



2017 SUMMIT  
THURSDAY | 10.12.17

# WELCOME TO OUR 2017 SUMMIT

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The last few months have demonstrated, beyond a shadow of a doubt, the urgency of CTI's mission. Our values, voice and prominence have never been as important. This year, CTI's impressive community of 91 global companies has been on the vanguard: bringing down the temperature bias; underpinning the careers of people of color; safeguarding the rights of LGBT employees; fully including employees with disabilities; and demonstrating the value of women at the top. Recent confrontations at Charlottesville and anger over the tardy official response to hurricane damage in Puerto Rico, confirm CTI's 2016 decision to launch "Easing Racial Tensions at Work." This research already informs a new wave of corporate initiatives. In a similar vein, scandals in Silicon Valley have brought CTI's deep tranche of work on the challenges facing women in STEM into sharp focus—and provide ammunition for our new Wonder Women project.

CTI's flagship project for 2017, "Disrupt Bias, Drive Value," has had enormous impact, appearing in *Harvard Business Review*, *Strategy+Business*, *Fortune* and *The Huffington Post*. With frameworks and tools that can radically reduce the perception of bias in workplace cultures, this seminal study will inform business leaders and D&I experts for years to come.

We're also thrilled to launch groundbreaking research on disabilities at this year's summit. "Disabilities & Inclusion" provides much needed data

on the number of employees with visible and invisible disabilities. The study also demonstrates the relationship between inclusive leadership, engagement and disclosure rates for employees with disabilities. These insights allow employers to unlock the innovative potential of employees with disabilities.

Looking ahead, we have a remarkably rich pipeline of research projects ranging from “The Sponsor Dividend: An Investment Guide for Leaders” to “Wonder Women: Flourishing and Thriving on the Frontiers of STEM,” to “Agile Careers,” to “In Transition,” and “Faith at Work.” Please consider getting involved. Kennedy Ihezie, our VP for strategic outreach ([kihezie@talentinnovation.org](mailto:kihezie@talentinnovation.org)) has many ways for you to help lead and shape our research agenda.

CTI’s Task Force for Talent Innovation continues to grow and thrive. We’ve added 22 standout companies to our roster since our 2016 Summit. A warm welcome to Acxiom; Audible; Brown Brothers Harriman; Capital Group; Charter Communications; Danaher Corporation; Davis Polk; GLG; Honda North America; Horne LLP; Lloyds Banking Group; Lockheed Martin; New York Life; OppenheimerFunds; Oracle; PIMCO; RBC Capital Markets; Sanofi; Shearman & Sterling LLP; Skadden, Arps, Slate, Meagher & Flom LLP; United Way Worldwide; and The Walt Disney Company.

Our Co-chair group also expanded this year, with Wendy Cambor and Ellyn Shook bringing Accenture onto our leadership committee. We are

enormously grateful for the commitment and dedication of our Co-chairs. 4 They scan the horizon for trend lines and business model shifts, ensuring that we stay ahead of the curve. They also lift and polish our brand, and spearhead our actions on the ground. Their fierce loyalty to our mission and financial commitment is invaluable, and we are deeply appreciative.

I cannot stress enough how much CTI's success rests on our members—the CDOs, CHROs, talent heads, and business leaders that make up our wonderful Task Force community. In fundamental ways we depend on your expertise, enthusiasm, thought leadership and generous support and it is our partnership with you that allows us to dream big, reach high, and deliver on our promises. Thank you from the bottom of my heart.

Speaking of leadership, we are strengthening CTI's executive team going forward. On October 11, 2017, my much esteemed colleagues Ripa Rashid and Laura Sherbin will become Co-Presidents of CTI. I will continue as CEO, giving my full-throated support and all the heft I can muster to ensure that our treasured organization flourishes and thrives for many years to come. Anne Erni and Trevor Phillips (the Chairmen of CTI) are also lending hands-on energy and their very considerable clout. This gang-of-five is all set to propel CTI to new heights. I could not be more pleased.

Sylvia Ann Hewlett  
Founder and CEO

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**8:00 – 8:30 AM**

**Registration – Buffet Continental Breakfast**

**8:30 – 8:45**

**COLUMBUS ROOM**

**Conference Welcome/Morning Briefing**

Sylvia Ann Hewlett, *Founder and CEO*,  
Center for Talent Innovation

**8:45 – 9:30**

**Plenary Session: A View from Europe**

**SPEAKER**

Trevor Phillips, *Founding Chair*, UK Equality and  
Human Rights Commission

**COMMENTATOR**

Philippe Krakowsky, *Executive Vice President*,  
*Chief Strategy and Talent Officer*, Interpublic Group

**9:30 – 10:00**

**Break**

**10:00 – 11:00**

**Plenary Session: Disabilities and Inclusion**

**PRESENTERS**

Julia Taylor Kennedy, *Executive Vice President and*  
*Director of Publications*, Center for Talent Innovation

