



VISIONARIES SUMMIT 2022

SHRM EXECUTIVE
NETWORK

SHRM
Foundation

The Ritz-Carlton, Chicago
October 17-18, 2022

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PRE-EVENT – SUNDAY, OCTOBER 16

5:30 pm – 7:30 pm	Registration
6:30 pm	Peer Networking Dinners (RSVP required)

MONDAY, OCTOBER 17

7:00 am – 7:55 am	Registration, Breakfast available and Networking
7:55 am – 8:00 am	Kick-Off: Mo Fathelbab, Host, 2022 Visionaries Summit Facilitator, EN:Insights Forum; President, Forum Resources Network; Co-Founder, Harvard Business School Alumni Forums and Google Peer Groups
8:00 am – 8:15 am	Visionaries Film - World Premiere
8:15 am – 8:20 am	Welcome: Wendi Safstrom, President, SHRM Foundation
8:20 am – 8:35 am	Visionaries Viewpoints: Next Frontier of Employee Experience: Unleashing Belonging <ul style="list-style-type: none"> Uzair Qadeer, Chief People Officer, Carbon Health
8:35 am – 9:30 am	Panel: The Business Case for Belonging and Workplace Mental Health <ul style="list-style-type: none"> Martin Whittaker, CEO, JUST Capital – Moderator Stephanie Morimoto, Owner and CEO, Asutra Steve Beard, President and CEO, Adtalem Global Education Inc.
9:30 am – 10:15 am	Panel: How Boston Scientific Created a Culture of Belonging: A Strategy for Workplaces <ul style="list-style-type: none"> Camille Chang Gilmore, Vice President, Human Resources and Global Chief Diversity, Equity & Inclusion Officer, Boston Scientific – Moderator Michael Bazinet, Director, HR Service Delivery Americas, Boston Scientific Jorge Perera, Vice President, Global Manufacturing – Endoscopy, Boston Scientific Robyn Thornton, Senior HR Operations Analyst, Boston Scientific

10:15 am – 10:40 am	Morning Networking Break
10:40 am – 11:10 am	Fireside Chat: The Global Longevity Megatrend – Understanding and Responding to Changing Global Demographics, the Opportunity for Employers of an Aging Society <ul style="list-style-type: none"> • Mike Hodin, CEO, Global Coalition on Aging • Dr. Pol Vandenbroucke, Chief Medical Officer, Pfizer Hospital Business; Chairman, WDA Global Longevity Council
11:10 am – 12:05 pm	Panel: How to Inculcate Cultural Transformation <ul style="list-style-type: none"> • Arthur C. Evans, Jr., Ph.D., CEO, American Psychological Association – Moderator • Maysa Akbar, Ph.D., Chief Diversity Officer, American Psychological Association • John Ferguson, Chief Human Resources Officer, NASCAR • Kevin D. Silva, Executive Vice President and Chief Human Resources Officer, Voya Financial • Marlo J. Gaal, Senior Vice President, Chief Talent Officer and Chief Diversity Officer, Ariel Investments
12:05 pm – 1:00 pm	Panel: How Psychologically Safe Workplaces Lead to an Inclusive Culture <ul style="list-style-type: none"> • Kristen Puchek, Global Strategy Lead, CEO Advisory Practice, Accenture – Moderator • Julie Lodge-Jarrett, Senior Vice President, Chief People & Purpose Officer, DICK'S Sporting Goods • Colleen Mitchell, Senior Director, Diversity, Equity, Inclusion, Belonging and Culture, Nordstrom • David Simmonds, Senior Vice President, Global Chief Communications and Sustainability Officer, Great-West Lifeco and Canada Life
1:00 pm – 2:10 pm	Lunch
2:10 pm – 2:15 pm	Afternoon Welcome: Mo Fathelbab
2:15 pm – 2:30 pm	Visionaries Viewpoints: The Antidote to Brokenness <ul style="list-style-type: none"> • Johnny C. Taylor, Jr., SHRM-SCP, President and CEO, SHRM
2:30 pm – 2:45 pm	Visionaries Viewpoints: Wired in the Workplace <ul style="list-style-type: none"> • Pat Wadors, Chief People Officer, UKG
2:45 pm – 3:00 pm	Afternoon Networking Break
3:00 pm – 4:20 pm	Interactive Session: A Vignette of the Worst Situation, Tables Come Together to Solve Challenging Problems Facilitators - <ul style="list-style-type: none"> • Marjorie Morrison, CEO and Co-Founder, Psych Hub • Daniel Gillison, CEO, NAMI
4:20 pm – 4:30 pm	Closing Remarks: Mo Fathelbab

5:30 pm	Departures for the Field Museum
6:00 pm	Tharseō Awards Gala at the Field Museum (<i>Black Tie; RSVP required</i>)
7:00 pm	Cocktails Dinner & Awards Ceremony <p>All big, bold, important change begins, grows and is realized by those with the ideas, courage and vision to lead the way, inspire others into action and cause a meaningful impact. Here we award three winners who are visionaries, innovators and change agents. They each demonstrate innovative and impactful leadership creating better workplaces and thus a better world.</p> <p>2022 Winners –</p> <p>RAM CHARAN HUMAN RESOURCES INNOVATION AWARD Kausik Rajgopal, EVP, People and Sourcing, PayPal</p> <p>CEO OF THE YEAR Bob Chapman, Chairman & CEO, Barry Wehmiller</p> <p>POLICY TRANSFORMER OF THE YEAR The Honorable Jacqueline “Jackie” Walorski (R-IN-2), U.S. Representative for Indiana’s 2nd Congressional District (awarded posthumously)</p>

TUESDAY, OCTOBER 18

7:00 am – 8:00 am	Breakfast available and Networking
8:00 am – 8:05 am	Welcome: Mo Fathelbab
8:05 am – 8:25 am	Visionaries Viewpoints: Relationship-Centered Workplaces: How Belonging, Mentoring and Skilling Is Critical to Retaining Employees <ul style="list-style-type: none"> • David Shapiro, Immediate Past CEO, MENTOR / Incoming CEO, YMCA of Greater Boston
8:25 am – 8:55 am	Visionaries Viewpoints: How Walmart Is Expanding Opportunity Through Skilled Credentials <ul style="list-style-type: none"> • Brandon Carson, Vice President, Enterprise Leadership Development, Walmart • Patrice Gibson, Director, Community Academy, Chicago, IL, Walmart
8:55 am – 9:15 am	Visionaries Viewpoints: See My Ability Not My Disability - Changing the Way the World Perceives Those with Disabilities, Starting at the Kitchen Table <ul style="list-style-type: none"> • Nate Simon, CEO, 21 Pineapples • Holly Simon, Executive Director, 21 Pineapples

9:15 am – 10:05 am	Panel: Perspectives from Untapped Pools of Talent <ul style="list-style-type: none"> • Glen Kreiner, L.S. Skaggs Presidential Chair in Business Ethics, Management Department Chair, University of Utah – Moderator • Erica McMannes, Founder and Chief People & Community Officer, Instant Teams • Daniel Feldman, Founder and CEO, FRSH • Jessica Ridenour, Diversity, Equity & Inclusion Strategist, USAA
10:05 am – 10:30 am	Fireside Chat: The Future of Work <ul style="list-style-type: none"> • Cristina Banks, Ph.D., Director, Interdisciplinary Center for Healthy Workplaces, UC Berkeley • Michele Colucci, J.D., MFA, Founder + Managing Partner, DigitalDx Ventures • Julia Stiglitz, CEO and Co-Founder, CoRise
10:30 am – 10:45 am	Morning Networking Break
10:45 am – 11:15 am	Pecha Kucha , which means "the sound of conversation" in Japanese, is a storytelling format where each presenter shows 20 slides for 20 seconds per slide. The Visionaries Summit Pecha Kucha curates four belonging and workplace mental health solutions for HR. <ul style="list-style-type: none"> • Lauren McCann, Co-Founder and CEO, Procure Impact • Askia Ahmad, Chief Strategy Officer, The Phoenix; Managing Director, Leadership and Culture Development, Stand Together Foundation • Gavin Young, Sr. Partnership and Engagement Manager, The Phoenix • Melissa Doman, Organizational Psychologist • Denean Pillar-Jackson, Founding Executive Director, Chicago Resiliency Network, Corporate Coalition of Chicago • Vickie Choitz, Director of the Trauma and Resilience at Work team, Corporation for a Skilled Workforce (CSW)
11:15 am – 12:10 pm	Panel: Benefits, Treatment and Access <ul style="list-style-type: none"> • Jim Link, SHRM-SCP, Chief Human Resources Officer, SHRM – Moderator • Laura Rock, Chief Human Resources Officer, Zurich Insurance Group • Tracy Layney, Senior Vice President and Chief Human Resources Officer, Levi Strauss & Co.
12:10 pm – 12:30 pm	Visionaries Viewpoints: Resilience in the Workplace <ul style="list-style-type: none"> • Bob Rothman, President, Gap International
12:30 pm – 2:00 pm	Lunch with Interactive Learning & Networking Session <ul style="list-style-type: none"> • Distill top 5 takeaways and create action plans
2:00 pm	2022 Visionaries Summit concludes

Visionaries Viewpoints: Next Frontier of Employee Experience: Unleashing Belonging

Uzair Qadeer will lead a provocative discussion around inclusion. No population can be excluded from diversity, equity and inclusion (DE&I) when everyone is welcome in the “tent,” including those populations who we recognize as having privilege. This discussion will thread the needle between the future of belonging, workplace mental health and wellness and employees bringing their full selves to their workplace.



