

MULTICULTURAL WOMEN'S NATIONAL CONFERENCE

June 27–28, 2024

Convene Willis Tower
233 S Wacker Drive
Chicago, IL 60606

In Person + Virtual
All Times in CT

[REGISTER NOW](#)

Agenda – June 27

8:00 a.m. – 4:00 p.m.

Registration and Book Haven: Empowering Cultures in Print

Seramount has partnered with Semicolon Bookstore, Chicago's largest Black-woman owned bookstore, to create pop-up bookstores both on-site and virtually! Throughout the two days of the conference, attendees will have the opportunity to shop for books written by a diverse group of women curated in partnership with the bookstore.

8:00 a.m. – 8:45 a.m.

Networking Breakfast

8:45 a.m. – 9:00 a.m.

Opening Performance (*Livestreamed to Virtual Audience*)
Charlene Kaye / Singer-Songwriter

9:00 a.m. – 9:30 a.m.

Welcome Remarks (*Livestreamed to Virtual Audience*)
Subha V. Barry / President / Seramount

9:30 a.m. – 10:00 a.m.

Opening Keynote (*Livestreamed to Virtual Audience*)
Three Easy Pieces: Essentials to Building, Believing and Bossing Up in Life

Ally Love will explore how to re-align our energy to focus on spending time on what fills us and celebrates us to embrace and evolve into the boss we all are.

Ally Love / CEO/Founder / Love Squad, Peloton Instructor, Today Show On-Air Contributor
In conversation with **Katie Mooney** / Managing Director / Seramount

10:00 a.m. – 10:15 a.m.

Refreshment Break

10:15 a.m. – 12:15 p.m.

Intersectional Circles (*Livestreamed In-Person and Virtual*)
Intersectional Circles, a conference hallmark, provides conference participants with an opportunity to engage with others in racial and ethnic group affinity groups to reflect, explore, and problem-solve in a racially healing and supportive environment. This year's session is designed to be transformative. It aims to cultivate the skills of reflection, introspection, listening, and transformational dreaming. In addition, participants will enhance their understanding of their racial and gender experiences with information about racial battle fatigue, transformational healing strategies, and tips to keep the freedom dreaming going

Facilitator:

Eva Vega-Olds / DEIB Educator and Coach

Virtual Facilitator:

Rocio Garcia / Advisory Board Member / HACE and Sr. Mgr National Distributor Development / Bimbo Bakeries USA

12:15 p.m. – 1:15 p.m.

Networking Lunch

12:30 p.m. – 1:00 p.m.

Virtual Guided Meditation

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1:30 p.m. – 2:45 p.m.

Breakout Sessions – In-Person

A. Unbreak My Soul: How Women of Color Can Begin to Heal From Workplace Trauma (*Leadership Development/Skill-Building*)

Every morning, women of color suit up in their protective emotional armor in preparation to dodge the barrage of negative assumptions the day will inevitably bring. What will she be labeled today - the angry Black woman, the aggressive woman of color, the problematic woman of color? When we talk about inequality as it relates to women of color, the conversation is often limited to discussions of unequal pay and the lack of financial resources. Has anyone stopped and considered that inequality also extends to the unfair treatment of women of color in the workplace?

In this interactive workshop, Dr. Yazeed will share the emotional barriers women of color often face in the workplace, how leaders can support the professional growth of women of color, and what women of color can do to begin to thrive.

Introduction:

Tashí Carper / Vice President of Diversity, Equity and Inclusion / Leidos

Facilitator:

Dr. Carey Yazeed / Behavioral Scientist, Author of *iThink* Change

B. Evolve Retention Strategies and Sponsorship Programs for Women of Color in 2024 (*DEI/HR Practitioner*)

Explore how to evolve retention strategies for women of color – including sponsorship programs - to meet organizational needs in a changing climate.

Moderator:

Donna Wilson / President / Strategic Intersections, LLC

Presenters:

Gina Chaney / US Diversity Equity and Inclusion Strategy and Engagement Lead / GSK

Dr. Karlesha Graper / DEI Lead / Verizon

Adebola Osakwe / Founder / Executive Coach and Diversity Consultant / Osakwe Consulting

C. Tech and Leadership for Good (*Women in Tech*) (*Livestreamed to Virtual Audience*)

This session for women in technology roles will spotlight initiatives from organizations using technology and leadership for social impact and to create positive change in the world with case studies on an app for helping Latinas meeting their financial goals, creating equitable outcomes through product design, helping girls rise in STEM through offering underprivileged girls opportunities to learn robotics and programming, and tying health equity into whole systems.

