is a lack of leaders who identify as such. Discover more about the relatively recent phenomenon of executives publicly disclosing their disability, how they can use perceived weaknesses as assets, and how this, among other factors, could be the catalyst to help break down misconceptions and stigma preventing people with disabilities from making their way to the top.

Spotlight 4: **New Voices, New Visions: The Future of IDEAS from Next-Gen Leaders**
Date & Time: March 11, 2020, 12:25 pm - 12:45 pm
Location/Room: Marketplace Spotlight Stage, Booth 212
Presenter: **Dan Egol,** Inclusion NextWork

DAY 2

Millennials and Gen Z represent the two most diverse generations to ever live. Yet, just because many of us have come of age personally and professionally amongst peers representing differences of various kinds doesn't mean we're inherently more inclusive. In fact, it's exactly because each of us brings such nuanced and complex identities, perspectives and experiences that our generations require a more expansive vision of DEI. Share insights gleaned from the creation of a global collective by and for future leaders.

THANK YOU
to our Spotlight Series sponsor:

SESSIONS 20-MINUTE SPOTLIGHTS

Full descriptions can be found on the Forum App or Forum Website.

Spotlight 5: **Building Safe Spaces for Millennials of Color**
Date & Time: March 11, 2020, 12:55 pm - 1:15 pm
Location/Room: Marketplace Spotlight Stage, Booth 212
Presenters: **Josuel Plasencia,** Forefront | **Yulkendy Valdez,** Forefront

DAY 2

By 2025, over 75 percent of the workforce will be millennials, and over 50 percent of millennials are people of color. To keep pace with changing demographics and improve equity, we must make space for millennials of color (MOC). With the future multiracial, multiethnic and multigenerational workforce, our ideas of DEI will be on trial. Learn how to bridge gaps between senior leaders and MOC, and access best practices to help organizations attract, retain and advance talent from diverse backgrounds.

Spotlight 6: **Understanding Racialized Trauma from Past to Present**
Date & Time: March 11, 2020, 1:25 pm - 1:45 pm
Location/Room: Marketplace Spotlight Stage, Booth 212
Presenter: **Kamyala Howard,** WE'RE DIVINE LLC

DAY 2

Gain a better understanding of the impact of historical and intergenerational trauma and racially evoked PTSD in historically marginalized communities. In this experience-based session, attendees will be given the opportunity to talk about their distinctive experiences, voice challenges, and learn skills and strategies for change. The challenging task will be to lean into the unknown areas of discussion (discomfort) and content, which are often avoided, to cultivate transformation and growth.

Spotlight 7: **Collective Intelligence: A New Paradigm for Inclusion**
Date & Time: March 11, 2020, 2:10 pm - 2:30 pm
Location/Room: Marketplace Spotlight Stage, Booth 212
Presenters: **Dr. Sarah Froning Nodarse,** Language and Culture Worldwide (LCW) | **Sebastien Meyer,** The Zone

DAY 2

Participants will gain a new perspective on the well-established idea that organizations should encourage bringing the whole self—all social identities and cultural backgrounds—to work. This approach is limited because it assumes some level of inclusion already in the culture. Explore The Zone's simple but powerfully effective approach rooted in a more universal whole-person model, which states that humans have intelligence greater than both IQ and EQ combined: collective intelligence or CQ.

Spotlight 8: **Five Questions Your Company Should Ask to Be More Inclusive, Innovative and Profitable**
Date & Time: March 11, 2020, 2:40 pm - 3:00 pm
Location/Room: Marketplace Spotlight Stage, Booth 212
Presenter: **Kate Khaled,** Imagine Deliver

DAY 2

Even though companies across the country are focusing on how to attract, retain and welcome employees from different backgrounds, today's workplaces still aren't designed with everyone in mind. This contributes to wide disparities in the business world: The unemployment rate for African Americans is nearly twice as high as white workers; men fill boardrooms of Fortune 500 companies; and only 6.4 percent of CEOs are women. Know the five questions for companies to ask when reimagining their futures.

Spotlight 9: **A.C.T. Inclusively™: Re-Pattern Bias in the Brain**
Date & Time: March 11, 2020, 3:10 pm - 3:30 pm
Location/Room: Marketplace Spotlight Stage, Booth 212
Presenter: **Shannon Murphy Robinson,** BrainSkills@Work, LLC

DAY 2

Exciting research shows that, due to the brain's malleability, we can re-pattern its responses to differences and biases. Without our conscious intervention, differences that are unfamiliar or cause discomfort block our ability to engage empathy and there's greater likelihood of acting on our biases. The good news is we can train the brain to engage more readily and boost the ability to consistently show inclusive behaviors. Join us for an introduction to the practical A.C.T. Inclusively™ framework.

SESSIONS 20-MINUTE SPOTLIGHTS

Full descriptions can be found on the Forum App or Forum Website.

Spotlight 10: **Building LGBTQ+ Inclusive Workplaces: LGBTQ+ Employees and Allies Facing Forward Together**
Date & Time: March 12, 2020, 10:10 am - 10:30 am
Location/Room: Marketplace Spotlight Stage, Booth 212
Presenter: **Scott Fearing,** University of Rochester

DAY 3

Creating LGBTQ+ inclusive workplaces increases job satisfaction, retention and productivity for both LGBTQ+ employees and allies. However, the shifting landscape of all-gender facilities, shared pronouns and ungendered terms can be intimidating. Many people are pleased with the movement but are silenced by a fear of saying the wrong thing or inadvertently committing an advocacy faux pas. Increase your knowledge to navigate respectful conversations, workplace situations and advocacy best practice.

Spotlight 11: **Leveraging Technology to Advance Gender Equity**
Date & Time: March 12, 2020, 10:40 am - 11:00 am
Location/Room: Marketplace Spotlight Stage, Booth 212
Presenter: **Miloney Thakrar,** Mind the Gender Gap, Inc.

DAY 3

Technological advancements transform how organizations operate and engage their employees, yet gender inequities continue to pervade the workplace. This session highlights examples of how technology can be leveraged to advance gender equity in the workplace, and offers insights into some of the promising practices, lessons learned, and key challenges as it relates to using technology to improve gender equity among employees. Examine ways technology can be used to craft innovative equity solutions.

Spotlight 12: **ABC of Transitions: What Veterans, Formerly Incarcerated and New Mothers Have in Common**
Date & Time: March 12, 2020, 11:25 am - 11:45 am
Location/Room: Marketplace Spotlight Stage, Booth 212
Presenter: **Tatyana Fertelmeyster,** Connecting Differences

DAY 3

Mastery of transitions belongs on top of the list of skills for workplace success. ABC of Transitions stands for Ambiguity, Bias and Culture. This session will explore how the complexity of transitions can help identify individual's skills. Attendees will engage in a number of interactive activities to explore internal aspects of ABC (unpredictability, self-aimed bias, challenges of acculturation) as well as external (ambiguous expectations, identity-based bias, pressures of being a cultural fit).

Spotlight 13: **Corporeal Inclusion: Amazon's Body-Positive Peers Group**
Date & Time: March 12, 2020, 11:55 am - 12:15 pm
Location/Room: Marketplace Spotlight Stage, Booth 212
Presenters: **Kirsten Mitchell,** Amazon | **Jacqueline Themel,** Amazon

DAY 3

Your first thought might be, "How inappropriate, talking about bodies in a professional setting!" If you consider common workplace conversations though, you'll likely recall many along the lines of diets coworkers are on, how the food someone was eating is "good" or "bad," or even what exercise regimens coworkers start to change their body. We'll study the growing social movement for body positivity and how it matters to your diversity and inclusion efforts. It's a common thread between all the rest.

Spotlight 14: **Reversing the Ostrich Approach to Diversity: Pulling Your Head out of the Sand**
Date & Time: March 12, 2020, 12:25 pm - 12:45 pm
Location/Room: Marketplace Spotlight Stage, Booth 212
Presenters: **Patricia Jesperson,** EmployeeEXP | **Dr. Amy Tolbert,** ECCO International

DAY 3

Join us as the Ostrich rolls with five simple concepts for inclusive leadership found in the book "Reversing the Ostrich Approach to Diversity: Pulling Your Head out of the Sand." In this fast-paced session, our friend the Ostrich will introduce you to the Ostrich Wheel concepts that can easily be put to use for understanding inclusion from a personal, team, leader or organizational perspective. You'll have the chance to assess where you are and gather tips and action items to help your wheel roll.

Diverse perspectives are a recipe for innovation.

At KPMG, we believe an organization's workforce must be as diverse and inclusive as the clients and communities it serves. This blend of unique backgrounds, experiences, and talents are essential to success.

We're proud to support the great work of The Forum on Workplace Inclusion and celebrate its commitment to develop the next generation of leaders.

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SESSIONS 60-MINUTE WORKSHOPS

Full descriptions can be found on the Forum App or Forum Website.

60-minute workshops offer fresh, fast-paced, energized and informative thinking about real people, real work and real-time initiatives. 60-minute workshops are held on **March 12 from 10:00 am to 11:00 am**.

S5-A: **Creating an Introvert-Friendly Workplace: How to Unleash Everyone's Talent and Performance**
Date & Time: March 12, 2020, 10:00 am - 11:00 am
Location/Room: L100G
Level: Intermediate
Track: **Critical Employment Practices**
Presenter: **Dr. Jennifer Kahnweiler,** Independent Consultant

DAY 3

While many people are encouraged by new support for diversity and inclusion where none existed, there is still little planning to craft more introvert-friendly workplaces. Changes like remote work options and quiet rooms are positive moves that cater to the half of the population that identifies as introverts, but most organizations lack knowledge about changes they can put in place for introvert talent. Learn about how cultures around the world are changing to recruit and retain introvert talent.

S5-B: **Active Bystanders, Stand Up! Experiential Training Techniques and Strategies**
Date & Time: March 12, 2020, 10:00 am - 11:00 am
Location/Room: L100ABC
Level: Introductory
Track: **Critical Employment Practices**
Presenters: **Dr. Daniel Yalowitz,** DCY Consulting | **Tatyana Fertelmeyster,** Connecting Differences

DAY 3

This session is for you, if you've ever experienced or witnessed harassment, abuse, bullying, name-calling, discrimination or stereotyping or feel called upon to learn how to act supportively and preemptively to minimize the impact of such situations without putting yourself in harm's way. Learn how to safely and proactively "Stand Up!" to counteract these circumstances with practical, effective activities for Training Active Bystanders and ways to adapt them for a variety of professional contexts.

S5-C: **Creating Inclusion Through Mentoring: Bridging Differences One Relationship at a Time**
Date & Time: March 12, 2020, 10:00 am - 11:00 am
Location/Room: L100JIH
Level: Intermediate
Track: **Critical Employment Practices**
Presenter: **Lisa Fain,** Center for Mentoring Excellence

DAY 3

Creating meaningful mentoring relationships across difference is a win/win/win: for the organization because it increases retention and raises morale; for mentors because they gain new perspectives and enhance leadership skills; and for mentees because they learn new skills and gain exposure to people, resources and opportunities. Learn how to create a mentoring initiative that bridges differences and yields measurable and demonstrable outcomes to support DEI efforts and improve business results.

S5-D: **Beyond the Illusion of Inclusion: Capitalizing on the Talents and Skills of Veterans, Aging Workers and Employees with Disabilities**
Date & Time: March 12, 2020, 10:00 am - 11:00 am
Location/Room: L100D
Level: Intermediate
Track: **D&I Strategy**
Presenter: **Judy Young,** Cornell University

DAY 3

Inclusion goes beyond employing individuals with diverse backgrounds—to building a culture of engagement and respect. Gain insight and appreciation of the multiple diversity dimensions within groups of veterans, aging workers and people with disabilities to enhance your awareness and promote the practice of inclusion beyond illusion. Using a case study exercise, this session will provide best practices, tools and strategies for mitigating unconscious bias and increasing cultural competence.

THANK YOU to our session track sponsors:

Mortenson — D&I Strategy
Xcel Energy — Innovation & Transformation
Great River Energy — Leadership Development
Mayo Clinic — Healthcare

SESSIONS 60-MINUTE WORKSHOPS

Full descriptions can be found on the Forum App or Forum Website.