UZAIR QADEER

Chief People Officer,
Carbon Health

Uzair Qadeer is Chief People Officer and a member of the management team at Carbon Health, where he oversees end-to-end human resources capabilities enabling employee experience for almost 3,000 employees.

Prior to Carbon Health, Qadeer was Chief Diversity Officer at Alexion Pharmaceuticals where he served on the company's executive management team and built a market leading diversity function from the ground up. Before that, he served as a leader in Deloitte's human capital consulting business where he focused on redefining every aspect of HR, including organizational development, culture, and talent management. Qadeer also worked at Bristol Myers Squibb in various roles of increasing responsibilities. He also taught at the MBA program at the State University of New Jersey.

Qadeer has a track record of helping organizations lead with innovative HR efforts. Qadeer, who also serves on the Board of Directors of Human Resources Leadership Forum, was recently named one of the Top 100 Chief Diversity Officers, and was called a “HR Futurist” by *American Healthcare Leader* magazine. He is also founder of two revolutionary and widely adopted frameworks in HR: “5 E's of Employee Experience” and “10 Dials of Diversity.”

A truly global citizen, Qadeer speaks six languages and has lived in five countries including the United States, Italy, and Spain. Qadeer received his master's degree as well as his B.A. and B.S. degrees from Pennsylvania State University.

Panel: The Business Case for Belonging and Workplace Mental Health

Human resource professionals are evolving as leaders of social awareness, the “S” in ESG (Environmental, Social and Governance). CEOs are relying on their CHROs now more than ever before to understand and integrate belonging and mental health as critical elements of ESG, and this focus will only intensify as the business community associates a purpose-driven workforce with measures of success.

- Martin Whittaker, CEO, JUST Capital – Moderator
- Stephanie Morimoto, Owner and CEO, Asutra
- Steve Beard, President and CEO, Adtalem Global Education Inc.



MARTIN
WHITTAKER
CEO, JUST CAPITAL

Martin Whittaker is the founding CEO of JUST Capital and is responsible for the overall leadership of the organization. He is also co-founder and Board member of the CREO Syndicate, a family office investment network; a Board member of the Carbon Disclosure Project U.S.; and a member of the Forbes Finance Council and Forbes Contributor. He was recently named to the 2020 NACD Directorship 100 – the annual list of the most influential people in the boardroom and on corporate governance – and to Business Insider’s 2020 List of 100 People Transforming Business.

Previously, Whittaker was a founding partner and investment committee member at Sonen Capital, an impact investing firm, where he led private equity, real asset, and direct investing activities. Whittaker has also served as Director of MissionPoint Capital Partners, a family office-led private equity firm; Senior Vice President at Swiss Re, where he was part of the Environmental and Commodity Markets team; and Managing Director at Innovest Strategic Value Advisors, Inc., a pioneering sustainable investment advisory and research firm.

Whittaker received his Ph.D. from University of Edinburgh, an MBA from the University of London, a M.Sc. from McGill University and a B.Sc. from University of St. Andrews.

Whittaker has also served as an Adjunct Professor at the University of Toronto, provided expert testimony on environmental markets to the U.S. Senate, guest lectured at multiple business schools, consulted to major corporations on sustainability- and impact-related matters, and been an invited speaker, published writer, and contributor via television, print, social media, and conferences throughout his career.



STEPHANIE
MORIMOTO
Owner and CEO, Asutra

Stephanie Morimoto is owner and CEO of Asutra, where we’re passionate about helping people take care of themselves on purpose so they can get the most out of life – what we call active self-care. Asutra offers over 50 natural remedies for pain relief, sleep and rejuvenation, so you can care for yourself well.

At Asutra, we’re proud to provide good jobs with career pathways at a living wage with benefits. Asutra is woman-owned and women-led; 60% of our team are people of color; and 100% of our staff would recommend Asutra as a great place to work.

Morimoto is an enthusiastic board member of Naturally Chicago, which creates an ecosystem for natural products companies to thrive; Global Cosmetic Industry, which delivers forward-thinking insights for product and brand innovation; and Dell Women’s Entrepreneur Network. Morimoto was honored to be named the Beacon Award Entrepreneur of the Year in 2021. In her spare time, she’s an avid urban gardener who grows everything from tomatoes to lilacs.



STEVE BEARD

President and CEO,
Adtalem Global Education
Inc.

Steve Beard takes a vision and makes it reality through rigorous strategy and determined execution. He is a proven leader who has spent his career working with companies across multiple industries to manage an array of strategic and operational challenges.

Beard is President and Chief Executive Officer of Adtalem Global Education (NYSE: ATGE), a leading provider of professional talent to the health care industry, empowering students to achieve their goals, find success and make inspiring contributions to their communities. Adtalem is committed to addressing critical talent shortages and advancing diversity, equity and access in health care. Adtalem is currently the parent organization of American University of the Caribbean School of Medicine, Chamberlain University, Ross University School of Medicine, Ross University School of Veterinary Medicine and Walden University.

Beard was appointed Adtalem's CEO and a director on its board in 2021. Previously, Beard served as Adtalem's chief operating officer, responsible for the vision, leadership and financial performance of Adtalem's Financial Services vertical, a \$200+ million P&L that included ACAMS, the largest international membership organization dedicated to financial crime detection and prevention, Becker, a global leader in professional education servicing the accounting and finance professions and OnCourse Learning, a leading provider of continuing education in the banking and mortgage industries.

Additionally, he led Adtalem's strategy, corporate development and external relations activities and mobilized a variety of operational and corporate initiatives across a US\$2 billion market capitalization organization with nearly 12,000 employees, 114,000 students and operations in the Americas, Europe and Asia. He led the successful effort to focus Adtalem's diversified portfolio, executing a series of strategic divestitures and driving operational synergies that yielded an enterprise focused on the attractive health care sector, accelerating organic growth and enhancing profitability.

Previously, as Executive Vice President and Chief Administrative Officer, Beard led a variety of enterprise-level functions including strategy, corporate development and product development for Heidrick & Struggles International, a global, publicly traded (NASDAQ: HSII) leadership advisory firm with operations in 28 countries, where he played a lead role in driving the company's expansion into organizational consulting and culture shaping.

Earlier, Beard was an attorney in private practice with ArentFox Schiff, LLP in Chicago, where he was a member of the firm's corporate and securities group, advising public and private companies on mergers and acquisitions, corporate finance and corporate governance matters, with a focus on the highly regulated energy and financial services industries. Beard began his career as a judicial law clerk for the Honorable Frank Sullivan, Jr. (ret.), associate justice of the Indiana Supreme Court.

Beard received his bachelor's degree from the University of Illinois at Urbana – Champaign, a juris doctor degree from the Maurer School of Law at Indiana University – Bloomington and completed the Advanced Management Program at the Fuqua School of Business at Duke University.

Beard lives in Chicago with his spouse and son.

Panel: How Boston Scientific Created a Culture of Belonging: A Strategy for Workplaces

Tapping into a real case study from leading employer Boston Scientific, this discussion will explore how making employees feel “seen or heard” can fundamentally change the culture of organizations for the better. Learn how to course-correct from a toxic environment and how even employees who leave can come back and make themselves, and the company, stronger and better than ever.

- Camille Chang Gilmore, Vice President, Human Resources and Global Chief Diversity, Equity & Inclusion Officer, Boston Scientific – Moderator
- Michael Bazinet, Director, HR Service Delivery Americas, Boston Scientific
- Jorge Perera, Vice President, Global Manufacturing – Endoscopy, Boston Scientific
- Robyn Thornton, Senior HR Operations Analyst, Boston Scientific



CAMILLE CHANG GILMORE

Vice President, Human Resources and Global Chief Diversity, Equity and Inclusion Officer, Boston Scientific

Camille Chang Gilmore is vice president of Human Resources (HR) and Global Chief Diversity, Equity and Inclusion Officer (CDO) for Boston Scientific. Diversity is a core value and a top priority for Boston Scientific. As CDO, Chang Gilmore drives global diversity and inclusion strategies and programs that recognize and value the unique talents, attributes and contributions of more than 41,000 Boston Scientific employees. She also supports the advancement of diversity initiatives in health care and in communities around the world. Chang Gilmore's vision, passion and strong partnerships both within the business and with leading external organizations has transformed how the company views, measures and approaches diversity and inclusion – paving the way for meaningful change.