Presenting Moderator:

Patricia Mota / President & CEO / HACE and Co-Founder / Shenix

Presenters:

Adoley Azu / Principal Program Manager - Inclusive Research / Microsoft

Gia Ramos / Founder / Girl Innovation

Marwa Zohdy / Consultant, Health Practice / Egon Zehnder

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Breakout Sessions – In-Person

D. One-on-One Leadership Coaching *[By Appointment Only]*
Professional leadership coaches conduct meetings/consultations with attendees and share advice and tips on how to solve issues in their workplaces and in their lives. Leadership coaching offers a wonderful opportunity to address challenges, embrace personal action steps, and accelerate growth and the attainment of career goals. This experience is meant to serve as an introduction to what a coaching relationship may provide you and act as the first step in a continuous coaching journey.

1:30 p.m. – 2:30 p.m.

Breakout Session – Virtual

Support Your Financial Health to Build Generational Wealth *(Leadership Development/Skill-Building)*

Studies show that financial stress is one of the primary contributors to mental health vulnerability. And while many organizations are investing heavily in creating financial literacy programs, many of those programs ignore key cultural undertones. Perhaps an employee isn't able to contribute to a 401k because they are sending money home to their family in a different country. They may be trying to navigate how much they should be saving for retirement while also supporting an aging parent or children. They may be unsure of how to maximize their employee benefits in order to save in a tax advantaged manner. All scenarios could signal that an employee is at risk, but traditional financial wellness programs aren't designed to recognize these nuances. To improve employee's financial well-being, having a comprehensive financial plan is often the first step employees and their families can take to make informed financial decisions for their future.

In this session you will learn how Alight uses its research and tools to: See, Know, Value and Protect its employees, move past assumptions that the definition of financial health is the same for everyone, and provide employees with the tools needed to meet their financial goals while respecting their cultural norms.

You will also learn: The importance of why employees need to have a sound financial plan that is aligned with their values and goals, the importance of identifying proper support to help employees navigate their own financial wellness, and how to attract and retain talent by educating them in an inclusive manner & honing in on aspects of your benefit packages that are often overlooked.

Facilitator:

Xan Daniels / Vice President, Inclusion and Diversity /
Alight Solutions

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3:00 p.m. – 4:00 p.m.

CDO and CHRO Panel *(Livestreamed to Virtual Audience)*

This panel of CDOs and CHROs will explore how they create inclusion and support women of color talent in their organizations, discuss the evolving nature of DEI and HR, and share lessons learned from their personal experiences.

Moderator:

Tiffany Warren / EVP, Chief Diversity & Inclusion Officer / Sony and Founder and President / ADCOLOR

Panelists:

Dr. Angela Anderson / US Head Diversity, Equity and Inclusion Strategy and Operations / Novartis

Lindsay-Rae McIntyre / Chief Diversity Officer and Corporate Vice President of Talent Development / Microsoft

Assil Omar / Chief Equity Officer / Abbvie

Olga Iris Otero-Brown / VP, HR Talent Advisor & Head of Inclusive Diversity and Equity / Allstate

4:00 p.m. – 5:00 p.m.

Networking Reception

Connect with fellow attendees and speakers after the first day of the conference over refreshments and live music by conference opening performer Charlene Kaye!

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8:00 a.m. – 4:00 p.m.

Registration, Book Haven, Canon Head Shots *[By Appointment Only]*

8:00 a.m. – 9:00 a.m.

Giving Breakfast

Seramount has partnered with Chelsey's Charity, an organization that provides art kits to children that may not have access to art supplies or children that have gone through trauma. Attendees will have the opportunity to create art supply bags for local children during our Giving Breakfast and throughout the conference.

8:15 a.m. – 8:45 a.m.

Guided Meditation

8:00 a.m. – 9:00 a.m.

