



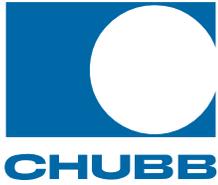
WOMEN OF COLOR
VISIBLE MINORITIES
INDIGENOUS WOMEN

CATALYST WOMEN OF COLOR SUMMIT

MARCH 26-27, 2015

CATALYST

LEAD SPONSORS



"Women of color bring important and competitively relevant knowledge and perspectives which can help organizations grow and improve by challenging long-held assumptions about operations, practices, and strategies. Over the next two days, the context for our thinking is to move away from framing this issue in terms of overcoming barriers and obstacles for women of color, and to move toward positive approaches that leverage their unique strengths and personal assets."

—Dino E. Robusto, Executive Vice President,
The Chubb Corporation



"Women of color will become the majority of the female population in the U.S. by 2050. Yet their economic, education, and leadership inequities continue to widen. It is critical that we understand the issues and remove the barriers that are preventing women of color from reaching their full potential. PepsiCo and the PepsiCo Foundation are proud to partner with Catalyst in leading this initiative to identify and address these unique challenges."

—Deborah Rosado Shaw, Senior Vice President,
Chief Global Diversity and Engagement Officer, PepsiCo

SUPPORTING SPONSORS



"At Campbell, we are fostering diversity and empowering women and people of color to play important roles in growing our business amidst rapid change and with increasingly diverse consumers. We have much more work to do in order to advance this effort and it's important to create a dialogue in order to put issues on the table and open doors of opportunity."

—Denise Morrison, President & CEO,
Campbell Soup Company



"At Goldman Sachs, we focus on diversity because we have experienced the power of bringing different perspectives and points of view to address the complex and interesting situations our clients face. Our strategy is to have a person-by-person approach to talent development, which fosters an environment that maximizes the potential of all of our people."

—Anilu Vazquez-Ubarri, Chief
Diversity Officer and Global Co-
Head of Talent Development

DAY 2 HOST



THOMSON REUTERS

"Thomson Reuters works to ensure that diversity, sustainability, and corporate responsibility are hard-wired into everything we do. When you believe, like we do, that your work protects, respects, and benefits our customers, employees, communities, and the environment, participating in the Catalyst program and the Women of Color Summit isn't a nice-to-do—it's the right thing to do."

—Patsy Doerr, Global Head,
Corporate Responsibility &
Inclusion, Thomson Reuters

About the Catalyst Research Centers



The Catalyst Research Center for Equity in Business Leadership examines and documents workforce demographics and their impact on employees, companies, communities, and society. In particular, the Center identifies how women's underrepresentation affects corporate governance and executive teams, and it explores how diverse leadership contributes to business success. By verifying gaps in representation and creating results-oriented solutions, the Center's findings and recommendations help organizations diversify leadership.



The Catalyst Research Center for Career Pathways exposes root causes of gender gaps from the classroom to the boardroom, conducting research that sorts myth from fact, identifies the true problems that hold women and other underrepresented groups back from advancement, and provides a solid basis for more effective talent development. The Center's findings allow businesses, media, governments, and individuals to gauge women's progress and develop solutions and action plans to advance women into leadership.



The Catalyst Research Center for Advancing Leader Effectiveness explores a central challenge facing today's business leaders: how to leverage employee diversity to achieve success through inclusive decision-making and talent management. The Center's research examines the nature, impact, and practice of inclusive leadership. It helps committed leaders learn how to become individual change agents, shaping the workplace culture by role modeling effective interpersonal interactions and capitalizing on opportunities to build inclusive talent management systems.



The Catalyst Research Center for Corporate Practice conducts research distinguishing sound talent management strategies from programmatic fads and documents best practices. These findings enable organizations to strategically create and support inclusive cultures for both women and men. The Center's partnership with its Expert Community, a consortium of business leaders who contribute to and act on the Center's work, informs organizational policy and practices, leading to actionable solutions and systemic change.

About Catalyst

Founded in 1962, Catalyst is the leading nonprofit organization expanding opportunities for women and business. With operations in the United States, Canada, Europe, India, Australia, and Japan, and more than 800 member organizations, Catalyst is the trusted resource for research, information, and advice about women at work. Catalyst annually honors exemplary organizational initiatives that promote women's advancement with the Catalyst Award.