Chang Gilmore has more than 25 years of HR leadership experience. She joined Boston Scientific in 2004 as an HR manager and quickly advanced to hold HR business partner (HRBP) roles of increasing responsibility supporting both sales and the company's core businesses. In 2012, Chang Gilmore was promoted to the dual role of VP, HR, Interventional Cardiology, and Global Chief Diversity, Equity, and Inclusion Officer. Today, she is focused on her CDO responsibilities, which have been expanded to include driving diversity and inclusion strategies across Boston Scientific's Close the Gap health equity initiative, supplier diversity and U.S. diversity recruiting programs. She also oversees the company's global community engagement efforts. Chang Gilmore is also a member of the company's global HR Leadership Team. Prior to joining Boston Scientific, Chang Gilmore held HRBP roles at leading organizations, including Federal Express, Exxon Chemical Company and IBM.

Chang Gilmore is an active member of her community as well as the communities in which Boston Scientific operates. She serves on several boards, including Georgia Gwinnett College, the SHRM Foundation, the Greater Twin Cities Youth Symphonies (GTCYS), Wittkiewer Board and is a liaison to the National Action Council for Minorities in Engineering (NACME) organization. Chang Gilmore is a member of Alpha Kappa Alpha Sorority, Incorporated. Chang Gilmore was selected as one of *Savoy* magazine's 2016 Top Influential Women in Corporate America as well as *The Network Journal's* 2018 Top 25 Black Women in Business.

Chang Gilmore is a graduate of Pennsylvania State University and earned a Master of Business Administration from the University of Illinois at Urbana-Champaign. Chang Gilmore has been married to her husband Deryk for 25 years, and they are the proud parents of two young men, Dantaé and Deion.



MICHAEL BAZINET

Director, HR Service
Delivery Americas,
Boston Scientific

Michael Bazinet is currently serving Boston Scientific as the Director of HR Service Delivery for the Americas with primary oversight for India and Buenos Aires HR Service Centers. Team management includes 20 captive FTEs (Global/US Process Leads) and approximately 90 offshore agents in BPO Service Centers (Kochi, India; Grenada, Spain; Dalian, China and Buenos Aires, Argentina).

He manages all HR transactions through SuccessFactors for the employee lifecycle, 24x5 Call Center Support, HR Business Partner escalation management and global HR Service Delivery roadmap.

Bazinet graduated from Becker College with a B.S. in Business and obtained an MBA from Assumption University.



JORGE PERERA

Vice President, Global
Manufacturing – Endoscopy,
Boston Scientific

Jorge Perera joined Boston Scientific in 2006 as Vice President of Operations overseeing the existing operation in the Heredia province in Costa Rica. Shortly thereafter, he was responsible for executing the plans to expand Boston Scientific's footprint in the country. He successfully led the growth of the company. Boston Scientific has become the largest Medical Device manufacturer in Costa Rica, with more than 4,100 employees in 2 manufacturing plants including multiple shared services functions.

In 2010 Perera assumed sole responsibilities for the newly built plant in El Coyoil, Alajuela province, and led that plant to attain the Shingo Prize for Operational Excellence (Bronze Medallion in 2015 and Prize level in 2019).

In 2018, Perera assumed responsibilities for the Pathology Services and Infection Prevention operations as General Manager and then in January 2021 was promoted to his current role as Global Manufacturing Vice President for the Endoscopy Division.

Prior to joining Boston Scientific, Perera worked 14 years for Baxter Healthcare Corporation. There, he held positions such as Manufacturing Operations Director and Quality Director in Costa Rica as well as Plant General Manager in Puerto Rico.

Perera is a graduate in Chemical Engineering from the University of Costa Rica and also holds an MBA from National University in San Diego, California.



ROBYN
THORNTON

Senior HR Operations
Analyst, Boston Scientific

Robyn Thornton is an experienced professional in Strategy, Change Management, and Project/Program Management for the past 10 years. The past five years Thornton has worked at BSC in multiple roles. She is currently working in the HR Operations space as a Senior Analyst leading global processes.

Thornton has a passion for continuous improvement (both personally and professionally), equity, and inclusion which has been demonstrated through her leadership of two Employee Resource Groups (ERGs); Women's Network and BRIDGE Black Leadership and employee mentorship. Thornton has been blessed with a fulfilling career through the utilization of a unique set of transferrable skills and experiences allowing her to successfully navigate different industries.

Fireside Chat: The Global Longevity Megatrend – Understanding and Responding to Changing Global Demographics, the Opportunity for Employers of an Aging Society

As increasing longevity changes the make-up of the global working population, employers have an opportunity to tap into the 60+ talent pool in new and innovative ways. The global aging megatrend is driving a huge shift in how we engage with older people, as workers and as customers. Maximizing the potential of older workers means leveraging their perspectives and capabilities in ways that benefit the entire workforce.

- Mike Hodin, CEO, Global Coalition on Aging
- Dr. Pol Vandenbroucke, Chief Medical Officer, Pfizer Hospital Business; Chairman, WDA Global Longevity Council



MIKE HODIN

CEO, Global Coalition
on Aging

Michael W. Hodin, Ph.D., is CEO of the Global Coalition on Aging, Managing Partner at High Lantern Group, and a Fellow at Oxford University's Harris Manchester College. He has spoken internationally on aging, including at G20, APEC, Davos, and the World Knowledge Forum.

From 1976-80, Hodin was Legislative Assistant to Senator Daniel Patrick Moynihan. He was a senior executive at Pfizer, Inc. for 30 years, where he created and led International Public Affairs and Public Policy operations.

Hodin holds a B.A., cum laude, Cornell University, M.Sc. from The London School of Economics, and M.Phil. and Ph.D. from Columbia University.



**DR. POL
VANDENBROUCKE**

Chief Medical Officer,
Pfizer Hospital Business

Chairman, WDA Global
Longevity Council

Dr. Pol Vandenbroucke serves on the Boards of the American Federation for Aging Research, the World Demographic and Aging Forum and the IFAPP Academy; He is a member of the Advisory Board of the Steve Biko Centre for Bioethics, a Fellow of the Faculty of Pharmaceutical Medicine of the Royal Colleges of Medicine of the United Kingdom and an IFAPP Academy Global Fellow in Medicines Development. A frequent speaker on health, aging, and health policy issues, he is also a Visiting Senior Lecturer at King's College London.

Dr. Vandenbroucke's career has been dedicated to Clinical Development and Medical Affairs and has included stints in the U.S., Europe, Asia, and Latin America. Before his current position, he has been Chief Development Officer for Pfizer Essential Health, Head of Medical Strategy for Pfizer Inc. and VP Medical Affairs of Pfizer's Essential Health portfolio in North America. He previously also led the Clinical Development of all Pfizer compounds in Asia, Central/Eastern Europe, Latin America, and Africa-Middle East and of Pfizer's Established Products globally. He was also responsible for developing compounds specifically for diseases of the developing world, such as malaria and river blindness.

Prior appointments also include Vice President, Medical and Regulatory Affairs, Canada/Latin America/Africa-Middle East, Senior Vice President, Medical Division Pfizer Japan, based in Tokyo, Director of Medical Operations, Asia and Australia/NZ for Pfizer, based in Hong Kong, and Medical Director, Lipitor based in New York, responsible for the international clinical development program of Lipitor.

He holds a Medical Degree from the Catholic University of Louvain (Belgium), an MBA from the Instituto Tecnológico Autónomo de México (ITAM), and an M.Sc. (First Honors) from Hibernia College (Ireland). He is fluent in Dutch, Spanish, English, French, and German.

Panel: How to Inculcate Cultural Transformation

“Cultural transformation” can look different in every organization and occur at any scale. But how does it start? What are the “nuts and bolts” of catalyzing change? The panel of company leaders will share tangible, solution-oriented ways that they have instilled policies and practices that have moved the needle for employee satisfaction.

- Arthur C. Evans, Jr., Ph.D., CEO, American Psychological Association – Moderator
- Maysa Akbar, Ph.D., Chief Diversity Officer, American Psychological Association
- John Ferguson, Chief Human Resources Officer, NASCAR
- Kevin D. Silva, Executive Vice President and Chief Human Resources Officer, Voya Financial
- Marlo J. Gaal, Senior Vice President, Chief Talent Officer and Chief Diversity Officer, Ariel Investments



ARTHUR C.
EVANS, JR., Ph.D.

CEO, American
Psychological Association

Clinical and community psychologist, policymaker, and health care innovator Arthur C. Evans Jr., Ph.D., is CEO of the American Psychological Association, the leading scientific and professional organization representing psychology in the United States. Evans previously served in public policy positions in Philadelphia and Connecticut, where he led the transformation of their behavioral health systems and their approaches to serving a wide range of individuals with complex needs. An unconventional leader, Evans has employed science, research, community activism, spirituality, traditional clinical care, policy and cross-system collaborations to change the status quo around behavioral health.

Over the years he has received national and international recognition, including the American Medical Association's top government service award in health care, the Lisa Mojer-Torres Award from Faces and Voices of Recovery, and the Visionary Leadership Award from the National Council of Behavioral Health, as well as being named as an "Advocate for Action" by the White House's Office of National Drug Control Policy. A major emphasis of his career has been equity and social justice and he has received multiple awards named for Rev. Martin Luther King Jr. for this work.



MAYSA AKBAR,
Ph.D.

