

**Diversity, Equity & Inclusivity Conference
In Partnership with Bank of America
July 26, 8 a.m. – 4 p.m.
Raleigh Convention Center**

Schedule

8 – 9 a.m.	Registration & Networking
9 – 9:15 a.m.	Welcome Remarks/Opening Charge Jamaal Livan, Bank of America
9:15 – 10:15 a.m.	First Activity - Privileges for Sale Torri A. Staton, PhD Panel
10:15 – 10:35 a.m.	Transition 1
10:35 – 11:20 a.m.	First Breakout Sessions (choose one from Breakout Session box 1)
11:20 – 11:40 a.m.	Transition to Lunch
11:40 a.m. – 11:55 a.m.	Networking Lunch, Announcement of the 2 nd Annual Phil Freelon Award
11:55 a.m. – 12:35 p.m.	Key Learning Moments: A Better Wake
12:35 – 12:45 p.m.	Transition to Panel
12:45 – 1:40 p.m.	Accessibility in the Workplace Panel
1:40 – 2 p.m.	Transition 2
2 – 2:45 p.m.	Second Breakouts (choose one from Breakout Session box 2)
2:45 – 3 p.m.	Transition to Closing
3 – 3:20 p.m.	Debrief of the Day/Action-Oriented Activity
3:20 p.m.	Closing Remarks

Key Learning Moment - A Better Wake: Dismantling Systemic Racism

Each expert will give a 7–10-minute talk about systemic racism in that field.

- Economic Mobility
 - Danya Perry, Director of Diversity, Equity, and Inclusivity, Wake County Government
- Health
 - Bahby Banks, CEO, Pillar Consulting
- Education
 - LaToya Montague, Executive Director, Communities in Schools Wake County
- Criminal Justice
 - Dennis Gaddy, Founder & Executive Director, Community Success Initiative

Accessibility in the Workplace Panel

Panelists:

- Calandra Jarrell, Bank of America, moderator
- Laura Steed Lorino - CEO of L'Arche of NC
- Megan Oteri, Brick Scholars Consulting
- Kamille Richardson, Founder, iSee Technologies, Moderator

Rooms and Breakout Sessions

Room 301A

1. Advocating for DEI in your C-Suite - Panel
2. Mentorship vs. Sponsorship

Room 301B

1. Driving DEI with Data
2. Systemic Oppression and Mental Health

Room 302ABC

1. LGBT+ Inclusivity Panel
2. 5 Ways to Overcome DEI Fatigue

Room 304

1. Hiring and Retaining Diverse Talent – Panel
2. Justice-Based Trust Building

Room 305AB

1. 5 Ways to Overcome DEI Fatigue
2. Second Chance Hiring - NC Works

Room 306ABC

1. Cultural Competency
2. Cultural Competency

Room 402

1. Sensory Calming/Quiet Space
2. Sensory Calming/Quiet Space

Breakout Session 1 Options - 10:30 a.m.

Creating Inclusive Spaces for the LGBTQ+ Experience (Panel)

Prioritizing LGBTQ inclusion and creating programs to support diversity in your organization are important ways to support employees but embracing diversity and inclusion as an employer also can make you more attractive to LGBTQ candidates. Plus, diverse perspectives drive innovation, creativity and foster a belief among employees that their opinions matter, which encourages them to give their best effort. Come hear perspectives and learn how to best support folks of the LGBTQ+ Experience in the workplace.

- Francisco Chavez, Raleigh Consulting Group
- Wendy Gates Corbett
- Deanna Jones, Cisco
- Kade Kimber, President, LGBT Chamber

Advocating for DEI in your C-Suite (Panel)

Are you a part of a C-Suite that wants to encourage more DEI initiatives in your company? Are you trying to learn how to advocate for DEI initiatives in the C-Suite at your company? Come and learn ways to engage with C-Suite leaders about how to prioritize and encourage DEI initiatives in your company.

- Matt Bliss, COO, Credit Suisse
- Gary Greene, CEO, Greene Resources
- Michael Haley, Executive Director – Wake County Economic Development, Senior VP - Raleigh Chamber, Moderator
- Carly Jones, CEO, Art Space

Hiring and Retaining Diverse Talent (Panel)

- Geoff Foster, Bank of America*
- Jessica Jolley, Pendo.io, moderator
- Maurice Jones, OneTen
- Caroline Sullivan, LINC-IT

5 Ways to Overcome DEI Fatigue

Remember that Chief Diversity Officer you hired two years ago? Or, maybe you called them your Director of Culture, Chief People Officer, or VP of Diversity, Equity, and Inclusion. Everyone was so excited when you first brought them on board—eagerly signing up for training, joining the DEI committee, and getting involved in company-wide efforts to change. Or maybe you're the DEI leader! After the summer of 2020, there was a fiery interest in all things DEI. You've been doing the hard work to advance DEI at your organization. Flash forward to now. Your diversity, equity, and inclusion (DEI) budget isn't as big as it used to be, and learning opportunities are few and far

Breakout Session 2 Options - 2 p.m.

