

INTEGRATING WOMEN LEADERS

2021

RISE



IWL WOMEN'S
LEADERSHIP
VIRTUAL
CONFERENCE

JUNE 23-24

10:00 AM-2:30 PM EDT

QUALITY

GEN

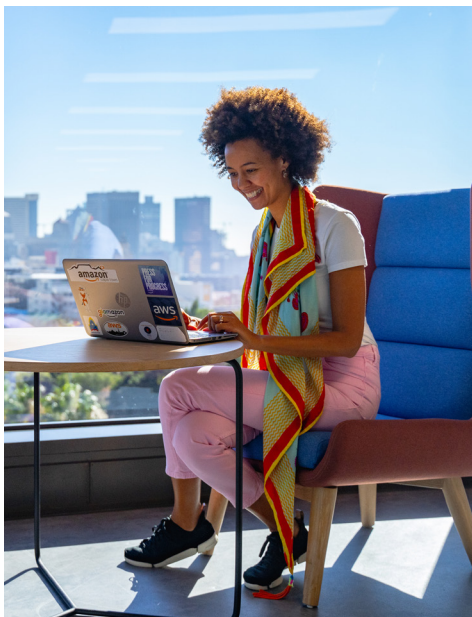
WOMEN
LEADERS



Integrating
Women Leaders



Be seen. Be heard. Be celebrated.



At AWS, we believe that technology should be inclusive, diverse, and equitable. And we understand we have a responsibility in getting us there. We have a ways to go, but we're committed to putting in the work because representation matters. Because it's only when barriers are broken, doors are opened, and more seats are pulled up to the table, that we can truly build for everyone.



Find a role that's right for you with the AWS Professional Services team at amazon.jobs/professional-services.



OUR **Mission**

To **accelerate the advancement of women to drive individual and organizational growth and impact.**

2022



We believe companies, communities, and lives are better when **ALL people can be who they are and have equal access to limitless possibilities for success.** Creating safe spaces for bold conversations on gender equity helps achieve that goal. But those discussions also serve as a gateway for addressing the needs of everyone left on the outside—regardless of race, sexual orientation, or other differences. When we talk, we take action. When we take action, we make a difference. When we make a difference, everyone benefits from new opportunities to **RISE TOGETHER.**




IWLFoundation.org

RISE ON SOCIAL

Join the conversation!

POST those aha moments.
SHARE the inspirational words.
SHOW us your best **#IWseLfie**.



The 5 who **RISE** to the **TOP** of all **socializers** during the conference will have a chance to win this stacked bracelet set. Tag your posts on the social channels below using **#RISEwithIWL** 



@IWLinc



/company/integrating-women-leaders-foundation



/IntegratingWomenLeaders



@integrating_women_leaders



Feeling lucky?
Check out page 21
for another chance to
win a custom-made
RISE bracelet.

Empowering each person to have
a voice helps us all achieve more.



KSM is honored to support the IWL
Women's Leadership Conference.

ksmcpa.com

You may write me down in history
With your bitter, twisted lies,
You may trod me in the very dirt
But still, like dust, I'll rise.

Does my sassiness upset you?
Why are you beset with gloom?
'Cause I walk like I've got oil wells
Pumping in my living room.

Just like moons and like suns,
With the certainty of tides,
Just like hopes springing high,
Still I'll rise.

Did you want to see me broken?
Bowed head and lowered eyes?
Shoulders falling down like teardrops,
Weakened by my soulful cries?

Does my haughtiness offend you?
Don't you take it awful hard
'Cause I laugh like I've got gold mines
Diggin' in my own backyard.

You may shoot me with your words,
You may cut me with your eyes,
You may kill me with your hatefulness,
But still, like air, I'll rise.

Does my sexiness upset you?
Does it come as a surprise
That I dance like I've got diamonds
At the meeting of my thighs?

Out of the huts of history's shame
I rise
Up from a past that's rooted in pain
I rise
I'm a black ocean, leaping and wide,
Welling and swelling I bear in the tide.

Leaving behind nights of terror and fear
I rise
Into a daybreak that's wondrously clear
I rise
Bringing the gifts that my ancestors gave,
I am the dream and the hope of the slave.
I rise
I rise
I rise.

Still I Rise

MAYA ANGELOU

RISE

WEDNESDAY, JUNE 23 (All times are Eastern Time Zone)

<p>10:00 – 11:15 AM</p>	<p>Special RISE Opening Performance Welcome Remarks: Joy Fitzgerald & Kelley Gay Opening Keynote: “RISE and Let Your Light Shine,” Christina Meredith</p>
<p>11:30 AM – 12:30 PM</p>  	<p>BREAKOUT SESSIONS <i>Select one to watch live and engage with the presenter(s)</i></p> <p>CORE BREAKOUT Jon’a Joiner “Drink First Then Pour®: Inclusion’s Role in Reducing Burnout”</p> <p>CORE BREAKOUT Marcellus Robinson “Negotiating Your Value in the Workplace”</p> <p>CORE BREAKOUT Seema Sheth “Financial Fortitude: Learning to Live in Balance With Your Pocketbook”</p> <p>CORE BREAKOUT Hope Zoeller “GROW to RISE: How to Cultivate a Growth Mindset”</p> <p>CORE BREAKOUT Kristin Bloink (moderator), Mukta Arora, Almut Hoffmann, Adrienne K. Kemp, and Felicia Nguyen “In the Middle of the Maelstrom: Female Leaders From Indy to India Discuss Navigating the Uncharted Waters of Finding Balance During a Global Pandemic”</p> <p>Male Allies Session Brian Boche & Dan Byrne “Big Tech to Big Pharma: Male Allyship on the RISE”</p> <p>C-Suite Session Jeffery Tobias Halter Why Women – The Leadership Imperative</p>
<p>1:00 – 2:30 PM</p>	<p>Power Hour: Women Who RISE, Hosted by Kim Graham Lee</p>