One-on-One Leadership Coaching *[By Appointment Only]*

9:00 a.m. – 9:30 a.m.

Welcome Remarks *(Livestreamed to Virtual Audience)*

Subha V. Barry / President / Seramount

9:30 a.m. – 10:15 a.m.

Opening Keynote *(Livestreamed to Virtual Audience)* **Reimagine Inclusion**

Carta's Head of DEI Mita Mallick and Seramount's Bridgette Scales will dive into Mita's new book: *Reimagine Inclusion: Debunking 13 Myths to Transform Your Workplace*. They'll tackle the diversity, equity and inclusion backlash; share why inclusion is a driver of the business and a key competitive advantage; and leave practical tips and advice on how we can all contribute to building more inclusive and resilient workplaces.

Mita Mallick / Head of DEI / Carta, Co-Host/Brown Table Talk Podcast, and Wall Street Journal & USA Today Best-Selling Author

In conversation with **Bridgette Scales** / Managing Director, Advisory / Seramount

10:15 a.m. – 10:30 a.m.

Refreshment Break

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10:30 a.m. – 11:45 a.m.

Round 1 Breakout Sessions – In-Person

A. Build Your Sponsorship Strategy (*Leadership Development/Skill-Building*)

Learning how to leverage resources and the visibility that a sponsorship relationship provides is essential to a protégé's career success. This session can help you understand how sponsorship can help close critical gaps in the career success of underrepresented groups through candid feedback, network expansion and advocating for career expanding opportunities.

We explore:

- How to be a good protégé and benefit from sponsorship
- Strategies to build reciprocity in the relationship and add value
- Architecting your success by mapping your power base and building your executive presence
- Eliciting critical and actionable feedback from sponsors

Introduction:

Sonia Wadhwa / Senior Director & Chief of Staff / Microsoft

Facilitator:

Rumbi Petrozzello / Senior Director, Consulting / Seramount

B. Drive DEI Accountability and Supplier Diversity (*DEI/HR Practitioner*)

Explore how to drive DEI accountability with meaningful metrics and impactful supplier diversity initiatives.

Presenting Moderator:

Lindiwe Davis / Senior DEI Organizational Effectiveness Leader / Google and Founder / FutureState Collective

Presenters:

Karmetria Burton / Senior Director Global Business Diversity / McDonald's

Natasha Campbell / Sr. Director, Diversity, Equity & Inclusion / Verizon

C. Innovation and Tech Trends (*Women in Tech*) (*Livestreamed to Virtual Audience*)

This session for women in technology roles will explore a variety of tech trends, including generative AI for product design and size inclusivity, leveraging virtual reality and video game development to support people with disabilities, and the importance of digital literacy in the realm of cybersecurity and its impact on marginalized communities. Explore how innovation can be embedded into any role.

Presenting Moderator:

Britney Crooks / Director New Product Development & Innovation / Mozilla

Presenters:

Jaloree Lantigualore / CEO / STREAM Technologies

Sahibzada Mayed / Founder and Design Lead / Naranji

Jasmine Suarez / Technical Product Manager and Technology Policy Advisor

D. One-on-One Leadership Coaching [*By Appointment Only*]

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10:30 a.m. – 11:30 a.m.

Round 1 Breakout Session - Virtual **Building Intercultural Competence in the Workplace** *(DEI/HR Practitioner)*

This highly interactive, virtual workshop activates intercultural competence, a critical workplace skill for employees at every level. According to Forbes, diverse teams make better decisions in 87% of cases. In order to properly leverage the skills and knowledge of diverse teams, intercultural competence - the capability to shift one's own cultural perspective and nimbly adapt behavior to differences and experiences of others - is an organizational asset.

Attendees will:

- Build self-awareness of cultural values and how one's own cultural background informs perception and behavior
- Practice strategies for perspective-taking, effective communication, and relationship building to collaborate more effectively
- Create commitments and build intentionality to implement strategies during pivotal workplace interactions

Facilitators:

Shyama Venkateswar / Senior Director, Learning / Seramount
Mollie Teitelbaum / Associate Director, Learning / Seramount

12:00 p.m. – 1:15 p.m.

