

TIMED AGENDA

0:00 Welcome by Shereefat Balogun, Co-Chair of ACC NCR DEI Programming Subcommittee

4:06 Keynote Speaker Paula Edgar, CEO, PGE Consulting Group LLC

35:23 **Session: DEI Data – The Key to the Kingdom?**

DEI data is critical to moving but DEI needle but also carries many challenges – defining it, storing it, gathering it, assessing it, sharing it, and more. For example, it can be challenging to define what the company already does, what it can do, and what it should do to comply with relevant laws, including those related to privacy and employment. Are self-identifications being collected? If so, how are they stored? Does recruiting/HR assess compensation equity when making starting salary decisions? Who has access in the HRIS to review diversity data? Are government reports being filed using consistent definitions? Despite the challenges, unlocking the DEI data complexities and understanding the implications can be key to identifying DEI successes and barriers. In this session, we discuss practical advice related to data use and opportunities, and the balancing act with challenging legal issues surrounding the data. This session will also address the various interests to be considered including DEI initiatives/self-auditing, government reporting obligations, and the increasing risks of state and federal litigation.

Presented by Lauren Hicks, Of Counsel at Ogletree Deakins, Paul Kehoe, Vice President & Senior Assistant General Counsel at Leidos, and Aisha Jorge Massengill, Vice President, Deputy General Counsel, Employment and Teammate Relations at Under Armour.

1:37:09 **Session: Getting DEI in the DNA**

A true diversity and inclusion strategy for the workplace will extend beyond programs and workshops. Sustainable DEI progress is reached when organizations adopt policies and processes to ensure equity and inclusion for all employees. In this 60-minute webinar, hear from diversity practitioners who will discuss the following: (1) how to get buy-in from senior leadership to amend its policies; (2) critical inclusive policies that every workplace needs; (3) challenges you may face when advocating for policy change; and (4) tips for implementing DEI policies, among others.

Presented by Lloyd Freeman, Chief Diversity Officer at Buchanan Ingersoll & Rooney, Timothy Fair, Ph.D., VP for Inclusion & Diversity at Burlington Stores, and Gena Pemberton, Chief Diversity, Equity and Inclusion Officer at Omnicom Health Group.

2:36:56 **Spotlight on the ACC NCR DEI Survey Results and the ACC & ACC Foundation [Maturity Model](#)**

Presented by Te-Mika Warner, Co-Chair of the DEI Programming Subcommittee, and Keilon “KJ” Forest, Program Director for the ACC Foundation and current steward of the ACC & ACC Foundation DEI Maturity Model

2:52:44 **Closing Remarks**

Thank you to our sponsors:

