The Thomson Reuters Legal Executive Institute

proudly presents

**Strength in Numbers:**
*Reframing the Role of Enterprise in Corporate Culture*

April 4, 2019

Thomson Reuters’ Headquarters
3 Times Square, 30th Floor
New York, NY

**Co-Chairs**
*Doreen E. Lilienfeld, Partner, Shearman and Sterling LLP*

---

**Program** (all times local)

**8:00am - 9:00am**
Registration

**9:00am – 9:15am**
Opening Remarks

**9:15am – 10:00am**
**North by Northwest: Is Diversity & Inclusion Truly a Top Down Initiative?**
This conference argues that D&I is far more than a “top-down” approach. In order to be truly diverse and inclusive, organizations need middle management (with the support of top executives) to lead the charge and be champions across the enterprise. Our opening session will feature D&I allies who are implementing change from across all spectrums of management.

Moderator:
*Sharon Sayles Belton, Vice President, Governmental Affairs and Community Relations, Thomson Reuters*

Panelists:
*David Gonzales, Global Chief Diversity Officer, Bristol-Myers Squibb*
*Karen Gray, Human Resources Director – Americas, Christie’s, Inc.*
*Shawnie McBride, Vice President, Sales Operations, Direct Energy*
*Scott Peeler, Government Enforcement & White Collar Co-Practice Leader, Arent Fox LLP*

**10:00am – 10:15am**
Break

**10:15am – 11:15am**
**Deep Impact: Building an Inclusive Customer Experience**
Success for an organization is tied, in large part, to the strength of the relationship it has with its customers – including a thorough understanding of their needs and values. Truly inclusive organizations recognize the importance of customer input and experience in fostering a progressive culture. This conversation examines pathways for organizations to
build trust and a rapport with their clients through formal feedback processes that can accelerate growth.

Moderator:
Elizabeth Duffy, Vice President, Acritas US Inc.

Panelists:
Patricia Cummings, Co-Managing Partner, New York City Office, Citrin Cooperman
Keti Mehta, Chief Strategy Officer & Senior Vice President, Hub Northeast, Hub International; Vice Chair Board of Directors, National Diversity Council
Cole Silver, Chief Client Officer, Blank Rome LLP

11:15 am – 11:30 am  Break

11:30 am – 12:30 pm  Band of Brothers: Promoting D&I’s Impact Across the Supply Chain
An organization is rarely comprised of that which it touches within its own four walls. Every day, thriving companies rely on a wide swath of external partners and suppliers to run their business successfully. This session explores the wider reach an organization has in which to help affect D&I change in the marketplace. Our faculty will explore how organizations can influence their network by encouraging their partners to adopt or embrace D&I policies proven to improve profitability and client satisfaction.

Moderator:
Michael R. Littenberg, Partner, Ropes & Gray LLP

Panelist:
Timothy Murnin, Director, Supply Chain Strategy & Operations, Boeing
Barbara Stevens, VP and Corporate Counsel, Prudential
Sophia Yen, Principal, Insurance Strategy & Innovation Leader, Ernst & Young LLP

12:30 pm – 1:45 pm  Networking Luncheon

1:45 pm – 2:45 pm  A League of Their Own: Reimagining the Impact of Employee Resource Groups
This session addresses way in which employee resource groups might best be reimagined for more effective, meaningful impact. Our faculty will consider questions such as: should employers adopt a stronger cross- or intersectional approach to ERGs? Would encouraging the membership of diverse constituents within a differing community’s ERG have a greater impact? Should corporate board members play an active role in ERGs? How are companies tapping into the collective influence of their ERGs to further their D&I reach?

Moderator:
Erin L. Thomas, Ph.D., Partner, Paradigm Strategy, Inc.

Panelists:
William Bradshaw, Manager, HR - Diversity & Inclusion, KPMG
Jenn Garcia-Alonso, Global Director, Women@BCG, Boston Consulting Group
Amanda Huynh, Diversity Manager, Gibson, Dunn & Crutcher LLP

2:45 pm – 3:00 pm  Break

3:00 pm – 4:00 pm  Pay It Forward: Aligning Compensation to D&I Metrics
Ensuring the effectiveness of diversity and inclusion policies across an organization is no small feat. How can organizations insure that executives and middle management have more skin in the game when it comes to D&I? Research in this arena points to several key examples of meaningful D&I impact, including the adjustment of corporate fiscal
rewards. Towards this end, this session explores how organizations can begin to affect real change by implementing D&I policies built into compensation models.

Moderator:
Sheila Murphy, President and CEO, Focus Forward Consulting LLC

Panelists:
Demetria Johnson, Client Relations Manager, The Verna Myers Company & Consultant, DRTJ Consulting LLC
Doreen E. Lilienfeld, Partner, Shearman and Sterling LLP
Evan Parker, Founder, Parker Analytics

4:00pm  Closing