Laura Sherbin, *Co-President*, Center for Talent Innovation

**MODERATOR**

John Hockenberry, *Journalist and Author*

**SPEAKERS**

Shawn Edwards, *Chief Technology Officer*, Bloomberg LP

Jill Houghton, *President and CEO*, USBLN

Shaun Kelly, *Global Chief Operating Officer*,  
KPMG International

Karen Lynch, *President*, Aetna

Julie Sweet, *Chief Executive Officer–North America*,  
Accenture

**11:00 – 11:30**

**Break & Networking**

## HUDSON ROOM

**TRACK 1: Disabilities and Inclusion: Action Steps**

Julia Taylor Kennedy, *Executive Vice President and Director of Publications*, Center for Talent Innovation

**SPEAKERS**

Robert Boorstin, *Senior Vice President*, Albright, Stonebridge Group  
Susan Lang, *Founder, President/CEO*, Lime Connect  
Cyndi Peterson, *Senior Diversity & Compliance Specialist*, Unilever  
Robert Rusch, *Manager*, PwC

## SCREENING ROOM

**TRACK 2: Disrupt Bias, Drive Value: Action Steps**

Ripa Rashid, *Co-President*, Center for Talent Innovation

**SPEAKERS**

Rohini Anand, *Senior Vice President and Chief Diversity Officer*, Sodexo  
Wanda Hope, *Chief Diversity Officer*, Johnson & Johnson  
Chris Michel, *Chief Diversity Officer*, Brown Brothers Harriman

## TOWER WEST

**TRACK 3: Easing Racial Tensions at Work: Action Steps**

Trevor Phillips, *Founding Chair*, UK Equality and Equal Rights Commission

**MODERATOR**

Trudy Bourgeois, *Founder*, Center for Workforce Excellence

**SPEAKERS**

Cynthia Bowman, *Chief Diversity and Inclusion Officer*, Bank of America  
Ray Dempsey, *VP, External Affairs and Chief Diversity & Inclusion Officer*, BP America  
Kathleen Navarro, *Vice President & Chief Diversity Officer*, New York Life  
Elena Richards, *Director, Minority Initiatives and Talent Management Leader*, PwC

**TRACK 4: Wonder Women: Flourishing & Thriving on the Frontiers of STEM**

Laura Sherbin, *Co-President, Center for Talent Innovation*

**MODERATOR**

Eleanor Mills, *Editorial Director, The Sunday Times (UK)*

**SPEAKERS**

Danielle Brown, *Vice President, Diversity, Integrity & Governance, People Operations, Google*

Isabel Cruz, *Inclusion Leader, GE*

Rosalind Hudnell, *Vice President, Corporate Affairs; President of the Intel Foundation, Intel*

**12:30 – 1:00 PM**  
**COLUMBUS ROOM**

**Lunch**

**1:00 – 1:15 PM**

**Research & Events Update**

**1:15 – 1:45 PM**  
**COLUMBUS ROOM**

**Plenary Session: Supreme Court Preview: Intersections with D&I****SPEAKER**

Kenji Yoshino, *Chief Justice Earl Warren Professor of Constitutional Law, NYU School of Law*

**1:45 – 2:00**

**Break**

**2:00 – 3:00**

**Plenary Session: Easing Racial Tensions at Work****PRESENTERS**

Trevor Phillips, *Founding Chair, UK Equality and Human Rights Commission*

Ripa Rashid, *Co-President, Center for Talent Innovation*

Ella Bell Smith, *Professor of Management Sciences, Tuck School of Business, Dartmouth*

**MODERATOR**

Rosalind Hudnell, *Vice President, Corporate Affairs; President of the Intel Foundation, Intel*

**SPEAKERS**

Kent Gardiner, *Chairman Emeritus, Crowell & Moring LLP*  
 Eddie Glaude Jr., *William S. Tod Professor of Religion  
 and African American Studies, Chair, Department of  
 African American Studies, Princeton University*

**3:00 — 3:30****Break****3:30 — 4:30****Plenary Session: Social Pain: Cutting Deep in 2017****SPEAKER**

Matthew D. Lieberman, *Chair, Social Psychology Area;  
 Director, UCLA Social Cognitive Neuroscience  
 Laboratory, University of California, Los Angeles*

**MODERATOR**

Sylvia Ann Hewlett, *Founder and CEO,  
 Center for Talent Innovation*

**COMMENTATORS**

Amy Edmondson, *Novartis Professor of Leadership and  
 Management, Harvard Business School*  
 Katherine Phillips, *Senior Vice Dean and Paul Calello  
 Professor of Leadership and Ethics, Columbia  
 Business School*

**4:30 — 4:35****Closing Remarks**

Anne Erni and Trevor Phillips, *Co-Chairmen,  
 Center for Talent Innovation*

**4:35****Reception & Networking****4:45****TOWER EAST/WEST**
**Closing Keynote: Arianna Huffington:  
 The Workplace of the Future**
**SPEAKER**

Arianna Huffington, *Founder, The Huffington Post*

**MODERATOR**

Sylvia Ann Hewlett, *Founder and CEO, Center for  
 Talent Innovation*





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The Center for Talent Innovation is a nonprofit think tank based in New York City. CTI's flagship project is the Task Force for Talent Innovation—a private sector task force focused on helping organizations leverage their talent across the divides of gender, generation, geography and culture. The more than 90 global corporations and organizations that constitute the Task Force, representing nearly six million employees and operating in 192 countries around the world, are united by an understanding that the full realization of the talent pool is at the heart of competitive advantage and economic success.