S5-E: **Building a Diverse and Sustainable STEM Workforce**
Date & Time: March 12, 2020, 10:00 am - 11:00 am
Location/Room: L100E
Level: Intermediate
Track: **D&I Strategy**
Presenter: **Erin White,** STEMconnector

DAY 3

When the term "STEM" was coined nearly 20 years ago, businesses were worried about filling jobs and the government was concerned about losing national strength. And everyone agreed that the STEM workforce did not reflect the diversity of the broader workforce. Some things have changed since then—and some haven't. Explore the current state of STEM, identifying your own role in the STEM talent ecosystem, the critical talent gaps, and lessons learned about what works in closing those gaps.

S5-F: **Using Cultural and Linguistic Competence to Guide the Journey Toward Sustainable Growth and Impact**
Date & Time: March 12, 2020, 10:00 am - 11:00 am
Location/Room: 200E
Level: Intermediate
Track: **D&I Strategy**
Presenters: **Dr. Tammie Causey-Konaté,** American Institutes for Research (AIR) | **Dr. Karen Francis,** American Institutes for Research
Wehmah Jones, American Institutes for Research | **Dr. Robyn Madison-Harris,** American Institutes for Research

DAY 3

As organizations work to incorporate diversity, equity and inclusion (DEI) as a critical element throughout strategic planning and organizational operations, efforts should include strategies that promote authentic integration of DEI with cultural and linguistic competence (CLC). American Institutes for Research cultural competence workgroup has developed standards for CLC in projects, research and operations. AIR will share their CLC standards and participants will receive tools to create their own.

S5-G: **Inclusive Hiring: Overhauling Hiring to Drive Inclusion and Equity While Breaking Bias**
Date & Time: March 12, 2020, 10:00 am - 11:00 am
Location/Room: M100ABC
Level: Intermediate
Track: **D&I Strategy**
Prerequisite: Familiarity with the current hiring practices of the participant's organization
Presenter: **Matthew Hanzlik,** Nielsen

DAY 3

Hiring more women and diverse candidates takes more than efforts at the beginning of the process, like diversity recruitment, inclusive job descriptions, and diverse slates—meaningful preliminary steps but these alone often fail to produce intended results. Dive into the end-to-end Inclusive Hiring pilot launched by Nielsen to transform their hiring process as one of many actions taken to achieve a goal of gender parity in leadership by 2025. Learn the steps they take to manage biases at each stage.

S5-H: **Overcoming Challenges with Unconscious Bias Training: A Case Study**
Date & Time: March 12, 2020, 10:00 am - 11:00 am
Location/Room: M100GF
Level: Intermediate
Track: **D&I Strategy**
Presenters: **Kelsey Braak,** West Monroe Partners | **Pamela Fuller,** FranklinCovey Client Sales | **Munzoor Shaikh,** West Monroe Partners

DAY 3

Learn a new approach to unconscious bias training that uses vulnerability as a powerful tool for personal transformation in the workplace and beyond. West Monroe, a business and technology consulting firm, developed a customized training program in collaboration with FranklinCovey where its employees take a courageous approach to difficult conversations by cultivating vulnerability as a powerful addition to their leadership tools. Employees say the training has transformed the way they lead.

SESSIONS 60-MINUTE WORKSHOPS

Full descriptions can be found on the Forum App or Forum Website.

S5-I: **The Science Behind the Bias: Inspire Real Change to Create a Culture of Inclusion**
Date & Time: March 12, 2020, 10:00 am - 11:00 am
Location/Room: 200F
Level: Intermediate
Track: **Innovation & Transformation**
Presenter: **Amy Stern,** BI WORLDWIDE

DAY 3

Have you made inclusion core to your organizational culture? Amy Stern of BI WORLDWIDE aims to inspire broadscale culture change using principles of behavioral economics to explain why organizational diversity and inclusion is so hard to attain, and shares roadblocks and successes at other organizations. Hear BI WORLDWIDE's recent research on diversity, equity, inclusion and psychological safety and benchmark research of large U.S. organizations on the state of inclusion and psychological safety.

S5-J: **How Virtual Reality (VR) is Helping Leaders to Address Unconscious Bias**
Date & Time: March 12, 2020, 10:00 am - 11:00 am
Location/Room: M100DE
Level: Intermediate
Track: **Innovation & Transformation**
Presenter: **Mark Atkinson,** Mursion

DAY 3

While technology has transformed nearly every facet of the employee experience, employers often struggle to implement diversity training programs that work. To better manage triggers and impacts of unconscious bias among leadership ranks, companies have been exploring VR-enabled mind-set training to simulate stressful workplace events and practice the suitable responses. Go behind the scenes of VR simulations that companies like Best Western and Nationwide use to boost results of diversity training.

S5-K: **Keeping It Real: Ingersoll Rand's Approach to Facilitating Transformative Conversations**
Date & Time: March 12, 2020, 10:00 am - 11:00 am
Location/Room: M100HIJ
Level: Intermediate
Track: **Social Responsibility**
Presenter: **Timitra Hildebrand-Jones,** Ingersoll Rand

DAY 3

When we encourage employees to bring their whole selves to work but stifle conversations on polarizing topics such as racial injustice, religious differences, mental illness, etc., we create an environment of contradiction. Acquire a guide on facilitating conversations on complicated and sensitive issues while providing a safe space to share and discuss perspectives. Learn how to leverage different views of individuals to bridge the divides, create a sense of empathy and drive courageous inclusion.

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SESSIONS 90-MINUTE WORKSHOPS

Full descriptions can be found on the Forum App or Forum Website.

The Forum on Workplace Inclusion's Annual Conference offers the world's most extensive offerings of workshops related to Diversity, Equity, and Inclusion in the workplace. Held on **March 11 and 12**, each workshop is 90 minutes long. With a variety of topics and tracks—there's something for everyone!

S1-A: **Mobilizing DEI to Influence the Future**
Date & Time: March 11, 2020, 9:45 am - 11:15 am
Location/Room: M100JIH
Level: Intermediate
Track: **Innovation & Transformation**
Presenters: **Natasha Aruliah,** Intercultural, Diversity, Equity & Social Justice (IDE&SJ) Inc.
Alejandra González Landeros, Connecting D&I | **Duncan Smith,** ADC Associates | **Naseem Yasin,** Shell UK

DAY 2

Bring your ideas to further craft global mobilization based on the DEI Futures Initiative to ensure DEI is a force in the world's future. We'll cover polarization, ethics and decolonizing as applied to many topics, such as climate change, AI, immigration, and marginalized groups. Help generate strategies, tactics, and the "how-to" of influencing political leaders, scientists, thought leaders and people in all walks. Discuss the impact of the accelerated pace of change and technology-based trends.

S1-B: **Creating Trust: How Black and White Women Can Come Together in Solidarity**
Date & Time: March 11, 2020, 9:45 am - 11:15 am
Location/Room: L100HIJ
Level: Intermediate
Track: **Critical Employment Practices**
Prerequisite: Experience with the challenges of a diverse workplace and the skills and tools needed to work within it
Presenters: **Dr. Kami Anderson,** Bilingual Brown Babies | **Dr. Joy Wiggins,** Joy Wiggins, PhD: Equity and Inclusion Consulting

DAY 2

So much "stuff" exists in the relationship space between Black women and White women, including broken trust, historical roles, impact of privilege and oppression, disparate access to opportunity, perceived competence, status and real power. Our goal is to open up dialogue, in alliance with other participants, so that more trusting relationships might emerge in which the parties understand how to demonstrate mutual care and respect, and better engage and support women different from themselves.

S1-C: **From Training to Culture Change: A Case Study of Making Inclusion "Stick"**
Date & Time: March 11, 2020, 9:45 am - 11:15 am
Location/Room: L100ABC
Level: Intermediate
Track: **D&I Strategy**
Presenters: **Rossella Derickson,** Stanford Graduate School of Business | **Judith Katz,** The Kaleel Jamison Consulting Group, Inc.

DAY 2

Not every learning and development department has the luxury of an active, ongoing D&I intervention to which training can be tied. Combine that with the demands on people and the ever-shrinking time available—how do organizations make D&I education "stick?" Learn how the Stanford Graduate School of Business has leveraged a three-hour training program into a systemic inclusive culture intervention, and the metrics and measures they apply to monitor and assess progress on creating culture change.

THANK YOU to our session track sponsors:
Mortenson — D&I Strategy
Xcel Energy — Innovation & Transformation
Great River Energy — Leadership Development
Mayo Clinic — Healthcare

SESSIONS 90-MINUTE WORKSHOPS

Full descriptions can be found on the Forum App or Forum Website.

S1-D: **Leadership Development for Employee Resource Group (ERG) Leaders: How Do We Empower, Engage and Sustain Leaders for Continued ERG Success?**

Date & Time: March 11, 2020, 9:45 am - 11:15 am
Location/Room: M100DE
Level: Introductory
Track: **Leadership Development**
Presenters: **Lorelei Bandel,** Mayo Clinic | **Heidi Borgwardt,** Mayo Clinic | **Monica Coyle,** Mayo Clinic | **Dr. Karishma Rajani,** Mayo Clinic **Dr. Amy Seegmiller Renner,** Mayo Clinic

DAY 2

Leading an ERG can be exhilarating and challenging at the same time. ERGs can boost diversity, drive strategy, innovate, develop and showcase leadership skills. ERG leaders need the ability to utilize leadership skills with a focus on communication, strategic planning and leading by influence. Learn best practices for ERG leaders to develop, enhance and engage their skills.

S1-E: **Global Best Practices Panel for D&I**

Date & Time: March 11, 2020, 9:45 am - 11:15 am
Location/Room: M100GF
Level: Intermediate
Track: **Global Diversity**
Presenters: **Kelli McLoud-Schingen,** KMS Intercultural Consulting | **Suzanne Price,** Price Global | **Dr. Alan Richter,** QED Consulting **Charlotte Sweeney,** Charlotte Sweeney Associates | **Jede Umulisa,** Independent Consultant

DAY 2

We are inundated with ideas, theories and practices from U.S. researchers and practitioners in D&I. No country or culture has a monopoly on D&I best practice—in fact, the U.S. is falling behind many other countries on important measures such as gender equality, transparency, and human rights. Broaden your perspective and ignite innovative solutions to the global challenges of D&I with leading practitioners from around the world. Learn from some best practices and D&I successes from overseas.

S1-F: **The Power of Narrative in Building Engaged, Inclusive Communities**

Date & Time: March 11, 2020, 9:45 am - 11:15 am
Location/Room: L100G
Level: Intermediate
Track: **Innovation & Transformation**
Presenter: **Dominic Perri,** Essential Conversations Group

DAY 2

On the eve of Donald Trump's inauguration, United Way of Central Indiana (UWCI) partnered with Dominic Perri to host a community conversation focused on a simple question: "What's It Like to Be Me?" The diverse attendees paired with one another and shared their responses to questions focused around the factors that shaped their lives and their identity. Participate in a streamlined version of the "What It's Like to Be Me" program and explore how to use the power of narrative as a tool in D&I work.

S1-G: **Crime Scenes, Sirens and an Inclusion Team?! How a State Police Agency Embedded DEI into Their Practices**

Date & Time: March 11, 2020, 9:45 am - 11:15 am
Location/Room: 200F
Level: Intermediate
Track: **Government**
Presenters: **Chrystal Bell,** Oregon State Police | **Blake Dye,** Oregon State Police | **Matthew Eggert,** Oregon State Police **Travis Hampton,** Oregon State Police | **Stephanie Ingraham,** Oregon State Police

DAY 2

This is the story of how a mostly white, mostly male law enforcement agency built an Inclusion Team. Examine key concepts that moved this agency's DEI efforts from conception to development into action and take a look into the transformational power of this work while providing the real challenges that continue. For example, to support Pride, Oregon State Police displayed a patrol car with a rainbow livery. Learn about the agency's response to negative reactions, some from within the organization.

