



**World Diversity Leadership Summit
PROGRAM AGENDA**

**Tuesday, July 8, 2008
The Chrysler Building
405 Lexington Avenue, New York, NY 10017**

01:00 pm – 03:30 pm Global Partners Program Meeting (Private Sponsored Event)
Location: 51st Floor

**Tuesday, July 8, 2008
The Federal Reserve Bank of New York
33 Liberty Street, New York, NY 10045**

05:00 pm – 5:45 pm CDO Roundtable (Private Sponsored Event)
Location: Liberty Room, 1st Floor

06:00 pm – 07:30 pm Sponsors' Reception (Invitation Only)
Location: Liberty Room, 1st Floor

**Wednesday, July 9, 2008
The Harvard Club of New York City
35 West 44th Street, New York, NY 10036**

08:15 am – 08:30 am Welcome and Kick-off
Speakers: **Douglas Freeman, CEO, Virtcom Consulting**
Aparna Mehrotra, Deputy Chief, Focal Group for Women
Joyce Russell, President and COO, Adecco
Location: North Biddle Room, 3rd Floor

08:30 am – 09:15 am Aging and BCG Demographic Risk Management Report from The Harvard Business Review
Speakers: **Deborah Russell, Director, Workforce Issues, AARP**
Roselinde Torres, Partner and Managing Director, Boston Consulting Group
Andrew Toma, Partner and Managing Director, Boston Consulting Group
Location: North Biddle Room, 3rd Floor

09:30 am – 10:30 am Global and Local Diversity Councils
Moderator: **Mike Davis, Director of Diversity and Inclusion, DLA Piper**
Speakers: **Jeffrey Smith, Associate Director for Global Inclusion, Procter and Gamble**
Cassandra Alston, Executive Director of Global Workforce Diversity, Johnson Controls
Dr. Rohini Anand, SVP & Chief Diversity Officer, Sodexo
Shari Slate, Director of Global Inclusion, Sun Microsystems
This session will provide an opportunity for diversity council specialists from major organizations to share some of the latest developments, issues and lessons with conference participants.
Location: Cambridge Room, 2nd Floor



- 09:30 am – 10:30 am The New York Times Branding Report
Speaker: **Michael Grissom**
Michael Grissom from the New York Times shares the results of his publication's latest corporate diversity research report. This recent study focuses particularly upon how companies establish their "Diversity Brand."
Location: West Room, 3rd Floor
- 10:45 am – 11:45 am Global and Local Supplier Diversity: Women and Ethnic Minorities
Moderator: **Mike Anguiano, Co-CEO, CVM Solutions**
Speakers: **Cheryl D'Cruz-Young, Managing Director – US, Diversified Search Ray & Berndtson**
D. Mitchell, CEO, National Diversity Solutions
Brenda Schneider, SVP, Comerica Bank
Floyd Pitts, Senior Director, Diversity Programs, Hilton Hotels Corp.
Jo-Ann Butler, Senior Advisor on Corporate Relations, Migration Policy Group
It is commonly believed that supplier diversity programs are responsible for significantly expanding business opportunities for women and ethnic minority-owned businesses. This session will delve into the promises and realities, as well as the successes and failures of supplier diversity programs. Topics will also include best practices and effective technologies for managing supplier diversity programs.
Location: Cambridge Room, 2nd Floor
- 10:45 am – 11:45 am Global Diversity and Gender: Legislative/Regulatory Environment
Moderator: **Rosalind McLymont, Editor-in-Chief, The Network Journal**
Speakers: **Sandra Wallace, Employment Partner, DLA Piper**
Janet Hall, Senior Policy Advisor, The United Nations Foundation
Janet Reid, Managing Partner, Global Lead
Joan Parrott-Fonseca, Dean, School of Business, Medgar Evers College
Even companies that have highly successful diversity programs and policies in their home countries may encounter serious challenges while trying to expand these practices abroad. This distinguished panel will cover diversity-related legislative and regulatory issues around the world and discuss their impact on companies, employees and consumers.
Location: West Room, 3rd Floor
- 12:00 pm – 01:15 pm Global Networking Lunch
Keynote Speaker: **Paul Freeman, Chief Conductor, Czech National Symphony Orchestra and the Chicago Sinfonietta**
"Leadership in the Modern Workplace": An Interview with Maestro Paul Freeman, and Edie Fraser, Chair Diversity and Managing Director, Diversified Search Ray & Berndtson."
Location: North Biddle Room, 3rd Floor
- 01:30 pm – 02:30 pm Global Diversity and Gender Recruitment
Moderator: **Edie Fraser, Chair Diversity and Managing Director, Diversified Search Ray & Berndtson**
Speakers: **Monika Ruehl, Global Head of Change Management and Diversity, Lufthansa**
Della Britton Baeza President and CEO, Jackie Robinson Foundation
Kitti Dobi, Head of Business Partnering, Vodafone
Emanuela Bonadiman, HR Vice President, EMEA, Arrow Electronics
Jim Bowden, Director, Global Strategies for Diversity & Inclusion, Walt Disney Parks and Resorts
Intense global competition, shifting technologies and worldwide demographic changes are expected to bring about a war for talent that is unlike anything we have ever seen. Organizations will need to find new ways to ensure the early identification, nurturing, progression and retention of global talent in order to stay competitive. An international panel of thought leaders from business, government and the nonprofit sector will examine these issues closely.
Location: Cambridge Room, 2nd Floor