Welcome

Welcome to the Catalyst Women of Color Summit

You are part of a gathering of global thought leaders in academia, business, and policy brought together to share ideas and solutions for advancing women of color, visible minority women, and indigenous women in the workplace.

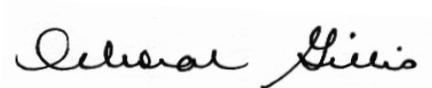
Based on decades of research, we know that these women face unique barriers in today's business environment—barriers that make women of color the least likely to benefit from corporate initiatives to close gender gaps.

We need fresh thinking and thoughtful action to truly remedy inequities and build more inclusive work cultures for women of color.

This two-day summit provides an exciting opportunity to tap into the best of our collective knowledge and experience. Together, we can dispel misconceptions about the roadblocks to change, build on bright spots, and set a vision and agenda for future research and solutions that work in the 21st-century workplace and beyond.

As a part of Catalyst's latest awareness and action campaign, #DisruptTheDefault, this Summit also provides a call to action for companies and individuals to shake up the way we think, speak, and act. It challenges us to make bold moves that will forge meaningful change for women of color—in the workplace and in the world.

I am thrilled you have joined us in this endeavor! Everyone at Catalyst is eager to learn from you, your work, and your experiences, and we look forward to our dialogue.



Deborah Gillis
President & CEO, Catalyst

ABOUT THE Women of Color Summit

When it comes to closing gender gaps in organizations, some women have benefited more than others. Research indicates that women of color, visible minority women, and indigenous women continue to lag all other groups in opportunities for advancement in the workplace and are least likely to benefit from corporate initiatives to close gender gaps. At the same time, while some diversity and inclusion programs are designed for women or people of color, far fewer target women of color specifically. Catalyst's decades of work highlights that the issues faced by women of color cannot simply be reduced to issues of gender or race. Women of color are not a monolithic group, their experiences are unique, and therefore, solutions that will work for them are likely to be unique as well.

WOMEN OF COLOR SUMMIT Goals

To find solutions for women of color we need to engage in a forward-thinking dialogue to shift paradigms that are not working and learn from positive approaches to spark change.

Catalyst is convening thought leaders—scholars, business leaders, and policy makers—to lead this charge, to set a vision for research, and to chart a course of future action.

The Catalyst Women of Color Summit will focus on:

SHIFTING PARADIGMS

Exposing the unique nature of the experiences of women of color in the workplace, moving beyond outdated perspectives.

LEARNING FROM POSITIVE APPROACHES

Shifting the focus from deficit models, which emphasize barriers and limitations, to “bright spots,” which leverage examples of individual and organizational success.

CREATING ACTIONABLE SOLUTIONS

Ensuring that solutions address the complexities women of color experience both inside and outside the workplace.

Agenda DAY 1

8:00 AM–8:30 AM Check-in/Meet and Greet

8:30 AM–9:00 AM Summit Welcome and Opening Remarks
Deborah Gillis, President & CEO, Catalyst

Dino Robusto, Executive Vice President, The Chubb Corporation

About the Summit: Vision and Purpose
Jeanine Prime, Senior Vice President, Research

Dnika J. Travis, Vice President, Women of Color Research & Center Leader, Catalyst
Research Center for Corporate Practice

9:00 AM–11:00 AM Shifting Paradigms for Women of Color: Toward New Mental Models and Approaches

Objectives

REFLECT on what is known and most critical to understand for advancing women of color, visible minority women, and indigenous women in the workplace.

IDENTIFY gaps in our knowledge of women of color’s experiences at work.

EXPLORE what is needed to move toward a new vision, new approaches, and new solutions.

Panelists

Moderator: Ted Childs, Founder, Ted Childs, LLC

Maya Beasley, Associate Professor, Department of Sociology & Africana Studies Institute, University of Connecticut

Irene Chang Britt, Director, Dunkin’ Brands Group, Inc. and Former President, Pepperidge Farm, Inc.