SESSIONS 90-MINUTE WORKSHOPS

Full descriptions can be found on the Forum App or Forum Website.

S1-H: **Transforming Access for Underrepresented Populations: Case Studies on Universal Design and Reconciliation**
Date & Time: March 11, 2020, 9:45 am - 11:15 am
Location/Room: L100D
Level: Intermediate
Track: **Healthcare**
Prerequisite: Interest in creating/developing solutions to complex inclusive environs at a medical center. Degree in healthcare not needed.
Presenters: **Marcy Averill,** Mayo Clinic | **Dawn Kirchner,** Mayo Clinic | **Lori Mickelson,** Mayo Clinic | **Lor Lee,** Mayo Clinic

DAY 2

Imagine if you or a loved one faced a life-altering diagnosis or traumatic emergency AND the best possible treatment is available at the best healthcare organization, BUT multiple physical and systemic barriers limit or prevent your next steps. Explore scenarios, potential solutions, and obstacles and impacts through the lens of your own experiences. Examine the insights and the current state of Mayo Clinic ERGs' access improvement implementations for underserved communities and patient populations.

S1-I: **Hospitality Is Not Enough: An Institutional Journey from Diversity to Inclusion to Equity**
Date & Time: March 11, 2020, 9:45 am - 11:15 am
Location/Room: L100E
Level: Intermediate
Track: **Higher Education**
Presenter: **Dr. Paul Pribbenow,** Augsburg University

DAY 2

Augsburg University, home of The Forum on Workplace Inclusion, has been on a journey during the past decade to become an institution that embraces diversity, works at inclusion and seeks equity. The Augsburg University president shares the story of the journey and its lessons for higher education institutions and other organizations, and its many concrete implications for policy and practice, including governance strategies that position Augsburg as a thought and practice leader in the DEI space.

S1-J: **Putting the EQ in Equity: How a White Supremacy Culture Is Hijacking Your Organizational Intentions**
Date & Time: March 11, 2020, 9:45 am - 11:15 am
Location/Room: 200E
Level: Intermediate
Track: **Nonprofit**
Presenters: **Karen Elkins Cohen,** Rubicon Programs, Inc. | **Adrienne Kimball,** Rubicon Programs, Inc.

DAY 2

As an affirmative-action employer, Rubicon has been tracking diversity goals for years. In 2014, we crystallized our identity as a social justice organization and a dedicated combatant against generational poverty. This made our pursuit of equity and inclusion a higher priority and fueled our decision to focus on systemic and cumulative inequity—first in our organization, and then in the communities we serve. Acquire a framework with which to model the equity you wish to see in your own organization.

S1-K: **Moving from Ally to Accomplice: How Far Are You Willing to Go to Disrupt Racism in the Workplace?**
Date & Time: March 11, 2020, 9:45 am - 11:15 am
Location/Room: M100ABC
Level: Intermediate
Track: **Social Responsibility**
Presenter: **Tai Harden-Moore,** Moore Consultants, LLC

DAY 2

Being an ally who listens to a colleague of color about racism they encounter isn't enough, without taking any direct action against the racism and discrimination within their organization. To disrupt racism in the workplace—and beyond—we must be willing to speak up for and with marginalized groups, even if that means putting our own privilege at risk. Learn to identify what constitutes an ally versus an accomplice in real-world scenarios and why accomplice-ship is so important to our pursuit of DEI.

SESSIONS 90-MINUTE WORKSHOPS

Full descriptions can be found on the Forum App or Forum Website.

S2-A: **New Perspectives on Innovative Workplaces in a Global Future That is More Religious**
Date & Time: March 11, 2020, 12:15 pm - 1:45 pm
Location/Room: L100G
Level: Introductory
Track: **Critical Employment Practices**
Presenters: **Dr. Brian Grim,** Religious Freedom & Business Foundation | **Paul Lambert,** Georgetown University; Religious Freedom & Business Foundation

DAY 2

For billions of customers, including in the world's fastest-growing economies, religious belief and practice are a part of daily life. Employees who understand how religion manifests in life will help companies avoid costly missteps and develop offerings better tailored to customer needs. Employees who can bring their entire self and identity to work demonstrate higher levels of innovation and positive workplaces. Learn skills to meet the religious needs and requirements of employees and customers.

S2-B: **Distance Bias 2.0—Assessing Your Organization's Digital Inclusion Habits**
Date & Time: March 11, 2020, 12:15 pm - 1:45 pm
Location/Room: L100ABC
Level: Intermediate
Track: **Critical Employment Practices**
Presenters: **Trina Hoefling,** Universities of Denver and Southern California | **Kathy Kacher,** Career/Life Alliance Services; The SMART Workplace

DAY 2

Reversing a 350-year trend, work and home are coming back together, like the farm only better because you can work anywhere. People don't have to go to a place to be connected, but many of our organizations, managers and even individuals are not keeping pace with this change. How can you ensure people at every level are feeling included and empowered with your company's digital direction? Examine how to measure distance bias, what causes it and steps to take to align with an inclusive culture.

S2-C: **Butter Done Better: Land O'Lakes Adds Flavor to Front-Line Training with a Tasty Infusion of Bite-Sized Learning**
Date & Time: March 11, 2020, 12:15 pm - 1:45 pm
Location/Room: L100D
Level: Intermediate
Track: **D&I Strategy**
Presenters: **Philomena Morrissey Satre,** Land O'Lakes | **Catherine Strahan,** Mind Gym

DAY 2

Most traditional training programs are almost impossible to apply when discretionary time is short and technology isn't very accessible. Realizing that front-line production is a key population that they couldn't afford to ignore, Land O'Lakes worked with Mind Gym to create a customized solution that enables managers to share bite-sized bits of learning and activity to reinforce inclusive culture values. Access proven strategies to overcome barriers to effective inclusion training for all employees.

S2-D: **Connecting the Dots: The Intersection of Identity, Competencies and Strategies for Advancing Women into Executive Ranks**
Date & Time: March 11, 2020, 12:15 pm - 1:45 pm
Location/Room: L100JIH
Level: Intermediate
Track: **Leadership Development**
Presenters: **Dr. Chimare Eaglin,** University of Chicago Laboratory Schools | **Dr. Charmon Parker Williams,** Chicago School of Professional Psychology | **Dr. Maria Sierra-Wilburn,** University of Chicago

DAY 2

Statistics continue to magnify the disproportionate ratio of women, particularly women of color, in the executive ranks in U.S.-based companies. What is holding women back? Address the challenges, aspirations, competencies and behavioral strategies viewed as being pivotal to advance into leadership ranks. Create a plan that you can execute upon returning to your organization.

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SESSIONS 90-MINUTE WORKSHOPS

Full descriptions can be found on the Forum App or Forum Website.

S2-E: **Politics Make Strange Desk-Fellows: Working Together While Voting Apart**
Date & Time: March 11, 2020, 12:15 pm - 1:45 pm
Location/Room: M100JIH
Level: Intermediate
Track: **Leadership Development**
Presenters: **Howard Ross,** Udarta Consulting | **Caroline Wanga,** Target Corporation

DAY 2

As another major election approaches, the challenge of keeping people engaged at a constructive level while having very different political and cultural viewpoints is significant. Organizational leaders, diversity and inclusion professionals and HR professionals may struggle to cope with the impact of having social divides intruding into their workplaces thus undermining employee engagement and team cohesion. Learn best practices for effective and ethical ways to deal with political differences.

S2-F: **Mind the Gap: How to Make Global Virtual Teams Work**
Date & Time: March 11, 2020, 12:15 pm - 1:45 pm
Location/Room: M100DE
Level: Intermediate
Track: **Global Diversity**
Prerequisite: Experience working in and leading global virtual teams
Presenters: **Kristy Beckman,** H.B. Fuller | **Mary Beth Lamb,** ECCO International | **Dr. Amy Tolbert,** ECCO International

DAY 2

Is global teamwork your global nightmare? If so, you're not alone. Most cross-cultural virtual teams don't achieve their goals, even when they blow through deadlines and budgets. But there's good news: global teams can work—and even outperform co-located teams. Attend this practical interactive session with three experts who have a combined 90 years of experience building virtual teams that get it done right. Review the top challenges facing global virtual teams and proven best practices for success.

S2-G: **The Power of the New IQ: How Inclusive Intelligence Improves Teamwork, Retention, Innovation and Performance**
Date & Time: March 11, 2020, 12:15 pm - 1:45 pm
Location/Room: L100E
Level: Introductory
Track: **Government**
Presenter: **Dr. J. Bruce Stewart,** Small World Solutions

DAY 2

Inclusive intelligence, the New IQ, is based on 20 of the Employee Viewpoint Survey questions and is built on the concept that individual behaviors, repeated over time, form the habits that create essential building blocks of an inclusive environment. These behaviors can be learned, practiced and developed into habits that improve the inclusive intelligence of organizational members. Take the 20-question inclusive intelligence scan and identify small acts of inclusion to embed into your daily actions.

S2-H: **Strengthen Your Patient Experience Strategy by Confronting Implicit Bias and Racial Anxiety**
Date & Time: March 11, 2020, 12:15 pm - 1:45 pm
Location/Room: 200F
Level: Intermediate
Track: **Healthcare**
Presenter: **Shambricia Spencer,** Planned Parenthood Federation of America

DAY 2

Planned Parenthood partnered with researchers at Perception Institute to develop a training program where employees learn how brains respond to racial difference in ways that can undermine employee engagement and patient experience. Explore core concepts from the program including implicit bias, racial anxiety and stereotype threat, learn how they can negatively impact employee and patient experience, and discuss strategies to align behaviors and practices with values of inclusion and equity.

SESSIONS 90-MINUTE WORKSHOPS

Full descriptions can be found on the Forum App or Forum Website.

S2-I: **Creating and Implementing a Diversity, Equity and Inclusion Statement, Policy and Plan**
Date & Time: March 11, 2020, 12:15 pm - 1:45 pm
Location/Room: M100GF
Level: Introductory
Track: **Higher Education**
Presenter: **Farzana Nayani,** Farzana Nayani, Consulting and Training

DAY 2

Higher education leaders are challenged with how to create and implement an effective diversity, equity and inclusion statement, policy and plan at their organization. Where does one begin? Learn the essential components to create a DEI strategy, how to determine key focus areas to include, and how to create "traction for action" in higher ed. Explore a straightforward process, learn best practices from a variety of sectors, review sample templates and acquire a list of resources to utilize.

S2-J: **Facing Change: Advancing the DEAI Landscape Field-Wide**
Date & Time: March 11, 2020, 12:15 pm - 1:45 pm
Location/Room: 200E
Level: Intermediate
Track: **Nonprofit**
Presenters: **Alison Brown,** Science Museum of Minnesota | **Brickson Diamond,** Big Answers, LLC
Laura Lott, American Alliance of Museums (AAM) | **Andrew Plumley,** AAM

DAY 2

With generous funding from three foundations, AAM set out to change the diversity, equity, accessibility and inclusion (DEAI) landscape for the entire museum field, and has created partnerships with 50 museums across five U.S. cities, 10 senior fellows and D&I consulting firms to develop a rigorous, multi-faceted, 3-year initiative. Join a panel of project partners to learn how this initiative was born, how partnerships were created, lessons learned, and progress to date to change DEAI in the field.

S2-K: **Navigating Systems: Understanding Organizations and Power**
Date & Time: March 11, 2020, 12:15 pm - 1:45 pm
Location/Room: M100ABC
Level: Advanced
Track: **Social Responsibility**
Prerequisite: Working knowledge of concepts of race, racism, oppression, power, equity; Strive to better understand and implement equity frameworks
Presenters: **Ruthie Johnson,** YWCA Minneapolis | **Rubén Vázquez,** YWCA Minneapolis

DAY 2

Review and examine the ways racism and oppression are embedded in society. By moving from interpersonal to organizational concepts, this session examines the concept of meritocracy and builds greater understanding about who has more ease navigating the systems of society and workplace. Learn to identify bias in organizational culture and gain tools to combat systemic racism.

