DYNAMIC GLOBAL EVENTS

December 8-9, 2022 | Online Live Stream

2ND Advancing Diversity Equity & Inclusion (ADEI) In Pharma & Healthcare Summit

Move from awareness towards advocacy and action to build a culture of representation and inclusion for innovation and business success

Trailblazing Topics Covering the Following Areas:

- Build workplace cultures that support marginalized people, including LGBTQ+
- Translate disability and neurodiversity inclusion commitments into a reality
- Gain perspective to ensure more DE&I in clinical trials and drug development
- Highlight the best metrics for gauging the scope and durability of change
- Implement a recruiting strategy that aligns with your organization's overall mission
- Address the challenges of establishing DE&I in medical research and publishing
- Clarify the importance of ERGs/BRGs in driving a culture of inclusion
- Discuss why creating a sense of belonging is at the core of progress
- Foster employee well-being programs that protect the gains you've won

EXPERT INDUSTRY INSIGHT

Diana Cruz Solash
Vice President
Talent, Inclusion, Diversity & Equity
VERTEX

Jayson Johnson
Head of D&I Business Partnering and Learning & Development
GENENTECH

Fay M. Dunbar
Head of Inclusion & Diversity, Director
DAIICHI SANKYO

Matilde Roman
Esq.,SVP, Chief Equity, Inclusion and Diversity Officer,
WESTCHESTER MEDICAL CENTER, a member of WMCHealth

Sara Nochur
Chief Diversity, Equity & Inclusion Officer
ALNYLAM

Philip B. Adamson
M.D., MSc, FACC, Divisional Vice President and Chief Medical Officer,
ABBOTT

Click Here to Register

WHY ATTEND?

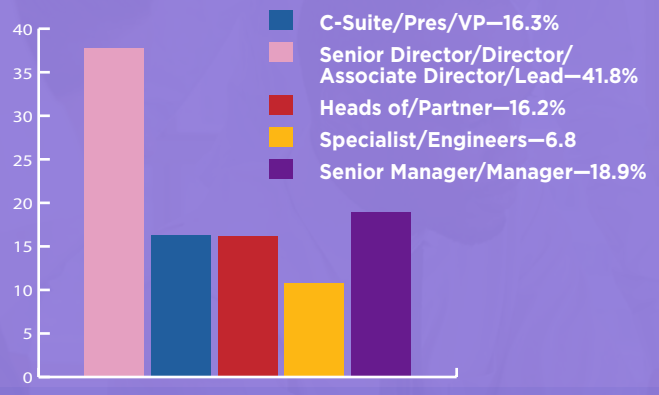
While the business case for DE&I across pharma, healthcare, and their allied industries continues to garner support, and organizations have accelerated their efforts, there are still many challenges to measurable, sustainable progress. DE&I leaders cannot become complacent in driving initiatives forward to diversity the workplace and clinical trial participants.

DGE's **2nd Advancing Diversity, Equity & Inclusion in Pharma & Healthcare Summit** helps you take your corporate culture forward, with a strong emphasis on inclusivity, belonging and engagement – all of which will positively impact drug R&D, disease awareness, and clinical trial outcomes. Join us in December to help make sure your organization properly welcomes and cultivates diversity initiatives!

WHO SHOULD ATTEND

- Diversity, Equity & Inclusion
- Equity & Partnering
- Clinical Research
- Clinical Operations
- Employee Engagement
- Health Equity
- Human Resources
- Talent Acquisition
- Talent Development
- Patient Advocacy
- Patient Engagement
- Patient Support
- Internal/External Communications
- Patient Centricity
- Public Affairs/Policy
- Medical Affairs
- Organizational Culture
- Professional Education, Training and Development
- Brand Communication
- ESG & Sustainability

ATTENDANCE BY TITLE



"Diversity Leaders are taking bold and courageous steps to build fairer and more inclusive workplace cultures at all levels of the organization."
— McKinsey, May 2020

READY?
REGISTER NOW

DELEGATE SALES CONTACT
Marcie Cruz at 561-922-7817
or mcruz@dgeconfs.com
for more info.