Indicates Core Breakout



Indicates Male Allies Session



Indicates C-Suite (by invitation only)



CONFERENCE AGENDA

THURSDAY, JUNE 24 (All times are Eastern Time Zone)

<p>10:00 - 11:30 AM</p>	<p>Welcome Remarks: Joy Fitzgerald & Kelley Gay</p> <p>Keynote: "A Woman in a Man's World?," Liv Boeree</p> <p>"Courageous Conversations: Journeys Beyond Gender," Featuring Candy Gee, Xiao Wang, Ian Kohen, and Jasmine O'Conner Diya K. Wynn (moderator)</p>
<p>11:45 AM - 12:45 PM</p>  	<p>BREAKOUT SESSIONS <i>Select one to watch live and engage with the presenter(s)</i></p> <p>CORE BREAKOUT Leslie Bowles & Crystal Mehta "RISE in the Midst of a Storm: Lessons from the COVID-19 Pandemic for Maintaining Your Inner Peace"</p> <p>CORE BREAKOUT Charisse Fontes "The Truth About a 'Seat' at the Table"</p> <p>CORE BREAKOUT Chelsea Jennings & Elizabeth Strehl "Allyship With Women of Color and Other Underrepresented Groups"</p> <p>CORE BREAKOUT Nikhil Paul "The Art of Leading With Empathy, Remotely"</p> <p>CORE BREAKOUT Lisa Zangari "Find Your Voice and Kick Some Glass"</p> <p>Male Allies Session Kim Graham Lee (moderator), Russell Cox, Dustin Hall, and Christopher Johnson "Continuing the Male Allyship Conversation...4 Years Later"</p> <p>C-Suite Session Darleen "Coach Dar" Santore "Leadership and the Hidden Epidemic"</p>
<p>1:00 - 2:30 PM</p>	<p>Closing Keynote: "Get Rid of the BS," Risha Grant</p> <p>Closing Remarks & Preview of What's Coming Next from IWL</p>

Meet Your Co-Emcees



Joy Fitzgerald

Senior Vice President,
Chief Diversity and Inclusion Officer,
UnitedHealth Group



Kelley Gay

Vice President, Enterprise
Marketing & Communications
OneAmerica

Joy leads the vision and strategies to grow diverse representation, foster full inclusion, and promote health equity in support of UnitedHealth Group's mission to make the health care system work better for everyone.

Joy specializes in **diversity and inclusion, succession management, leadership development, strategic planning, organizational effectiveness and executive coaching.** She has presented keynote speeches and workshops in more than 20 countries and five continents. She has more than 20 years of leadership experience working across business sectors and industries. Joy is a highly sought after executive coach helping leaders go from where they are to where they aspire to be. She was named by *Diversity Journal* as a "Woman Worth Watching," by Healthcare Businesswomen's Association as a "Rising Star," and by *Black Enterprise* as a "Top Executive in Corporate Diversity." ● ● ●

Kelley is responsible for driving the OneAmerica® brand to deliver exceptional experiences for stakeholders and business results across the enterprise. She leads teams responsible for brand management, customer and digital experience, financial education and product/service marketing, creative and digital design, marketing operations, as well as internal and external communications, including reputation management, public relations, and advertising.

She began her financial services career nearly 20 years ago as a brand promotion consultant and Phoenix Home Life communications professional and as a licensed financial advisor with Smith Barney. Kelley received her bachelor's degree in English from the University of Connecticut, where she also earned Big East All-Academic Team awards as a member of the basketball team from 1994-98, including the 1995 NCAA Women's Basketball Champion 35-0 team. Today she invests her time in youth charities, women's issues, diversity and inclusion advocacy, as well as business and leadership coaching. She and her husband, David, have three children. ● ● ●



Enduring Values

A history of building relationships

OneAmerica is proud to sponsor and unite in power with the Integrating Women Leadership Conference.

For more than 140 years, the companies of OneAmerica have helped our customers build and protect their financial futures through retirement services, annuities, employee benefits, individual life insurance and asset-based long-term care solutions.

Our legacy began in the heart of Indy — and it lives on in the hearts of the people we're committed to serve. Visit www.OneAmerica.com to learn more.



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Meet Your Keynote Presenters

Christina Meredith

Youth Advocate

U.S. Army Officer

Author of *CinderGirl: My Journey Out of Ashes to a Life of Hope*

Christina Meredith survived abuse, trauma, aging out of foster care, and homelessness to forge a life of helping others.

One of 10 children born to a mother suffering from mental illness and addiction, Christina endured years of traumatic abuse. She credits her high school teachers and the Junior ROTC program with saving her life and getting her into foster care. Christina later moved to California living in her car for more than a year while working three jobs to survive. A pageant recruiter spotted Christina and encouraged her to compete for Ms. California. Christina used the platform to advocate for abused children and won. She founded The Christina Meredith Foundation, which works on behalf of foster youth ensuring they receive basic necessities, health and trauma care, and education. In addition to serving in the U.S. Army, she also travels across the country as a mental health advocate and inspirational speaker. **With faith, fortitude, and a fierce commitment to never giving up, Christina encourages all of us to look within, overcome any obstacle, and find the strength to achieve our highest goals.**



RISE and Let Your Light Shine!

