

DEI Summit 2022 Schedule

September 15

12:30 PM – 12:35 PM	<p>Welcome</p> <ul style="list-style-type: none"> • Rob Nichols, President and CEO, American Bankers Association 		
12:35 PM – 12:50 PM	<p>Leveling Our Language <i>Get an overview of key DEI terms used throughout the event and what they mean for the purposes of our sessions and time together.</i></p> <ul style="list-style-type: none"> • Naomi Mercer, SVP, Diversity, Equity & Inclusion, American Bankers Association 		
12:50 PM – 1:40 PM	<p>Opening Session: Recruitment Strategy Panel Discussion <i>Equitable hiring is a key aspect of banks’ DEI efforts. During this panel discussion, learn leading practices for recruiting diverse talent. Hear from the experts at the National Bankers Association and the American Bankers Association on strategies for marketing your company’s job opportunities and get tips on the optimal language to use in creating your job descriptions. Gather ideas for how to connect with students at historically black colleges and universities (HBCUs) and build relationships with these universities and others. Learn recommendations for how bankers can hire diverse employees no matter their bank’s size or structure, as well as the latest changes occurring in the recruitment space due to the pandemic and talent shortages.</i></p> <ul style="list-style-type: none"> • Alethia Baggett, Chief Human Resources Officer, American Bankers Association • Nicole Elam, President & CEO, National Bankers Association • Anthony L. Jenkins, Ph.D., President, Coppin State University • Moderated by Bruce Whitehurst, President & CEO, Virginia Bankers Association 		
1:40 PM – 1:50 PM	<p>Break</p>		
1:50 PM – 2:35 PM	<p>CONCURRENT STRATEGY SESSIONS Choose a strategy session that will help your bank build a more robust DEI program.</p>		
	<p>Non-Traditional Workers: Attracting and Retaining Second Career Workers <i>Chances are, there are non-traditional workers you haven’t yet considered hiring, from groups like single mothers or those who have had successful careers in</i></p>	<p>All-In: No Limits Q&A <i>We have learned a lot over the past two years in the DEI space, but there is more work to be done. In this session, you will learn best practices for addressing prejudices in all forms and dialogue about tough questions. You will also practice talking about DEI initiatives and changes</i></p>	<p>DEI Framework: Essential Components of Diversity, Equity, & Inclusion <i>Most organizations understand the business case for diversity, equity & inclusion, but they don’t know where to start or what makes the most sense for their existing culture. From assessment to stakeholder buy-in to accountability, this</i></p>

	<p><i>other fields. During this session, hear from an experienced panel about how banks can support mid-career shifts, how single mothers can be assets to your organization and more.</i></p> <ul style="list-style-type: none"> • Shibnum Blewett, Project Manager, Strategic Partnerships & Pipelines - I.M.P.A.C.T Diversity Sourcing Team, JPMorgan Chase • Jim Curran, Financial Know-How Program Manager, Cape Cod 5 • Markeia Johnson, AVP, Primis Works Manager, Primis • Moderated by Cathy Nestruck, Senior Director, Women's Leadership Initiative & DEI, American Bankers Association 	<p><i>that your bank may be experiencing, as well as receive thoughtful input and feedback from an expert on these topics.</i></p> <ul style="list-style-type: none"> • Jonathan Zur, President & CEO, Virginia Center for Inclusive Communities (VCIC) • Moderated by Tamika Brewer-Johnson, Head of Teammate Engagement/Senior Vice President, Atlantic Union Bank 	<p><i>session covers the essential components of a DEI framework to use to begin implementing DEI into your organization. Plus, learn how to adapt the framework for varied work cultures and implement inclusive practices.</i></p> <ul style="list-style-type: none"> • Naomi Mercer, Senior Vice President, Diversity, Equity & Inclusion, American Bankers Association
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2:35 PM – 2:45 PM	Break		
2:45 PM – 3:30 PM	CONCURRENT STRATEGY SESSIONS Choose a strategy session that will help your bank build a more robust DEI program.		
	<p>Multicultural Banking: Making Yourself Matter to Multicultural Consumers</p> <p><i>Banks must become better at marketing, customer service and client relationship building for consumers who have diverse financial needs and financial literacy skills. Learn what products and services your bank could be offering to engage multicultural consumers and better understand this rapidly growing sector of the population.</i></p> <ul style="list-style-type: none"> • Karla Fernandez Parker, Managing Director, Sensis Texas 	<p>Managing Your Team: Leading a Diverse Workforce</p> <p><i>If you are a leader, you must learn to successfully manage a diverse team. Do you feel supported in your efforts? Do you know how to create an inclusive team environment? This interactive session will look at how organizations can further attract, retain and engage diverse employees. Learn why inclusivity is essential in diverse teams, strategies to build diversity and inclusion and how to spot and avoid common challenges when managing diverse teams.</i></p> <ul style="list-style-type: none"> • Karen Hinds, Founder and CEO, Workplace Success Group 	<p>Conscious Inclusion: Why Conscious Inclusion Matters</p> <p><i>What is conscious inclusion? Why does it matter? How can your bank take positive steps to create a more inclusive environment for your employees, customers, board and partners? In this important discussion, we'll touch on ways that you can further conscious inclusion at your bank.</i></p> <ul style="list-style-type: none"> • Richard H. Harvey Jr., Esq., CRCM, CAFP, Executive Vice President, General Counsel & Director of Compliance Risk, Beneficial State Bank
3:30 PM – 3:40 PM	Break		
3:40 PM – 4:45 PM	<p>Closing Keynote: Beyond the Image of Diversity - How to Create a Culture of Inclusion</p> <p><i>While it is reassuring that more organizations recognize the value of diversity in their teams and are implementing metrics to measure progress, the real goal of diversity is to create a culture of inclusion and belonging. By focusing on establishing an inclusive environment, organizations can unlock the true value of diversity. During this presentation, you will receive actionable takeaways that can be employed to create a productive, engaging, and inclusive workplace for your team.</i></p> <ul style="list-style-type: none"> • Dima Ghawi, Keynote Speaker, Executive Coach and Author 		

4:45 PM

Conference Adjourn