Chandra C. Abbott, Ph.D., Senior Director and Head, Scientific Communications and Operations-Medical Affairs
BIOHAVEN

Philip B. Adamson, M.D., MSc, FACC, Divisional Vice President and Chief Medical Officer,
ABBOTT

Dagmar Albers
Diversity & Inclusion Lead UK
PFIZER

LaGenia Bailey
Pharm.D., BCPP, C-IAYT, Director, Medical Science Liaison-Great Lakes, National MSL Medical Lead for Advocacy & Patient Centricity/Engagement Clinical Development & Medical Research, Psychiatry, Vice Chair Pride Alliance-Diversity and Inclusion,
SUNOVION

Antonio Bebba, Diversity, Equity & Inclusion Regional Operations Lead (Europe)
PFIZER

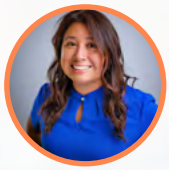
Kimberly Brister
Chief Diversity, Equity & Inclusion Officer
WELL SPAN HEALTH

Marysa Chiu
Chief Diversity & Inclusion Officer
INTEGRA LIFESCIENCES

Fay M. Dunbar
Head of Inclusion & Diversity, Director
DAIICHI SANKYO

Kolanda Douglas, CDP, M.S., Equity, Inclusion and Diversity Advisor
MAYO CLINIC

Robert Franklin II, Diversity, Health Equity & Inclusion Program Manager
CHILDREN'S HOSPITAL COLORADO



Janine Ting Jansen
Global DEI Lead
ORGANON

Demetria Johnson, CDP
D&I Early in Career Partner, Americas Marketing & Programs People & Culture
GENENTECH

Jayson Johnson
Head of D&I Business Partnering and Learning & Development
GENENTECH

Salma Jutt
VP Sales, Ethicon
JOHNSON & JOHNSON

Sofia Teixeira Mistretta
Inclusion, Diversity & Equity Director
VERTEX

Veronica Sandoval, Ph.D., J.D., Principal, Patient Inclusion & Health Equity, Chief Diversity Office
GENENTECH

Marisa Sharkey, MA, APR
Director, Corporate Communications
HARMONY BIOSCIENCES

Diana Cruz Solash, VP Talent & Inclusion Diversity & Inclusion
VERTEX

LaShell Robinson, MS
Director, Diversity & Inclusion in Clinical Trials
TAKEDA

Kimberley Thompson
Sr. Manager Diversity, Inclusion & Belonging Global Talent Management & Learning
EDWARDS LIFESCIENCES

Amber Maynard
Global Inclusion, Diversity & Equity Director
CORTEVA AGRISCIENCE

Taylor McCleod
Associate Director Program Management
SAGE THERAPEUTICS

Sara Nochur
Chief Diversity, Equity & Inclusion Officer
ALNYLAM

Henry Ocampo
Program Manager - Diversity, Equity, Inclusion
UCSF BENIOFF CHILDREN'S HOSPITAL

Matilde Roman, Esq.
SVP, Chief Equity, Inclusion and Diversity Officer
WESTCHESTER MEDICAL CENTER,
a member of WMCHealth

Dr. Sybil B. Wyatt, JD/EdD/MS/MBA
Chief Diversity & Inclusion Officer (CDIO) Chief Workforce Engagement Officer (CWEO), Chief Equal Opportunity & Harassment Prevention Officer (CEOHPO)Office of Inclusion, Diversity, Equity, & Accessibility
KANSAS CITY VA MEDICAL

Selena Yuan
Head of Talent Development
JAZZ PHARMA

DAY ONE
THURSDAY, DECEMBER 8, 2022
ALL TIMES ARE IN EST

8:30 *Log In & Registration*

9:00 *Chairperson's Welcome*

Strategies to Drive Change and Build an Equitable, Sustainable Workforce

9:15 **Drive Sustainable Progress in Inclusion, Diversity & Equity (ID&E) by Applying Change Management Principles**

How can your organization drive sustainable progress and go from a "moment" to a "movement"? This session will provide a perspective on applying the principles of change management to ID&E to create the systemic change needed for long-lasting results.

