

Agenda

Modern work: Fostering an inclusive workplace

[Le Grand Pavillon Chantilly - Ex Hyatt Regency Chantilly](#)
4 route de Senlis, 60500 Vineuil-Saint-Firmin, France

Wednesday, February 15th

Inclusion in the workplace: Setting the scene

6:00 – 6:15 PM

Welcome

[Paige Ennis](#), Senior Vice President, Strategic Engagement, GMF

Program walk-through

[Christin “Cici” Battle](#) (TILN’19), Global Equity Strategist

[Steve Irakoze](#), Program Manager for Diversity & Inclusion, GMF

6:15 – 6:45 PM

Our understanding of “Equity and Inclusion”: A conversation

Moderator: [Christin “Cici” Battle](#)

6:45 – 7:15 PM

Scene setter

Creating an inclusive workplace: A conversation

There has been a lot of focus on diversity in hiring (more women, more diverse employees) but it’s essential also to create and nurture an inclusive culture within the company to make sure everyone feels valued and supported, no matter their backgrounds.

[Raisa Ghazi](#), Founder & Director @ SkillGenie

Moderator: [Christin “Cici” Battle](#)

7:30 – 9:00 PM

Networking dinner

Thursday, February 16th

Inclusion in a workplace: Sharing experiences, challenges, and best practices

9:00 – 9:30 AM

Our understanding of “Equity and Inclusion”: A conversation (*continued*)

Moderator: [Christin “Cici” Battle](#)

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9:30 – 10:15 AM Panel

What changed in our organizational cultures since 2020?

In normal circumstances, organizational culture tends to be steady and stable. But sometimes, an unforeseen event will hit your culture, and everything will change overnight. COVID-19 caused such radical change that we began to think of post-pandemic life as "The New Normal". The 2020 Black Lives Matter global movement also profoundly impacted workplace conversations and cultures. Many leaders had hoped that the old normal might one day return. However, it's become clear that some things have changed forever.

[Daria C. Dawson](#), Deputy Executive Director & National Political Director,
America Votes

[Tanisha Rush](#) (MMF'13), Vice President for Corporate Social Responsibility,
Fifth Third Bank

[Javier Güemes Pedraza](#), Director for International Relations and Vice President
For Latin America, ONCE Fundación / Grupo Social

Moderator: [Bailey Childers](#), Managing Director, Government Relations, GMF

10:15 – 11:30 AM Workshops: Sharing experiences
Sharing challenges, good practices, lessons learned

#1 Empathy and inclusivity in hybrid workplaces

Lead: [Meridith Marshall](#) (MMF'22), CEO, Uncharted

Before the pandemic, many companies felt that employee mental health was not a work-related issue. It was largely up to the individual to manage their own mental well-being. Since the pandemic, more employees are leaving their jobs for mental health reasons, including those caused by workplace factors like overwhelming and unsustainable work; making it something that companies can no longer ignore. Participants will explore all ways in which companies are currently supporting employees' mental health, and everything that they could improve.

#2 Management in hybrid workplaces

Lead: [Jessica Taylor-Hall](#), Director, Corporate Engagement, Catalyst

The pandemic has changed how organizations are led and what employees expect from their leaders. The spectrum of diverse workday experiences, with some beginning to return to the office in person while others continue to work from home, can generate a team divide that company management must consciously address. Participants will explore what skills are now needed to successfully manage hybrid teams.

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#3 Connection in hybrid workplaces

Lead: [Sabina Ciofu](#) (MMF'22), Associate Director, International, techUK

Participants will explore which forms of communication are most effective for hybrid teams: Do companies make sure all employees are on the same page, connected, and up to speed? What opportunities exist for employees to connect, and does the employer take any steps to support or encourage that? What more resources are needed when no one attends a physical office? How can technology promote inclusiveness in a hybrid workplace and help in setting up new office rituals?