Hardship, suffering, trauma, illness, and loss are NOT the end of your story. Joy, resilience, character, empathy, and faith are just some of the life-giving wells that can come out of seasons of pain. Meet Christina Meredith and let her story inspire your heart and mind. Walk into YOUR next season of life with great hope for the future. All things are possible! You were created to let your light shine! ● ● ●

Take the RISE CHALLENGE

Learn from Christopher and A.J., D&I experts and IWL RISE Allies, as they share simple steps we can take to be more inclusive in our professional and personal lives. Commit to the actions you will take. Don't miss this opportunity to elevate your awareness and **RISE to the Challenge!** ● ● ●



Liv Boeree

Professional Poker Champion
Speaker
TV Personality
Philanthropist

A self-confessed “science nerd” with a degree in astrophysics, Liv utilized her education to become the #1 ranked female player from 2014-16. She holds both European and World Championship poker titles and has won more than \$4 million on the international circuit. Liv shared her fascination with applying scientific thinking to everyday life in a breakthrough mainstage TED Talk viewed more than two million times.

After graduating with a 4.0 GPA, Liv started competing on TV game shows to pay off student loans. One such show taught beginners how to play poker. She quickly became a poker champion outplaying many of the world’s top male and female pros. Now retired from professional poker, Liv is a co-founder of Raising for Effective Giving (REG), a nonprofit organization responsible for generating more than \$7 million dollars for nonprofits and charities. She combines her television presenter’s charisma, science geek knowledge, and decision-making insights from high-stakes poker tournaments to captivate audiences with stories and advice for finding success despite often being the only woman in the room.



A Woman in a Man’s World?

As a professional poker player, heavy metal enthusiast and physics graduate, Liv Boeree is very accustomed to being the only female in the room. Prepare to be intrigued and empowered as Liv discusses the pros and cons of being a woman in a male-dominated industry. ● ● ●



Christopher Guest

Head of Inclusion, Diversity & Equity

aws professional
services



A.J. Hubbard

Global Executive Director



GE APPLIANCES
a Haier company

Meet Your Keynote Presenters



Risha Grant

Bold & Edgy Bias Expert

Author of *That's BS! How Bias Synapse Disrupts Inclusive Cultures and the Power to Attract Diverse Markets*

Motivated by her passion to correct societal “isms” like racism, sexism, classism and plain old stupidity, **Risha’s personal mission exposes the value of diversity and inclusion while shining a light on the economic impact it creates.** From her race, gender and lifestyle choices, to growing a small business and tackling economic issues, every area of her life intersects diversity.

Risha is founder and CEO of Risha Grant LLC, an award-winning diversity consulting and communications firm. Her work has been featured in *Forbes*, *The Financial Times*, *Off Script*, *Bloomberg Media*, *Black Enterprise*, *Radioactive Radio*, *Take the Lead Radio* and *WURD Radio*. She also has been awarded numerous honors including a 2019 Top 100 HR Influencer, a 2018 Inclusive Leadership Award Winner and Entrepreneur of the Year in 2017.

Through her interactive keynotes and deep-dive training sessions, Risha teaches and empowers attendees with D&I tools to increase their bottom line and permission to get rid of their BS.

Get Rid of the BS

In her no-holds-barred style, renowned thought leader Risha Grant will share her perspectives as “diversity personified” and her prescriptions as an expert in the space. She’ll share truths about unconscious bias, micro-aggressions and other actions that perpetuate discrimination and inequality. And, she’ll offer some practical advice for finding respect, understanding and inclusion. Grant will ask hard but necessary questions like:

- How do we address the challenges facing women today?
- How do we tackle the present social unrest and racial injustice?
- What are the next steps we need to take as individuals to help repair the rifts and move toward a society that’s both diverse and inclusive? ● ● ●

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Covance by Labcorp is committed to diversity in the workplace and is an equal opportunity employer (Minority/Female/Individual with Disability/Veteran/Sexual Orientation/Gender Identity). Your confidentiality and privacy are important to us.

Meet Your Artists



Manon Voice

Spoken-Word Artist

Kindred Collective, LLC.

Manon Voice is a multi-hyphenate—poet and spoken word artist, film producer, hip-hop emcee, educator, and community builder. She has performed on diverse stages across the country and has taught poetry workshops widely. Manon Voice is a co-founder of Kindred Collective, LLC., an organization that gives voice to equity through workshops and consulting. In 2018, Manon received a nomination for the Pushcart Prize in Poetry and has been commissioned for spoken word projects by the Arts Council of Indianapolis, Women's Fund of Central Indiana, Spirit and Place Festival, OneAmerica, Patchwork Indy, the NCAA, and more. In 2020, Manon Voice was a featured Art and Soul artist and recipient of the Robert D. Beckmann Jr. Emerging Artist Fellowship from the Arts Council of Indianapolis; the Activist in Residence for the Kurt Vonnegut Museum and Library Banned Books Week; and featured poet and speaker for Spirit and Place Festival Public Conversation. Manon is a selected artist for the 2021 On-Ramp cohort with the Indiana Arts Commission; a 2021 Artist Building Community Fellow with Arts for Learning Indiana; and a 2021 Editorial Fellow with the Center for Humans and Nature based in Chicago, Illinois. ● ● ●

Beth Clary Schwier

Indiana Artist

Award-winning artist Beth Clary Schwier is a wife and mother of six children. A former actress and circus performer, she began seriously studying art in 2012, spending four years receiving instruction by renowned artist Charles Warren (C.W.) Mundy. In 2015, she opened her first studio in the historic Stutz Arts and Business Center in downtown Indianapolis where she was discovered by design scouts for the HGTV series *Good Bones*. **Now as a featured artist on the hit renovation series, you may have seen Beth showing up in episodes to deliver her paintings to Mina and Karen.** Named 2016 Hoosier Woman Artist of the Year, Beth's paintings have been on display in the Lt. Governor's office at the Indiana State House, as well as numerous other high-profile locations like the Smithsonian Folklife Festival in Washington, D.C., and Saks Fifth Avenue. Beth opened a new gallery in Irvington, Indiana, just a few miles east of downtown Indy in 2020. ● ● ●





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The human race has always been curious, hopeful and resilient. Discovery is our purpose on this planet. It's our calling and the spirit that's defined Lilly since day one. After more than a century and nearly 100 medicines and countless innovations, we're still searching for the next great discovery that will make life better for people around the world.