5 Ways to Overcome DEI Fatigue

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- Shelley Willingham, The Diversity Movement

Equitable Mentorship and Sponsorship

Women and people of color are often over-mentored, but under-sponsored, negatively impacting their career advancement, ultimately resulting in homogenous executive-leadership. While mentorship and sponsorship are integral factors in long-term success of employees, a lack of inclusive opportunities results in stagnant career paths for historically underserved populations. This session explores the importance of framing mentorship and sponsorship within the DEI space. Participants will walk away with a clear understanding of the distinction between mentorship and sponsorship, best practices for creating inclusive opportunities, the role social capital plays in equitable career advancement, and expert advice on how to build a diverse personal board of directors.

- Kasey Ashton, Ed.D, Wake Invests In Women
- Suzanne Stroud, Merrill Lynch Wealth Management Advisor
- Dr. Sandra Wall Williams, Wake Technical Community College

Supporting People Impacted by the Criminal Justice System: Redefining "Second Chance Hiring" (A Fireside Chat)

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Introduction to Culture and Cultural Competence

This foundational workshop introduces key concepts for discussing culture and developing cultural competence. Participants will apply general frameworks for understanding culture to their own professional contexts and consider how culture influences interactions with clients, colleagues, and others. Participants will consider interpersonal and institutional impacts of culture and examine key cultural frameworks and apply them within a professional context.

- Becky Cibulskis, International Programs Coordinator, Global Training Initiative, NC State University
- Ilin Misaras, Assistant Director, Global Training Initiative, NC State University

Driving DEI with Data

Are you a DEI leader who wants to take a more data-driven approach to your work? Then this webinar is for you! During this interactive session we will discuss why measuring DEI is important, what DEI data can look like, and how data can be collected and used.

- Sertrice Grice, Co-Founder & Chief Consulting Officer, Mattingly Solutions

"Challenge the unconscious stigma and language our community uses with justice involved individuals and industries that are meant to support them. This presentation will highlight the difficulty of navigating the "system," which features barriers that can keep people obtaining gainful employment, hidden struggles and how this plays a major role in their overall health. Our speakers will serve as a great segue, and lead a conversation into thinking about mental health, reentry, second chance hiring and practical ways to implement intentional inclusivity in your daily life. "

- Donna Farrar, Wake LRC
- Natalie Mabone, Capital Area Workforce Development
- Hermoine Ruffin, Wake LRC
- Tia Scriven, NC Works

Justice-Based Trust Building

As you are doing community engagement work with your employer or on your own, how are you building trust with the communities that you are serving? Join this robust conversation and analysis on how community engagement work and volunteering can be more impactful when applying a justice-based, trust building lens.

- Ashley Ahlers, United Way of the Greater Triangle
- Nick Allen, United Way of the Greater Triangle

Racism and Its Effect on Mental Health

In this session, we will discuss racism and its effect on mental health. We will take a closer look at the definitions of BIPOC, racism, mental health, and implicit bias. We will correlate racism's effects on mental health as it directly relates to work performance. At the end of the session, the attendee will be able to clearly define key terms and identify personal biases in and out of the workplace.

- Kayla Humphrey, MSW, Licensed Clinical Social Worker
- Deeariah King, MSW, Licensed Clinical Social Worker

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Interactive Booths

To be available during transitions for hands-on interactions with technology, local exhibits, and best practices for DEI.

1. Virtual Reality Technology for Cultural Competence Scenarios
 - a. NC State University, Global Training Initiative
2. Lego Serious Play – Using play to enhance Team Building, Quality Improvement, and Problem Solving
 - a. Megan Oteri, Brick Scholars Consulting
3. Tech Tools for Disabled Employees
 - a. Kamille Richardson, iSee Technologies
4. RACE Exhibit
 - a. Michael Lewis, NC Museum of Natural Sciences

Room 402

Calming Room and Resource Center

This room will serve as a calming room – a space to share thoughts and impactful statements. This room will also be a space to share DEI resources that event attendees can collect.