Ivy Brown, Northeast District President, UPS

Gale V. King, EVP & Chief Administrative Officer, Nationwide Insurance

Rowena Ortiz-Walters, Department Chair & Professor of Management, Quinnipiac University

QUESTIONS TO CONSIDER

Reflecting on the research and existing perceptions of the experiences of women of color, visible minority women, and indigenous women:

1. What’s known, relevant, and most critical to understand?
2. What do we need to keep?
3. What’s missing?
4. Considering that women of color are not a monolithic group, what vision is needed to help advance inclusion for all women of color?

Agenda DAY 1

11:00 AM–11:30 AM Break and Travel Time

11:30 AM–1:00 PM Catalyst Awards Conference Luncheon: Leaders #DisruptTheDefault
A Keynote Conversation With Mary T. Barra
Deborah Gillis, President & CEO, Catalyst, will chat with [Mary T. Barra](#), CEO, General Motors Company, about her career, her leadership philosophy, and the ways in which she has “disrupted the default.”

1:00 PM–1:15 PM Break and Travel Time

1:15 PM –3:00 PM Disrupting the Default for Women of Color in the Workplace

Objectives

EXPLORE what works—and what doesn’t—for enhancing inclusion in the workplace, considering the unique experiences of women of color, visible minority women, and indigenous women.

SHARE insights on promising or bold models for change by delving into what it means to “disrupt the default” for women of color in the workplace.

Panelists

Moderator: [Katherine Giscombe](#), Vice President and Women of Color Practitioner, Global Member Services

[Aida Hurtado](#), Luis Leal Endowed Professor, Chicana/o Studies Department, UC Santa Barbara

[Latifa Lyles](#), Director, Women’s Bureau, US Department of Labor

[Gwynne Mayo](#), VP, US Field Claim Operations Manager

[David Mc Keon](#), SVP, Eastern Territory Claim Manager, Chubb Insurance

[Joan Reede](#), Dean for Diversity & Community Partnership, Harvard Medical School

[Ryan A. Smith](#), Associate Professor & Lillie and Nathan Ackerman Chair of Social Justice, School of Public Affairs, Baruch College, The City University of New York

Agenda DAY 1

3:00 PM – 3:15 PM Break

3:15 PM – 4:30 PM Bright Spots: Unpacking and Learning from Positive Approaches and End of Day Reflections

Objectives

SHIFT the focus of women of color's experiences from deficit models to "bright spots."

EXAMINE the power, relevance, and challenges of positive approaches to change.

Panelists

Co-moderator: **Julie S. Nugent**, Vice President & Center Leader, Catalyst Research Center for Corporate Practice

Co-moderator: **Serena Fong**, Vice President, Government Affairs, Catalyst

JoAnn Chavez, VP & Chief Tax Officer, DTE Energy

Laura Morgan Roberts, Co-founder & Principal of R-PAQ Solutions, LLC, and Professor of Psychology, Culture & Organization Studies, Antioch University

Delida Sanchez, Assistant Professor, Department of Educational Psychology, College of Education, University of Texas at Austin

Margaret Yap, Associate Professor, Human Resources Management, Ted Rogers School of Management, Ryerson University

QUESTIONS TO CONSIDER

1. What does a positive approach to change look like vs. a deficit approach (e.g., problem-focused or gap analysis)?
2. What can strength-based and other non-deficit approaches tell us about how individuals and organizations change?
3. How can organizations and individuals benefit from a shift in thinking to more positive approaches?
4. What challenges may accompany or be related to a shift in perspective?
5. What needs further consideration?
6. Given today's focus on shifting paradigms, disrupting the default, and learning from positive approaches, what key reflections or takeaways do you have?

Agenda DAY 2

8 AM–8:30 AM Check-in and Networking

8:30 AM–9:00 AM Welcome and Opening Remarks

Deborah Gillis, President & CEO, Catalyst

Sharon Sayles-Belton, VP, Government Affairs & Community Relations, Thomson Reuters

9:00 AM–10:00 AM Corporate Responsibility in Driving Change: Success Stories and a Call to Action

Objectives

EXAMINE the business role in investing in young women and girls of color.

HIGHLIGHT success stories that work to bridge differences and inspire change.