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Lilly

All RISE: Breakouts Are In Session!

June 23 | 11:30 AM - 12:30 PM



CORE BREAKOUTS

JON'A JOINER

Leadership Strategist
Equity & Wellness Champion
Founder of Drink First Then Pour®
JFJ Consulting Group



Drink First Then Pour®: Inclusion's Role in Reducing Burnout

Recently, our world has seen a perfect storm of events that required both individuals and businesses to examine issues like racial injustice, systematic inequality, and mental health and well-being through a more critical lens. For womxn leaders, the question became how to foster psychologically safe spaces while preventing burnout for themselves and others. This candid conversation explores the intersectionality of equity and wellness at work and at home.

You will learn:

- How diverse demographics experience chronic stress and burnout differently
- How mental health is a diversity and inclusion issue
- How to recognize signs of burnout within your teams and yourself
- How to transform your future with burnout-prevention techniques that go beyond taking a spa day ●●●

MARCELLUS ROBINSON

Senior Commercial Negotiation Consultant
The Gap Partnership



Negotiating Your Value in the Workplace

There is a distinct difference between selling and negotiating. You sell yourself every day by the results you achieve and the value-add you offer to your business, whether it is through savings, achieving new revenue, or business development results. Negotiation is about the establishment and recognition of your perceived value.

In this session, you will learn:

- How to leverage Time and Circumstance
- How to separate selling yourself from negotiating your value
- How to create leverage to increase your value to the organization
- How to identify where the power lies in the relationship and how to change it ●●●



SEEMA SHETH

Vice President - Relationship Strategist
PNC Wealth Management



Financial Fortitude: Learning to Live in Balance With Your Pocketbook

We have long been told to “live within our means” and “save early, save often” but haven’t been given the roadmap to effectively chart this course. On top of that, as women, we still lag when it comes to equitable pay and representation. We literally are doing more with less. To succeed, it is imperative to have a clear understanding of the basics and how to set ourselves up for success.

In this session, you will learn:

- How we got here and why finance for women is unique
- How to plan for the future while still living for today
- How to set yourself up for financial success through automation ●●●

HOPE ZOELLER

Founder & President
HOPE, LLC



GROW to RISE: How to Cultivate a Growth Mindset

Mindset is beliefs about your potential skills, strength, intelligence, and choices. Through mindfulness you can change your mindset and improve your life, as well as the lives of those around you. Now more than ever, a growth mindset and mindfulness matter. They often are considered as the major sources of contentment and happiness in both our personal and professional lives. Together they help us become more efficient and successful by creating space for us to be clearer and more focused on our goals and values. They also help strengthen our ability to connect to ourselves and communicate with each other.

You will learn:

- How a growth mindset differs from a fixed mindset
- How mindfulness can help change your mindset and respond to challenges more positively
- Four behaviors of GROWth-minded people ●●●

All RISE: Breakouts Are In Session!

June 23 | 11:30 AM - 12:30 PM



CORE BREAKOUTS



KRISTIN BLOINK
(moderator)
Vice President, Global Research
& Exploratory Development
Chair, Elanco Foundation



MUKTA ARORA
Managing Director, Elanco
Innovation & Alliance
Centre, India



ALMUT HOFFMANN
Senior Director, Farm
Animal Transformation
Board of Directors,
Elanco Foundation



ADRIANNE K. KEMP
Senior Sales Representative



FELICIA NGUYEN
Filling Team Lead, Vaccines
Manufacturing Network



In the Middle of the Maelstrom: Female Leaders From Indy to India Discuss Navigating the Uncharted Waters of Finding Balance During a Global Pandemic

The burden of the pandemic is acutely felt by women in the workplace, as multiple studies show that they're leaving jobs in higher numbers and reporting greater burnout than their male counterparts. Join us for an open, candid dialogue about COVID's impact as women from the US, Europe, and India discuss how the yearlong "pause" button has led to realizations about work-life balance, boundaries, and well-being.

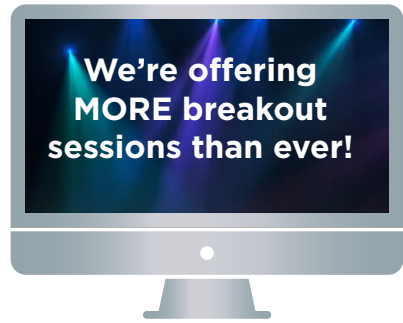
In this session, we will explore:

- How to take what we've learned during the pandemic and carry it forward to create a healthier work environment
- The critical role the employer plays in providing a safe, flexible environment to allow personal growth amid times of radical change and uncertainty ●●●



**DON'T WORRY ABOUT CHOOSING.
YOU CAN WATCH THEM ALL!**

Have trouble picking between all the great sessions? IWL makes every Core and Male Allies breakout available **on demand through July 30!**



With Extended Post-Conference Access!