- 01:30 pm – 02:30 pm Corporate Social Responsibility and Diversity
Moderator: **Chris Tabourne, Assistant Vice President, Corporate Diversity, Enterprise Rent-a-Car**
Speakers: **Phillip Berry, VP, Global Workplace Initiatives, Colgate-Palmolive**
Alyssa Dver, Chief Executive, Mint Green Marketing
Ursula Wynhoven, Head, Policy & Legal Manager, UN Global Compact
Lynda Ireland, President, New York and New Jersey Minority Supplier Development Council, Inc.
How does diversity and inclusion relate to a company's Corporate Social Responsibility (CSR) efforts? Should diversity and inclusion be treated as a subset of the CSR mission, or should both exist as fully separate programs and initiatives? In either situation, what will this mean for a diversity and inclusion professional? Panelists will address these very questions and provide real world examples and best practices.
Location: West Room, 3rd Floor
- 02:45 pm – 03:45 pm Virtcom Global Client Case Studies: Employee Engagement, Connectivity, ROI and the Global Partners Program
Moderator: **Douglas Freeman, CEO, Virtcom Consulting**
Speakers: **Christian Baldia, Principal, Virtcom Consulting**
Lois Cooper, Vice President of Diversity and Employee Relations, Adecco
David Lipscomb, VP, Diversity and Inclusion, Sovereign Bank
William Rolack, Diversity Manager, Adecco
Sherry Snipes, Global Diversity, Inclusion & Engagement Manager, Arrow Electronics
This session presents some of the latest diversity and inclusion management tools and analytical methods. Topics include diversity-focused professional development models, inclusion metrics based on employee engagement and organizational connectivity, and the Virtcom diversity ROI framework.
Location: North Biddle Room, 3rd Floor
- Special Topics Break-out Sessions
- 04:00 pm – 05:00 pm Religion, Disabled & LGBT in the Workforce and Marketplace
Moderator: **Lois Cooper, Vice President of Diversity and Employee Relations, Adecco**
Speakers: **Nadine Vogel, President, Springboard Consulting LLC**
David Haase, Partner, Littler Mendelson, P.C.
Eliza Byard, Deputy Executive Director, GLSEN
Sylvia Alston, Vice President, Diversity Initiatives, HSBC
The workplace brings together many types of people of different backgrounds, each with their own perspectives and particular needs. Similarly, global markets and shifting demographics are forcing organizations to recognize a broader variety of customers and constituents. For businesses, government agencies and nonprofits alike, it is a challenge to recognize and address these different groups of individuals properly. However, what happens when these different groups have competing or even diametrically opposed interests? This session examines these issues in the context of religion, disability and sexual orientation.
Location: Cambridge Room, 2nd Floor
- 04:00 pm – 05:00 pm Ethnic Minorities & Immigrants in the Workforce and Marketplace
Moderator: **Wanda Jackson, Vice President, Human Resources, National Urban League**
Speakers: **Beatrice Achaleke, Executive Director, AFRA: International Centre for Black Women Austria**
Nikki Cicerani, Managing Director, Upwardly Global
Ian Dodds, President, Ian Dodds Consulting
Dr. Shirley Davis, Director of Diversity and Inclusion Initiatives, SHRM
In recent years, the impact of immigration and global markets has dramatically increased throughout the world, creating a wide variety of new challenges and opportunities. This international panel of diversity thought leaders will share their own observations, insights and concerns.
Location: West Room, 3rd Floor
- 06:00 pm – 08:30 pm Saks Fifth Avenue Reception
Location: 8th Floor