Chief Diversity Officer,
American Psychological
Association

Maysa Akbar, Ph.D., ABPP is a respected scientist-practitioner and APA's Chief Diversity Officer (CDO), charged with infusing equity, diversity and inclusion (EDI) into the fabric of the association's work. As the leading architect of APA's evolving EDI framework, Akbar works with APA staff, leaders and members to refine and build consensus for an overall plan, operationalize its goals and establish metrics to monitor and ensure progress. The CDO also serves as a spokesperson and advocate for EDI in the field of psychology, both within and outside the association.

Before assuming the CDO post, she was the founder and chief executive officer of a clinical practice based in New Haven, Connecticut, that specialized in race-based trauma. She also created a consulting firm and educational network focused on organizational cultural transformation. Her firm delivered cutting-edge programs anchored in EDI to city governments, public schools and court systems, among other entities. Akbar's areas of specialty include racial identity development, racism, urban trauma and allyship, topics on which she has written research articles, books and book chapters. Akbar is an experienced instructor and master trainer in EDI for both the medical and the broader community.

Akbar held a faculty appointment from 2004 – 2021 at the Yale School of Medicine, Child Study Center as an assistant clinical professor with multiple roles, including research, teaching, administrator and supervisor. Akbar also completed her pre- and post-doctoral training at the Yale Child Study Center with a specialty track in early childhood development. She is certified in child and adolescent psychology by the American Board of Professional Psychology.

Early in her career, Akbar was an associate research scientist working with young children diagnosed with autism and developmental disorders. She provided behavioral health consultation for urban early childhood programs and was a staff psychologist at a community-based inner city health center in New Haven. She was also a qualified medical consultant with an expertise in behavioral health and medical integration in primary care settings.

Based on her expertise in EDI, Akbar was selected to serve as an APA representative at the United Nations, providing research and guidance toward the development and implementation of psychologically informed policies that respect human rights and promote human welfare. A longtime member of APA, she is a graduate of APA's Leadership Institute for Women in Psychology and the Diversity Leadership Program.

Akbar has firsthand experience advocating for the interest of psychologists while holding multiple leadership roles advancing EDI and social justice initiatives at state and national level. She has played an integral part in mentoring and shaping leadership development programs for early career psychologists, postdoctoral and graduate students.

Akbar grew up in Brooklyn, New York, and is originally from the Dominican Republic. She is fluent in Spanish.

She holds a Ph.D. in clinical psychology from St. Louis University, an M.S. in community psychology from Florida Agricultural and Mechanical University in Tallahassee and a B.A. in psychology from the State University of New York at Albany.



JOHN FERGUSON

Chief Human Resources
Officer, NASCAR

John Ferguson is the Chief Human Resources Officer at NASCAR.

In this role, Ferguson oversees NASCAR Human Resources and provides strategic leadership around talent acquisition, employee engagement and culture development to support and engage employees across more than 20 office and racetrack locations in the U.S. He is responsible for building a company culture at NASCAR that is empowering, innovative, diverse, inclusive, and collaborative.

For nearly a decade, Ferguson served in HR roles at Monumental Sports & Entertainment (MSE) in Washington, D.C. and most recently as Vice President of People & Culture. While at MSE, he led the HR function for six sports team properties, including the Washington Wizards, Washington Capitals and Washington Mystics, four facilities, including Capital One Arena, and more than 2,500 employees.

Ferguson serves on the Alumni Board of Directors for Furman University, UNCF Orlando Leadership Council and Durham Success Summit Advisory Council.

In 2022, Ferguson was named to the *Daytona Beach News-Journal's* annual "40 Under Forty" list and *Savoy* magazine's Most Influential Black Executives in Corporate America.

Ferguson holds a bachelor's in political science from Furman University, Executive Certificate in Strategic Diversity and Inclusion Management from Georgetown University, and a Master of Business Administration from the Howard University School of Business.



KEVIN D. SILVA

Executive Vice President
and Chief Human
Resources Officer,
Voya Financial

Kevin D. Silva is executive vice president and chief human resources officer for Voya Financial®, responsible for Human Resources, Corporate Responsibility and Voya Foundation. In this role, Silva directs a strategy aimed at building the organization's human capital by attracting, retaining and developing world-class employees and incenting them to deliver superior performance. Silva also serves on the Voya Financial Executive Committee.

Silva joined the company in 2012. Prior to this, he served as chief human resources officer at Argo Group International, a global, publicly traded specialty insurance company. At Argo, he was responsible for building a high-performing team and implementing compensation, succession and executive-development practices.

Prior to joining Argo, Silva spent more than 13 years at MBIA Insurance Corporation, a global, publicly traded insurance company, where he served as chief administrative officer responsible for the human resources, corporate administration, information resources, facilities and telecommunications, and records-management functions. He served as an adviser to MBIA's business leaders on individual and financial performance improvement. He also played a significant role in driving a post-acquisition integration process and served as an important strategic partner to the CEO and to the Compensation Committee of the MBIA Board of Directors.

Silva has also served in senior human resources leadership roles as head of human resources for Merrill Lynch Capital Markets; chief human resources officer for MasterCard International; and executive director for PepsiCo Management Institute/PepsiCo.

Silva earned a bachelor's degree in communications from St. John's University, and a master's degree in psychology from New York University. He serves as chairman of the Board of Directors for New York Institute of Technology, and is a member of the Institute's Executive Committee.



MARLO J. GAAL

Senior Vice President,
Chief Talent Officer &
Chief Diversity Officer,
Ariel Investments

Marlo J. Gaal joined Ariel in 2020 to lead all facets of our human resources function and partner with senior management to enhance our employee experience. In this capacity, she develops and drives strategy related to executive coaching, talent acquisition and development, compensation and benefits, career development, talent retention, culture, equity and inclusion.

Additionally, Gaal serves as Ariel's Chief Diversity Officer and co-leader of the firm's Diversity, Equity and Inclusion (DEI) Committee, a cross-functional group which ensures that DEI is integrated across all business lines at the firm. Gaal is committed to further enabling our people and organization to grow and thrive while continuing to deliver exceptional results for our clients.

Previously, Gaal was Senior Director, Human Resources, North America for Groupon Inc., where she partnered with executive leadership to integrate comprehensive people strategies with business and organizational priorities. Before Groupon, Gaal served as Corporate Director of Human Resources and Staffing at Hyatt Hotels Corporation, providing strategic support for all aspects of talent acquisition, development, and engagement.

Previously, Gaal also held senior human resources roles at OfficeMax, Inc. and MB Financial Bank. She is a member of the Human Resource Management Association of Chicago and the Society for Human Resource Management (SHRM).

Outside of Ariel, Gaal is a mentor and fellow with the Chicago Urban League and Chicago Booth IMPACT! Leadership Program and a board member of The People's Music School. Gaal graduated from Northern Illinois University with a B.S. in Marketing.

Panel: How Psychologically Safe Workplaces Lead to an Inclusive Culture

Fostering psychologically safe workplaces means employers need to acknowledge and respect the complex interactions of different cultural identities of employees coming from diverse backgrounds, and how these factors may affect employee experience in the workplace. This group of leading employers will share their best practices for protecting and promoting the psychological safety of teams in their organizations.

- Kristen Puchek, Global Strategy Lead, CEO Advisory Practice, Accenture – Moderator
- Julie Lodge-Jarrett, Senior Vice President, Chief People & Purpose Officer, DICK'S Sporting Goods
- Colleen Mitchell, Senior Director, Diversity, Equity, Inclusion, Belonging and Culture, Nordstrom
- David Simmonds, Senior Vice President, Global Chief Communications and Sustainability Officer, Great-West Lifeco and Canada Life



KRISTEN PUCHEK

Global Strategy Lead, CEO
Advisory Practice,
Accenture

Kristen Puchek brings two decades of experience advising senior executives and organizations in corporate and individual purpose, talent strategies, cultural transformation, and responsible business practices. Puchek is the Global Strategy Lead for Accenture's CEO Advisory practice, in addition to leading the North America CEO Purpose & Development and DE&I practices.

Prior to joining Accenture, Puchek was the global head of DE&I for Amazon Worldwide Consumer, which included a team of 70 DE&I specialists, program managers, research scientists, and analytics professionals to support approximately 1.5 million employees worldwide.

Prior to joining Amazon, Puchek led the DE&I client service practice at a large consulting firm, where she partnered with senior executives in global *Fortune* 100 clients across industries to design DE&I strategies, integrating programs across talent management, talent acquisition, learning and development, employee sentiment, employee relations, employer brand/PR/Comms, customer penetration, and product development.

In 2021, Puchek was named a Top 100 Diversity Officer by the National Diversity Council. This award recognizes individuals whose exemplary work provides a model for utilizing best practices, leading organizational change and making outstanding contributions to diversity and inclusion.



JULIE LODGE-JARRETT

Senior Vice President,
Chief People &
Purpose Officer,
DICK'S Sporting Goods

Julie Lodge-Jarrett currently serves as senior vice president, chief people & purpose officer at DICK'S Sporting Goods with overall responsibility for human resources, communications, sustainability and government affairs. In this role, Lodge-Jarrett is responsible for leading the overall talent and reputation strategy for DICK'S, while ensuring that the company's culture, communications, policies and experiences align with its overall objectives and values.

Lodge-Jarrett joined the company in April 2020 as senior vice president, chief people officer.

