

## Courageous Leadership: Advancing DEI Outcomes Against All Odds

Join us for the Chief Diversity Officer Collaborative (CDOC) Retreat on October 7–8, 2024, in Washington, DC. This event is a pivotal exploration of "**Courageous Leadership: Advancing DEI Outcomes Against All Odds.**"



**Don't miss the chance to tour the place where President Lincoln drafted the Emancipation Proclamation!**

Experience history come alive as we debate the tough questions Lincoln faced, using perspectives from historical figures with a stake in his decision. Engage in self-reflection and connect Lincoln's legacy to today's fight for freedom.

Our retreat continues the next day at EAB's Washington, DC, office with a morning session on the research results of our Generative AI on talent acquisition study. With the 2024 presidential election approaching, the afternoon will focus on how DEI leaders must make courageous decisions before, during, and after the election to advance DEI successfully.

Join keynote speaker **Irshad Manji**, an expert on moral courage and doing the right thing in the face of fears, for a discussion on hope and unity in our particularly divisive cultural and political environment.

Spots are filling fast—secure yours now for a chance to learn about tools and strategies that will remain relevant regardless of political changes.

### CDOC Retreat Details

#### Date and Time:

- **October 7, 2024**  
4:15 p.m.–8:30 p.m. ET
- **October 8, 2024**  
8:30 a.m.–5:00 p.m. ET

#### Location: Washington, DC

- **President Lincoln's Cottage**  
140 Rock Creek Church Road NW
- **Retreat**  
EAB: 2445 Main Street NW

#### Accommodations:

##### Park Hyatt Washington DC

- **Address**  
1201 24th Street NW
- To make a room reservation at our preferred rate, please contact the hotel reservations at **(202) 789-1234** and mention "**Chief Diversity Officer Collaborative,**" or book below.

**BOOK YOUR STAY**

## Agenda

### October 7

**4:15 p.m.–6:30 p.m.** – Cultural Experience – **President Lincoln's Cottage**

**Join us for an exclusive tour of President Lincoln's Cottage in Washington, DC, a place where history was made and leadership was defined.**

This Gothic Revival-style mansion, built in 1842, served as a sanctuary for President Abraham Lincoln during his presidency. It is here that Lincoln drafted the Emancipation Proclamation, a pivotal document in the fight for freedom and equality.

Chief Diversity Officers will gain invaluable insights from this tour, exploring how Lincoln's leadership and decisions during this critical period can inform and inspire modern diversity and inclusion efforts. Discover the challenges he faced, the courage he exhibited, and the transformative impact of his actions. This visit promises to be a powerful experience, connecting the past with present-day initiatives to promote equity and justice in our organizations and society.

**6:30 p.m.–7:00 p.m.** – Cocktail Reception – **President Lincoln's Cottage**

**7:00 p.m.–8:30 p.m.** – Dinner – **President Lincoln's Cottage**

### October 8

**8:30 a.m.** – Guest Arrival, Registration, and Breakfast – *EAB Washington, DC, Office*

**9:30 a.m.–9:45 a.m.** – Opening Remarks

**9:45 a.m.–11:15 a.m.** – ***Leveraging Generative AI to Diversify Talent: Research Results***

**Speaker: Meredith McNeill**

Generative AI (GAI) can radically impact an organization's ability to fill open positions with underrepresented talent—either bringing in new talent or advancing existing talent into new roles. GAI can infuse DEI throughout the passive (developing job descriptions, creating success profiles, etc.) and active hiring processes (sourcing, screening, selecting, etc.).

This technology will codify DEI best practices and tactics rather than rely on many individuals' actions. To achieve this outcome, CDOs must lead the adoption of GAI using their own key business metrics. If CDOs lead adoption efforts, they will subsequently mitigate the bias embedded in some of these systems.

**11:30 a.m.–12:30 p.m.** – Lunch and Networking – *EAB Washington, DC, Office*

**12:45 p.m.–1:45 p.m.** – ***Irshad Manji: How to Do Diversity Without Inflaming the Culture Wars***

**Speaker: Irshad Manji      Moderator: Subha Barry**

Join us for our keynote session on bridging divides, where you'll learn how to foster conversations that build trust and highlight our shared humanity. This session focuses on practices and strategies to promote unity and resilience amid the challenges associated with DEI initiatives today.

**2:00 p.m.–3:15 p.m.** – ***DEI Backlash Small Group Discussion***

Engage in a small-group, deep-dive discussion on Seramount's groundbreaking results from our national study on DEI Backlash. We'll explore the impact of political rancor on employees, how employees perceive their leadership's DEI commitment, reactions to DEI language amid backlash, and what employees are truly seeking.

**3:30 p.m.–4:15 p.m.** – ***CDO Panel: Speaking with Candor About the Presidential Election***

Hear Chief Diversity Officers engage in a conversation about the upcoming presidential election, sharing their thoughts, concerns, and the issues weighing on their minds.

**4:15 p.m.–5:00 p.m.** – Drinks and Reception – *EAB Washington, DC, Office*