Where inclusion equals growth

Roche is proud to support the IWL Women's Leadership Conference



www.rocheindy.com

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All RISE: Breakouts Are In Session!

June 23 | 11:30 AM - 12:30 PM



MALE ALLIES SESSION



BRIAN BOCHE

Partner Enablement Manager
Amazon Web Services (AWS)



DAN BYRNE

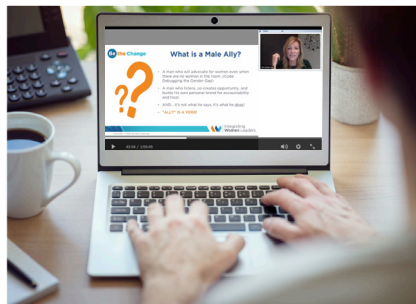
Senior Director Field Reimbursement
Eli Lilly and Company

Big Tech to Big Pharma: Male Allyship on the RISE

While awareness is certainly the first step to change, it's simply not enough to be aware and have good intentions—to be an ally is to take action. In this session created specifically for male leaders, hear from two men who've not only actively pursued their own growth as allies, but have launched and grown allyship communities within their organizations. Brian and Dan will talk candidly about where to look for support, the need to fit the program to your company culture, how to leverage company strengths to bring aspiring male allies together, and best practices to help you get started in engaging members and building an allyship community over time.

The session will cover:

- The why's, how to's, and watch-outs of building a male allyship community
- What to expect during each phase of community development
- Additional resources to help you get started, regardless of the size of your organization ● ● ●





C-SUITE SESSION

JEFFERY TOBIAS HALTER

President of YWomen
Gender Strategist
Author of *Why Women*



Why Women — The Leadership Imperative

In this live virtual session targeted to C-level professionals, Jeffery Tobias Halter will utilize recently released data from McKinsey and Deloitte to provide a contemporary view of leadership accountability. Limited to 25 executives, this program is designed to be conversational in nature, exploring how all leaders (and the leaders who report to them) need to embrace and leverage diversity and inclusion, and understand the dynamics of intersectionality.

The session will:

- Examine the biggest barriers that even best-in-class companies are facing today
- Explore in depth the additional unique challenges being faced by women and people of color
- Establish the need for active male advocacy in advancing women
- Provide 10 key actions every leader can take immediately following this session ●●●



LUNCH IS ON US!

IWL is partnering with Grubhub to support local restaurants in your area. Have lunch delivered straight to your doorstep!

Check your **“Know Before You Go”** email for details on placing an order.

** Limited to participants in the US*

June 23 | 1:00 PM - 2:30 PM

POWER HOUR: WOMEN WHO RISE



Grab your IWL surRISE box, get comfortable, and soar among the stories of **Women Who RISE**.



Sit back and listen as four impressive female powerhouses share their stories of RISE. Success takes hard work, skill, determination, and often overcoming obstacles. Most leaders suggest you sprinkle in strong relationships, humor, luck, and a little bit of humility too! Impressive leaders power through tough times and pave a path for change in their own lives as well as others. We can't wait for you to meet these fabulous women that have busted through ceilings and written their own success stories. You'll pick up some candid advice during this uplifting segment.



SADIQA REYNOLDS
President & CEO
Louisville Urban League



BETH CLARY SCHWIER
Owner
*Beth Clary Schwier
Fine Art*



JOAN SCOTT
Managing Director of
Men's Basketball
NCAA



**A VERY SPECIAL
MYSTERY GUEST WHO
KNOWS HOW TO RISE
TO THE TOP!**



KIM GRAHAM LEE (moderator)
CEO
Integrating Women Leaders Foundation



NOW IT'S YOUR TURN!

Share your own **"Moments of RISE"** in the chat during Power Hour. Let thousands of RISE participants become inspired by your story.

We'll select a **few lucky winners** of a custom-made **RISE bracelet**. Must be present to win, but you don't want to miss Power Hour anyway!



RISE TO MAKE A DIFFERENCE!

Wear the encouragement to RISE all year long!

The pandemic hit and a business was born. **Calypso Bead Bar** is a woman-owned company started by wife and mother Megan Goodman. Calypso offers hand-made, trendsetting, color-packed bracelets full of **FUN!**

IWL and Calypso are partnering to offer one-of-a-kind RISE bracelets. Buy one or splurge on them all! **Every bracelet helps IWL host events and programming just like this one.**

Support women across the world and look great doing it!

Order bracelets at
www.calypsobeadbar.com/collections/rise-2021-collection

30%
of every purchase
through December 31
supports IWL



**MAKING
LIFE
BETTER
FOR THEM,
MAKES
LIFE
BETTER.**



Elanco is committed to creating a healthier life for animals everywhere. We believe healthier animals are central to addressing global issues like food security and nutrition, mental health and social isolation, and environmental sustainability. We combine our purpose-driven world view with decades of scientific innovation to advance the health of animals, people and the planet.





Photo taken prior to COVID-19

RISE TOGETHER



GE APPLIANCES
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At GE Appliances, we've been inventing, designing and building for more than a century. We value the unique backgrounds, experiences and talents everyone brings to the table. We believe a diverse workforce where everyone is included fosters our innovative and creative spirit. We never stop looking for a better way to be better. **Learn more at geappliancesco.com.**



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stability



Visit deltafaucetcompany.com to explore possibilities and learn why we're where passion flows in Indiana.