S3-A: **Global Citizenship: Global Responsibility, Local Reality**
Date & Time: March 11, 2020, 2:00 pm - 3:30 pm
Location/Room: M100GF
Level: Intermediate
Track: **Global Diversity**
Presenters: **Raafi-Karim Alidina,** Frost Included | **Florence Chan,** Community Business | **Stephen Frost,** Frost Included | **Alexey Kozlov,** HL
Gladys Ndagire, Western Digital

DAY 2

Global citizenship is the idea that all people have rights and civic responsibilities by being a member of the world community. The local reality today is increasingly nationalistic: America 1st, Brexit, China's territorial sovereignty, Putin. Yet the need is increasingly global: climate change, migration, refugee crises, labor mobility and talent needs, and technological change without respect to national boundaries. Hear from global experts who wrestle with these issues at work in a global context.

SESSIONS 90-MINUTE WORKSHOPS

Full descriptions can be found on the Forum App or Forum Website.

S3-B: **There's Nothing Micro About Microaggressions!**
Date & Time: March 11, 2020, 2:00 pm - 3:30 pm
Location/Room: M100ABC
Level: Intermediate
Track: **Critical Employment Practices**
Presenters: **Dr. Michael Baran,** inQUEST Consulting | **Dr. Tiffany Jana,** TMI Consulting, Inc.

DAY 2

People are increasingly aware of the term microaggression, though they often don't quite know what a microaggression is, why it's a problem or what to do about it. The term itself can be off-putting to everyone. Those committing the microaggression get defensive: "I wasn't being aggressive!" Those who are affected feel minimized: "It doesn't feel micro to me!" This session provides a way forward with a new term (subtle acts of exclusion), deeper understanding and more productive ways to address them.

S3-C: **Asian American, Native Hawaiian, and Pacific Islander History and Health—What Didn't They Teach Us in School?**
Date & Time: March 11, 2020, 2:00 pm - 3:30 pm
Location/Room: M100DE
Level: Introductory
Track: **Critical Employment Practices**
Presenters: **Ben Cabangun,** Asian & Pacific Islander American Health Forum | **Iyanrick John,** Asian & Pacific Islander American Health Forum | **Jennifer Requiro,** Asian & Pacific Islander American Health Forum

DAY 2

Test your knowledge of Asian American, Native Hawaiian, and Pacific Islander (AANHPI) communities. Attendees will be provided a fast-paced introduction to the past 200 years, current demographics and trends, and future projections. DEI and racial equity frameworks often fail to meaningfully include these diverse communities. Yet with populations rapidly growing, by the year 2040 they are projected to reach one in 10 people in the U.S. Increase awareness and knowledge of this extremely diverse group.

S3-D: **Decoding Objections: Five Coaching Techniques to Overcome Roadblocks, Stagnation and Resistance to Culture Change**
Date & Time: March 11, 2020, 2:00 pm - 3:30 pm
Location/Room: L100JIH
Level: Intermediate
Track: **Leadership Development**
Presenters: **Joayne Larson,** Sparks of Change, LLC | **Kori Stephens,** Midwest Regional Children's Advocacy Center

DAY 2

You realize it's going to take more than just hopes and dreams to make your diversity, inclusion and equity goals a reality. Maybe it seems like something's missing. Perhaps you're struggling to get traction and can't quite figure out how to address objections you're detecting. In this session, learn concrete skills to unpack and diagnose what's really going on, how to shift your communication to be more effective at both individual and systems levels, and strategies to foster a culture change.

S3-E: **The Risk of Exquisite Leadership: The Art of Inclusion as Radical Belonging**
Date & Time: March 11, 2020, 2:00 pm - 3:30 pm
Location/Room: M100JIH
Level: Introductory
Track: **Leadership Development**
Presenters: **Laura Mansfield,** KEEN Footwear | **Tressa Yonekawa Bundren,** Taproot Ventures

DAY 2

Based on the eight tenets of exquisite leadership, this workshop offers eight modules of experiences to engage participants and foster cultivation of large and small group idea-sharing on the radical nature of corporate and organizational belonging as inclusion, and as a basic human need. The tenets are about being bold, vulnerable, real leaders. Moving forward as leaders who are able to transform the culture is vital and attainable. Create action steps in a tool kit for your work and personal life.

SESSIONS 90-MINUTE WORKSHOPS

Full descriptions can be found on the Forum App or Forum Website.

S3-F: **Activating Empathy and Perspective-Taking for Enhanced Cross-Cultural Understanding**
Date & Time: March 11, 2020, 2:00 pm - 3:30 pm
Location/Room: L100ABC
Level: Intermediate
Track: **Innovation & Transformation**
Presenters: **Brittany Harris,** The Winters Group, Inc. | **Leigh Morrison,** The Winters Group, Inc.

DAY 2

Research has consistently demonstrated that two of the most essential practices to develop cross-cultural understanding and increase individuals' stakes in DEI topics are perspective-taking and the subsequent development of empathy. While most of us feel we understand the concept of empathy, there is more to empathizing effectively than we may recognize. Take a deep dive into this concept to ask: What does empathy look and feel like? What barriers exist to developing empathy with our cultural others?

S3-G: **GBA-What? An Intersectional Approach to Inclusion**
Date & Time: March 11, 2020, 2:00 pm - 3:30 pm
Location/Room: L100G
Level: Intermediate
Track: **Government**
Presenter: **Barb McLean,** City of Edmonton

DAY 2

The City of Edmonton is refreshing its diversity and inclusion framework and has implemented a Gender-Based Analysis Plus (GBA+) model to emphasize equity and self-reflection to ensure we are inclusive in all we do. Through exploration of our GBA+ process and tool, this workshop will highlight how self-reflection, research and engagement are critical to inclusive business practices. Review how the City incorporates this intersectional lens into systems to spark systemic and interpersonal change.

S3-H: **Implicit Bias Training and Its Impact on Eliminating Health Disparities in the Human Life Cycle**
Date & Time: March 11, 2020, 2:00 pm - 3:30 pm
Location/Room: L100D
Level: Intermediate
Track: **Healthcare**
Presenters: **Vivian Anugwom,** Allina Health | **Jackie Thomas-Hall,** Allina Health | **James C. Burroughs,** Children's Minnesota
Dr. Tamika Lasege, Children's Minnesota

DAY 2

Bias is a leading cause of disparities in healthcare and health outcomes, including in late life and end-of-life care. Allina Health will share its "Health Equity & Action" (HEAL) strategy and framework to build the organization's capacity to identify, understand, prioritize and take action on clinical disparities; review a HEAL project for addressing disparities in referral to hospice amongst African American patients; and highlight a key project component, "Implicit Bias Training for Providers."

S3-I: **Religious, Secular and Spiritual Identities and the Necessity of Equitable Policies and Practices**
Date & Time: March 11, 2020, 2:00 pm - 3:30 pm
Location/Room: L100E
Level: Introductory
Track: **Higher Education**
Presenter: **Dr. J. Cody Nielsen,** Convergence on Campus

DAY 2

Businesses across North America are full of employees who identify as something other than Christian. Some are private about their spiritual identities, others reject labels. Some are agnostic, atheist or skeptics; still others are any one of hundreds of traditions. All of them should be protected by employers who value their identities. Explore the ways in which employee morale, retention and satisfaction can be enhanced by policies and practices that support their diverse beliefs and practices.

SESSIONS 90-MINUTE WORKSHOPS

Full descriptions can be found on the Forum App or Forum Website.

S3-J: **From Mission-Centered to Purpose-Driven: Inclusion, Innovation and Transformation at Amnesty International**
Date & Time: March 11, 2020, 2:00 pm - 3:30 pm
Location/Room: 200F
Level: Intermediate
Track: **Nonprofit**
Prerequisite: Experience leading DEI and HR strategies, organizational development, leadership development; culture change; Familiarity with nonprofit or mission-driven orgs
Presenters: **Lessie Askew,** Amnesty International USA | **Minjon Tholen,** Amnesty International USA

DAY 2

Learn how Amnesty International USA is building a bigger, bolder, and more inclusive human rights movement and organization inside and out, embedding Inclusion, Diversity, Equity, and Accessibility (IDEA) in all aspects of their work, and how you can make IDEA core to your comprehensive organizational transformation strategy as well, applied to any organizational context.

S3-K: **Justice Impacted—Workforce for Today**
Date & Time: March 11, 2020, 2:00 pm - 3:30 pm
Location/Room: 200E
Level: Intermediate
Track: **Social Responsibility**
Presenters: **Molly Banal,** Minnesota Department of Corrections | **Emily Baxter,** We Are All Criminals
Jacquelyn Carpenter, Twin Cities R!SE | **Kevin Lindsey,** Minnesota Humanities Center

DAY 2

Millions of jobs in the U.S. wait to be filled. Employers seeking to pass the competition are expanding recruiting to strategically pursue individuals with criminal records—using resources to help them navigate the channels. Attend this crash course that weaves storytelling and first-person narrative with statistics, statutes and toolkits on criminal records, societal perceptions of criminality, collateral consequences and programs offered to support re-entry, so you make the smart business decision.

S4-A: **Invention Sprint Competition: Team Presentations and Judging**
Date & Time: March 12, 2020, 8:00 am - 9:30 am
Location/Room: L100G
Track: **Innovation & Transformation**
Presenters: **Victor Li,** Onova | **Helen Yin,** Onova

DAY 3

During the day on Wed., March 11, at The Forum 2020 Conference, teams of college students and diversity executives will combine their most innovative thinking to design solutions for future-focused challenges. Then at this Day 3 workshop session, teams engaging in the design challenge will compete by, in effect, pitching to executives—presenting the outcome of their work to The Forum conference participants and judges. Attend the session to participate in helping determine the winning solution.

S4-B: **Beyond the Blame Game: Religion and LGBTQ Inclusion at Work**
Date & Time: March 12, 2020, 8:00 am - 9:30 am
Location/Room: M100JIH
Level: Intermediate
Track: **Critical Employment Practices**
Presenters: **Leslie Funk,** Tanenbaum Center for Interreligious Understanding | **Jean-Marie Navetta,** PFLAG National

DAY 3

Conflicts between religious and LGBTQ communities are making headlines, from the question of the survival of marriage equality to the fight for basic civil rights. Are religious communities homophobic? Outside tensions influence workplace interactions, which manifest in many ways, from uncomfortable conversations to overt discrimination. Are these conflicts unavoidable? Uncover the misconceptions and oversimplifications that often derail constructive conversations and result in blame shifting.

SESSIONS 90-MINUTE WORKSHOPS

Full descriptions can be found on the Forum App or Forum Website.

S4-C: **The WE in Mental WEllness in the Workplace**
Date & Time: March 12, 2020, 8:00 am - 9:30 am
Location/Room: L100D
Level: Introductory
Track: **Critical Employment Practices**
Presenter: **Jamal Givens,** JG Enterprises

DAY 3

Mental wellness is everybody's business, yet most employers lack an effective strategy to address it. Nearly 25 percent of colleagues have experienced a mental health condition and avoiding employee mental wellness has significant impact and monetary cost (approximately $1.7 trillion globally) due to lost productivity and absenteeism. Explore how to integrate attitudes, knowledge and skills to raise awareness and help destigmatize mental health issues to foster a safe and inclusive organization.

S4-D: **Being White Men: Understanding the Role of White Men in IDEA**
Date & Time: March 12, 2020, 8:00 am - 9:30 am
Location/Room: M100ABC
Level: Introductory
Track: **Critical Employment Practices**
Presenters: **Dr. Alan Richter,** QED Consulting | **Howard Ross,** Udarta Consulting, LLC

DAY 3

Where do White men fit in the effort to develop cultures of inclusion and belonging? Explore why it is that our inclusion, diversity, equity and accessibility (IDEA) efforts are often aimed at White men, while they actually provide a liberating influence on cultural traps of dominant identity. Work together with all gender and racial groups to understand how White men can contribute to the IDEA movement and explore cultural patterns of gender expectations as they occur in various global societies.

