

Managing Effectively Across Differences: The Impact of Implicit Bias on Leadership

Agenda

7:30 – 8:30 AM

Breakfast

8:30 – 9:00 AM

Welcome

Speakers: **Sally Kornbluth**, Provost, Duke University; **Floyd Mills**, Vice President of Diversity, Equity and Inclusion, Council on Foundations; **Benjamin Reese**, Vice President for Institutional Equity and Chief Diversity Officer, Duke University

9:00 – 10:15 AM

Diversity, Equity, and Inclusion: What's Driving Demand?

Today, organizations are investing in inclusive workplaces to support and engage their increasingly diverse workforces. What is driving interest in creating diverse and inclusive workplaces that are free from bias?

Speakers: **Ted Childs**, Principal, Ted Childs LLC; **Ron Pressman**, CEO, Institutional Financial Services, TIAA; **Ripa Rashid**, Co-President, Center for Talent Innovation; **Howard Ross**, Founding Partner, Cook Ross (moderator)

10:15 – 10:30 AM

Break

10:30 – 12:00 PM

The Impact of Bias on Talent Management

Organizations are seeking to hire, develop and retain the best people. We are intentionally broadening the pool from which we source to consider a wider range of talented individuals. How do organizations identify and minimize biases in talent management?

Speakers: **Philip Rous**, Provost, and Senior Vice President for Academic Affairs, University of Maryland, Baltimore County; **Tony Steadman**, Partner, People Advisory Services, EY; **Cynthia Teniente-Matson**, President, Texas A&M University at San Antonio; **Howard Ross**, Founding Partner, Cook Ross (moderator)

12:00 – 1:00 PM

Lunch

Managing Effectively Across Differences: The Impact of Implicit Bias on Leadership

Agenda

1:00 – 2:15 PM

Where Else is Implicit Bias Hiding?

The asset management industry – \$71.4 trillion – should serve as an opportunity area for women- and minority-owned-asset managers. A recent report, commissioned by the John S. and James L. Knight Foundation, found that Minority and Woman Business Enterprise (MWBE) firms manage only 1.1% of total assets. In what other ways is implicit bias having an impact?

Speakers: **Diane Ashley**, Chief Diversity Officer and OMWI Director, Federal Reserve Bank of New York; **Daryn Dodson**, Managing Director, Illumen Capital; **Juan Martinez**, VP/Chief Financial Officer and Treasurer, John S. and James L. Knight Foundation; **Howard Ross**, Founding Partner, Cook Ross (moderator)

2:15 – 4:00 PM

What Have We Learned?

Participants will break out into small groups to identify the key lessons and takeaways from the convening.

Moderator: **Trusha Mehta**, Inclusiveness and Flexibility Leader, EY

4:00 – 4:30 PM

Managing Effectively Across Differences – Next Steps

How can we leverage the lessons from our time together to minimize bias within our organizations? What actions can we take to improve operational effectiveness? How do we assess our ability to reduce the impact of bias?

Speaker: **Howard Ross**, Founding Partner, Cook Ross

4:30 – 4:45 PM

Broadening Our Reach

Our dialogue on the impact of implicit bias is indeed timely. How do we engage others in this conversation and educate a broader population? As the day ends, attendees will consider plans to summarize and share the learning resulting from this unique convening.

Speaker: **Benjamin Reese**, Vice President for Institutional Equity and Chief Diversity Officer, Duke University