It's Gender
AND... not
Gender OR

JOURNEYS BEYOND GENDER

Listen as our courageous guests share their personal and unique journeys battling bias in the workplace. Their stories go beyond gender to include ethnicity, race, and orientation bias. Hear from their allies too. See how allyship and advocacy pave the way for understanding and overcoming perceived limitations. Reflect on how you can help your colleagues by recognizing and highlighting their unique strengths and perspectives that may be overlooked or undervalued. This session will feature stories that will inspire you to use your voice and privilege to amplify the talent that's all around you. Make room and space for employees to show up as their best, authentic selves. **When we RISE together, we are better.**

CONVERSATION #1

Roche



XIAO WANG
Lead Global IT Consultant



CANDY GEE
Director, Diversity & Inclusion



DIYA K. WYNN (moderator)
Senior Practice Manager, Emerging
Technologies & Intelligent Platforms
Amazon Web Services



CONVERSATION #2



JASMINE O'CONNER
Off-Highway Marketing
Communications Specialist-
Senior



IAN KOHEN
EBU Vocational Segment Leader
and Account Executive

All RISE: Breakouts Are In Session!

June 24 | 11:45 AM - 12:45 PM



CORE BREAKOUTS

LESLIE BOWLES, MPA

Senior Director of Philanthropy &
Community Engagement
Women's Fund of Central Indiana



DR. CRYSTAL MEHTA

State Director of Psychiatry
Indiana Department of Corrections

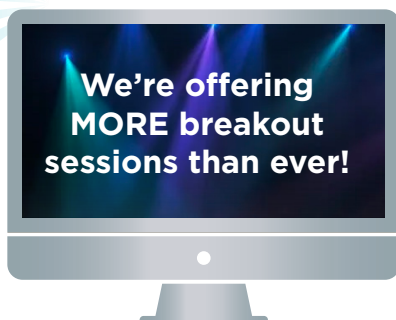


RISE in the Midst of a Storm: Lessons from the COVID-19 Pandemic for Maintaining Your Inner Peace

The COVID-19 pandemic has added financial, social, and emotional stress to women across the globe. Women have continued to balance careers, full-time caregiving and the added mental health challenges that have been exacerbated during the pandemic. Women in leadership face the added pressure of maintaining a healthy home life and work culture. To take care of our families and our work teams, we must first take care of ourselves.

In this session, you will learn:

- How the COVID-19 pandemic has been especially harmful for working women
- Explore how to identify the five signs of emotional suffering in yourself, your family, and your work team
- Identify resources available to help you find and maintain inner peace ●●●



**With Extended
Post-Conference
Access!**



CHARISSE FONTES

Human & Founder
Culture Circle



The Truth About a “Seat” at the Table

Over the past century, specifically with women, there has been an ongoing effort in the workplace to secure a “seat at the table.” During our time together, we will break down what a “seat” actually means for you and your career, the value drivers behind it, and how it can lose its effectiveness. We will tackle tough questions like how do you have a voice when the majority says something that you disagree with? How can you create impactful change?

In this session, you will learn:

- What a “seat at the table” is designed to look like
- How to assess the four ways to be effective once you have a seat at the table
- How to establish the one key element for having a seat at the table ●●●

CHELSEA JENNINGS

Organization Effectiveness Principal
Humana Inc.



ELIZABETH STREHL

Director, Retail Strategy Advancement
Humana Inc.



Allyship With Women of Color and Other Underrepresented Groups

In 1963, Dr. Martin Luther King, Jr. stated “Injustice anywhere is a threat to justice everywhere.” Almost 60 years later, social inequities as a result of racism, sexism and overall hatred against marginalized populations are still a prominent part of our society. In recent years, video and social media have brought even more attention to experiences faced by marginalized communities causing those in positions of power and influence to rethink their commitment to supporting these groups. This includes advocating for social change in the community and playing a more active role in helping marginalized colleagues advance in the workplace.

In this session, you will:

- Learn what it means to be an ally
- Discuss tangible actions to foster ally growth
- Learn how Employee Resource Group collaboration is helping advance allyship
- Commit to ways of moving forward in supporting diverse communities ●●●

All RISE: Breakouts Are In Session!

June 24 | 11:45 AM - 12:45 PM



CORE BREAKOUTS

NIKHIL PAUL

Leadership Team Coach & Founder

We R Human



The Art of Leading with Empathy, Remotely

In this time of Zoom meetings and working from home, leaders are having difficulty motivating their employees, resolving conflicts, and prioritizing what needs attention from a distance. Digital overload alongside the effects of social isolation are interfering with their ability to execute. To help them cut through all the noise and make them more effective, leaders need to learn and practice the art of remote empathy.

This session will cover how to:

- Center yourself mentally and emotionally in a busy workday, so you can carve out energy and time to be empathetic
- Quickly disarm a tense situation, build rapport with a person you're conversing with, and identify their root issue
- Practice environmental empathy to understand the cultural temperature, systemic pressures, and personal stresses your employees are facing ●●●

LISA ZANGARI

Vice President

Leadership Louisville Center



Find Your Voice and Kick Some Glass

The capacity to express your authentic views, influence others, showcase your business acumen, and share your ideas can accelerate your career as well as your team's growth.

This session will cover how to:

- Examine why it can be hard to find your own voice
- Discover ways you can challenge yourself and those you influence to overcome barriers to reaching your full potential ●●●

▶ DON'T WORRY ABOUT CHOOSING.

YOU CAN WATCH THEM ALL!

Have trouble picking between all the great sessions? IWL makes every Core and Male Allies breakout available **on demand through July 30!**





A little togetherness goes a long way

At Humana, we believe that an inclusive, diverse workforce isn't just a healthier way to do business—it's a healthier way to live.

We're proud to support Integrating Women Leaders as they connect diverse thinkers and inspire change, right here in our hometown of Louisville, Kentucky.