S4-E: **Bold, Inclusive Conversations®: Putting the Model into Action**
Date & Time: March 12, 2020, 8:00 am - 9:30 am
Location/Room: L100ABC
Level: Intermediate
Track: **Critical Employment Practices**
Presenters: **Dwayne Haynes,** Progressive Insurance | **Kalisha Roberts,** Progressive Insurance
Mary-Frances Winters, The Winters Group, Inc.

DAY 3

There is no shortage of data that suggests the broader external social and political climate can impact how employees engage in the workplace. Participants will explore the model for Bold, Inclusive Conversations® about challenging and seemingly divisive topics, and see how Progressive Insurance took the bold step and implemented the tools to engage leaders and the broader organization on a journey of transformation and learning, giving attendees the opportunity to "see the work in action."

S4-F: **Talent Pipeline Management: An Innovative Workforce Strategy to Build a Diverse Talent Supply**
Date & Time: March 12, 2020, 8:00 am - 9:30 am
Location/Room: L100JIH
Level: Intermediate
Track: **D&I Strategy**
Presenters: **Peter Beard,** Greater Houston Partnership | **Deb Broberg,** RealTime Talent | **Niki DaSilva,** U.S. Chamber of Commerce Foundation

DAY 3

Employers are experiencing key labor shortages because they can't find employees and talent with the education and skills they need to sustain and grow their businesses and are looking for effective solutions that deliver an ROI and build stronger, more diverse talent pipelines. Learn how employer-led collaboratives align education and community partners with employer needs to promote value for all involved, especially students and workers, using a proven method called Talent Pipeline Management®.

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SESSIONS 90-MINUTE WORKSHOPS

Full descriptions can be found on the Forum App or Forum Website.

S4-G: **Integrating Disability Inclusion into Your D&I Strategy**
Date & Time: March 12, 2020, 8:00 am - 9:30 am
Location/Room: M100DE
Level: Intermediate
Track: **D&I Strategy**
Presenters: **Scott Hoesman,** inQUEST Consulting | **Jill Houghton,** Disability:IN

DAY 3

In the broader diversity conversation, disability inclusion often takes a back seat. Companies account for race, gender and orientation in their D&I strategy, but aren't actively working to incorporate disabilities—either as an oversight, or because they don't know how. Engage in a candid discussion focused on the responsibilities, challenges and opportunities that organizations face in broadening their point of view to incorporate disability inclusion and explore solutions to meet universal needs.

S4-H: **Everything Experiential! Experiential Activities and Training Strategies for Forward-Thinking Global Leaders**
Date & Time: March 12, 2020, 8:00 am - 9:30 am
Location/Room: M100GF
Level: Intermediate
Track: **Leadership Development**
Presenters: **Dr. Basma Ibrahim DeVries,** Concordia University; Ibrahim DeVries Consulting | **Jon DeVries, Jr.,** DeVries Consulting

DAY 3

How do we meet constituent needs in a rapidly evolving environment? Global leaders need flexible strategies to reach their diverse audiences, keep up with changing needs, and continuously expand and adapt their training approaches. This highly interactive session engages attendees in a truly experiential process, from the moment you walk in until you exit. Explore ways to move your teams to higher levels of understanding, productivity and success using innovative experiential training strategies.

S4-I: **Engaging Equity Globally @ Boston Scientific: 10/20/40 Goals by 2020 Go Beyond Unconscious Bias to Drive Worldwide Action**
Date & Time: March 12, 2020, 8:00 am - 9:30 am
Location/Room: L100E
Level: Intermediate
Track: **Global Diversity**
Presenters: **Camille Chang Gilmore,** Boston Scientific | **Monica Marcel,** Language & Culture Worldwide (LCW)

DAY 3

This session uses Boston Scientific Corp. (BSC) as a case study to explore the 10/20/40 by 2020 goals they set in 2018, and steps they took globally to reach these goals. Review the courageous, often difficult, conversations and action that HR teams and senior leaders tackled around the world, which came after the global training on unconscious bias. Experience just-in-time tools that are effectively used at BSC globally to help prime de-biasing behavior at the moment key people-decisions are made.

S4-J: **Bridging Globalization, Technology, Diversity and Emotional Intelligence**
Date & Time: March 12, 2020, 8:00 am - 9:30 am
Location/Room: 200E
Level: Advanced
Track: **Innovation & Transformation**
Prerequisite: DEI leaders, directors and above; Ideal psychographic: visionary, innovative, systemic thinkers, passionate, courageous, change agents, leaders who empower/develop other leaders
Presenters: **Kathleen Osburn,** Kathleen Charles Design | **Judith Ryan,** LifeWork Systems

DAY 3

You need a diverse AND inclusive culture where trust and personal responsibility are high, and conditions and conversations break down barriers resulting in agile, high-performing teams. Review a proven framework and implementation roadmap for adoption of a Teal culture model, which has resulted in normalization of healthy inclusive organizations and real-world success.

SESSIONS 90-MINUTE WORKSHOPS

Full descriptions can be found on the Forum App or Forum Website.

S4-K: **Bridging the Gap Between Social Justice Values and Workplace Inclusion & Equity in Nonprofits and Healthcare Organizations**

Date & Time: March 12, 2020, 8:00 am - 9:30 am
Location/Room: 200F
Level: Intermediate
Track: **Social Responsibility**
Presenters: **Dr. Sharon Adams,** Planned Parenthood of the Pacific Southwest | **Dr. Bernardo Ferdman,** Ferdman Consulting
Rebecca Karpinski, Planned Parenthood of the Pacific Southwest

DAY 3

Organizations focused on social justice often attract staff intent on fixing societal inequities. Yet this doesn't necessarily result in workplace inclusion across multiple identities or in equitable systems. Learn how a nonprofit healthcare institute bridges this gap to build a DEI initiative focused on workplace culture and systems, everyday behavior and cultural competence.

S6-A: **Real Talk: Getting at the Root of Tensions that Divide Us**

Date & Time: March 12, 2020, 11:15 am - 12:45 pm
Location/Room: L100G
Level: Intermediate
Track: **Social Responsibility**
Presenter: **Michele Meyer-Shipp,** KPMG

DAY 3

When organizations take risks by confronting controversy, employees, customers and stakeholders may disagree with the way they're using their resources and whose voices they choose to elevate. Global societies and current events force us to be either "for" or "against" a topic, set of values or point of view. Understand the responsibilities we have to engage civilly when taking a stand and facing controversy. This will build on the Day 2 Afternoon General Session moderated by Michele Meyer-Shipp.

S6-B: **Performing at Our Best—The Impact of Identity and Stereotype Threat on the Workplace**

Date & Time: March 12, 2020, 11:15 am - 12:45 pm
Location/Room: L100E
Level: Intermediate
Track: **Critical Employment Practices**
Prerequisite: Understanding and acceptance of the fact that some identities have more power and privilege than others
Presenter: **Rebecca Slaby,** AMAZEworks

DAY 3

In our country's political and social climate, many of our most vulnerable groups feel targeted and under threat for how they perceive bias and stereotypes about their identities from others. They likely internalize negative messages about themselves which impacts engagement and performance in the workplace. Examine how, when, and in what situations stereotypes appear in the work environment and how they impact employees' identities. Learn the steps to process and address bias and stereotype threat.

S6-C: **Yes, We Can! Breaking Down the Barriers to the Employment of Individuals with Disabilities Through Assistive Technology**

Date & Time: March 12, 2020, 11:15 am - 12:45 pm
Location/Room: L100D
Level: Introductory
Track: **Critical Employment Practices**
Presenters: **Roselle Rogers,** LocalJobNetwork | **Meghan Schilling,** LocalJobNetwork

DAY 3

From screen readers to speech input software to an eye tracking sensor mouse, advances in technology are helping more workers with disabilities perform work tasks. Assistive Technology (AT) opens doors to employment for individuals with disabilities and helps workers who have developed a disability, due to disease, injury or aging, retain employment. Assess the broadening definition of disability, the growing use of AT in the workplace and common types of AT—including those you didn't know you have.

SESSIONS 90-MINUTE WORKSHOPS

Full descriptions can be found on the Forum App or Forum Website.

S6-D: **Civility in the Workplace During Politically Turbulent Times**
Date & Time: March 12, 2020, 11:15 am - 12:45 pm
Location/Room: M100DE
Level: Introductory
Track: **Critical Employment Practices**
Presenters: **Juliet Mitchell,** Life Etiquette Institute | **Zaylore Stout,** Zaylore Stout & Associates, LLC

DAY 3

Election years are inherently politically charged times and your workplace isn't immune from political discourse. Depending on what your employees say and how they behave can determine whether it's protected political speech versus incivility or discriminatory conduct. Zaylore Stout, Esq., and Life Etiquette Expert Juliet Mitchell break down the nuances about civility in the workplace. Zaylore focuses on legal definitions and Ms. J. highlights benefits of employing professional etiquette techniques.

S6-E: **Measuring the Invisible: How Inclusion Impacts Company Performance and Employee Satisfaction**
Date & Time: March 12, 2020, 11:15 am - 12:45 pm
Location/Room: L100ABC
Level: Advanced
Track: **D&I Strategy**
Prerequisite: Familiarity with tools/techniques to measure diversity; Familiarity with key corporate financial and operational metrics; In leadership/management role in HR, D&I, Finance or Ops
Presenters: **Dr. Paolo Gaudiano,** Aleria PBC | **Lisa Magill,** Aleria PBC

DAY 3

It's been said that diversity is being invited to the party, and inclusion is being asked to dance. But while this makes sense intuitively, how does it help business leaders navigate tactical and strategic D&I initiatives? Explore a unique, human-centric framework we've developed to define and measure inclusion, to explain why inclusion should be the most critical element of any D&I strategy, and to show how to link specific inclusion initiatives to traditional business KPIs and employee satisfaction.

S6-F: **Devil's Advocate—Working Toward Solutions for a Gender-Inclusive Workplace Using Premortem Technique**
Date & Time: March 12, 2020, 11:15 am - 12:45 pm
Location/Room: 200E
Level: Intermediate
Track: **D&I Strategy**
Presenters: **Karthik Ekambaram,** AVTAR Group | **Dr. Saundarya Rajesh,** AVTAR Group

DAY 3

As D&I practitioners, the intention to create gender-inclusive workplaces is strong and clear. Yet, we encounter many challenges on our way to achieving the goals of attracting, retaining and advancing women talent. Most of those challenges are from outside and yet there are some from within. So, how do we go about solving these issues in D&I when they appear? Learn a unique managerial technique called Premortem which will help identify the risks and pitfalls in the journey toward achieving a goal.

S6-G: **Inclusion for Front-Line Managers: Five Tips for Effective Action**
Date & Time: March 12, 2020, 11:15 am - 12:45 pm
Location/Room: M100ABC
Level: Intermediate
Track: **D&I Strategy**
Presenters: **Dr. Ernest Gundling,** Aperian Global, Inc. | **Mercedes Martin,** Mercedes Martin & Company

DAY 3

Front-line managers are responsible for hiring, developing and retaining the increasingly diverse population of new employees. Yet many front-line managers do not receive training for handling a diverse group of new employees, or navigating the polarizing social issues impacting today's workforce. Join intercultural expert Dr. Ernest Gundling and leadership and inclusion thought leader Mercedes Martin to share best practices for front-line managers to create an inclusive and collaborative workplace.

SESSIONS 90-MINUTE WORKSHOPS

Full descriptions can be found on the Forum App or Forum Website.

S6-H: **Moving from Inclusion to Expansion: Leaders Stretching Out of Their Comfort Zones**
Date & Time: March 12, 2020, 11:15 am - 12:45 pm
Location/Room: L100JIH
Level: Intermediate
Track: **Leadership Development**
Presenters: **Shilpa Alimchandani,** Independent Consultant | **Maria Morukian,** MSM Global Consulting

DAY 3

In today's changing work situations, leaders need to develop the openness and agility to challenge existing beliefs, disrupt personal biases and actively advocate for a fair and respectful organizational culture. Leaders must engage in not only inclusive but expansive behaviors, involving intentionally seeking out divergent ways of thinking to challenge existing mind-sets. Learn leadership and intercultural adjustment skills that will prepare you to expand, diversify and deepen your social networks.