Thursday, July 10, 2008
The United Nations Headquarters
46th Street at 1st Avenue, New York, NY 10017

- 10:00 am – 10:30 am **Keynote: Barry Salzberg, CEO, Deloitte**
Topic: **“Can Diversity Really Address CEOs’ Most Pressing Challenges?”**
Location: **Room 4**
- 10:30 am – 10:45 am **Introductions**
Speakers: **Douglas Freeman, CEO Virtcom Consulting**
Aparna Mehrotra, Deputy Chief, Focal Group for Women
Location: **Room 4**
- Diversity Initiative Session
- 11:00 am – 11:45 am **Global Diversity and Gender in the Media**
Moderator: **Lynn Heffron, President, Diversity Spectrum**
Speakers: **Lawrence Cooke, Executive Consultant, Diversity Marketing and Sales**
Libby Lewis, Media Studies Professor, U.C. Berkeley
Taigi Smith, Producer, CBS News
Elayne Fluker, Editorial Director, Beauty & Style and Entertainment, ivillage.com
Evangelia Biddy, Vice President, National Advertising, Savoy Professional
In the past decade alone, mainstream media has been profoundly transformed by innovations such as blogs, cell phone cameras, YouTube and social networking sites such as Facebook, LinkedIn and Second Life. With these technological changes, a number of major demographic shifts in the US and throughout the rest of the world are leading companies to develop new media strategies and messaging techniques. Leading members of the media to discuss these new technologies and demographic changes and how their industry is attempting to adapt to them.
Location: **Room 4**
- Diversity Initiative Session
- 12:00 pm – 12:45 pm **Global Diversity/Gender and Education**
Moderator: **Karen Brown, Corporate Director of the Office of Diversity, Rockwell Collins**
Speakers: **Dr. William Crouch, President, Georgetown College (KY)**
Dr. Janina Brutt-Griffler, Director, Polish Studies Program, University of Buffalo
Carla Maxwell Ray, Chief Development Officer, The National Society of High School Scholars
As leadership opportunities increasingly open up for women and people from diverse backgrounds, what role should educational institutions play in preparing young people for these roles and the challenges that await them? Representatives from leading universities share their perspectives.
Location: **Room 4**
- 12:00 pm – 12:45 pm **Organizational Connectivity: A New Framework for Understanding and Managing Inclusion**
Speaker: **Christian Baldia, Principal, Virtcom Consulting**
Organizational Connectivity, which is based on the field of Social Network Analysis, is an innovative method of uncovering and studying communication patterns and social relationships within a company. This type of valuable information does not appear on any formal organizational charts, but it can provide vivid details about collaboration and inclusiveness within a group of people. This session provides an overview of how these tools are used to understand these group dynamics and improve organizational effectiveness and inclusion.
Location: **Room C**