Humana.

All RISE: Breakouts Are In Session!

June 24 | 11:45 AM - 12:45 PM



MALE ALLIES SESSION

KIM GRAHAM LEE (moderator)
CEO
Integrating Women Leaders Foundation



RUSSELL COX
President & CEO
Norton Healthcare



DUSTIN HALL
Brand-Integration Director,
Emerging Brands
Brown-Forman



CHRISTOPHER JOHNSON
Director, Inclusion & Diversity
Humana





Continuing the Male Allyship Conversation... 4 Years Later

Becoming an ally and advocate for women is a journey. Join three men who have been leading the way in their organizations to make ally a verb. Catch up with them nearly four years later since they first sat down together to talk allyship with IWL CEO Kim Graham Lee. Hear how they self-assess their own advancement as allies and get their take on the pace of real allyship progress. Learn how their perspectives and actions to support female talent have evolved in light of significant events including the #MeToo movement, COVID, and the racial and social injustice of the past year. We'll wrap up this authentic conversation with a forward-looking view of the opportunities men still have for leveraging their privilege as they help women and others **"on the outside" RISE.**

We encourage you to complete the **"Male Advocacy Profile"** to better understand where you are on the allyship continuum. ● ● ●

Complete the profile
ywomen.biz/male-advocacy-profile/#mapsurvey



All RISE: Breakouts Are In Session!

June 24 | 11:45 AM - 12:45 PM



C-SUITE SESSION

DARLEEN “COACH DAR” SANTORE

Board Certified Occupational Therapist
Business Executive
Author & Speaker

An orange starburst graphic containing the text "By Invitation Only" in white.

By
Invitation
Only

Leadership and the Hidden Epidemic

So-called “soft” skills have never been more critical to leadership success. Today’s workforce reports staggering increases in feelings of anxiety and depression due to economic stressors; continued pressure to juggle changing work, homelife, and kids’ routines; and the loss of social coherence. “Coach Dar” tackles the hidden epidemic in this live virtual C-Suite session focused on managing the emotional health of your organization.

As a peak performance coach to many of the world’s top brands and professional athletes, **Dar will share best practices to help you not only survive, but thrive**, as a leader in the new work environment:

- Lead with an awareness of both your own emotional health and that of your teams
- Develop a culture of vulnerability and acceptance
- Promote allyship within the organization to ensure team members feel included and supported
- Build resiliency—as an individual and leader, among your employees, and throughout your entire organization ● ● ●



WHEN ONE OF US GROWS, WE ALL GROW



Our culture is one that believes in **POWERING YOUR POTENTIAL**. We provide global opportunities to develop your career, make your community a better place and work alongside today's most innovative thinkers to solve the world's toughest problems. We believe in flexibility for you to explore your passions and make an impact through meaningful work within our diverse workforce.



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Our Why

After years of gains in adding women to executive positions and board seats, closing the gender wage gap, increasing post-secondary degrees, and expanding women-owned businesses, gender equality experienced unprecedented setbacks in 2020. **This year we RISE!**

Our Why Matters Now More Than Ever

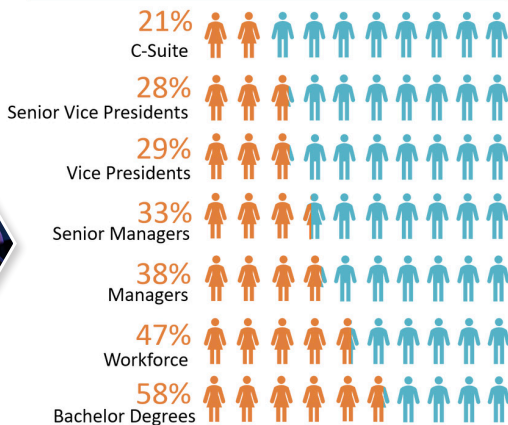
Now more than ever, our world is recognizing the **need for strong, transformative leaders**. Leaders who care. Leaders who empathize. Leaders who collaborate in driving to decisions and action. **Female Leaders. CHANGEMAKERS.**

For over a decade, **IWL has been focused on accelerating the advancement of women** to drive individual and organizational growth and impact. Our mission is even more critical today. A focus on gender equity is the gateway to the other important conversations and actions that are equally important and also need to happen in support of other talent that is often marginalized. And doing this work successfully requires **ALLYSHIP.**

We want to help organizations grow by leveraging their full talent bench and change the picture on the right.



Female Talent Pipeline



Source: 2020 McKinsey/Lean In Women in the Workplace Report (start of 2020)

How We're Growing



Additional Programming



Live and Web-Based Learning



Assessments



Network of Partner Services



National/Global Reach and Impact

Meet the IWL Board



Julie Bockenstette

Head of People & Culture –
Europe & North America
Roche Diabetes Care
Board Chair

Kelsey Jones

Senior Manager,
Account Based Marketing
Salesforce
Board Vice Chair

Karen Walker

Experience Strategy &
Transformation Lead
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Reimbursement
Eli Lilly and Company

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Founder
kOMpose Yoga

Mary Jovanovich

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Development
Schwab Charitable

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Bedel Financial

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Market Executive – Indiana
Bank of America

Belinda Mulhern

Senior Director,
Lilly Diabetes
Eli Lilly and Company


Paul Sowerby

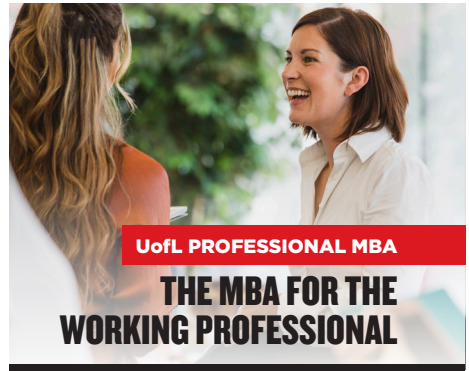
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Meet the IWL Conference Committee

