



### May 19, 2020

## The Institute's First Diversity & Inclusion Half-Day Conference

The Institute for Workplace Equality is excited to announce a half-day D&I program: Diversity and Inclusion: How to Leverage Your Data and Best Practices.

Join us for this half-day program to explore effective ways of leveraging your affirmative action data to aid your company's diversity and inclusion efforts.

|             |   |
|-------------|---|
| 8:00- 8:30  | REGISTRATION, BREAKFAST, & NETWORKING   |
| 8:30- 8:45  | Welcome and Introductions   |
| 8:45-9:30   | Setting the Stage for Diversity Metrics and Programmatic Efforts— <i>Nita Beecher and Jon Geier</i> <ul style="list-style-type: none"> <li>▪ Understanding AAP limitations</li> <li>▪ Diversity vs. affirmative action</li> <li>▪ Diversity metrics and attorney-client privilege</li> </ul>  |
| 9:30-10:15  | Leveraging Your Affirmative Action Program in Support of Diversity Efforts— <i>Nita Beecher and Laura Mitchell</i> <ul style="list-style-type: none"> <li>▪ How to identify patterns and trends from AAPs</li> <li>▪ Review of year over year results</li> <li>▪ Proactive efforts to observed patterns and trends</li> </ul>                                   |
| 10:15-10:30 | BREAK AND NETWORKING  |
| 10:30-11:15 | Developing Diversity Metrics— <i>Laura Mitchell and Keli Wilson</i> <ul style="list-style-type: none"> <li>▪ Vertical monitoring by LOB/Function (or both)</li> <li>▪ What are you going to measure?</li> <li>▪ How often are you going to measure?</li> <li>▪ Avoiding adverse impact analysis</li> <li>▪ Communication of diversity metric results</li> </ul> |
| 11:15-12:00 | Advisory Board Member Panel on Diversity Best Practices - Fred Melkey- Emerson; Kim Shaw-HPE; and Frank Torres - M&T Bank. Moderated by <i>Jon Geier</i>  |