- Create a sense of urgency and opportunity for ID&E progress
- Build coalitions of support throughout the organization
- Enable progress and action by removing barriers
- Leverage quick wins to sustain momentum

Diana Cruz Solash, Vice President Talent, Inclusion, Diversity & Equity, **VERTEX**

Sofia Teixeira Mistretta, Inclusion, Diversity & Equity Director, **VERTEX**

10:00 **Case Study | Acknowledge and Eliminate the Gender Pay Gap**

Managing pay equity effectively builds trust in leadership, increases engagement and reduces turnover. In this session, Pfizer UK will share insights on the five-point strategy the organization implemented to successfully close the gap - achieve gender balance, and recalibrate the gender distribution across the different levels of the business

- Discuss why closing the gender pay gap is a key part to creating an inclusive workplace
- Hear how to measure progress
- Explore actions organizations can take to close the gender pay gap
- Collaborate on best corrective strategies and timelines

Dagmar Albers, Diversity & Inclusion Lead UK, **PFIZER**

10:45 *Break*

11:00 **Panel | Prioritize Racial Equity and Reduce Bias in Your Hiring Practices**

DE&I efforts that recognize unconscious bias will improve all phases of talent management—from recruiting candidates to assessing and promoting leaders. HR leaders are tasked with creating an equal playing field to yield a more inclusive talent pipeline.

- Address how HR can be more proactive in dismantling systemic racism
- Examine creating not only diverse workplaces but diverse leaders throughout the organization
- Invest in tools to identify and address inequities in the workforce
- Discuss how technology can enable better hiring decisions that impacts diversity success

Jayson Johnson, Head of D&I Business Partnering and Learning & Development, **GENENTECH**

Salma Jutt, VP Sales, Ethicon, **JOHNSON & JOHNSON**

Marysa Chiu, Chief Diversity & Inclusion Officer, **INTEGRA LIFESCIENCES**

11:45 **Map Different Pathways to Creating a More Equitable Workforce**

Equity and equality are not equal yet the terms are often used interchangeably. Enhancing your DE&I efforts, and creating targeted, actionable plans to make the workplace equitable not only creates a feeling of value and belonging for employees, but also improves your organization's financial performance.

- Examine the dangers of equity and equality being used as interchangeable terms and how it hinders DE&I progress
- Highlight the importance of an equitable workforce across all departments and functions
- Learn the difference between an equality-based approach and an equity-based approach
- Explore how to apply an equity framework to policies, practices, decisions and programs

12:30 *Lunch*

1:30 **Presentation by H1**

Intersectionality, Collaboration, Metrics, Empathy

2:15 **Address How Intersectionality Affects DE&I In The Workplace**

Across industries, the term intersectionality is becoming more popular in discussions of diversity and inclusion, but many employers aren't sure what it means — or why it matters in their workplace. To build an inclusive organization, intersectionality within your DE&I framework is necessary and meaningful to vehemently combat inequality and high attrition.

- Share practical tips to help you bring intersectional thinking to the workplace
- Recognize the imperative to prioritize intersectionality in inclusion efforts
- Explain how to build an intersectional approach into your DEI strategy
- Provide opportunities for continued learning and awareness
- Broaden the focus of diversity efforts to account for individuals' holistic identities

Salma Jutt, VP Sales, Ethicon, **JOHNSON & JOHNSON**

3:00 *Break*

3:15 **Panel | Cross Function Insights On Achieving DE&I Collaboration**

Diversity and Inclusion is no longer the sole responsibility of the HR team—every department within the organization has a role in addressing challenges and implementing strategies that build an inclusive organization. Diversity goals need to be properly pursued in many contexts including recruitment, management, marketing, communications, drug development, and clinical operations.

- Examine the role marketing and communications play

in achieving D&I internally and externally
- Discuss HR tools and strategies to eliminate bias
- Explain how to ensure more DE&I in clinical trials and drug development
- Learn how managers can help in career advancements for minorities
- Align on values and make them part of your messaging
- Ensure the organization's website, social media channels, and ad campaigns doesn't undermine your DE&I initiatives
- Align DE&I and marketing strategies in internal and external communications

Veronica Sandoval, Ph.D., J.D., Principal, Patient Inclusion & Health Equity, Chief Diversity Office, **GENENTECH**

Selena Yuan, Head of Talent Development, **JAZZ PHARMA**

Taylor McCleod, Associate Director Program Management, **SAGE THERAPEUTICS**

Marisa Sharkey, MA, APR, Director, Corporate Communications, **HARMONY BIOSCIENCES**

4:00 **Select the Ideal Analytics to Measure and Evaluate Your DE&I Progress**

Simple metrics-driven results are not enough to provide the information your organization needs to measure real DE&I progress. DE&I practitioners need to think creatively and develop more sophisticated approaches to understand, measure, analyze and track their organization's progress. Taking an analytical approach can be a more accurate way to measure D&I and inform business decisions.