S6-I: **Leveraging Inclusion to Optimize Performance and Innovation**
Date & Time: March 12, 2020, 11:15 am - 12:45 pm
Location/Room: M100GF
Level: Intermediate
Track: **Leadership Development**
Presenters: **Lakshmi Krishnan,** Unilever | **Heather Price,** Symmetra

DAY 3

In the face of exponential demands for change impacting on every industry—to do more with less, to be agile and innovate at an ever-accelerating rate—a unique opportunity has emerged: to leverage inclusion to respond to these demands and optimize business performance and innovation. Symmetra and Unilever will present the story of a journey to change a culture 20 years in the making: positioning Unilever to respond to disruption effectively by leveraging inclusion to future-proof their organization.

S6-J: **Employee Resource Groups as Drivers of Innovation**
Date & Time: March 12, 2020, 11:15 am - 12:45 pm
Location/Room: 200F
Level: Intermediate
Track: **Innovation & Transformation**
Presenters: **Jennifer London,** Diversity Best Practices | **Mary-Elizabeth Mulligan,** State Street Corporation | **Victor Zhao,** Cigna

DAY 3

As workplaces evolve, Employee Resource Groups (ERGs) will need to evolve along with them. With organizations setting a keen eye toward innovation and the future of work, ERGs are uniquely positioned to ensure that organizations are approaching these things through a diversity and inclusion lens. In this session, two ERGs representing different industries, dimensions of diversity, and objectives share how they've supported and driven business and workplace innovation through innovation of their own.

S6-K: **The Future of Work—What DEI Looks Like for Tech: The Gig Economy and the "New Collar" Worker**
Date & Time: March 12, 2020, 11:15 am - 12:45 pm
Location/Room: M100HIJ
Level: Intermediate
Track: **Innovation & Transformation**
Presenters: **Bernard Coleman,** Self Employed | **Nichole Barnes Marshall,** L Brands
Monica Marcel, Language & Culture Worldwide (LCW)

DAY 3

What do you know about the "new collar" worker in tech? Research tells us that new collar workers, service workers and others in the gig economy often share a common experience of having developed technical and soft skills needed through nontraditional education paths. Such diverse pathways mean they bring a different lens to DEI and often have different expectations for their employer. Discuss with Uber and L Brands how they're innovating solutions to drive a culture of belonging in the gig economy.

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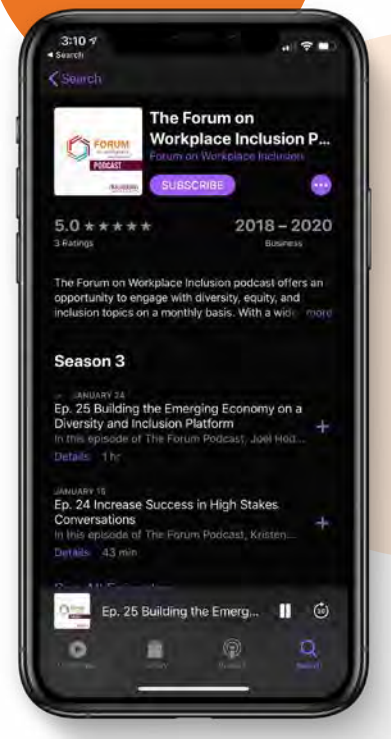

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There's Nothing Micro about Microaggressions!

Wednesday, March 11 | 2:00–3:30 pm
Session Code: S3-B

Join Senior Partner Michael Baran's session to learn why they're a problem and what to do about them.

And visit **booth #307** for a demo of our new "reframing microaggressions" interactive digital learning tool.

Also connect with CEO Scott Hoesman at "Integrating Disability Inclusion into Your D&I Strategy."
Thursday, March 12 | 8:00–9:30 am | Session Code: S4-G

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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.

March 11 and **March 12**
(See pages 30–32 for more details.)

COMPLIMENTARY FOOD AND BEVERAGES

The Forum offers complimentary meals, grab-and-go breakfasts, snacks, beverages, and desserts during the conference.

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FORUM BOOKSTORE AND BOOK SIGNINGS

Book Signings are held in Booth 403 near the Bookstore (Booth 203) on March 11 and March 12. Details about authors, titles, and book signing times are located on signage near that area. Visit the Concierge in Booth 500 with questions.

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 your conference experience.

"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.

THE ARTS SERIES

The Arts Series brings new ways of exploring DEI as a reflection of the human experience. Visit the Performance Space for dance, spoken word, music, and visual arts presentations and the opportunity to dialogue with Twin Cities artists throughout the day. Displays by Augsburg University students can be found in the gallery and lounges, and items for purchase by local artisans can be found in booths throughout.

Sponsored by

usbank

UNIVERSAL INNOVATION: INVENTION SPRINT

As a part of this year's Forum, Onova co-founders Helen Yin and Victor Li will help unlock the power of open innovation by engaging participants in an "invention sprint." Demonstrations of these solutions will be on display and judged in a breakout session on Day 3, Thursday, March 12. See page 60 for more information.

Sponsored by

Prudential

WELLNESS CENTER

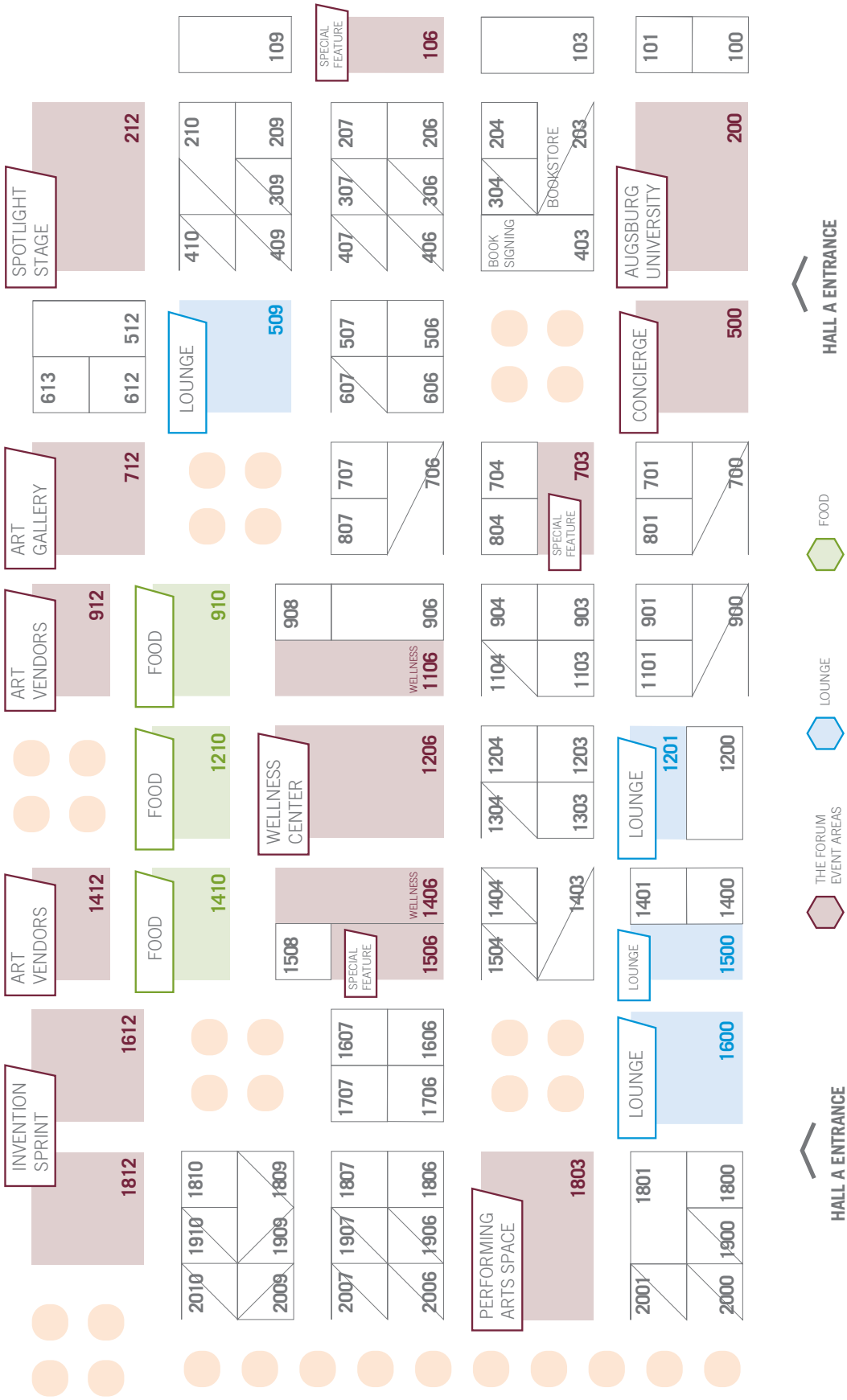
This year's Wellness Center offers new ways for you to prioritize your health and well-being. Trained service providers offer wellness sessions, chair massage, body balancing, mindfulness practices, and more. Take a bike ride around the Convention Center or meet with a practitioner to assess your DEI emotional wellness. Visit the Wellness Center for a dose of self care to keep you energized throughout the conference.

Wellness Vendors: Allina Health | Aetna, Bemer Group, George Wellbeing Center, Massage by Design, MESH, Nice Ride, Visual, YMCA

Sponsored by

Allina Health | aetna

MARKETPLACE MAP – THE FORUM MARKETPLACE OF IDEAS



UNIVERSAL INNOVATION: INVENTION SPRINT

Better Solutions to Meet Expanding Diversity, Equity, and Inclusion Needs

Innovation is increasingly important to designing workplace solutions that work for all, not some. As a part of this year's Forum, Onova co-founders Helen Yin and Victor Li will help unlock the power of open innovation by engaging participants in an "invention sprint." Workgroups comprised of college students and business professionals will engage in competition to invent solutions to future-focused challenges in fewer than eight hours. Demonstrations of these solutions will be on display and judged in a breakout session on Thursday, March 12. The winning team will be announced and awards presented at the Closing General Session on the final day of the conference.

Invention Sprint Competition: Team Presentations and Judging

During the day on Wednesday, March 11, at The Forum 2020, teams of college students and diversity executives will combine their most innovative thinking to invent solutions for future-focused challenges. Then at the Day 3 workshop session, teams engaging in the design challenge will compete by presenting the outcome of their work to The Forum participants and judges who will determine the winning solution.

See page 49 for detailed session information.

Sponsored by Prudential

Helen Yin & Victor Li

Helen Yin Co-Founder & COO
Victor Li Co-Founder & CEO
Onova

The winner of the invention sprint competition will be presented by Veronica Charcalla, Vice President, Culture & Engagement, of Prudential during the Day 3 Closing General Session.

Individual perspectives. Shared goals.

Together, we're powering what's possible.

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Stagetime Productions

Stagetime Productions is a full-service event planning and production company, specializing in the production of conferences, gala fundraisers and awards shows.

WBENC

www.stagetimeproductions.com

nglcc

DIVERSITY POWERS US.

At Xcel Energy, we value the diverse perspectives that drive innovation and discovery.

Learn more at **xcelenergy.com**.

BEST PLACES TO WORK for LGBTQ Equality 2020 100% CORPORATE EQUALITY INDEX

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THE BEST PEOPLE CREATE
THE BEST WORKPLACE

We create an exceptional customer experience through our differences

Mortenson

OUR COLLECTIVE POWER
LATINOVATE 2020

HACE
Hispanic Alliance for Career Enhancement

38TH NATIONAL LEADERSHIP CAREER SUMMIT & AWARDS DINNER
APRIL 23-24, 2020
RADISSON BLU AQUA HOTEL, CHICAGO

PRESENTED BY me encanta

NATIONAL LEADERSHIP SUMMIT APRIL 23-24
Join us for a day and a half of professional development workshops, networking, luncheon with corporate awards and keynote, panel discussions focused on diversity & inclusion and career topics for Latinos. This is an opportunity for emerging and mid-level professionals to strengthen their network and build their toolkit to advance into senior roles. Awards dinner is optional.

