



2016 CUTTING EDGE LEADERSHIP CONFERENCE

OCTOBER 14th, 2016

AGENDA

- 9:00 am Breakfast
- 9:30 am **Welcome** | *Chelsey Crowley, WorkLife Law*
- 9:40 am **What's Your Bias Climate? New Research on Law and Engineering**
Joan C. Williams, WorkLife Law with Amber Lee Williams, Walmart
WorkLife Law's new Workplace Experiences Survey has been used to measure gender and racial bias in national surveys of law and engineering, and as an internal climate survey. Williams will present new findings, followed by a discussion of strategies for being more inclusive of women of color.
- 11:10 am Break
- 11:25 am **Keynote | Transforming Corporate Culture: Challenging Stereotypes and Unconscious Bias**
Jennifer Siebel Newsom, Founder and CEO of The Representation Project
As a documentary filmmaker, advocate and thought leader, Jennifer Siebel Newsom discusses the underrepresentation of women in positions of power, and the expectations of masculinity, and their impact on the American workplace. Newsom reminds us that we are all in the driver's seat to address unconscious bias in corporate culture and to create a world free from gender stereotypes where everyone can reach their full, human potential.
- 12:25 pm Lunch
- 1:40 pm **Panel | Using a Metrics-Based Approach to Eliminate Bias in Recruiting, Hiring, Performance Reviews & Promotions**
Joan C. Williams, WorkLife Law
Brent Faville, Diversity Analytics Lead at Google
Tracy Flynn, Vice President, Executive & Diversity Recruiting at VISA, Inc.
Elena Grewal, Leader of Data Science, Airbnb
Innovative strategies for re-writing job descriptions, restructuring interviews, rethinking opportunities for internal mobility, evaluating employees, and quantifying unconscious bias across the organization.
- 3:15 pm Break
- 3:30 pm **Interactive Programming | Setting Goals, Developing an Organizational Action Plan, and Implementing Tools for Change**
Working in small groups guided by experts and business leaders knowledgeable in achieving successful organizational change initiatives, participants develop plans for tackling strategic challenges in their organizations.
- 4:35 pm **Closing Remarks** | *Joan C. Williams, WorkLife Law*



2015 CUTTING EDGE LEADERSHIP CONFERENCE

OCTOBER 22, 2015

AGENDA

- 9:00a Breakfast
- 9:30a **Welcome** | *Jamie Dolkas, WorkLife Law*
- 9:40a **Bias Interrupters – Strategies for Managers** | *Joan C. Williams, WorkLife Law*
- 11:10a Break
- 11:25a **Modern Fatherhood – How Work Culture Is Failing Dads, Families & Businesses, and Strategies for Rebooting Our Outdated Approach**
- Josh Levs, Author of [All In: How Our Work-First Culture Fails Dads, Families, And Businesses – And How We Can Fix It Together](#)*
- When journalist Josh Levs was denied parental leave by his employer, he fought back—and won. Now a leading advocate for modern families, Levs discusses his experience and offers insightful analysis of how work culture fails families and businesses, and how to improve current policies.
- 12:25p Lunch
- 1:25p **Interrupting Bias at the Organizational Level – Changing Business Practices To Address Barriers to Diversity**
- Joelle Emerson, Founder & CEO of [Paradigm](#)*
- Understanding barriers to diversity and inclusion that exist at the four major stages of the employee life cycle, and identifying opportunities to change your organization’s business practices to address these barriers.
- 2:45p Break
- 3:00p **Panel | Using Tech To Eliminate Bias In Recruiting, Hiring, Performance Reviews, & Promotions**
- Kieran Snyder, Co-Founder & CEO of [Textio](#)*
Kédar Iyer, Co-Founder of [Gap Jumpers](#)
Melanie Goldstein, Diversity + Inclusion Product Manager at [Kanjoya](#), Inc.
- Innovative strategies for re-writing job descriptions, restructuring interviews, and quantifying unconscious bias across the organization.
- 4:15p Break
- 4:30p **Interactive Programming | Setting Goals, Developing an Organizational Action Plan, and Implementing Tools for Change**
- Working in small groups guided by experts and business leaders knowledgeable in achieving successful organizational change initiatives, participants develop plans for tackling strategic challenges in their organizations.
- 5:30p **Closing Remarks** | *Joan C. Williams, WorkLife Law*



2014 CUTTING EDGE LEADERSHIP CONFERENCE

OCTOBER 17TH, 2014

AGENDA

9:00a Breakfast

9:30a **Welcome and Opening Remarks**

Jamie Dolkas

Joan C. Williams

10:00a **Overwhelmed: A Very Real Portrait of the Challenges Facing Working Parents**

Brigid Schulte

Author of [*Overwhelmed: Work, Love, and Play When No One Has the Time*](#) provides insightful analysis of the time pressures of modern life and the busy lives of working parents, and recommends practical time-management strategies for coping with these challenges.

11:00a Break

11:15a **Panel Discussion – Best Practices for Managing Mothers and Fathers: Game-Changing Policies You Should Know About**

Michelle Banks, Executive Vice President, Global Responsibility, General Counsel, Corporate Secretary and Chief Compliance Officer, [Gap Inc.](#)

Anthony Grumbach, Director of Professional Development, [Farella Braun + Martel](#)

Panelists discuss innovative best practices and offer unique approaches to family-friendly policies, providing insights and practical advice on how to implement these policies, confront challenges, and achieve meaningful results.

12:00p Lunch

1:00p **Getting Others on Board: Tools for Growing Your Influence and Winning Support**

Jennifer Overbeck

Associate professor of management at Melbourne Business School discusses how our initial instincts for rolling out change are often counterproductive, and provides guidance on implementing changes and influencing others more effectively through strategic planning and targeting key players to gain more widespread support.

2:00p Break

2:15p **How to Have a Successful Women's/Diversity Initiative**

Kit Chaskin, Partner, [Reed Smith](#)

Mika Mayer, Partner, Patent Counseling and Prosecution Group, co-founder, Venture Intellectual Property Group, [Morrison & Foerster](#)

Sarita Soldz, Director of Marketing, Valvoline Instant Oil Change Global Chair, Ashland Women's International Network of [Ashland Chemical](#)

How to make your internal initiative a success for your organization, build diversity, and leverage this to further your individual leadership goals.

3:00p Break

3:15p **What Do Millennials Want? Millennials, Men, and Generational Differences on Work/Life Balance**

Stew Friedman

Author of [Baby Bust: New Choices for Men and Women in Work and Family](#), and [Leading the Life You Want: Skills for Integrating Work and Life](#) discusses his latest research on millennials, the importance of “de-gendering” work-life balance discussions, and what organizations can do to make it easier for men and women to choose the lives they want and still succeed at work, with a particular focus on dual-earner/dual-caregiver couples.

4:00p Break

4:10p **Interactive Programming – Setting Goals, Developing an Organizational Action Plan for Better Supporting and Advancing Women, and Implementing Tools for Change**

Pat Gillette, Partner, [Orrick](#)

Robin Reasoner, Senior Patent Attorney, [Fenwick & West](#)

Wilma Wallace, VP Deputy General Counsel, [Gap, Inc.](#)

Working in small groups guided by experts and business leaders knowledgeable in achieving successful women's/diversity efforts, participants develop plans for implementing meaningful change in their organizations.

5:00p **Closing Remarks**

Joan C. Williams