Prior to joining DICK'S, Lodge-Jarrett spent more than 21 years at Ford Motor Company, most recently serving as chief talent officer. Lodge-Jarrett held various human resources and organizational development roles during her tenure with Ford, including chief learning officer; HR director, global purchasing; HR VP, Greater China; and HRBP and Talent Director, Asia Pacific and Africa.

Lodge-Jarrett earned both her Bachelor of Arts degree in marketing and her Master of Business Administration from the University of Toledo.



COLLEEN MITCHELL

Senior Director, Diversity,
Equity, Inclusion,
Belonging and Culture,
Nordstrom

Colleen Mitchell is the Diversity, Equity, Inclusion, Belonging (DEIB) and Culture leader at Nordstrom where she is focused on operationalizing DEIB strategies to achieve equitable outcomes in the workplace, marketplace, and community.

Prior to joining Nordstrom, Mitchell was the Head of Diversity, Equity, and Inclusion (DE&I) at Petco where she was responsible for establishing the multi-year DE&I vision, strategy and goals for the company.

Mitchell also served as the DE&I leader for Amazon's global customer fulfillment organization. In this role, Mitchell provided leadership and direction to DE&I Business Partners as they developed and executed DE&I strategies and accountability mechanisms to deliver on key initiatives for more than 700,000 employees globally.

She has more than 15 years working across DEI&B, HR, and Operations to create inclusive and equitable workplaces for all employees.

Mitchell has a DE&I certification from Cornell University, Lean Six Sigma Green Belt from the University of Michigan, and a bachelor's degree in finance from Cal Poly San Luis Obispo.



DAVID
SIMMONDS

Senior Vice President
and Global Chief
Communications and
Sustainability Officer,
Great-West Lifeco and
Canada Life

David Simmonds is SVP and Global Chief Communications and Sustainability Officer at Great-West Lifeco and Canada Life.

A member of the Executive Management Committee, Simmonds leads a team responsible for global communications, reputation and brand management, corporate impact, and Environment, Social and Governance issues (ESG). Simmonds also provides strategic partnership and advisory guidance to the CEO's agenda, including Diversity, Equity, and Inclusion.

A respected business leader, Simmonds brings deep experience to Lifeco, from senior roles across consulting, public policy, media, and health care, including time as senior vice president at McKesson Corporation. At McKesson, Simmonds drove global initiatives across marketing, communications, public policy, and corporate strategy in both Canada and the United States, including leadership of the program coordination office for the development of the company's multi-year growth initiative.

Simmonds is a member of Western University's Board of Governors, is Past President of the Canadian Club Toronto, a Governor of the Stratford Festival, and an Advisory Board Member at Catalyst Canada.

Simmonds has been named one of the "Top 100 Black Canadians" by the Diversity Advancement Network, recipient of the Black Business and Professional Association's "Harry Jerome Leadership Award," Canada's highest achievement in African Canadian excellence, and has been awarded Western University's Alumni Award of Merit.

Simmonds holds a B.A. (Hons.), M.A., and completed the executive development program at The Wharton School.

Visionaries Viewpoints: The Antidote to Brokenness

Never has our workforce been so diverse, and yet at the same time so divided, so overburdened, so broken. SHRM President and CEO Johnny C. Taylor, Jr., SHRM-SCP will demonstrate how inclusion is the missing antidote for the epidemic of brokenness and belonging the secret sauce.



JOHNNY C.
TAYLOR, JR.,
SHRM-SCP

President and CEO,
SHRM

Johnny C. Taylor, Jr., SHRM-SCP, is President and Chief Executive Officer of SHRM, the Society for Human Resource Management. With more than 315,000 members in 165 countries, SHRM is the largest HR trade association in the world, impacting the lives of 115 million workers every day.

As a global leader on the future of employment, culture and leadership, Taylor is a sought-after voice on all matters affecting work, workers, and the workplace. He is frequently asked to testify before Congress on critical workforce issues and authors the weekly *USA Today* column, "Ask HR."

Taylor's career spans over 20 years as a lawyer, human resources executive and CEO in both the not-for-profit and for-profit space. He has held senior and chief executive roles at IAC/Interactive Corp, Viacom's Paramount Pictures, Blockbuster Entertainment Group, the McGuireWoods law firm, and Compass Group USA. Most recently, Taylor was President and Chief Executive Officer of the Thurgood Marshall College Fund.

He is the author of the national bestseller, *RESET: A Leader's Guide to Work in an Age of Upheaval*, which delivers a candid and forward-thinking vision for leaders to reimagine their company cultures in a time of global upheaval and presents data-driven strategies to make the necessary foundational reset of all things work. Immediately upon its release in September 2021, *RESET* was in the top three of the *Wall Street Journal's* list of bestselling hardcover business books. All author proceeds benefit the SHRM Foundation, which is committed to empowering HR as a social force for change.

He was appointed chairman of the President's Advisory Board on Historically Black Colleges and Universities and served as a member of the White House American Workforce Policy Advisory Board during the Trump Administration. He is Vice Chair of the Board of Trustees of the University of Miami, Governor of the American Red Cross, and member of the corporate boards of Guild Education, iCIMS, and XPO Logistics (NYSE: XPO).

In 2020, Taylor received the Distinguished Executive of the Year Award from the Academy of Management, and he was named 2021 ALA Professional Society CEO of the Year by CEO Update.

He is a Fellow of the National Academy of Human Resources and is licensed to practice law in Florida; Illinois and Washington, D.C.

Visionaries Viewpoints: Wired in the Workplace

People are genetically predisposed and influenced by the societies in which we live to want to belong. This session will discuss why a feeling of belonging speaks to our most basic needs and how you can hardwire that experience into your company culture.



PAT WADORS

Chief People Officer, UKG

Pat Wadors serves as chief people officer of UKG. In her role, Wadors oversees the company's world-class HR organization and drives its people strategy — including talent acquisition and development, compensation and benefits, employee engagement, employee communications, and components of workplaces services and physical security.

Known for transformational and strategic HR leadership, Wadors believes deeply that organizations thrive when they have a blend of people with differing backgrounds and ways of thinking, and who feel they belong as a contributor to the company's success.

As a multiple recipient of the National Diversity Council's Top 50 Most Powerful Women in Technology, Wadors is a frequent speaker on HCM, diversity, and inclusion issues, and has served on the board of several prominent technology companies. Prior to UKG, Wadors served as CPO of Procore Technologies, and has held multiple leadership roles at ServiceNow, LinkedIn, Plantronics, Inc., and Yahoo!

Interactive Session: A Vignette of the Worst Situation, Tables Come Together to Solve Challenging Problems

The only way to move beyond a problem is through it – this session will offer the opportunity to discuss real-life challenges faced by employers and hear solutions from the panel and audience that challenge us to think more creatively and candidly about our workplaces.

Facilitators –

- Marjorie Morrison, CEO and Co-Founder, Psych Hub
- Daniel Gillison, CEO, NAMI



MARJORIE
MORRISON

CEO and Co-Founder,
Psych Hub

Marjorie Morrison is the CEO and co-founder of Psych Hub, the world's largest mental health education platform. A visionary and passionate pioneer in the mental health space, Morrison co-founded Psych Hub with Patrick J. Kennedy to connect people with best-in-class online education for mental health practitioners, allies, and consumers to learn more about some of our nation's most vexing mental health challenges. In her current role, Morrison is reimagining behavioral health through intentional and thoughtful design. By leveraging the digital space and combining clinical research with the art of storytelling, her mission is to provide engaging, evidence-based content on mental health that is easily accessible to everyone. Psych Hub's fast-growing audience of learners has had over 10 million views on their content, developed over 1000 educational assets, and gained over 800 partners along the way. These committed partners, spanning the range of *Fortune* 100 companies, government agencies, universities, and nonprofits, create not only a powerful distribution network but also share a common belief in the efficacy of Psych Hub's content.

Prior to launching Psych Hub, Morrison was the founder and CEO of PsychArmor Institute, a 501(c)3 nonprofit organization, committed to bridging the military-civilian divide by developing, promoting, and distributing free online courses covering a wide range of topics important to those who serve military service members and their families. Under Morrison's leadership, PsychArmor flourished and is now widely recognized as the trusted and leading expert for "Best-in-Class" resources regarding the understanding of and solutions to complex and unique military veteran issues.

Marjorie's focus on supporting members of the military and their communities was first developed in the field after she spent years writing and implementing a revolutionary proactive counseling program for the U.S. Marines. This implementation research was utilized to create a groundbreaking solution to approach military mental health care.

Morrison is a CA Licensed Marriage Family Therapist, a CA Licensed Professional Clinical Counselor, a PPS-credentialed School Psychologist, and the author of *The Inside Battle: Our Military Mental Health Crisis*. As a renowned subject matter expert, she has been featured numerous times by national media giants such as BBC, NBC, FOX, CBS, CNN, and NPR, along with being a contributing writer for multiple outlets including *TIME*, *Newsweek*, *The Daily Beast*, and *Huffington Post*. Morrison has received numerous awards for her advocacy and leadership. She is a native of California who currently resides in Nashville, Tennessee, and is the mother of three adult children: Jacob, Lindsey, and Charlie.