ANNUAL AWARDS DINNER
Sembrando el Futuro
Thursday, April 23
This annual evening celebration brings over 500 Latino leaders to recognize the accomplishment of our members and partners who demonstrate leadership through the HACE mission to lift Latinos in the workplace and in our communities.

CAREER SUMMIT & EXPO
Friday, April 24
This annual event is the largest gathering of Latino professionals, actively or passively exploring career opportunities through an interactive pop-up career fair. **The event features workshops, panel discussions, networking with over 30 corporate partners, professional headshot and individual career coaching.** Don't miss this opportunity to connect with your next potential employer!

To register and for the full agenda visit haceonline.org/latinovate

the YMCA

FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

IMAGINE, DEFINE, CREATE
AN INCLUSIVE WORKFORCE ORGANIZATION

To create an inclusive organization, we need culturally competent leaders who are committed to making your organization equitable and inclusive and where all people have the opportunity to thrive, belong and contribute.

Join us at the **YMCA EQUITY INNOVATION CENTER** and be challenged to reassess your mental models, engage in transformative learning experiences and address system changes through a lens of equity.

LEARN MORE AT ymcamn.org/EIC

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MARKETPLACE MARKETPLACE EXHIBITORS

100 Career/Life Alliance Services; The SMART Workplace
At The SMART Workplace we help you thrive in the mobile and digital world of work. We support organizations and teams to be more inclusive as the way we work changes. We coach change champions to develop and reinforce networked, inclusive cultures and develop leaders to be intentional about connecting virtually, building relationship competencies that create a sense of belonging in a digitally-driven workplace.

101 Bush Foundation
Bush Foundation invests in great ideas and the people who power them. Bush Scholarships granted for the 2020 Forum have been made to inspire creative problem solving to make our region better for everyone. Amy Batiste of Creative Catalysts, Inc. specializes in leadership and strategy development. Seena Hodges of The Woke Coach helps individuals deepen analysis and develop an understanding around issues of bias and injustice. Amy and Seena are co-facilitators of the Bush Scholar Forum experience.

103 Pohlad Companies and Minnesota Twins
The Minnesota Twins and Pohlad Companies are working to share a message of our individual and collective power to make positive change, and build a better world for our children and generations to come. Join us in being a catalyst for change. To signify this commitment, visit our photo booth, sign our commitment board, take a selfie, and post to your favorite social media using #IWillChangeTheWorld. Demonstrate your commitment by wearing your Change t-shirt and identify who you will share with!

109 Diversity MBA
Diversity MBA, a P&L Group Company, is a national brand that provides recognition & branding, talent management and diversity & inclusion strategies to Fortune 1000 companies. CEO Pamela McElvane leads an innovative, passionate and creative team that provide clients like AT&T, Clorox, Colgate-Palmolive and more with access to leadership development programs, benchmarking research on current trends for diversity strategy & talent management, and reputation management.

200 Augsburg University
Augsburg University offers more than 50 undergraduate majors and 11 graduate degrees to 3,400 students of diverse backgrounds at its campus in the vibrant center of the Twin Cities. Augsburg educates students to be informed citizens, thoughtful stewards, critical thinkers, and responsible leaders. An Augsburg education is defined by excellence in the liberal arts and professional studies, guided by the faith and values of the Lutheran church, and shaped by its urban and global settings.

210 Language & Culture Worldwide (LCW)
LCW partners with organizations to develop the mindsets, skills, and systems to succeed in a culturally diverse world. For over 20 years our team of facilitators, instructional design experts, and in-house translators have developed globally and culturally-relevant training solutions for everyone from NGOs to Fortune 500s. With a practical blended approach to training and consultation, we help scale and accelerate inclusive behavior change across the globe.

304 Frost Included
Diversity is a reality. Inclusion is a choice. At Frost Included Ltd we believe that an inclusive world starts in the workplace. We speak truth to power, positively disrupting and educating professionals in corporations, academia, media and government. We help re-engineer organisations all over the world to be more inclusive through behavioral change. We are committed to achieving measurable impact in the value added to organisations and the wider world.

306 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 live on-site, via video conference, or to an individual's computer. Domestic & international delivery options available.

307 inQUEST Consulting
inQUEST, founded in 2011, is a collective of business and Diversity & Inclusion thought leaders. We help individuals, teams and organizations think, lead and interact inclusively. Every member of our team has direct internal business experience in addition to being subject matter experts on a variety of workplace issues, including but not limited to, Diversity & Inclusion (D&I), Organizational Development and HR processes.

309 Cornell University ILR
The ILR School of Cornell University is the leading college of the applied social sciences focusing on work, employment, and labor policy issues and practices of national and international significance. The ILR School advances the world of work through teaching, research and outreach. As a land-grant college, we generate and disseminate leading-edge knowledge to solve human problems, manage and resolve conflict, establish best practices in the workplace and inform government policy.

406 Aperian Global, Inc.
Aperian Global has been partnering with organizations for over 25 years to develop the skills necessary to succeed in a global work environment. We specialize in research-based inclusion practices—impactful in domestic work environments and adaptable to different world regions. Our products and services empower leaders at all levels to work in an inclusive way, engaging partners and colleagues from any background and helping them work together to innovate and succeed across boundaries.

407 Lila Kelly Associates, LLC & DiversityIntegration.com
Provide consulting services, workshops, online training, Train-The-Trainer, and books to organizations on strategically integrating diversity and inclusion into their recruiting, interviewing, hiring and retention practices. This includes identifying unconscious bias and eliminating barriers for diverse applicants, developing a diversity action plan, and facilitating difficult conversations related to diversity and inclusion.

409 Team Dynamics LLC
Team Dynamics is a national strategy firm, based in Minneapolis. Founded by organizational executives - Team Dynamics is a People-of-Color, Woman, and LGBTQ+ owned business.

410 Lifeworks
Since 1965, Lifeworks Services Inc. has been a champion for inclusion. Lifeworks was founded by families who recognized the importance of advocacy and removing barriers for people with disabilities to be part of the community. As an industry leader, Lifeworks continues our commitment to self-determined support, careers with competitive wages, and developing innovative opportunities that enhance everyday lives.

506 Mind Gym
Mind Gym strengthens organization performance by unleashing the potential of all employees through Diversity and Inclusion awareness and development initiatives. We accomplish this through learning and development content, culture change initiatives, manager development programs and by linking objectives to performance management systems. Our solutions are anchored in behavioral psychology and deliver maximum impact for time invested.

MARKETPLACE MARKETPLACE EXHIBITORS

507 Accent Wisdom
Prominent Twin Cities' Accent Expert, Marlene Schoenberg provides accent coaching at Fortune 500 companies for international executives, scientists, engineers and IT professionals. Our programs help clients build advanced English speech and language skills to transform careers and prepare them for the next job level. Our popular workshops on 'Accent Wisdom for Listeners' enhance team members' understanding of international speakers. I like your accent, is it working for you?

512 RW3 LLC
RW3 CultureWizard is a blended learning solution that combines state-of-the-art digital content with instructor-led courses. Among our many offerings, CultureWizard provides the Global Inclusion Course, as well as the one-of-a-kind Global Inclusion Calculator, giving employees a sense of how inclusive they are and how they can become more inclusive in the workplace.

606 Ferdman Consulting
Ferdman Consulting focuses on DEI, leadership development & coaching. We've worked across sectors to assess and develop inclusion, inclusive leadership, & inclusive organizations. Inclusion@Work® is our easy-to-use digital coaching and learning program organizations need to empower an inclusive workforce. And our Inclusion@Work® Assessment takes the pulse of inclusion at organizations, providing data on experiences of inclusion & inclusive behavior. For more, see https://ferdmanconsulting.com/inclusion

607 Disability:IN
Disability:IN Minnesota is a 501(c)(3) nonprofit that promotes best employment practices and enhances competitive employment opportunities for skilled candidates with disabilities. Disability:IN Minnesota is an affiliate of National Disability:IN and offers business members resources for recruiting candidates with disabilities, information on disability issues/topics, recognition for best disability employment practices, and exposure to an untapped market for goods and services.

612 BrainSkills@Work
BrainSkills@Work is a leading provider of neuroscience-based diversity and inclusion, cultural agility and leadership development training and consulting. Our proven, evidence-based content helps leaders and individuals create sustained behavior change to fuel high-performing, inclusive work environments.

613 Spectra Diversity
The only way to see the whole diversity, equity and inclusion (DEI) picture is by gathering the full gamut of DEI metrics. Most assessments only give you part of the picture. The Spectra Diversity Inclusion Assessment™ is the only validated DEI assessment that enables you to measure both individuals as well as the entire organization. Studies support the concept that self-assessments can contribute to improvements. If you measure it, it will improve.

700 deepSEE Consulting
deepSEE Consulting is a global Diversity and Inclusion Consulting firm that enables individuals and organizations to see beyond the surface, to see clearly for themselves the rich opportunities—and challenges—of today's multigenerational, multicultural workplace and the new competencies that today's leaders require.

701 Intercultural Workplace
Intercultural Workplace (IW) is the founder of The Forum on Workplace Inclusion's Coaching Center. Meet the Center's faculty members including Executive Coaches, current/former Chief Diversity Officers and DEI subject matter experts, and discuss IW services:
- Inclusion Coaching Solutions for Transforming Organizations from the Inside Out
- Executive Coaching for DEI & HR Practitioners
- Culturally focused Career Management for Underrepresented Emerging Leaders

http://InterculturalWorkplace.com

704 Zaylore Stout & Associates, LLC
Zaylore Stout, Esq., is a well-respected attorney with over 16 years of experience in the administrative employment law arena. We are the trusted advisor to HR professionals and leadership teams in a wide variety of organizations and industries. Services Include:
- Litigation
- Arbitration
- Mediation
- Workplace Investigations
- Manager/Supervisor Training Seminars
- HR Audits
- Employee Handbook Review and Development
- Severance Packages
- Non-Compete Agreement

706 Intercultural Competence Edge Inc.
Intercultural Competence Edge, Inc. is a national diversity, equity and inclusion consulting firm that specializes in providing interactive, experiential educational experiences. Its training is intercultural competence-based and covers most diversity, equity, and inclusion (DEI) topics. The company focuses on matching an organization's DEI educational needs with one of the top facilitators in the country to create sustainable change.

707 FranklinCovey Client Sales, Inc.
FranklinCovey is focused on performance improvement. We help people and organizations achieve results that require a change in human behavior. Our principled-centered content focuses on leadership development, trust-building, unconscious bias, inclusion and coaching. Our competitive advantage lies in world-class content, expert facilitation, multiple modality capability and global reach to include offerings in more than 30 languages.
Visit resources.franklincovey.com to preview our material.

801 Imagine Deliver
How do you design solutions that work better for everyone? We help you imagine what's next, and then set the future in motion. We help clients design their work to create stronger organizations and systems change. We leverage the power of diverse teams and apply equity-centered design methods to create powerful and profitable strategies. Imagine Deliver is a certified B Corp — 10% of our profits go to nonprofit organizations led by Indigenous, Black, and People of Color working towards justice.

804 Diversity Dashboard/Culture Coach International
The Diversity Dashboard is a custom-built online project management system for diversity professionals helping them to: understand the value of their work, publish data-based reports that show the ROI of their work and defend their work to others. Culture Coach International provides diversity consulting, training and micro-education in two-minute increments with its tech partner Qstream. Sign up for a free Qstream course or to get our diversity metrics model at the booth.

807 Symmetra
Symmetra is a specialist international diversity and inclusion consultancy, delivering end-to-end solutions to blue chip organisations across the globe that transform leadership and culture. Since 2003, our global multidisciplinary team has evolved systems, products and expertise to create workplaces that make diversity a source of true value, integrating it with overall business strategy to optimise performance, problem solving and creativity.

901 Prosperity Ready
Prosperity Ready develops the vast potential of immigrants, helps overcome our talent shortage crisis, and empowers employers to reflect the communities they serve. We develop ready-now immigrant professionals and place them with pre-committed hiring organizations. We are unique in that we address all aspects of the employment life cycle, including helping organizations create an environment of belonging, where diverse talent can bring their authentic selves and contribute their best work.

