

# CDO Collaborative's Spring Summit

## Leading New Frontiers in Inclusion: Activating Culture, Talent and Innovation for Impact

### Date and Location

**April 30, 2026**

320 S Canal St.  
Chicago, IL 60606

### About

The CDO Collaborative's (CDOC) Spring Summit brings together senior inclusion leaders from member companies on an annual basis for a full-day program centered on the latest industry insights, trends and strategies. CDOC Summits feature thought leaders, Seramount experts, and offer the opportunity for participants to work together to define innovative strategies to shaping equitable, high-performing workplaces.

**Reserve Your Seat**

8:00 a.m.	<b>Registration &amp; Breakfast</b>
8:30 a.m.	<b>Welcome and Opening Remarks</b>
9:00 a.m.	<p><b>Opening Keynote: How Diverse Minds Drive Better Decisions</b> Distinguished Professor and author Scott Page explores how cognitive diversity—the variety in how people think and solve problems—drives stronger teams and smarter decisions. This session links his research to inclusion strategy, revealing how organizations can harness diverse thinking for innovation, resilience, and better outcomes.</p> <p><b>Scott Page</b> / Distinguished Professor / University of Michigan, Ross School of Business In Conversation with <b>Subha V. Barry</b> / President / Seramount</p>
10:00 a.m.	<b>Networking Break</b>
10:30 a.m.	<p><b>Seramount's Pathway to Inclusion: Operationalizing Action Plans for Employee Inclusion</b> Eighty percent of leaders Seramount spoke to reported that they are actively rethinking how their organizations define and measure employee inclusion. Our February Insights Forum saw the launch of Pathway to Inclusion Part II, shifting the lens on inclusion metrics from diagnosis to decision-making. What are common pitfalls and obstacles encountered in defining the "right" metrics? How can leaders gain buy-in for the metrics that matter?</p> <p>This session focuses on the operational reality: how to prioritize the right actions, address root causes, and embed accountability so inclusion efforts translate into measurable, defensible outcomes customized to your business priorities.</p> <p><b>Shyama Venkateswar, Ph.D.</b> / Senior Director, Learning Solutions / Seramount <b>Jonathan Veasey-Deters</b> / Associate Director, Insights / Seramount</p>
12:00 p.m.	<p><b>Networking Luncheon with Industry Leadership Exchange Tables (NEW)</b> Join senior leaders for candid, off-the-record dialogue on what's driving results in 2026: sustaining momentum, navigating global complexity, and aligning inclusion and talent strategies to business priorities. Partners will have the opportunity to sit with peers from the same industry or cross-industry tables with Seramount advisors leading these facilitated conversations.</p>
2:00 p.m.	<p><b>The Leadership Cliff: Retaining Women at the Top (NEW)</b> Many organizations assume their leadership pipelines are stable. Yet in the first half of 2025, nearly 500,000 women left the workforce—the steepest decline in 40 years—including experienced talent critical to executive succession. Join Seramount for a fireside chat where we'll share new research findings on the workforce patterns driving these recent exits and discuss what leaders can redesign now to protect leadership continuity.</p> <p><b>Bridgette Scales</b> / Managing Director, Head of Advisory / Seramount <b>Stephanie Larson, Ph.D.</b> / Principal, Strategic Research / Seramount</p>
2:30 p.m.	<p><b>Future-Ready Leadership: Identifying and Scaling Talent Under Strain</b> The expectations on leaders have outpaced how most organizations develop them. Companies are carrying more complexity with less support, and traditional approaches to identifying and preparing leaders are falling short. This session focuses on how companies are redefining potential and building leadership capability at scale - without adding friction to already stretched systems.</p> <p><b>Joe Infantino</b> / Senior Director, Insights / Seramount <b>Cory Schneider</b> / Director, Advisory / Seramount</p>

# CDO Collaborative's Spring Summit

## Leading New Frontiers in Inclusion: Activating Culture, Talent and Innovation for Impact

---

### Date and Location

---

**April 30, 2026**

320 S Canal St.  
Chicago, IL 60606

### About

---

The CDO Collaborative's (CDOC) Spring Summit brings together senior inclusion leaders from member companies on an annual basis for a full-day program centered on the latest industry insights, trends and strategies. CDOC Summits feature thought leaders, Seramount experts, and offer the opportunity for participants to work together to define innovative strategies to shaping equitable, high-performing workplaces.

[Reserve Your Seat](#)

3:45 p.m.

**Break**

4:00 p.m.

#### **Leading New Frontiers in Inclusion, Impact, and Sustainability**

This discussion brings together leaders operating across inclusion, sustainability, ESG, and corporate citizenship to examine how priorities are being integrated, where tensions are emerging, and how impact is being measured. Expect a candid view into how leaders are navigating new avenues for embedding inclusion as an organizational value driver.

#### **Moderator:**

**Ripa Rashid** / Managing Director, Head of CDOC / Seramount

#### **Panelists:**

**Matthew Blakely** / Vice President, Corporate Citizenship and Inclusion / Reinsurance Group of America, Incorporated

**Monica Davy** / SVP and Chief Culture, Belonging and Impact Officer / Vizion

**Christal Morris** / Chief Sustainability and Inclusion Officer / Milliman

**Elton Ndoma-Ogar** / Head of Diversity, Inclusion and Responsible Business / Alix Partners

4:55 p.m.

#### **Closing Remarks**

**Ripa Rashid** / Managing Director, Head of CDOC / Seramount

5:00 p.m.

#### **Networking Reception**

Mix and mingle with fellow CDOC members with some bites and beverages. The reception kicks off with a powerful performance from Chicago Poet Laureate **avery r. young**.

**avery r. young** / Co-Director / The Floating Museum