#4 Mentorship in hybrid workplaces

Lead: [Abdelkarim Bellafkih](#) (TILN'17), Managing Director, Flanders Hydraulic

Prior to hybrid workplaces, new hires had the chance to meet in person with coworkers and form strong bonds, but now it can be challenging to support these interactions. Additionally, hires from underrepresented groups may miss possibilities for professional advancement, aggravating a pipeline issue that has long plagued organizations' efforts to promote diversity and inclusion. Participants will explore the best approaches for retaining talent, setting up mentoring relationships, and enabling everyone to realize their potential.

11:30 – 11:45 AM Coffee break

11:45 – 12:30 noon Plenary debriefs
Sharing main takeaways from breakouts
Moderator: [Christin "Cici" Battle](#)

12:30 – 2:00 PM Lunch

2:00 – 3:15 PM Panel

Systemic and sustainable changes for an inclusive workplace

The pandemic has forced us to reimagine where, when and how we work. We now have a unique opportunity to combine leading practice solutions from pre-COVID-19, with lessons and insights from working mostly remotely/at home. What are the benefits that will increase from having a hybrid work model? What are the challenges we need to solve? How can we reimagine the workplace to be more sustainable, inclusive, healthy and productive?

[Luis Loureiro de Amorim](#), Head of Outreach and External Relations,
European Personnel Selection Office (EPSO)

[Alex T. Johnson](#), Deputy Director, U.S. Foreign Policy

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Open Society Foundations, U.S. Programs

Moderator: [Paige Ennis](#)

3:15 – 4:30 PM

Participatory session

Inclusion in the workplace: An intersectional approach

Lead: [Sarah Jones](#), Senior Officer of Diversity, Equity & Inclusion, GMF

Moderator: [Steve Irakoze](#)

Having a one size fits all approach to diversity, equity, and inclusion in the workplace often fails. Despite knowing this, organizations have taken this approach without a strong understanding of which historically marginalized groups or subpopulations of the workplace are most affected by inequities. Our conversations, convenings, initiatives, and strategies must expand beyond focusing on one social identity because we are more than any one of our social identities. Intersectionality demands that we acknowledge that our overlapping social identities impact how we show up in places, how we're perceived, and what we need to thrive in this new future of work. Join us for this session as we discuss the origin of the theory of intersectionality, the harm we can cause when we don't consider intersectionality, and how to take an intersectional approach as we navigate the hybrid workplace.

4:30 – 5:00 PM

Coffee break

5:00 – 5:45 PM

Spotlight

Work-life balance: Managing the toll of DEI (Diversity, Equity, and Inclusion) work

Leads: [Christin "Cici" Battle](#) and [Sarah Jones](#)

In a workplace with blurred lines between personal and work lives, participants will explore the kind of support expected from management and organizations, focusing on DEI practitioners - who often have underrepresented/marginalized identities: What must they do to raise their resilience? How can organizations help and support them in keeping personal self-care and avoid DEI burnout?

5:45 – 6:00 PM

Coffee break

6:00 – 6:45 PM

Highlight: A conversation with [Thierry Déau](#), Founder and CEO, Meridiam

Moderator: [Paige Ennis](#)

The discussion with Mr. Déau will explore how leaders in the corporate space can accelerate change and build a more diverse and inclusive society.



Inclusive Leadership Summit
February 15 to 17, 2023
Chantilly, France

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6:45 – 8:00 PM Refresh

8:00 PM Dinner

Friday, February 17th

Committing to an inclusive workplace

9:00 – 9:30 AM Our understanding of “Equity and Inclusion”: A conversation (*concluded*)
Moderator: [Christin “Cici” Battle](#)

9:30 – 10:15 AM Spotlight

A panel-like conversation providing a few actionable ideas for inclusive workplaces.

Lead: [Tamara Makoni](#), Founder and CEO, Kazuri Consulting

10:15 – 11:30 AM Carving a path forward

Participants will engage in workshops, reflecting on the previous day’s conversations and producing ten commitments for an inclusive hybrid workplace.

Lead: **Tamara Makoni**
Facilitators: GMF alumni & staff

11:30 – 12:00 noon Coffee Break

12:00 – 12:30 noon Debrief and conclusion

END