MONDAY, OCTOBER 17



DANIEL GILLISON
CEO, NAMI

Dan Gillison brings expertise in nonprofit leadership and a passion for advocating for people with mental illness to NAMI. Before coming to NAMI, Gillison led the American Psychiatric Association Foundation (APAF), where he was responsible for strategic planning, personnel management, board communications, oversight of APAF's public education programs and outreach, and formulating strategic alliances and partnerships to further APAF's mission. Prior to APAF, Gillison led County Solutions and Innovation for the National Association of Counties (NACo) where he was instrumental in repositioning the organization's programs to provide expertise in health and human services, justice and public safety.

Gillison has over 30 years of experience and has previously held leadership positions at Xerox, Nextel, and Sprint. Gillison holds a B.A. from Southern University and A&M College.

Gillison spearheaded the creation of the CEO Alliance for Mental Health in 2020, which represents some of the most vulnerable and diverse populations affected by disparities in the mental health care system. The leadership collective has collaborated to identify and amplify their priorities for creating a future of quality mental health care for all who need it.

TUESDAY, OCTOBER 18

Visionaries Viewpoints: Relationship-Centered Workplaces: How Belonging, Mentoring and Skilling Is Critical to Retaining Employees

David Shapiro will lead a stimulating conversation about the historically necessary role of employers prioritizing relationships across workforce development, from recruiting to onboarding to retention and advancement. The conversation will explore how mentoring relationships and mindsets can bring powerful results across diverse talent when aligned across culture, structure and system.



DAVID SHAPIRO
Immediate Past CEO,
MENTOR / Incoming
CEO, YMCA of Greater
Boston

David Shapiro is the immediate past CEO of MENTOR, the national organization unifying and elevating the mentoring movement through expertise, advocacy, and awareness. A servant leader of the field for more than 15 years locally and nationally, Shapiro has dedicated his career to working across sectors and driving equity through the power of relationships. His movement-building expertise has been recognized by Social Impact Exchange, the *Stanford Social Innovation Review*, and Grantmakers for Effective Organizations.

During Shapiro's leadership, MENTOR has partnered with leading brands including the NBA, Nike, Starbucks, LinkedIn, and Microsoft to expand mentoring through cause elevation; grown its national footprint to include 24 Affiliates nationwide providing on the ground expertise; and worked extensively with the Obama Foundation to center mentoring through My Brother's Keeper Alliance. Additionally, MENTOR was selected by the U.S. Office of Juvenile Justice and Delinquency Prevention to create and operate the National Mentoring Resource Center.

On October 17th, Shapiro became the 14th CEO in the 105-year history of the YMCA of Greater Boston, America's first Y. He is a father, husband, and mentor.

Visionaries Viewpoints: How Walmart Is Expanding Opportunity Through Skilled Credentials

Brandon Carson and Patrice Gibson will share how Walmart is driving talent sustainability by reimagining how the *Fortune* 1 develops its workforce. They will discuss how and why Walmart sees investment in its people as the catalyst for value creation in this world of constant change. You will also learn how Walmart has created a consistent opportunity cycle through its four “must haves” for reskilling and upskilling.



BRANDON CARSON

Vice President, Enterprise
Leadership Development,
Walmart

Brandon Carson is the Vice President of Enterprise Leadership Development at Walmart. Prior to joining Walmart, Carson led the global airport operations training teams for Delta Air Lines and has previously held learning leadership roles with Home Depot, Microsoft, and Apple. Carson has authored two books about the impact of the digital age on workplace performance, *Learning in the Age of Immediacy* and *L&D's Playbook for the Digital Age*, both published by ATD Press. He holds a M.Ed. in educational technology, a B.A. in business, and certification in advanced analysis. Carson founded the nonprofit L&D Cares in 2020 to provide career support and resources for talent development professionals.



PATRICE GIBSON

Director, Community
Academy, Chicago, IL,
Walmart

Patrice Gibson is the director of Walmart's Community Academy in Chatham, Chicago. In this role, Gibson focuses on creating strategic partnerships in the community that create family-sustaining opportunities. As a strong supporter of CDE&I, Gibson works with community leaders towards minimizing the impacts of inequity within her community.

Gibson began her Walmart career in 2009 as a part-time inventory management associate. She was quickly promoted to the department manager role, until being promoted to assistant manager in 2012. Gibson started as Co-Manager in 2015, in which she helped support new store openings as well as the Divisional Academy. In 2018, Gibson took a role as an academy lead before being promoted to Store Manager in November of 2019. Gibson was promoted to Director of Academy Operations Support in November of 2021.

In 2022, Gibson was awarded the Walmart Inaugural Spark Award as well as the Phenomenal Woman Award at The Black Women's Expo for the work she does in support of her community.

Gibson is a graduate of Bellevue University with a degree in business management and leadership. She has been married to her husband Quincy for nine years, and they are proud parents of two young women, Jamiya and Cori.

Visionaries Viewpoints: See My Ability Not My Disability – Changing the Way the World Perceives Those with Disabilities, Starting at the Kitchen Table

Nate Simon is a successful entrepreneur who happens to have Down Syndrome. His story, and his mother's endless support for him will capture your heart and inspire your mind to look at this population of talent for your workplace.



NATE SIMON
CEO, 21 Pineapples

Nate Simon, has always been known as a fashion icon. From rocking funky Hawaiian shirts to his love for bowties. He loves to be dressed to impress and his infectious spirit is showcased by his fashionable style. At 19 years old, he is the CEO of 21 Pineapples, a company created to change the way others perceive those with Down syndrome, one shirt at a time. Simon has the distinction of being one of the youngest CEOs with Down syndrome in the world.

In addition to his love for making people laugh, Simon also enjoys sharing his kindness around the globe, teaching others to love more and to be good humans. He is a Special Olympics gold medalist in golf, bowling, gymnastics and powerlifting, just to name a few and is currently attending occupational, vocational school.



HOLLY SIMON
Executive Director,
21 Pineapples

Holly Simon is a fierce advocate for all those born a bit differently. When Simon's fifth and youngest child, Nate, was born with Down syndrome, the doctors and nurses all told her they were sorry. She thought that there was nothing to be sorry about because she believes with her whole heart that all children deserve congratulations at birth and to be celebrated throughout their lives.

Simon is the Executive Director of 21 Pineapples, her son's Hawaiian shirt company. She is also an author, radio personality and television talk show host. In 2017, she was the proud recipient of the Little Company of Mary Hospital and Health Care Centers' Mary Potter Humanitarian Award.

Panel: Perspectives from Untapped Pools of Talent

For too long, employers have misaligned the hiring process with the jobs they want to fill. Learn from experts on how to tap into under-recognized pools of talent – people who have been marginalized or overlooked but who have the skills, and the commitment, to be a valuable member of the team.

- Glen Kreiner, L.S. Skaggs Presidential Chair in Business Ethics, Management Department Chair, University of Utah – Moderator
- Erica McMannes, Founder and Chief People & Community Officer, Instant Teams
- Daniel Feldman, Founder and CEO, FRSH
- Jessica Ridenour, Diversity, Equity & Inclusion Strategist, USAA



GLEN KREINER

L.S. Skaggs Presidential Chair
in Business Ethics,
Management Department
Chair, University of Utah

Professor Glen Kreiner is the L.S. Skaggs Presidential Chair in Business Ethics at the University of Utah. He has taught courses and workshops on topics such as mindfulness, authenticity, identity-based leadership, work-family, and teamwork. Kreiner has won multiple awards for his research, which focuses on topics such as stigma, workers with intellectual and developmental disabilities, identity, mindfulness, work-nonwork dynamics, mental health, and ethics.

Outside of work, he enjoys traveling, gardening, and theater, especially when he can do those things with his wife and three children.



ERICA
MCMANNES

Founder and Chief People
& Community Officer,
Instant Teams

Erica McMannes is the Founder and Chief People & Community Officer of Instant Teams.

She has been front and center of the military community for over 2 decades, leading community initiatives and advocating for innovation and progress in the military spouse space. She's held various Department of Defense leadership positions throughout Army MWR programming focused on Human Ecology and Community Dynamics.

In 2012, McMannes began consulting for veteran-owned startups in Silicon Valley specializing in application user acquisition, community growth, and brand development. Her experience mix of service-oriented community programming and the startup space led her to join forces with fellow founder Liza Rodewald for the development and launch of Instant Teams in 2016.

McMannes is an alumnus of the Patriot Boot Camp and V-WISE programs, and is two-time winner of grant led startup pitch competitions. She is a prominent voice in conversations on military spouse employment and remote team leadership and culture.

She's been highlighted at HubSpot's Inbound Conference, Amazon's Women in Operations conference and is a two-time presenter at both the Military Influencer Conference and the Department of Defense's Annual Military Spouse Employment Partnership Summit. McMannes serves on the Hampton Road's StartPeninsula Board of Directors as well as the Greater Peninsula Impact100 Board of Directors.