Best Companies for Multicultural Women Awards and Legacy Award Luncheon *(Livestreamed to Virtual Audience)*

- **Best Companies for Multicultural Women Awards Presentation**
- We honor the top companies for Multicultural Women - recognizing their commitments and efforts to fostering diverse and inclusive corporate cultures that support the advancement of multicultural women.
- **Legacy Award Honoree: Yasmina Benslimane** / Founder and Co-Director / Politics4Her
- We also honor one extraordinary individual with Seramount's Annual Legacy Award, recognizing her inspiration, dedication and significant contribution to the support and advancement of women and girls.

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1:30 p.m. – 2:45 p.m.

Round 2 Breakout Sessions – In-Person

A. Power-Up Your Social Capital: Leveraging Your Brand and Network for Accelerated Growth *(Leadership Development/Skill-Building)*

It's no secret that success in your career is largely dependent on the quality of relationships you have. And in today's hyper-connected world, it's more important than ever to be intentional about creating and nurturing the right relationships. Whether you're looking to advance in your current role or explore new opportunities, learning how to leverage your social capital and presence can make all the difference. In this session, you will learn how to build a strong personal brand and develop a networking strategy that works for you.

Key Takeaways:

- Developing a personal brand that showcases your strengths and sets you apart
- Increasing your digital footprint with tools and resources to optimize your LinkedIn profile
- Creating a strategic plan for maintaining and growing your social capital over time

Facilitator:

Sabine Gedeon / CEO / Gedeon Enterprises

B. Practical Strategies to Navigate Today's DEI Landscape *(DEI/HR Practitioner)*

Employer DEI programs continue to face legal and public relations challenges since the U.S. Supreme Court's *Students for Fair Admissions v. Harvard/UNC* decisions. Organizations, employees and shareholders are all suing. Yet, employers continue to push their DEI preferences forward. This practical session covers employer initiatives and risk mitigation strategies associated with everything from aspirational goals and the importance of data analytics to diverse slate programs, employee resource groups and internship programs.

Moderator:

Jennifer Karsseboom Davis / Director, National Equity, Inclusion, and Diversity / Kaiser Permanente

Presenters:

Samia M. Kirmani / Principal / Jackson Lewis

Michael D. Thomas / Principal / Jackson Lewis

C. Inclusive and Human-Centered Design *(Women in Tech) (Livestreamed to Virtual Audience)*

Explore why inclusive and human-centered design is critical to the workplace and beyond and how anyone can embed inclusion into product design to make the world more accessible to all.

Presenting Moderator:

Mackenzie Wyatt / Creative Director / Capgemini

Presenter:

Nancy Nazarian / Principal Design Manager / Microsoft

D. One-on-One Leadership Coaching *[By Appointment Only]*

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Round 2 Breakout Session - Virtual

How to Campaign for Your Career (*Leadership Development/Skill-Building*)

This masterclass discusses steps on how to effectively drive your career so that you stand out in a good way. We cover what to do once goals are set and what you can do to keep the momentum going and share several tips on improving your visibility and professional brand. We'll also cover the importance of networking, how to rebound from setbacks, the value of showing up, and the art of upward coaching.

Attendees will:

- Understand how to create a career goal and strategize a plan of action
- Learn effective networking skills to gain visibility
- Discover how resilience plays a part in career growth
- Find creative ways to promote your professional brand.

Facilitator:

Joyel Crawford / CEO / Crawford Leadership Strategies

3:00 p.m. – 3:55 p.m.

Executive Panel (*Livestreamed to Virtual Audience*)

A diverse panel of executive women business leaders share their candid experiences and insights to deepen our understanding of what it takes as individuals and organizations to address issues of race, identity, and power in our workplaces and communities and share nuggets of wisdom from their career journeys.

Moderator:

Vanessa Santos / Co-CEO / #WeAllGrow Latina

Panelists:

Heather MacLeod / EVP & Chief Marketing Officer / Capgemini

Mallika Monteiro / EVP, Chief Growth & Digital Officer and

Managing Director, Beer Brands / Constellation Brands

Lydia Smith / Chief Diversity Officer / Victoria's Secret

3:55 p.m. – 4:00 p.m.

Closing Remarks (*Livestreamed to Virtual Audience*)

Subha V. Barry / President / Seramount