



**ALL TIMES LISTED ARE IN EASTERN TIME**  
(for UK times add 4 hours)

**8:30 – 8:55 a.m. Welcome and Trade Show Opens**

**8:55 – 9:05 a.m. Opening Remarks from the Chair: Priya Bates (she/her), Co-Founder, A Leader Like Me**

**9:05 – 9:50 a.m. Opening Keynote – The Four Sacred Gifts – Indigenous Wisdom for this time**

*Anita L Sanchez (she/her), PhD Founder and CEO, Sanchez Tennis & Associates, LLC*

A recent study and polls report that business is the most trusted institution in the world; 68% expect business to take the lead on fixing societal problems. As leaders, we are called to navigate intense challenges of social and racial inequities, distrust of government & politics, global warming, COVID, economic uncertainty, and more. How can we conduct business in productive, healthy, life-giving relationship with ourselves and others?

In “The Four Sacred Gifts”, Indigenous Elders from around the world share a call to action that asks all of humanity, from the living room to the board room, to remember their connection to all our relations. They tell us that vibrant community and experience of belonging can emerge when we individually and collectively embody four sacred gift.

- Discover how the indigenous world view of All My Relations teaches us about the interconnection of all we do in business and life.
- Learn how the four gifts, the power to forgive the unforgivable, power of unity, gift of healing and the gift of hope in action are essential leadership and life tools.
- Explore what these sacred gifts mean for you in your personal and work life.

### **9:50 – 10:40 a.m. Panel: Leading from the Top**

*Simone Roche (she/her), CEO & Founder, Northern Power Women,  
Gemma McCall (she/her), CEO CultureShift,  
Ben Reynolds (he/him), MD Gallagher*

How can leaders build a truly inclusive culture where everyone can belong? Simone Roche will be asking this question to our panel of CEOs who are industry experts in their field. There will be discussions on what works, the challenges they've faced and the pitfalls to be aware of plus an opportunity for delegates to ask questions. Come and join the discussion and help take action!

### **10:40 – 11:00 a.m. NETWORKING BREAK + TRADESHOW**

### **11:00 – 11:40 a.m. Storytelling for Social Change**

*Adena J. White (she/her), APR, Blackbelt Media LLC*

The Blackbelt Voices podcast, recognized recently by "[O, The Oprah Magazine](#)" and "[Vanity Fair](#)," strives to uncover the stories lived and the stories told of Black people often erased in narratives and histories of The South. The success of the podcast, and its foundational dream to change minds and attitudes, has been one of the highlights of 2020. Founder and chief storyteller Adena J. White will take us behind the scenes to share her process for uncovering stories for social change.

In this session, you will learn a three-step process for successful storytelling to support your diversity initiatives.

1. Discover – How to find and listen to the diverse stories that are often overlooked
2. Refine – How to use strategy and planning to use stories to drive actions and beliefs
3. Amplify – How to use the right channels to share stories with the audiences who need to hear them

### **11:40 – 12:20 p.m. Overcoming Adversity to Passion**

*Madiha Jafri (she/her), PhD, Associate Fellow (Artificial Intelligence & Cybersecurity),  
Lockheed Martin, RMS Moorestown*

Turning a passion for art into a PhD in Electrical and Computer Engineering (fully funded by NASA Langley) and a post-doctoral with a focus on electromagnetics and AI now means working as a scientist of Cybersecurity and Artificial Intelligence at

Lockheed Martin. Hear about a journey with challenges matched only by a passion to disrupt the status quo.

- Making dreams into realities
- Bringing an artistic mindset to engineering for the benefit of all
- Identifying allies to support your journey

## **12:20 – 1:10 p.m. NETWORKING/LUNCH BREAK/TRADESHOW**

### **1:10 – 2:00 p.m. Panel: Beyond my Disability**

*Mark Webb (him/his), Head of Comms Shift.ms*  
*Jonathan Hassell, CEO/Founder, Hassell Inclusion*  
*Kamna Narain, Internal Communications Advisor*  
*& Shani Dhanda, Disability Specialist*

## **2:00 – 2:20 p.m. NETWORKING BREAK + TRADESHOW**

### **2:20 – 3:00 p.m. The Importance of Effective Communication – How to Communicate More Effectively and Rethinking Allyship**

*Jade Pichette (they/them), Manager of Programs, Pride at Work Canada*

Allyship is a term often utilized in inclusion and diversity circles however, often identifying as an ally rarely leads to concrete changes in actions. During this session Pride at Work Canada's Manager of Programs will challenge the idea of allyship and provide new solutions to addressing one's own privilege, unconscious biases, and lead to real actionable change. Utilizing intersectional examples from gender and sexual minority communities, we will unpack the ally.

Learning outcomes:

- Rethinking allyship
- Becoming intersectional in our approaches to DEI
- Inclusive communications regarding gender identity and sexual orientation

## **3:00 – 3:10 p.m. STRETCH BREAK**

**3:10 – 3:50 p.m. How to build an anti-racist organization where all people can thrive**

*Dr. Leeno Karumanchery (him/his), Co-Founder & Head of Behavioural Sciences, MESH Diversity*

MESH/diversity empowers professionals with the strategic support, tools, metrics and data needed to drive success across their organizations.

With the present public discourse around racism, many organizations are professing their desire to be actively anti-racist. In this interactive session, you will be introduced to a framework and tools to drive success across your organization and build high performance teams where all your people can thrive:

- Gain insight into your own leadership style
- Understand tools that help you develop your people and empower your leaders
- Drive real inclusive change

**3:50 – 4:20 p.m. NETWORKING BREAK + TRADESHOW**

**4:20 p.m. Conference Concludes**

# THANK YOU TO ALL OUR SPONSORS