MARKETPLACE MARKETPLACE EXHIBITORS

903 Menttium Corporation
Founded in 1991, Menttium is the leader in formal corporate mentoring programs that support leadership development and Diversity & Inclusion in the global business community. At Menttium, we believe the right mentor can accelerate learning, increase confidence, broaden perspectives and help key talent realize their true potential. We focus on the whole person and leverage formalized mentoring programs to help people thrive at work and in life!

906 Diversity Best Practices
Diversity Best Practices is the preeminent organization for diversity thought leaders to share best practices and develop innovative solutions for corporate culture change. Through our extensive research services, unique benchmarking, cutting-edge publications, members-only searchable database, and exclusive events, Diversity Best Practices is your knowledge partner, delivering information and strategies to help you create, implement, measure and grow first-in-class diversity and inclusion programs.

908 WE'RE DIVINE
WE'RE DIVINE consulting integrates experience-based learning methods to enhance the outcomes of organizations, communities and individual's success. Our consultants create innovative models that assist with leadership development, cultural change, dismantling barriers, and building intercultural relations. We want to grow one's capacity for holding difficult space and conversations. Our workshops and coaching provide a supportive "space" to talk about differences and discover commonalities.

1101 Aleria PBC
We leverage behavioral sciences and computer simulation to quantify how diversity & inclusion can lead to happier employees while improving the bottom line. Our Inclusion Assessment quantifies the level of inclusion within organizations and its impact on overall performance, identifying key risks and opportunities. In 2020 we are launching an app to measure the impact of D&I initiatives on an ongoing basis.

1103 Farzana Nayani, Consulting & Training
Learn about DEI strategy, training, consulting, and coaching services from Farzana Nayani, Consulting & Training. Preview her publications including her upcoming book 'Raising Multiracial Children: Tools for Nurturing Identity in a Racialized World' and 'Being All of Me' on cultivating racial identity in youth.

1104 Allina Health
Allina Health / Aetna is a refreshing new option in Minnesota health care coverage. We're focusing on putting our members at the center of all we do. How refreshing. Something profound happens when our physicians, specialists and employees get to know you — not just as a patient but as a fellow human being. We see a better life for you, just waiting to be lived.

1203 The Winters Group, Inc.
For over 30 years, The Winters Group has created transformative, sustainable solutions for equity and inclusion. We have partnered with hundreds of Fortune 100 and nonprofit 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.

1204 YMCA of The Greater Twin Cities
The YMCA Equity Innovation Center of Excellence offers learning experiences to help organizations build inclusive workforces and communities. The Center provides opportunities for building transformational leaders and engaging stakeholders. By experiencing hands-on training designed to help foster innovative solutions to challenges regarding equity, diversity and inclusion, teams can create a safe environment for authentic conversation and build a lasting culture that values all perspectives.

1303 The Winters Group, Inc.
In our deep and heartfelt commitment to creating an equitable world, The Winters Group developed a corporate social responsibility arm—Live Inclusively® Actualized (LIA)—that focuses on the efforts surrounding this commitment. We aim to break down systemic barriers that impact marginalized communities through grantmaking, programs, and service opportunities that promote inclusion, equity, and justice.

1304 Nice Ride
Nice Ride is Minneapolis' hometown bike share service, providing residents and visitors with a convenient, fun and affordable transportation option for getting around and exploring Minneapolis. People use bike share to commute to work or school, run errands, get to appointments or social engagements, and more. Nice Ride stands as a working example of how our state, cities, and industries create programs that meet critical and shared public goals.

1400 Linkage, Inc.
For more than 30 years, Linkage has been changing the face of leadership. Through our work with more than one million leaders, we continue to evolve our leadership data, insights and frameworks, empowering leading organizations to solve their most vexing leadership challenges. From developing effective, purposeful leaders to advancing women and creating cultures of inclusion, we guide our clients with proven Solutions to create transformative change.

1401 Religious Freedom & Business Foundation
As companies work in a globalized world, they need employees who can relate to the daily experience of increasingly diverse customers. For billions of potential customers, including in the world's fastest-growing economies, religious belief and practice are a part of daily life. We help companies navigate religion and add it to their equity, diversity and inclusion portfolios. Religious literacy adds to the bottom line.

1403 Inclusion in Action
Inclusion in Action uses an authentically bold and moving theatre-based approach that helps individuals, teams and organizations step outside their comfort zones and engage in new ways to better understand difference. This highly customized experience holds a mirror up to your work environment, engages the senses, and challenges people to stretch, connect and engage in personal and professional action planning for shared success toward your organizational goals.

1404 MESH/diversity
MESH/diversity is a people-first organization dedicated to building inclusive workplaces where the best people will want to work, and can thrive. Driven by data, we use behavioral analytics to tailor effective D&I strategies that can scale globally and across the talent lifecycle. The MESH Diversity Intelligence™ approach empowers organizations with the roadmap and tools to bring D&I into their business DNA.

1504 Ibrahim DeVries Consulting
Ibrahim DeVries Consulting focuses on intercultural effectiveness and diversity and inclusion advocacy. Grounded in intercultural communication theory and social justice approaches, we strengthen teams and organizations for success in the global environment.

1506 EmployeeEXP
A leading-edge learning experience brought to you by a partnership between REM5 Virtual Reality Laboratory, ECCO International and EmployeeEXP. Transform your Equity, Inclusion and Diversity (EID) education journey from storytelling to StoryLiving through innovative Virtual Reality (VR) technology. This booth offers you the opportunity to demo two powerful VR experiences: an immersive 360 video focused on racial inequities in the U.S. and Steps of Privilege VR, a fully interactive VR experience.

MARKETPLACE MARKETPLACE EXHIBITORS

1508 Nielsen
Nielsen Global Media is the source of One Media Truth. Nielsen Global Connect is Shaping a Smarter Market. At Nielsen, diversity and inclusion are essential to everything we do. Visit us to learn more about career opportunities and to pick up your copy of Nielsen's Diverse Intelligence Series, our annual collection of insights based on the latest trends for multicultural, LGBTQ+, veterans, and disabled consumers and audiences.

1606 STEMconnector
STEMconnector is a professional services firm committed to increasing the number of STEM-ready (Science Technology Engineering Math) workers in the global talent pool. We provide a platform to engage leaders in both public and private sectors who collectively are re-envisioning the workforce. Working with pioneering leaders across over 200 organizations, our overall goal is to inform, stimulate and connect leaders with a passion for and vested interest in growing a STEM-ready workforce.

1607 Rubicon Programs, Inc.
Rubicon equips and empowers our participants to develop economic mobility to move out of poverty. No one service can address the many challenges people living in poverty face – success comes from participation and achievement in four areas: Assets, Income, Wellness, and Connections. **Commitment To Racial Justice** – Systemic racism undergirds our nation's laws, policies, and beliefs. To break poverty, we must address racism wherever we see it – starting with our own practices and culture.

1706 Conceive Believe Achieve
Conceive Believe Achieve (CBA), a nonprofit dedicated to educating the public about diversity and inclusion in America. Dedicated to ensuring inclusion of members of U.S. society who represent our great nation as they conceive, believe and achieve the greatness they were destined to attain. To accomplish this, we offer/rent large format pictorial displays with a corresponding syllabus for educators and organizations, which depict African American, Asian American and Native American histories.

1707 Sankore Consulting
Sankore Consulting is a small woman-owned company founded to foster creative leadership in organizations that delivers unique and effective authentic research-based, best-practices professional development focused on Education, Diversity, Equity & Innovation to promote achievement and engagement in schools, and inclusive practices in corporations and community agencies.

1801 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. It is home of the free download Global D&I Benchmarks: Standards for Organizations Around the World (GDIB). The GDIB, written by 95 experts, helps organizations in various sectors and industries, using different D&I approaches, achieve high-quality outcomes. All free. We are not a consulting firm. www.centreforglobalinclusion.org

1806 Convergence on Campus
Convergence on Campus is the only North American (U.S. and Canada) based nonprofit that works to provide institutional solutions to better support religious, secular, and spiritual identities comprehensively through policy and practice. Our efforts include work on implicit bias, anti-racism, as well as trainings related to religious minorities and understanding how to enact policies that will improve employee moral and, on college campuses, retention and student satisfaction.

1807 Disaster Avoidance Experts
Disaster Avoidance Experts is on a mission to protect leaders from dangerous judgment errors known as cognitive biases, which devastate bottom lines and bring down high-flying careers. Our expertise and passion is developing the most effective and profitable decision-making strategies, based on pragmatic business experience and cutting-edge behavioral economics and cognitive neuroscience, to empower leaders to avoid diversity, equity, and inclusion disasters.

1809 Strategic Diversity Initiatives
Advance your diversity, equity, & inclusion efforts with an approach that is strategic and sustainable. Demographics are changing and employers are faced with new workforce challenges every day. Many of these challenges are centered around diversity, equity & inclusion. Strategic Diversity Initiatives is a certified LGBTQ – and Woman-owned consulting firm with 25 years of experience providing world class education and consultation around diversity, equity & inclusion.

1810 Neurodiversity Advisors Inc.
Neurodiversity Advisors Inc. is a 100-percent Disabled Owned Business Enterprise (DOBE) certified by Disability:IN. Our founder and president are autistic self-advocates. Our primary focus is on increasing neurodiversity in the workplace by offering consulting services. The services we provide include: diversity training, workshops, recruiting, retention, and job fairs. We customize our approach to fit your needs. For more information, please visit neurodiversityadvisors.com.

1906 Barnes & Thornburg LLP
You'll find us at the heart of business. With more than 600 attorneys and other legal professionals, Barnes & Thornburg LLP is one of the largest law firms in the country. We serve clients worldwide from offices all over the U.S. We provide guidance in more than 50 dedicated practice areas across multiple departments from litigation to government services to healthcare. Our value-driven approach is what you should expect in your law firm. Find out more at btlaw.com.

1907 PFLAG National
PFLAG (pflag.org) is the first and largest organization for LGBTQ+ people, their parents and families, and allies. For nearly 50 years, PFLAG has been opening hearts, minds, and building inclusion for the LGBTQ+ community. Through PFLAG's Straight for Equality in the workplace program, more than 15,000 people in 140 organizations have learned about LGBTQ+ issues and how to become powerful allies. Learn more at straightforequality.org/workplace.

1910 Center for Mentoring Excellence
Center for Mentoring Excellence helps organizations develop leaders and build inclusive cultures through mentoring.

2000 Allianz Life
Retiring with financial security. Living life with confidence. Allianz Life is known for innovation, performance, and customer service. We are part of Allianz SE, a global financial services group that is ranked number 20 on the Fortune Global 500 list of the world's largest corporations. We have become a leader in the North American life insurance industry.

2001 Berrett-Koehler Publishers
Berrett-Koehler is an independent publisher founded in 1992 and dedicated to an ambitious mission: Connecting people and ideas to create a world that works for all. 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. We hope that you, too, will join us in our mission.

2006 The Zone
We are a global partnership of culture and performance architects. Our mission is to make the world of work more human. We guide leaders, teams, and organizations to the zone, where they access and harness collective intelligence to solve their biggest challenges. In the zone, collaboration, innovation, and the ability to deliver outstanding results are optimized, and happiness goes hand in hand with high performance.

2010 Sparks of Change, LLC
We help leaders and managers who are struggling with diversity. Through individual coaching and customized training for teams we develop leaders who use coaching skills to improve communication and build effective relationships across all types of difference. Our clients learn to build bridges that lead to sustainable relationships honoring diversity, inclusion and equity goals.

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the FORUM on workplace inclusion®

For 32 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 a program of Augsburg University in Minneapolis, Minnesota, USA. The Forum expands mindsets, skill sets, and tool sets necessary for true workplace inclusion through our annual conference, The Forum Podcast, The Forum Webinar Series, our Diversity Insights Breakfasts, and our website ForumWorkplaceInclusion.org.

Visit **ForumWorkplaceInclusion.org** to watch for new Forum opportunities.

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