- Align metrics to showcase results that are applicable to your organization's DE&I mission
- Highlight missteps to avoid when analyzing results
- Use data to influence strategy and key business stakeholders
- Incorporate analytics into your DE&I strategic framework to measure change

Matilde Roman, Esq.,SVP, Chief Equity, Inclusion and Diversity Officer, **WESTCHESTER MEDICAL CENTER, A MEMBER OF WMCHEALTH**

4:45 **Lead With Empathy in the DE&I Space to De-Escalate Conflicts**

Empathy plays a role in an organization's DE&I efforts by creating a culture of trust and understanding within teams. This provides a strong, safe foundation to engage in challenging conversations without diversions or escalations.

- Share insights on the role of empathy in changing the mindset of resistors
- Prioritize empathy to foster stronger relationships and improve communication inside and outside of your organization
- Practice cognitive, emotional and compassionate empathy
- Examine the act of listening and appreciating others unique points
- Identify empathy as driver to creating psychologically safe workplaces

Amber Maynard, Global Inclusion, Diversity & Equity Director, **CORTEVA AGRISCIENCE**

5:30 *Day one concludes*

DAY TWO
FRIDAY, DECEMBER 9, 2022
ALL TIMES ARE IN EST

8:30 *Log In*

9:00 *Chairperson's Day One Recap*

Create a Dynamic, Inclusive and Engaging Culture

9:15 **Panel | Embed DE&I Initiatives Into Business Practices & Culture To Drive Engagement & Innovation**

For years, executing a clear DE&I mission has been more of a discussion rather than a call to action. With the social upheavals in 2020, many organizations have made a renew commitment to implementing sustainable programs for greater diversity, equity and inclusion. It's critical for organizations to differentiate their culture as a way to attract, retain, and engage talent.

- Reboot and re-imagine your culture with a focus on diversity and inclusion
- Pinpoint key strategies to creating a sustainable D&I plan
- Recognize strategies that can be used to move towards DE&I goals in areas like recruitment, hiring, talent development and succession, and clinical trials
- Structure your organization with accountably for DEI initiatives
- Examine the challenges in building a more inclusive culture and how to overcome barriers and resistance
- Address how a hybrid workforce has impacted culture

Sara Nochur, Chief Diversity, Equity & Inclusion Officer, **ALNYLAM**

Janine Ting Jansen, Global DEI Lead, **ORGANON**

Fay M. Dunbar, Head of Inclusion & Diversity, Director, **DAIICHI SANKYO**

Demetria Johnson, CDP, D&I Early in Career, Partner, Americas Marketing & Programs, People & Culture, **GENENTECH**

10:00 **Develop and Foster Inclusive Leadership Teams**

Inclusive leadership is essential for building equitable organizations yet, globally only 5% of leaders are considered inclusive.

- Develop inclusive leadership to become allies and advocates of underrepresented employees
- Address how inclusive leaders influence corporate culture and the success of culture change
- Guidelines for building an inclusive team

Kimberly Brister, Chief Diversity, Equity & Inclusion Officer, **WELL SPAN HEALTH**

10:45 *Break*

Diversity in Research Talent, Clinical Trials and Publications

11:00 **Gain Insights to Build a Diverse Clinical Research Talent Pipeline**

Talent acquisition and retention continues to be a focal point for the industry. In particular, what strategies are best for recruiting and hiring a diverse pool of clinical research talent?

- Identify the role diverse clinicians play in improving representation in study enrollment
- Review and assess the factors that are barriers to recruiting minorities
- Partner with HBCU to expand the talent pool
- Adopt tactics to inform and educate STEM
- students on the different opportunities in the life science industry to diversify the workforce

LaShell Robinson, MS, Director, Diversity & Inclusion in Clinical Trials, **TAKEDA**

11:45 **Case Study: Remove Barriers to Clinical Trial Participation for the Native American Community**

Diversity in clinical trials cannot be an afterthought. Yet, people from underserved populations are underrepresented in clinical trials. In the U.S. alone, 20 million are affected by peripheral artery disease (PAD), but it disproportionately affects underrepresented communities. Native American adults have the highest rate of diabetes, a leading cause of PAD, and have moderate-to-severe PAD, nearly double the rate for white people.

