



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.

## 2021 Fearless Leadership Symposium Agenda

### Wednesday, June 16: Business Implications

10:30am – 11:00am	<b>Opening Remarks</b>
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11:00am – 12:00pm	<p><b>This is Not a Drill – Opening Keynote Presentation</b></p> <p>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.</p> <p>During the opening keynote presentation, Shundrawn will speak candidly with CNBC’s Sharon Epperson around how to move beyond the talk and into the type of action that will drive the industry forward on this business-critical mission.</p> <p><u>Featuring:</u></p> <p><b>Sharon Epperson</b>, Senior Personal Finance Correspondent, CNBC <b>Shundrawn Thomas</b>, President, Northern Trust Asset Management</p>
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12:00pm – 12:15pm	<p><b>Lightning Talk: How Diverse Firms are Changing the Competitive Landscape</b></p> <p><b>George Madrigal</b>, President and CEO, Penserra</p>
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12:15pm – 12:20pm	<b>DEI in Action: MFS Investment Management</b>
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BREAK (25 Minutes)

12:45pm – 1:45pm	<p><b>Own It: A “How-to” for Business Leaders</b></p> <p>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.</p> <p><u>Speakers:</u> <i>Moderator:</i> <b>Jun Li</b>, Co-Leader Americas, Wealth &amp; Asset Management Sector, EY <b>Lisa Jones</b>, Head of the Americas, President and Chief Executive Officer, Amundi US, Inc. <b>Kristi Mitchem</b>, Chief Executive Officer, BMO Global Asset Management</p>
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1:45pm – 1:50pm	<b>DEI in Action: <i>Broadridge Financial Solutions</i></b>
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BREAK (10 Minutes)

2:00pm – 3:00pm	<p><b>Great Expectations: What Investors Want</b></p> <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: Kim Hyland</i>, Managing Director, Head of US Relationship Management Team, MFS Investment Management  <b>Shelly Heier</b>, President, Senior Consultant, Verus Investments  <b>Angela Miller-May</b>, Chief Investment Officer, Chicago Teachers’ Pension Fund  <b>Shawn Wooden</b>, Connecticut State Treasurer</p>
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3:00pm – 3:05pm	<b>DEI in Action: <i>BlackRock</i></b>
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BREAK (25 Minutes)

3:30pm – 4:30pm	<p><b>The ‘S’ in ESG: DEI’s Expanding Role</b></p> <p>Is the increased focus on the “S” a moment or a movement? Join us for a discussion with industry ESG experts as we explore the increasing focus on social issues in investor decision making. From proxy voting guidelines and stewardship publications to the rise in DEI as key RFP criteria, ESG leaders will discuss the changing landscape and the impact it has on equity markets.</p> <p><u>Speakers:</u>  <i>Moderator: Emily Lawrence</i>, Director, Sustainable Investing, Institutional Client Group, Northern Trust  <b>Jayme Colosimo</b>, Head of Business Advisory Services and Head of ESG, Citi  <b>Glen Yelton</b>, Head of ESG Client Strategies, Invesco</p>
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4:30pm – 4:35pm	<b>DEI in Action</b>
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BREAK (10 Minutes)

4:45pm – 5:00pm	<p><b>Presentation of the Rising Star Awards</b></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</p>
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	<p>the next generation of diverse leaders. The 2021 Rising Stars will be recognized during this segment of the program.</p> <p><u>Speaker:</u>  <b>Frieda Lewis</b>, Chief Commercial Diversity Officer, Broadridge</p>
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#### Thursday, June 17: The Human Element

10:00am – 11:00am	<p><b>Authentic and Empathetic Leadership</b></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> <p><u>Featuring:</u>  <b>Marc Brookman</b>, Chief Executive Officer, Schroders  <b>Mandell Crawley</b>, Chief of Human Resources, Morgan Stanley</p>
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11:00am – 11:15am	<p><b>Lightning Talk: How Neurodiversity is Creating a Competitive Advantage</b></p> <p><b>Hiren Shukla</b>, Director – Automation &amp; Innovation, Neuro-Diverse Center of Excellence, EY</p>
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11:15am – 11:20am	<b>DEI in Action: SEI</b>
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BREAK (10 Minutes)

11:30am – 12:30pm	<p><b>DEI Data in Action</b></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>  <i>Moderator:</i> <b>Justine Phoenix</b>, Head of Diversity Project North America, Nicsa  <b>Cassie McCarthy</b>, Wealth and Asset Management Consultant, EY  <b>Kavya Vaghul</b>, Senior Director of Research, JUST Capital</p>
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12:30pm – 12:35pm	<b>DEI in Action: Northern Trust</b>
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BREAK (25 Minutes)

1:00pm – 2:00pm	<b>Evolution of Corporate Culture</b>
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	<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"> <li>- Hiring, recruiting and retention</li> <li>- Mentorship, sponsorship and allyship</li> <li>- Role of ERGs and BRGs</li> </ul> <p><u>Speakers:</u>  <i>Moderator:</i> <b>George Wilbanks</b>, Managing Partner, Wilbanks Partners, LLC  <b>Sue Thompson</b>, Head of Americas Distribution for SPDR ETFs, SSGA  <b>J. Womack</b>, Managing Director - Investment Products and Services, SEI  <b>Paul Zettl</b>, Head of Global Marketing, Chief Marketing Officer, Cohen &amp; Steers</p>
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2:00pm – 2:05pm	<b>DEI in Action: <i>Fidelity Investments</i></b>
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BREAK (25 Minutes)

2:30pm – 3:30pm	<p><b>Closing Fireside Chat with J.P. Morgan’s George Gatch</b></p> <p>A leader of one of the world’s premier asset management firms, George Gatch is CEO of J.P. Morgan Asset Management. As CEO, George is responsible for the overall Asset Management business, managing \$2.3 trillion in assets across equities, fixed income, alternatives, and multi-asset solutions on behalf of institutional, sovereign and retail clients globally.</p> <p>During the closing fireside chat, George will speak with Sandy Bolton, Head of Managed Investments within the Investment Solutions Group for Bank of America, on important Diversity, Equity and Inclusion issues facing the asset management industry. Don’t miss this exclusive opportunity to hear George’s views on J.P. Morgan’s commitment to cultivate diverse and inclusive leadership within the asset management industry. A session you won’t want to miss.</p> <p><u>Featuring:</u>  <i>Moderator:</i> <b>Sandy Bolton</b>, Managing Director, Head of Managed Investments - Investment Solutions, Bank of America Merrill Lynch  <b>George Gatch</b>, Chief Executive Officer, J.P. Morgan Asset Management</p>
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3:30pm – 3:35pm	<b>DEI in Action: <i>Invesco</i></b>
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3:35pm – 3:40pm	<b>Closing Remarks</b>
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