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.

National Conference of Faith-Oriented ERGs

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

**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**

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

American Airlines
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ReligiousFreedomAndBusiness.org/REDI
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 Hasanain, 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
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
5. Share your ERG story through social media & film (repeated session). Shirin Taber, Empower Women Media
2:15pm - Plenary Panel 4: 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