Panelists

Moderator: Deborah Gillis, President & CEO, Catalyst

Ana Dominguez, President, Campbell Company of Canada

Leslie Morris, Founder & Executive Director, Women of the Dream

Denise Morrison, President & CEO, Campbell Soup Company

QUESTIONS TO CONSIDER

1. What are the imperatives for corporations to prepare young women and girls of color for the workforce?
2. What roles could corporations play in understanding the unique differences of young women and girls of color and how to best prepare them for future leadership?
3. How can champions for change and/or business leaders do a better job investing in young women and girls of color?
4. What does tangible investment look like?
5. What are key success stories, challenges, and next steps?

Agenda DAY 2

10:00 AM–10:15 AM Break

10:15 AM–11:45 AM Getting Unstuck: Lessons Learned for Inclusion in the 21st Century Workplace

Objectives

GAIN insight into 21st-century realities that impede or support leaders' ability to drive greater advancement and inclusion of women of color in business leadership.

EXPLORE everyday struggles, lessons learned, and practical recommendations to address these current realities.

Panelists

Moderator: Marilyn Johnson, CEO, International Women's Forum

Janine Austin Clayton, MD NIH Associate Director for Research on Women's Health and Director, NIH Office of Research on Women's Health

Christy Glass, Associate Professor of Sociology, College of Humanities and Social Sciences, Utah State University

Erika James, Dean, Goizueta Business School, Emory University

Joyce Trimuel, VP & Kansas City Branch Manager, Chubb & Son, Inc.

Anilu Vazquez-Ubarri, Chief Diversity Officer and Global Co-Head of Talent Development, Goldman Sachs

QUESTIONS TO CONSIDER

1. What are challenges and opportunities for women of color in the 21st-century workplace?
2. What are 21st-century realities for women of color in the workplace?
3. What are the "best" or most effective leaders doing to create fully inclusive cultures and workplaces?
4. What lessons can we learn from their successes and setbacks?

Agenda DAY 2

11:45 AM–12:30 PM Lunch

12:30 PM–2:00 PM Dismantling Roadblocks to Inclusion to Set a Vision for Change

Objectives

- DEEPEN** our understanding of the roadblocks to inclusion for women of color and dispel misconceptions about why inequities persist.
- EXPLORE** unanswered questions that, if investigated, would bring us closer to our vision of change.

Panelists

Moderator: Dnika J. Travis, Vice President, Women of Color Research & Center Leader, Catalyst Research Center for Corporate Practice

Eve Haque, Associate Professor, Faculty of Liberal Arts and Professional Studies, York University

Robert Livingston, Professor of Organizational Behavior & Director of the Centre for Leadership, Ethics, and Diversity (LEAD), University of Sussex

Beth Reingold, Associate Professor, Political Science and Women's, Gender, and Sexuality Studies, Emory University

Ella L. J. Bell Smith, Associate Professor of Business Administration, Tuck School of Business, Dartmouth University, and Founder & President, Ascent: Leading Women to the Top

QUESTIONS TO CONSIDER

1. What are roadblocks to a co-created vision of inclusion?
2. What keeps us bogged down (e.g., structural inequities or disparities, internalized oppression, color-blindness ideals, silence, stereotypes, unconscious bias, etc.)?
3. What are the key considerations for advancing research?
4. What are common misconceptions that, if dispelled, would shake things up and offer new perspectives on a vision and solutions for change? What is the "next level"?

Agenda DAY 2

2:00 PM–2:20 PM Break

2:20 PM–4:00 PM Interactive Group Working Session

Objectives

SET an agenda for research and chart a course for future action.

EXPLORE next steps as a potential “working group.”

Co-Facilitators

Jan Combopiano, Senior Vice President, Research & Chief Knowledge Officer, Catalyst

Heather Foust-Cummings, Vice President & Center Leader, Catalyst Research Center for Equity in Business Leadership

Cynthia Emrich, Vice President & Center Leader, Catalyst Research Center for Career Pathways

Julie S. Nugent, Vice President & Center Leader, Catalyst Research Center for Corporate Practice

Jeanine Prime, Senior Vice President, Research

Dnika J. Travis, Vice President, Women of Color Research & Center Leader, Catalyst Research Center for Corporate Practice

Reflections, Closing Remarks

Jan Combopiano, Senior Vice President, Research & Chief Knowledge Officer, Catalyst

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