- Discuss best practices for reaching the Native American community and other underrepresented populations
- Ensure the latest medicine and medical technology can support every community
- Highlight strategies to remove barriers, and increase access to healthcare and improve patient outcomes

Philip B. Adamson, M.D., MSc, FACC, Divisional Vice President and Chief Medical Officer, **ABBOTT**

12:30 *Lunch*

1:30 **Fireside Chat | Incorporate More DE&I Practice in the Publication Process**

Initiatives designed to improve diversity, equity, and inclusion have become top priority across the life science industry. Within the publication space, there has been increased emphasis on taking steps to ensure that the research reflects and amplifies diverse voices from authorship on down to data dissemination plans.

- Address the challenges of establishing DE&I in medical research and publishing
- Examine the medical communicator's role
- Tactics to bring diversity across the publication process and gain equity and equality in representation from start to finish
- Outline the importance and context of DE&I in health literacy for publications

Chandra C. Abbott, Ph.D., Senior Director and Head, Scientific Communications and Operations- Medical Affairs, **BIOHAVEN**

Jill McNair, Chief Growth Officer, **CENTER FOR INFORMATION & STUDY ON CLINICAL RESEARCH PARTICIPATION** *(CISCRP)*

Ignite Your DEIB Strategy Across Your Organization

2:15 **Case Study: Showcase The Intersectionality of Employee Well-Being and DEI**

DEI and well-being are key business strategies and can no longer be treated as separate and distinct—they are inextricably linked. To enact meaningful change in the lives of employees, it's critical for business leaders to address employees' total well-being.

- Share insights on how the organization has successfully connected employee health and wellness with DEI strategy
- Clarify the important role leaders play in understanding and addressing the unique experiences and needs of employees
- Destigmatize mental health by expanding benefits, resources and building awareness
- Create a well-being-centered ERG to provide a safe space for employees

Dr. Sybil B. Wyatt, JD/EdD/MS/MBA, Chief Diversity & Inclusion Officer (CDIO), Chief Workforce Engagement Officer (CWEO), Chief Equal Opportunity & Harassment Prevention Officer (CEOHPO), Office of Inclusion, Diversity, Equity, & Accessibility, **KANSAS CITY VA MEDICAL CENTER**

3:00 *Break*

3:15 **Panel | Introspective Approach to Disrupt Behaviors That Undermine Diversity, Equity, Inclusion and Belonging Goals**

Data shows that DEIB initiatives are often undermined by learned behaviors and perceptual biases that have long been ingrained in society. These behaviors often play out in the workplace leaving the affected employees feeling unsafe and unwelcomed. This session examines microaggressions, biases, privilege, structural racism, injustice and their effects on employees and patients.

- Tackle deep-rooted bias, stereotypes, racism and understand how society and the workplace are interlinked
- Address the roots and ramifications of unconscious bias
- Ensure organizations are approaching DEI with the goal of fighting injustice internally and externally
- Use story-telling to engage DEI leaders and resistors
- Recognize that privilege and power can be used in a positive manner to create a DEIB culture

Henry Ocampo, Program Manager - Diversity, Equity, Inclusion, **UCSF BENIOFF CHILDREN'S HOSPITAL**

Kolanda Douglas, CDP, M.S.,Equity, Inclusion and Diversity Advisor, **MAYO CLINIC**

Robert Franklin II, Diversity, Health Equity & Inclusion Program Manager, **CHILDREN'S HOSPITAL COLORADO**

Janine Ting Jansen, Global DEI Lead, **ORGANON**

4:00 **Foster A Culture of LGBTQ+ Allyship**

Allyship plays a crucial role within the workplace to ensure that LGBTQ+ employees don't feel excluded or isolated. It is a necessary element in creating an inclusive environment.

