

National Conference of Faith-Oriented ERGs

The Religious Freedom & Business Foundation (RFBF) and the Busch School of Business at The Catholic University of America (CUA) are pleased to host the first-ever national conference of faith-oriented Employee Resource Groups (ERGs) on Feb. 13-14, 2020, in Washington, DC. This event brings together ERG leaders from across corporate America to share their experiences, best practices and perspectives on the future of a rapidly growing movement within the diversity initiatives of America's biggest and most recognizable companies.

Program (online)

Feb. 13 - Thursday

1:00pm, Optional Self-Guided Wash. DC Tours

- African American Museum
- Holocaust Memorial Museum
- Native American Museum
- Museum of the Bible

Formal Program Begins:

Heritage Hall, CUA (Michigan Ave. & 7th St. NE)

5:00pm, Registration & Welcome Reception

6:00pm, Evening Dinner Program

MC: RFBF Pres. Brian Grim

- Welcome: Busch School Dean Andrew Abela
- Welcome: CUA Pres. John H. Garvey
- Welcome: Brian Grim
- Video: REDI Index
- Insights, American Airlines, dinner sponsor
 - Nikia Boone and Anila Jivanji | Senior Specialists of Diversity, Equity and Inclusion at American Airlines

Invocations*

Imam Abdellah Essalki, Chaplain, Tyson Foods

Rev. Dr. Ambassador 'Sujay' Suzan Johnson Cook, former U.S. Ambassador-at-Large for International Religious Freedom, 9/11 first responder NYPD chaplain

Dinner

Dinner Keynote

The Business Case for Being Faith Friendly

- Introduction of Keynote Speaker by Kent Johnson, RFBF Senior Corporate Advisor
- Keynote: Ellen Barker, Senior VP and CIO, Texas Instruments

REDI Index Awards

Recognition of Top-Scoring Fortune 100 Companies on REDI Index, presented by: Ingrid Vanderveldt, CEO, Empower a Billion Women and Chair of IRF Business Roundtable; Wade Horn, Deloitte; RADM Margaret Grun Kibben, USN (Ret), Former Chief of Navy Chaplains, Owner, Virtue In Practice

- Google, Intel, Tyson Foods, Target, American Airlines, Facebook, Apple, Dell Technologies, Goldman Sachs, American Express

What to Expect Tomorrow

- Opportunities to hear from companies
- Opportunities to hear about resources
- How to nominate your CEO for the Global Business & Interfaith Peace Award, Tokyo

Closing video: Dare to Overcome

This conference is being recorded on audio and video. Participation indicates consent. Contact organizers for exceptions.

* Fr. Louis Maximilian Smith, OFM Conv., Associate Chaplain for University Faculty and Staff, CUA, will lead the interfaith prayer on Friday

Sponsors





Feb. 14 - Friday

Maloney Hall, CUA (Michigan Ave. & 7th St. NE)

8:00am, Breakfast and Registration

8:30am, Optional Interfaith Prayer Service, St Michael
the Archangel Chapel, Busch School of Business*

MC: RFBF Pres. Brian Grim

9:00am, Plenary Panel 1: The Business Case for ERGs

- Anila Jivanji, American Airlines
- Craig Carter, Intel
- Markee Johnson, Dell
- Amna Hasnain, Texas Instruments
- Moderator, Sumreen Ahmad, Accenture

9:45am, Plenary Panel 2: Workplace Spirituality

- Fr. Greg McBrayer, American Airlines
- Imam Abdellah Essalki, Tyson Foods
- Rabbi Michael Shevack, Patton Foundation
- Ambassador 'Sujay', 9/11 first responder NYPD
- Moderator, William Bowman, CUA

10:30am, Morning Breakout Overview

- Paul Lambert, RFBF Corporate Training Director
- Shirin Taber, Director, Empower Women Media
- Insights, Tyson Foods, coffee sponsor
- Karen Diefendorf, Director of Chaplain Services

10:50am, Coffee/Networking Break

11:05am, Morning Breakout Sessions**

1. *Forming faith-oriented ERGs.* Rebecca Pomerleau, PayPal; Julia Oltmanns, Zurich America; Kelley Johnson, former Chief Diversity Officer, JCPenney; Nikia Boone, American Airlines; Kent Johnson, Moderator
2. *How your company can score well on the REDI (Religious Equity, Diversity & Inclusion) Index.* Paul Lambert, RFBF; Mark Fowler, Tanenbaum; Brian Grim, Moderator
3. *Workplace chaplains.* RADM Margaret Kibben, US Navy (ret.); Ambassador Rev. Dr. Suzan Johnson Cook; Moderator, Karen Diefendorf, Tyson Foods
4. *Business school case for workplace religious diversity & inclusion.* Nicoleta Acatrinei, Princeton University Faith & Work Initiative; William Bowman, CUA Busch School of Business
5. *Share your ERG story through social media & film.* Shirin Taber, Empower Women Media

11:50am, Keynote Plenary Session

- *What is Virtuous Business?* Busch School Dean Andrew Abela
- *The Faithforce Story.* Sue Warnke, Salesforce President, Faithforce San Francisco
- *Accommodation Insights.* North American Religious Liberty Association, Seventh-day Adventist Church, Orlan Johnson

12:45pm - Networking Lunch

1:30pm - Afternoon Breakout Sessions**

1. *Overcoming challenges for faith-oriented ERGs.* Rebecca Pomerleau, PayPal; Julia Oltmanns, Zurich America; ; Kelley Johnson, former Chief Diversity Officer, JCPenney; Nikia Boone, American Airlines; Kent Johnson, Moderator
2. *Nominate your CEO for the Global Business & Interfaith Peace Awards.* Ken Taylor, RFBF Tokyo; Deborah Paul & Christy Anastis, RFBF UK; Mark Sadovnick, 5th Element Group; Moderator, Brian Grim
3. *Understanding laws on workplace religious discrimination & accommodation.* Todd McFarland, Seventh-day Adventists; Jon Berry, Department of Labor; Moderator, Melissa Reid, Seventh-day Adventists
4. *Women, Business & Faith.* Ingrid Vanderveldt, CEO, Empower a Billion Women
5. *Share your ERG story through social media & film (repeated session).* Shirin Taber, Empower Women Media

2:15pm - Plenary Panel4: Multiplying the ERG Movement

- Heather Atria, American Express
- Craig Carter, Intel
- Mandeep Bawa, Salesforce
- Eric Welch, Christian Employers Alliance
- Moderator, Kent Johnson, RFBF

3:00pm - Closing Remarks: Brian Grim, RFBF

3:15pm - Adjourn - Join us again in 2021!

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* Optional: 12:35 mass in chapel; interfaith and Muslim prayer room also available (room 301)

** Breakout Rooms:

#1 = Auditorium | #2 = 204 | #3 = 327 | #4 = 207 | #5 = 316