



KEY SPEAKERS

ANDRES GONZALES

Building Blocks to Consider with Working on a DE&I Strategy

SHRM 21-AYYW9 / HRCI 559905

Andres Gonzalez is currently the Vice President of Human Resources at Mercury Marine, based in Fond du Lac, Wisconsin. Prior to joining Mercury Marine, Andres spent 20+ years in a variety of roles with General Electric.

He has extensive manufacturing and international experience, serving in a series of assignments of increasing responsibility among several diverse businesses while at GE, including the company's lighting, healthcare, and insurance operations.

Throughout his work experience, Andres has implemented a variety of successful strategies to implement a DEI approach that will work in any workplace environment. He will share these building blocks to success during his keynote address.

Key Takeaways:

- Affinity Organizations within the Company
- Metrics are important to understand
- Attraction & Retention are equally important
- DE&I isn't a focus for just HR

JEN FRY

Inclusiveness from the Top Down

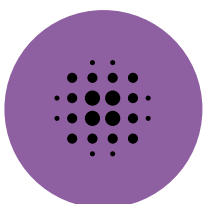
SHRM 21-M563T / HRCI 556149

Jen Fry runs JenFryTalks, LLC, which is a social justice education firm that uses conversation to educate and empower those within athletics through an anti-racist lens on issues of race, inclusion, intersectionality, diversity, and equity. She facilitates dialogue with small and large groups, athletic departments, athletic teams, staff, administrations, schools, affinity groups, identity groups, and much more. Using an anti-racist lens, Jen and her team advise on best practices that will create equitable searches, hiring, onboarding practices, methods of retaining staff, retaining student-athletes, supporting student-athletes, staff, and coaches, and community building.

Jen has a long list of credentials and achievements and most recently completed her first TedX Duke talk titled "Radical Social Justice Education Through High Fives." You will learn Jen's "top-down" method to develop an inclusive community within your workplace and any place.

Key Takeaways:

- Understanding how to build an inclusive community
- Critically analyzing language and the role that it plays



JULY 15TH | 7:15 AM TO 1:30 PM

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1ST BREAKOUT

NICOLE ARMSTRONG

Inclusive by Design, Part 1: Recognizing Bias in the Workplace

SHRM 21-GWT7Y / HRCI 549566

Racial and gender inequality are the subjects of national conversation. We often hear the term “unconscious bias,” but what does it mean? How does it impact us personally? And most importantly, what can we do about it?

In this workshop, participants will explore unconscious bias, how it shows up in the workplace, and ways we can recognize and address it. When we become aware of unconscious bias, we can take action—and become allies in promoting equity and inclusion in the workplace.

Key Takeaways:

- Understand unconscious bias, including what it is and why we all have it
- Become more aware of our own biases
- Learn how to recognize and mitigate bias in our interpersonal interactions

JACKI WARNER

Beyond Bias: Recruiting and Selecting the Best Candidates

SHRM 21-6QQAQ / HRCI 549303

During this session, you will learn about bias and why awareness is critical to an organization. Also, you will be able to further identify unconscious biases that particularly impact recruitment and leave with tips and tools to apply and enhance your current recruitment process.

Key Takeaways:

- Learn what is bias and why awareness is critical to an organization.
- Identify the impact of unconscious bias and the types that particularly impact recruitment.
- Develop tools and tips to apply and enhance your current recruitment process.

LESLIE G. LASTER

How to Create an Inclusive Workplace- The who, why and How

SHRM 21-V3MVT / HRCI 548768

The goal of this break-out session is to have fun learning about the who, why, and how of creating spaces of inclusion and belonging to increase awareness and work productivity. Be prepared for a fun interactive experience with tips and tools to advance your workplace in the area of DEI.

Key Takeaways:

- Identify who should lead the efforts are DEI
- Discover, “why” it is important and the benefits it brings to any organization
- Develop tools and tips around ERG’s Affinity groups (understanding the difference) and how to create inclusion and a sense of belonging

DIVERSITY PANEL—MISTY GEDLINSKE, JAYME MEMMEL, KELSEY JOHNSON, AND JASON MCCOLL

The good, the bad, and the ugly-the sharing of experiences.

SHRM 21-VW2E6 / HRCI 559907

The individuals on this panel are very diverse. One is bisexual, another is paralyzed from a spinal cord injury, one has biracial children and moved to a small WI town and the 4th panelist is an African American.

The goal of this panel discussion is to understand and learn from their experiences—both good and bad so we can expand and grow good experiences and eliminate the bad.

They will share:

- Barriers, if any they may have experienced in their place of employment and the community.
- What will impact your decision to stay - at your employer or in the community
- Would you influence your friends and family to move to this community or to be employed at your employer? Why or why not?

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2ND BREAKOUT

NICOLE ARMSTRONG 2ND SEQUENTIAL SESSION

Inclusive by Design, Part 2: Disrupting Bias in the Workplace

SHRM 21-JJ6PW / HRCI 549569

We are living in extraordinary times. As our nation faces a reckoning with systemic racism, the coronavirus pandemic is disproportionately impacting women and exacerbating gender inequalities. Organizations have been forced to change, adapt, and reevaluate their ways of doing things. It is time to reimagine the workplace.

This interactive session will explore the ways in which bias is often unintentionally built into our operational systems, including our hiring practices, employee benefits, performance evaluations, compensation, and more. With examples of emerging research-based best practices, HR changemakers will be provided with simple strategies to disrupt bias and promote a culture of inclusion and belonging.

Key Takeaways:

- Explore common assumptions that can unintentionally require women, people of color, and other underrepresented groups to adapt in ways majority groups don't have to
- Gain actionable insights and tools to promote gender and racial equity with a focus on redesigning the workplace, not people
- Learn how to recognize and interrupt bias in operational systems

GREG ISBELL

Building a DEI Culture in Manufacturing

SHRM 21-G3K75 / HRCI 559908

This session will share key learnings from the Kraft Heinz Company as we live our company value statement, "We Demand Diversity." Come and learn about ideas on gaining organizational commitment, things to consider when designing a multi-site strategy, and ways to measure your progress.

Key Takeaways:

- How to gain organizational commitment
- Key learnings and considerations when developing a DEI strategy for locations throughout the US
- How to measure your progress

JIM MORGAN

The ROI of Inclusion: How to Align Diversity, Equity, and Inclusion (DEI) and Business Results

SHRM 21-ZPS5W / HRCI 561375

This presentation looks at how organizations assess and leverage the return on investment (ROI) of their inclusion efforts, including but not limited to individual diversity, equity, and inclusion (DEI) programs and culture change initiatives, to capture what organizations are currently doing as well as proposed solutions and insights on how to better align DEI with business results.

Key Takeaways:

- How do organizations measure their DEI programs' effectiveness? How consistent are these measures?
- What are some key barriers organizations face when trying to align DEI activities and business results?
- How are organizational approaches evolving to address new workplace and workforce challenges?

JOANN HALL

Cracking the Retention Code for Entry Level Employees

SHRM 21-WFSZ4 / HRCI 549598

The challenge of employee retention can sometimes seem a mystery, especially with entry-level employees. It's often the hidden messages we miss or decisions we just don't seem to understand. This session will expose you to the complex decisions often being made by those living in daily instability that affect them in the workplace and help you develop easy-to-implement solutions to increase employee retention.

Key Takeaways:

- Identify the cost of employee attrition
- Understand ALICE
- Discover the hidden culture behind daily instability
- Develop simple, inexpensive solutions to implement to increase employee retention

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