This event is made possible through the leadership and dedication of IWL's conference planning committee. A big thanks for all you do to help us **RISE!**



Jaclyn Barrett
Research Scientist,
Eli Lilly and Company
**Conference
Committee Co-Chair**



Ebony Bell
Population Health Strategy Lead
Humana
**Conference
Committee Co-Chair**



Chakakhan Abston
Legendary People & Talent
Specialist
Texas Roadhouse



Terrian Barnes
Owner/Principal
Fe-smart LLC



Jen Bachman
President & COO
*Maribeth Smith &
Associates*



Shilpi Bharghav
Global Head, R&D
Requirements Modeling
Roche Diabetes



Vivian Blade
President & CEO
*Experts in Growth Leadership
Consulting LLC*



Tanya Bowman
Attorney at Law - Member
Frost Brown Todd LLC



Crista Carpenter
Solutions Desk, Strategic
Business Practices Manager
Salesforce



Lynne Choate
Public Relations Manager
Norton Healthcare



Carrie Crawford Frazier
Director of Advertising
*GE Appliances,
a Haier Company*



Jordan Harmon
Customer Adoption Manager
Salesforce



Becca Heath
Marketing Manager, AMER
Field Marketing
Salesforce



Mary Jovanovich
Senior Manager,
Business Development
Schwab Charitable



Michele Koch
Chief Culture & People
Development Officer
*Republic Bank & Trust
Company*



Ambur Lowenthal
Release Manager
Salesforce



Sarah Mahaffa
Senior Wealth Advisor &
Manager of Financial Planning
Bedel Financial



Ann McCready
Partner
Taft Law



Anne Monell
Vice President, Institutional
Advancement
Louisville Seminary



Holly Nahre
Associate
Maribeth Smith & Associates



Katelyn Perera
Customer Application
Engineer
Cummins



Kristina Quinlivan
Key Account Manager
Roche Diabetes



Rachel Todd
Principal Program Manager
GE Appliances



Tamara Wigginton
Manager - SdnA Business
Capabilities/Biometrics
Business Management
Eli Lilly and Company

The IWL Team



Kim Graham Lee
CEO
Integrating Women Leaders



Andrea Hagener
Marketing &
Communications Intern
Integrating Women Leaders



Lauren K. Howard
Marketing & Communications
Indy Word Nerd



Jeanette Thebeau
Consultant
Ex2 Partners

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Taft/

Lawyers who make a difference.

Taft's Gender Advancement Committee is committed to being the change by developing, promoting, and advancing women attorneys.

Taftlaw.com

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HOW THE FUTURE TAKES

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Waystar is proud to sponsor the
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Join IWL every month
this summer for
RISE & Refocus. The
virtual series focuses
on developing
leadership and
careers.

Keep RISING

July 13 | 11:00 AM - 12:00 PM EDT

Positive Intelligence®:
How to Grow Three Core Mental
Muscles to Thrive in Challenging Times

SUMMER SERIES
RISE
& **Refocus**

BARBARA MINTZER-MCMAHON
Founder & President
Center for Transitional Management

It's time to give your brain a new kind of workout! Learn how to increase your brain's grey matter to enhance overall well-being, creativity, and connections. Discover the three muscles that build mental fitness and put them into practice to sustain that fitness in the best and most challenging times.

In this session, gain new skills for working your brain to:

- Maximize performance
- Decrease stress
- Enhance your sense of happiness
- Improve relationships



Register at: iwlfoundation.org/rise-and-refocus

Mark Your Calendar



August 10 | 11:00 AM - 12:00 PM EDT

The Leader Within

ASHLEY BARNES

Co-Founder

Intuitive Leadership Institute

There's no question the world needs balanced, inspired leaders right now more than ever. As women, we often attribute our struggles to external forces and we're trained to look for external answers. As leaders this often manifests as a focus on mastering leadership competencies like time management, organization skills, communication, and trust building. While these are important, they often miss a crucial aspect of leadership development: how we lead ourselves.

In this session:

Through self-reflection, sharing, and poetry (yes, poetry!), we'll explore three practices to help transform how you approach life and work. Be inspired to step into your leader inside.

AUTUMN SERIES



Our RISE webinar series continues this fall. Join us every month as we create pathways for personal and professional growth.



RISE as Allies

Inviting Men Is Part of Our "How"

Activating Men as Allies Workshop Series

- **Module I: Foundation of Allyship**
- **Module II: Behaviors That Devalue Women**
- **Module III: Be Bold & Take Action**

Special thanks to our members serving on the IWL Male Ally Advisory Group:

Brian Boche
Amazon Web Services

Sergio Buccilli
Roche Diabetes Care

Dan Byrne
Eli Lilly and Company

Jamie Ellis
KSM

Jim Ensign
Republic Bank

Dustin Hall
Brown-Forman

Jason Howze
Republic Bank

A.J. Hubbard
GE Appliances

Chris Johnson
Humana

Robert Lescano
Amazon Web Services

Brian McGreer
Salesforce

Mark McWane
Humana

Brian Powers
Ironclad, Inc.

Ty Richardson
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Ben Riggins
STANLEY Security

Matt Shafer Powell
WFYI Public Media

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Jim Shircliff
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Paul Sowerby
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