DANIEL
FELDMAN

Founder and CEO, FRSH

Danny Feldman is the founder and CEO of FRSH, a marketplace that services the justice-impacted community. The idea for FRSH came from Feldman's own experiences. When he was just 17, he lost his mother and eventually got in with the wrong crowd, and making poor choices as a way of acting out. This resulted in a permanent felony on his record that has followed him throughout his life. He lost out on a college scholarship and ultimately was unable to find meaningful employment. But given Feldman's resilience and entrepreneurial drive, he went on to start a career in direct sales at Cutco. Feldman unsurprisingly worked his way up within Cutco and in less than 10 years was inducted into Cutco's Hall of Fame for sales excellence. As a coach and mentor with Cutco, Feldman hired and trained upwards of 55,000 sales people and started, built and operated 55 locations from the ground up in a four-state territory. Feldman's next endeavor was IFM Restoration. From his kitchen table Feldman founded a national platform that connects contractors and REITs across the country through his technology platform. Under Feldman's leadership IFM achieved a 750% two-year growth rate, built an internal team of 97 FTEs, 2,100 field contractors, expanded into nine states, 15 MSAs and fulfilled more than 100,000 maintenance work orders. IFM scaled past \$50 million and secured venture funding and is still growing today. The *Dallas Business Journal* named it one of the top companies to work for in 2018 and it was an *Inc.* 5000 fastest growing company in 2020.

But Feldman's true passion is to represent the underrepresented. This is why he is bringing his sales experience and personal journey to FRSH, a next-gen justice tech company focused on providing access to anyone with a criminal record. At FRSH you will find job placement, banking/credit services, and legal/mental health services all for free – all in one place. Go to MyFRSH.com to learn more about Danny and the FRSH mission.



JESSICA
RIDENOUR

Diversity, Equity &
Inclusion Strategist,
USAA

Jessica Hope Ridenour leads with extreme ownership and a fierce belief in the goodness of others. Her breadth of work spans from national policy influence, local government planning, and a myriad of corporate, military, and nonprofit experiences.

Today she is a DE&I Strategist. Ridenour uses data, and evidence-based practices focused on measurable outcomes to hold leaders accountable and influence change for equality in the corporate world. Ridenour concurrently serves as a senior people leader in the Army Reserves, where she has been a Suicide Intervention Specialist, Equal Opportunity and Sexual Assault Advocate since 2002. She counsels on how these issues intersect with military leadership, culture, resiliency, and wellness.

Ridenour holds a master's degree in advanced generalist social work from IUPUI. She further expands the conversation into the disparities of poverty as a Certified Financial Social Worker.

Fireside Chat: The Future of Work

For both employers and employees, the global COVID-19 pandemic changed a great deal of thinking about the future of work – but not necessarily in the same ways. Employers will share how they are navigating the new normal and remaining attractive to top talent by understanding their expectations for belonging at work.

- Cristina Banks, Ph.D., Director of Interdisciplinary Center for Healthy Workplaces, UC Berkeley
- Michele Colucci, J.D., MFA., Founder + Managing Partner, DigitalDx Ventures
- Julia Stiglitz, CEO and Co-Founder of CoRise



CRISTINA
BANKS, Ph.D.

Director, Interdisciplinary
Center for Healthy
Workplaces, UC Berkeley

Cristina Banks, Ph.D., is Director of the Interdisciplinary Center for Healthy Workplaces where she leads an interdisciplinary team of scholars and practitioners in innovative research projects and distribution of state-of-the-art information regarding healthy workplaces. She is an industrial-organizational psychologist who has studied people at work and organizations for over 40 years, which has come in handy in understanding what people need in their workspaces and workplaces to do their best work.

She is also a Senior Lecturer at the Haas School of Business, UC Berkeley, where she has taught graduate and undergraduates in organizational behavior, human resource management, and leadership for 37 years.



MICHELE COLUCCI,
J.D., MFA

Founder + Managing Partner,
DigitalDx Ventures

Michele Colucci is a venture capital thought leader, lawyer, investor, serial entrepreneur, and philanthropist. She has authored five patents in the technology space and founded companies in the legal, technology, retail, and entertainment spaces. Her extensive experience operating in highly regulated verticals has focused on issues from management to legal. As a venture capitalist focused on med tech, Colucci is committed to impacting the health field by investing in companies that enable doctors to make better diagnostic decisions through the application of AI and big data. She has board of directors experience with public and private firms including Global Indemnity Group, Nephrosant, Optina Diagnostics, Prime Genomics, Delphi Diagnostics, and Trayt. She has been a frequent guest lecturer at Stanford University's School of Engineering. In 2017, Colucci was named West Coast Ambassador by the Nobel Laureate Foundation. She earned her B.A. and J.D. from Georgetown University and an MFA from the AFI.



JULIA STIGLITZ

CEO and Co-Founder,
CoRise

Julia Stiglitz is the CEO and Co-Founder of CoRise, a new edtech platform helping companies equip their technical talent with the most cutting-edge skills to thrive at work. She previously was a Partner at GSV Ventures, where she invested and partnered with some of the most innovative entrepreneurs in edtech. Prior to GSV, Stiglitz was one of the first hires at Coursera and led many groundbreaking initiatives, mostly notably as Vice President of Enterprise, where she founded and led Coursera's enterprise business, growing it from concept to over 1400 organizations across the globe.

Stiglitz holds a B.A. from Pomona College, an MBA from Stanford Graduate School of Business, and an M.A. in education from Stanford University. Stiglitz sits on the board of Outlier.org and is a member of McKinsey's Consortium on the Advancement of Adult Learning and Development (CAALD).

Visionaries Summit Pecha Kucha

Pecha Kucha, which means "the sound of conversation" in Japanese, is a storytelling format where each presenter shows 20 slides for 20 seconds per slide. The Visionaries Summit Pecha Kucha curates four belonging and workplace mental health solutions for HR.

- Lauren McCann, Co-Founder and CEO, Procure Impact
- Askia Ahmad, Chief Strategy Officer, The Phoenix; Managing Director, Leadership and Culture Development, Stand Together Foundation
- Gavin Young, Sr. Partnership and Engagement Manager, The Phoenix
- Melissa Doman, Organizational Psychologist
- Denean Pillar-Jackson, Founding Executive Director, Chicago Resiliency Network, Corporate Coalition of Chicago
- Vickie Choitz, Director of the Trauma and Resilience at Work team, Corporation for a Skilled Workforce (CSW)



LAUREN
MCCANN

Co-Founder and CEO,
Procure Impact

Lauren McCann is Co-Founder and CEO of Procure Impact, a company that partners with corporations that want to leverage their purchasing power and supply chain to positively impact the communities they serve. Procure Impact works collaboratively with procurement, retail, and purchasing departments to identify and source hand-crafted and high-quality products manufactured exclusively by employment social enterprises that give job opportunities to veterans, refugees, individuals with disabilities, and those experiencing barriers to work such as poverty, homelessness, mental health and trauma, and substance-use disorder in the United States.

McCann is also the Founder of CALLIOPE, a mission-driven impact studio and consulting firm that builds, grows, scales, and invests in models that maximize human dignity, transformation, and social impact.

McCann previously served as Executive Vice President of the Stand Together Foundation, where she co-developed the vision, model, and approach to the foundation's venture philanthropy that helps grow and scale innovative models that help break the cycle of poverty.

Prior to joining Stand Together, McCann served as vice president of strategic development for the National Association of Manufacturers. McCann held additional roles in external relations at the National Alliance on Mental Illness (NAMI) and the Mercatus Center at George Mason University.

She is currently on the board of directors for the National Black Bank Foundation, dedicated to revitalizing black banks and closing the racial wealth gap and The Phoenix, a sober active community which has helped over 60,000 people grow stronger together, overcome the stigma of addiction, and rise to their full potential.

McCann is a Fellow of the inaugural class of the Civil Society Fellowship, A Partnership of ADL and The Aspen Institute, and a member of the Aspen Global Leadership Network.



ASKIA AHMAD

Chief Strategy Officer,
The Phoenix

Managing Director,
Leadership and Culture
Development, Stand
Together Foundation

Askia Ahmad is the chief strategy officer for The Phoenix and the managing director of leadership and culture development for Stand Together Foundation (STF). Prior to these roles, Ahmad spent several years consulting for Koch Industries's Principle Based Management group leading to over a decade in technology leadership roles with Koch Ag & Energy Solutions and Flint Hills Resources.

Ahmad began his Koch career in 2005 at INVISTA, where he held roles in market analysis, commercial development, and human resources. Prior to joining INVISTA, he worked for General Electric Capital Services as an information technology Six Sigma Black Belt.

Ahmad graduated from the University of Kansas with a bachelor's degree in business administration and a minor in information systems.

In addition to working for STF and with The Phoenix, Ahmad travels around the country speaking and moderating on topics such as intrapreneurship, virtuous cycles of professional transformation, Diversity as an Asset, and Seeing People as People (MLK's message). He also serves on the Greater Wichita YMCA Board of Directors and is a Board of Trustees member at Calvary Baptist Church.



GAVIN YOUNG

Sr. Partnership and
Engagement Manager,
The Phoenix

Gavin Young is the Sr. Partnership and Engagement Manager at The Phoenix. In his role he oversees the organizations national partnership strategy with a focus on substance use treatment, mental health and wellness technology solutions. Before joining The Phoenix professionally, Young volunteer-coached for the organizations' Philadelphia chapter.