- 12:45 pm – 02:00 pm Lunch
Location: Private Dining Rooms 1-8
- 02:15 pm – 03:15 pm CEO GPP and Innovation Roundtable, Awards Ceremony
Moderator: **Dr. William Crouch, President, Georgetown College (KY)**
Speakers: **Tig Gilliam, President and CEO, Adecco**
William Mitchell, President and CEO, Arrow Electronics
Frank Burch, Joint Chief Executive Officer, DLA Piper
Joe Campanelli, President and CEO, Sovereign Bank
Location: Room 4
- 03:30 pm – 04:30 pm Global Leadership Roundtable, Awards Ceremony
Moderator: **Dara McIntosh, Journalist, CBS Sports**
Speakers: **Dr. John Seffrin, CEO, American Cancer Society**
Lord Waheed Alli, UK House of Lords, Executive Chairman, Chorion Ltd.
Dr. Asha-Rose Migiro, Deputy Secretary General, United Nations
Adaora Udoji, Journalist, WNYC Radio
Location: Room 4
- 04:45 pm – 05:45 pm Diversity Management Roundtable
Moderator: **Douglas Freeman, CEO, Virtcom Consulting**
Speakers: **Rhian Chilcott, Head of the Washington Office, The Confederation for British Industries (CBI)**
Desiree Dancy, Vice President of Diversity and Inclusion, The New York Times
Karen Brown, Corporate Director of the Office of Diversity, Rockwell Collins
Dr. Rohini Anand, SVP & Chief Diversity Officer, Sodexo
Location: Room 4
- 06:00 pm – 08:00 pm Reception: United Nations Headquarters
Guest Appearance: **Dr. Randall Pinkett, Chairman and CEO of BCT Partners, Winner of NBC's "The Apprentice" with Donald Trump**
Location: Delegates Dining Room

Friday, July 11, 2008
The United Nations Headquarters
46th Street at 1st Avenue, New York, NY 10017

- 10:00 am – 10:30 am Keynote: **Marc Morial, CEO, National Urban League**
Topic: **"Diversity, Inclusion and The New World Order."**
Location: Room 4
- 10:30 am – 11:30 am Global Diversity and Women: UN Perspective on Gender Equality
Moderator: **Neddy Perez, Founder, Association of Employee Resource Groups**
Speakers: **Douglas Freeman, CEO, Virtcom Consulting**
Aparna Mehrotra, Deputy Chief, Focal Point for Women, The United Nations Headquarters
Maie Ayoub von Kohl, Acting Special Advisor on Gender & Diversity, UNICEF
Soknan Han Jung, Head of Gender Equality and Diversity Unit, UNDP
This session features an in-depth discussion of global gender equality issues with leading authorities from the United Nations and other organizations.
Location: Room 4



- 11:45 am – 12:30 pm Global and Local Employee Networks
Moderator: **Candi Castleberry-Singleton, CDO, University of Pittsburgh Medical College**
Speakers: **Diane Ashley, Chief Diversity Officer, Federal Reserve Bank of New York**
Liz MacGillivray, Senior Consultant, Global Equality Diversity and Inclusion, ORC Worldwide
Tiffany Norwood, Co-Founder and Executive Vice President of Product and Marketing, NGB
Desiree Dancy, Vice President of Diversity and Inclusion, The New York Times
Subha Barry, Director of Global Diversity and Inclusion, Merrill Lynch & Co.
Akiko Ito, Chief Secretariat for the Convention on the Rights of Persons with Disabilities
This session will provide an opportunity for affinity group specialists from major organizations to share some of the latest developments, issues and lessons with conference participants.
Location: Room 4
- 12:45 pm – 01:30 pm Global Diversity, Gender and Sports
Moderator: **Mark Szollar, Managing Director, NY Times Play Magazine**
Speakers: **Dr. Richard Lapchick, Sport Business Management Program, University of Central Florida**
Max Siegel, President of Global Operations, Dale Earnhardt Racing
Wendy Lewis, VP, Strategic Planning Recruitment and Diversity, Major League Baseball
Awasum Junior, Founder and CEO, African Baseball Network
Wendell Haskins, President & Founder, Original Tee, Inc.
Sports have a universal and timeless appeal that spans every country and culture around the globe. People from a wide range of backgrounds and walks of life find unity and fellowship through sports, both as participants and as spectators. The business of sports is increasingly focused as well on diversity among fans and athletes and the incorporation of the internet and telecommunication technology is driving further transformations. Leading representatives from the world of sports will discuss some of the major issues and trends at the intersection of sports and global diversity.
Location: Room 4
- 01:30 pm – 01:45 pm Closing Remarks
Location: Room 4
- 01:45 pm – 04:45 pm United Nations Tours (Optional)
Location: Visitor's Booth