



Diversity
Project
NORTH AMERICA

Fearless Leadership Symposium
For the Global Asset Management Industry

June 16-17, 2021
A Virtual Experience

The [Fearless Leadership Symposium](#) will highlight bold business practices that are changing the face of Diversity, Equity and Inclusion (DEI) initiatives. Explore how inclusive leadership can enhance productivity, promote growth, and impact the bottom line within the global asset management industry.

This symposium brings together senior business executives from across a broad spectrum of asset management firms to examine the current state of DEI within the industry and to create an aggressive path forward. The symposium will focus on the successful ownership of DEI issues by influential business leaders.

Agenda Enclosed.

Wednesday, June 16: Business Implications

10:30am – 11:00am	Opening Remarks
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11:00am – 12:00pm	This is Not a Drill – Opening Keynote Presentation It's a call to action – one too loud to ignore – for business leaders across the asset management industry. “We’re working on it” is not enough. It’s time to lean forward and aggressively initiate, adjust, and then re-adjust your DEI policies. Learn how to move beyond the talk and into the type of action that will drive the industry forward on this business-critical mission.
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12:00pm – 12:15pm	Lightening Talk: How Diverse Firms are Changing the Competitive Landscape George Madrigal , President and CEO, Penserra
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12:15pm – 12:20pm	DEI in Action
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BREAK (25 Minutes)

12:45pm – 1:45pm	Own It: A “How-to” for Business Leaders Forward-thinking C-suite executives take a deep dive into how business leaders can weave DEI into the daily fabric of their business lines. Learn how to “own” the issue, how to get results, and how to turn results into business returns. A not-to-be-missed, thought-provoking session for senior-level executives seeking to affect change within their organizations. <u>Speakers:</u> <i>Moderator:</i> Jun Li , Co-Leader Americas ,Wealth & Asset Management Sector, EY Lisa Jones , Head of the Americas, President and Chief Executive Officer, Amundi US, Inc. Kristi Mitchem , Chief Executive Officer, BMO Global Asset Management
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1:45pm – 1:50pm	DEI in Action
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BREAK (10 Minutes)

2:00pm – 3:00pm	Great Expectations: What Investors Want
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	<p>When it comes to investing, the dynamics of client expectations are quickly evolving. What are the key factors that attract investors to asset management firms? How have they evolved? Learn what clients are using as guidelines and how DEI plays a role in the investment selection process.</p> <p><u>Speakers:</u> <i>Moderator:</i> Kim Hyland, Managing Director, Head of US Relationship Management Team, MFS Investment Management Angela Miller-May, Chief Investment Officer, Chicago Teachers’ Pension Fund Shawn Wooden, Connecticut State Treasurer</p>
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3:00pm – 3:05pm	DEI in Action
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BREAK (25 Minutes)

3:30pm – 4:30pm	<p>Tackling Diversity Regulation Head On</p> <p>Both the SEC and CFPB are expected to dial up mandatory reporting on diversity. How can firms prepare? How will new disclosures be perceived by investors and ratings agencies? Explore the new age of diversity regulation in the industry and learn what executive leaders can expect when it comes to reporting around wage-gap, board diversity and more.</p>
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4:30pm – 4:35pm	DEI in Action
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BREAK (10 Minutes)

4:45pm – 5:00pm	<p>Presentation of the Rising Star Awards</p> <p>Nicsa’s Diversity Project North America (DPNA) is committed to providing mentorship, networking, and career development opportunities to diverse, aspiring leaders in the asset management industry. The Rising Star Program offers DPNA member firms a high-profile and meaningful way to celebrate and cultivate the next generation of diverse leaders. The 2021 Rising Stars will be recognized during this segment of the program.</p> <p><u>Speaker:</u> Frieda Lewis, Chief Commercial Diversity Officer, Broadridge</p>
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Thursday, June 17: The Human Element

10:00am – 11:00am	<p>Authentic and Empathetic Leadership</p> <p>Leadership in 2021 looks different than it did in 1990, 2010, or even 2019. The qualities and practices of the most successful business leaders have certainly evolved. Join us for tips and tools on developing the inclusive leadership skills that are essential for today and the workforce of the future.</p>
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	<p><u>Featured Speakers:</u> Marc Brookman, Chief Executive Officer, Schroders Mandell Crawley, Chief of Human Resources, Morgan Stanley</p>
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11:00am – 11:15am	<p>Lightening Talk: How Neurodiversity is Creating a Competitive Advantage</p> <p>Hiren Shukla, Director – Automation & Innovation, Neuro-Diverse Center of Excellence, EY</p>
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11:15am – 11:20am	DEI in Action
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BREAK (10 Minutes)

11:30am – 12:30pm	<p>DEI Data in Action</p> <p>Yes, there <i>are</i> firms collecting and leveraging DEI data! Learn which data they are collecting, how they are evaluating them, and who they are sharing them with. Learn how to work the process of tracking and reporting metrics in this somewhat murky, quickly maturing area of the DEI landscape.</p> <p><u>Speakers:</u> Moderator: Justine Phoenix, Head of Diversity Project North America, Nicsa Kavya Vaghul, Senior Director of Research, JUST Capital</p>
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12:30pm – 12:35pm	DEI in Action
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BREAK (25 Minutes)

1:00pm – 2:00pm	<p>Evolution of Corporate Culture</p> <p>What will your “corporate culture” look like next year? How about in five years? Learn how firms are thinking differently about health and wellness, creating inclusive environments where employees can thrive, and retaining valuable talent. Now is the time to ensure that you’ve got policies and programs in place that provide <i>sustainable, long-term</i> support to employees. Topics will include:</p> <ul style="list-style-type: none"> - Hiring, recruiting and retention - Mentorship, sponsorship and allyship - Role of ERGs and BRGs <p><u>Speakers:</u> Moderator: George Wilbanks, Managing Partner, Wilbanks Partners, LLC</p>
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2:00pm – 2:05pm	DEI in Action
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BREAK (25 Minutes)

2:30pm – 3:30pm	Closing Keynote Presentation <u>Featuring:</u> George Gatch , Chief Executive Officer, J.P. Morgan Asset Management
3:30pm – 3:35pm	DEI in Action
3:35pm – 3:40pm	Closing Remarks