Prior to moving over to nonprofit management, Young had a 15+ year career in financial technology and the derivatives markets. During this time, he worked in various areas including technology deployment, risk management, compliance and operations management.

Young lives in the Pennsylvania suburbs with his wife, two daughters and two dogs.



MELISSA DOMAN

Organizational
Psychologist

Melissa Doman, MA is an Organizational Psychologist, Former Clinical Mental Health Therapist, and author of *Yes, You Can Talk About Mental Health at Work (Here's Why And How To Do It Really Well)*.

Doman works with companies across industries around the globe – including clients like Google, Dow Jones, Microsoft, Salesforce, Siemens, Estée Lauder, and Janssen. She's been featured as a subject matter expert in *Vogue*, the BBC, CNBC, *Inc.*, and in LinkedIn's 2022 Top 10 Voices on Mental Health. Having lived abroad in South Korea, England, Australia and traveled to 45+ countries, Doman calls upon her global experiences to inform how she works with companies around the world.

She has one core goal: to equip companies, individuals, and leaders to have constructive conversations about mental health in the workplace. Her work and book aim to accomplish just that. To learn more about Doman, her work, and the book, visit www.melissadoman.com.



DENEAN
PILLAR-JACKSON

Founding Executive
Director, Chicago
Resiliency Network,
Corporate Coalition of
Chicago

Denean Pillar-Jackson joined the Corporate Coalition of Chicago as the Founding Executive Director for the Chicago Resiliency Network in March of 2021. Pillar-Jackson is leading the Network's effort to inspire employers to think differently while acting collectively to acknowledge, address and solve for trauma triggers that can inhibit success in the workplace. The concurrent pandemics our world is experiencing provides a unique opportunity for employers in Chicago and around the country to embrace trauma-informed, healing-centered practices that are better for their employees, business and community.

Pillar-Jackson spent the past 16 years leading workforce development and training programs to close opportunity divides. Pillar-Jackson most recently served as an Account Director at Year Up Chicago. Prior to that, Pillar-Jackson worked as the Assistant Vice President for Business Development and Strategy for Employ America.

Pillar-Jackson is a 2016 Civic Leadership Academy Fellow from the University of Chicago, she earned an M.S. in finance and financial markets from The Illinois Institute of Technology, Stuart School of Business and she earned a Bachelor of Science in Finance from Hampton University.



VICKIE CHOITZ

Director of the Trauma and Resilience at Work team, Corporation for a Skilled Workforce (CSW)

Vickie Choitz is the Director of the Trauma and Resilience at Work team at Corporation for a Skilled Workforce (CSW). The CSW Trauma and Resilience at Work team advances workplaces and workforces that are culturally responsive, trauma-informed, resilience-building, and supportive of mental well-being. CSW works with partners and stakeholders to reduce the stigma of trauma and mental health in workforce development and the workplace; educate employees at all levels within organizations on trauma, resilience, and mental health; advance trauma-informed, resilience-building, and mental health supportive organizations and companies; and promote policies and systems that codify and sustain this work.

Prior to joining CSW, Choitz was a national consultant, working with CSW, Jobs for the Future, American Council on Education, and others to improve economic opportunity for low-income people. Over the last 20 years, her content focus has been on workforce development, adult education, postsecondary education, and improving the quality of jobs. Choitz has worked at national nonprofit organizations in Washington, DC, Boston, and Chicago, including the Aspen Institute, the Center for Law and Social Policy, Jobs for the Future, the Council for Adult and Experiential Education, and FutureWorks. Choitz has a master's degree in public policy from the Harvard Kennedy School and bachelor's degrees in political science and secondary education from Kansas State University.

Panel: Benefits, Treatment and Access

One of the greatest obstacles for employees in receiving mental health support is often a lack of access to the benefits employers provide. Systemic barriers, limited network availability, cost and navigability are all issues that employers are tackling to smooth the pathway to professional mental health providers for their workforce. Hear from experts about their approaches and recommended practices.

- Jim Link, SHRM-SCP, Chief Human Resources Officer, SHRM – Moderator
- Laura Rock, Chief Human Resources Officer, Zurich Insurance Group
- Tracy Layney, Senior Vice President and Chief Human Resources Officer, Levi Strauss & Co.



JIM LINK,
SHRM-SCP

Chief Human Resources
Officer, SHRM

Jim Link, SHRM-SCP, is the Chief Human Resources Officer for the Society for Human Resource Management. With more than 315,000 members around the world, SHRM is the largest HR professional association in the world and the leading voice for matters related to workers and the workplace.

Link's career includes roles of increasing responsibility across a variety of industries and companies including General Electric, the Pillsbury Company, Porsche Cars, and Randstad. In his most recent role as CHRO for Randstad North America, he led a global team of 150 HR professionals who were instrumental in transforming the company into an award-winning, inclusive, and sustainable global leader.

Link has served as a volunteer leader in several organizations including the SHRM Foundation Board, the Atlanta Federal Reserve Bank Human Capital Advisory Board, and the Human Resources Leadership Forum.

Link holds undergraduate and master's degrees from Murray State University. Born and raised on a working family farm in western Kentucky, he currently resides in Atlanta and Alexandria, VA.

Link is an adjunct instructor in the Executive MBA program at the University of Poznan (Poland) School of Economics and Business and the University of Liège (Belgium) Asia-Pacific campus in Taipei, Taiwan.



LAURA ROCK

Chief Human Resources
Officer, Zurich Insurance
Group

Laura Rock is Chief Human Resources Officer for Zurich North America, where she is responsible for envisioning and driving Zurich's Human Resources strategy to help achieve the goals of our business through our people.

Rock has more than 25 years of HR leadership and business experience, which includes leading HR Business Partners at Zurich Insurance Group's Corporate Center in Switzerland. Prior to her global role, she held progressive roles in HR at Farmers Group Inc., a member company of Zurich Insurance Group, Ltd., culminating with her role as Farmers' Head of HR. Previously she held HR roles at AIG, American General and Franklin Life Insurance. She also worked as a consultant at Coopers & Lybrand.

Rock serves on the board of the American Red Cross of Greater Chicago.

Rock holds a Master of Science in management from The American College of Financial Services and a bachelor's degree from Vanderbilt University. She also attended the University of North Carolina Kenan-Flagler's Executive Education Program, Business and Human Resources, and earned a Senior Professional of Human Resources (SPHR) certification in 1999.



TRACY LAYNEY

Senior Vice President and
Chief Human Resources
Officer, Levi Strauss & Co.

Tracy Layney is Senior Vice President and Chief Human Resources Officer at Levi Strauss & Co. Layney is responsible for LS&Co.'s people strategy on a global scale, including diversity, equity & inclusion, recruiting, employee engagement, talent management, compensation and benefits, HR technology and HR communications.

Layney brings more than 20 years of experience in human resources and organization strategy to her role. Prior to joining LS&Co., she served as senior vice president and chief human resources officer for Shutterfly, Inc., the leading retailer of personalized photo-based products. Before Shutterfly, Layney spent 10 years at Gap Inc., where she held numerous senior leadership roles in HR, most recently serving as the senior vice president of Global Human Resources and Communications for Old Navy. Prior to Gap Inc., Layney held positions at LS&Co. and PricewaterhouseCoopers/IBM Business Consulting Services where she worked with *Fortune* 500 clients in the high tech, financial services, retail and health care industries on projects ranging from organization design and development to strategic change management.

Layney holds a Bachelor of Arts in English from the University of Pennsylvania where she graduated magna cum laude. She is active in the HR thought leader community and serves on the Board of Directors for the SHRM Foundation. She also serves on the Boards of Directors for the Levi Strauss Foundation and the GLIDE Foundation. In her free time, Layney loves to cook and share great food and wine with family and friends. She has a lifelong love of dance, theater and art, and is passionate about travel, visiting destinations near and far with her husband and son.

Visionaries Viewpoints: Resilience in the Workplace

An ounce of prevention is worth a pound of cure – helping employees build resilience will empower them to navigate life's mental health challenges more successfully and support your workforce in bringing their best selves to work every day.



Bob Rothman

President,
Gap International

Robert Rothman is the President of Gap International and has been with the company for more than thirty years. He has been instrumental in building the company to its current size and scope. He is accountable for all facets of operating the business and ensuring the implementation of its strategic objectives. As a consultant, Rothman is a strategic partner to CEOs and C-level executives in major, multinational organizations where he leads breakthrough growth and performance initiatives. Rothman's work with executives includes the development and execution of sustainable growth strategies. It also includes the custom design and delivery of enterprisewide conferences that produce both mindset shifts and breakthrough actions. Rothman is a regular speaker at corporate meetings and business events, on such topics as breakthrough thinking, high performance and leadership. He also leads The Alignment Intensive, which is one of Gap International's premier programs for senior executives and their teams.

Rothman received a B.S. in organizational communication from Ohio University and completed the Kellogg School of Management's Advanced Executive Program at Northwestern University.



In building a world of work that works for all, it is up to HR business leaders to cultivate cultures where both employees and employers thrive together.

HR executives are better equipped to drive meaningful change in their workplaces when backed by an elite network of their peers.



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