- Address why allyship matters, especially for the "only-s" in your organization
- Adopt inclusive gender-neutral language practices
- Recognize the importance of creating psychologically safe spaces
- Communicate why pronouns are important and demonstrate how to use and share them
- Actionable steps to build LGBTQ+ inclusion beyond rainbow-coloring your corporate logo and recognizing Pride month
- Advocate for LGBTQ+ inclusion among your corporate leadership

LaGenia Bailey, Pharm.D., BCPP, C-IAYT, Director, Medical Science Liaison-Great Lakes, National MSL Medical Lead for Advocacy & Patient Centricity/ Engagement Clinical Development & Medical Research, Psychiatry, Vice Chair Pride Alliance-Diversity and Inclusion, **SUNOVION**

4:45 **Panel | Assess the Value of Employee Resource Groups as DE&I Champions**

Employee/Business Resource Groups are vital in creating an inclusive culture. They serve as allies to underrepresented and marginalized groups, and play a key role in helping the organization make meaningful change to achieve its DE&I goals.

- Partner with ERGs/BRGs to create more inclusive services for external customers
- Nurture and empower ERGs to drive a culture of inclusion and promote diversity
- Examine how ERGs/BRGs can drive innovation, insight, and influence business outcomes
- Understand the value of ERGs as an integral part of the employee experience
- Learn how to use ERGs to build a sense of community across the organization

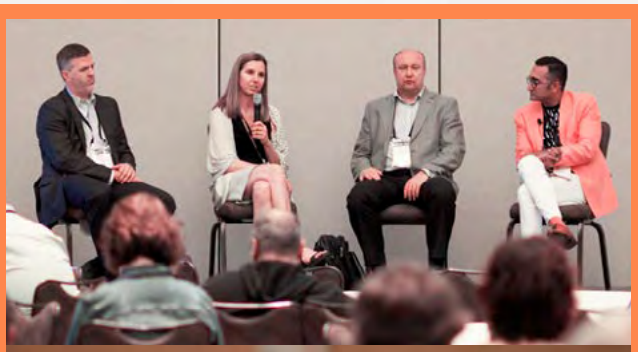
Taylor McCleod, Associate Director Program Management,

SAGE THERAPEUTICS

Kimberley Thompson, Sr. Manager Diversity, Inclusion & Belonging Global Talent Management & Learning, **EDWARDS LIFESCIENCES**

5:30 *Conference Concludes*

> **"During the two-day conference, the PASSION for DEI work held by each speaker, panelist, and patient speaker was INCREDIBLY ABUNDANT."**
>
> **— Head of Diversity, Equity & Inclusion, INTERCEPT**



THANKS TO OUR SPONSOR AND PARTNERS

H1

BioMedWire Filo.co GHO INVESTOR BRAND NETWORK IBN MEDtube PM360 pharma marketing NETWORK

INTERESTED IN GETTING INVOLVED? BECOME A SPONSOR!

Structured to generate leads and help you line up substantial client opportunities. Our offerings include cross-examining 50+ custom packaging options to best align with your goals.

Hasan Bracic
Senior Director, Business Development
(973) 968-6749
hbracic@dgeconfs.com

DYNAMIC GLOBAL EVENTS

December 8-9, 2022 | Online Live Stream

2ND Advancing Diversity Equity & Inclusion (ADEI) In Pharma & Healthcare Summit

Move from awareness towards advocacy and action to build a culture of representation and inclusion for innovation and business success

REGISTER TODAY

Groups Ten Or More
Call
201 871 0474

Groups Three Or More
$930
each

STANDARD PRICING
$1396
each

REGISTER NOW

GROUP DISCOUNTS AVAILABLE!S

Delegate Program Manager
Marcie Cruz at (561) 922-7817
mcruz@dgeconfs.com

MEDIA PARTNERSHIPS

DIVISION HEAD, MARKETING
Elizabeth Stanislaw at (561) 208-6927
or estanislaw@dgeconfs.com

SPONSORSHIP & SPEAKER OPPORTUNITIES | GET INVOLVED TODAY!

SENIOR DIRECTOR, BUSINESS DEVELOPMENT
Hasan Bracic at (973) 968-6749 or
hbracic@dgeconfs.com

SENIOR CONTENT DIRECTOR
Carlene Mack at (973) 500-6754 or
cmack@dgeconfs.com

THANKS TO OUR SPONSORS AND PARTNERS

H1 | BioMedWire | Filo.co | GHO | INVESTOR BRAND NETWORK IBN | MEDtube | PM360 | pharma marketing NETWORK

Click Here to Register