



Executive Working Group Forums in 2022

Through the Executive Working Group (EWG), the CWB partners with organizations to foster inclusive workplace environments where all employees can thrive. Member organizations engage with CWB thought leaders to explore critical issues impacting workplace diversity and discuss best practices that drive real change. Through these forums, leaders contribute their experiences, best practices and support accountability for action and change.

Benefits of being an EWG member:

- Four forums – two roundtables and two panel discussions. Each forum investigates and addresses the latest topics in DEI transformation in organizations. In addition, these forums feature the latest trends on the subject and include facilitated discussions with other executives, thus sharing best practices, challenges, and successes. This is a convenient and collaborative way to ensure your ongoing education and engagement with diversity, equity, and inclusion topics.
- Employee participation in programs and offerings of the CWB. Your employees will appreciate the opportunities and see your intention to make progress in your organization.
- Early access to our renowned curated research reports. Released early to you before two forum events, you'll have a foundation for engaging in the discussions.
- The research reports are unique in their emphasis on actionable steps for change and improvement. The reports will allow you to extend your roadmap for inclusion success.

Questions?
Please contact the CWB at
cwb@bentley.edu or
781-891-2227.



BENTLEY UNIVERSITY

Gloria Cordes Larson Center for
Women and Business

For the 2022 year, the first two events will be held virtually. The format of the last two events will be decided in the second quarter of 2022.

Executive Working Group Forum Descriptions:

Hybrid Work: Opportunities and Challenges for Women and Members of Historically Excluded Communities

Thursday, March 3, 2022: 11:30am – 1:00pm ET

Panel Discussion: Twenty-five seats are reserved for your organization; more can be allocated as space allows.

The COVID-19 pandemic resulted in a new appreciation for a flexible workplace. In many cases, employees could be more productive when working in a flexible, remote, or hybrid setting. However, mounting data demonstrates that the pandemic's most dire outcomes disproportionately impact employees of historically excluded communities – including LGBTQ communities, women, Black, Indigenous, and People of Color (BIPOC), and people with disabilities. This panel discussion will invite leaders to share best practices, challenges, and trends about how organizations can utilize flexible and hybrid work while preventing the introduction of new hurdles for the most affected populations. In addition, virtual and flexible work provides opportunities and challenges related to peoples' unique identities and experiences (leveling the playing field for some, exacerbating existing inequities for others).

Where does your organization stand on hybrid work? What is working, and what pitfalls do we all need to avoid?

Your Untapped Culture Stewards: Unique Role of Middle Managers in Organizational Culture

Tuesday, July 19, 2022: 11:30am – 1:00pm ET

Panel Discussion: Twenty-five seats are reserved for your organization; more can be allocated as space allows.

Leaders may have a clear vision for their organizations' values and culture, yet leadership alone can't ensure the dissemination of culture even in a small organization. Unless every employee has a manager that walks the walk, that vision for embedding inclusion and belonging in workplace culture can't take hold. This forum will focus on concrete ways to include all managers, especially middle managers, in creating and maintaining fully inclusive and productive company cultures.

A CWB moderator will moderate and overview the latest data on leveraging middle managers' roles as culture stewards. In addition, a panel of DEI experts will share their experiences working with middle managers as culture stewards.

GenZ in the Workplace: Harnessing Their Power of the Most Diverse Generation

Wednesday, May 25, 2022: 8:00 – 10:00am ET

Roundtable Discussion: Two seats are reserved per organization.

An accompanying report will be released one week before the session.

Almost 70 million Americans belong to Generation Z. This enormous cohort (second only to the baby boomers) entered the workforce at the height of the Black Lives Matter movement and are uniquely comfortable with managing a fluid sense of identity for themselves and those around them. How can the workplace capitalize on GenZ's unique ability to consider and honor intersectional identities? What are the GenZ expectations for the workplace, and how can organizations meet this challenge in a time when talent is hard to secure and keep?

A CWB thought leader will highlight key points from the CWB curated research report on GenZ in the workplace and facilitate discussion on the topic.

Inclusive Recruitment and Retention: Attracting and Keeping Talent in the Great Resignation

Tuesday, October 25, 2022: 8:00 – 10:00am ET

Roundtable Discussion: Two seats are reserved per organization.

An accompanying report will be released one week before the session.

Implementing strategies that attract candidates with different intersectionalities, abilities, and personalities is critical in ensuring the sustainable diversification of a company's workforce. Organizations striving to become inclusive must adopt recruiting and hiring practices that reflect their value of diversity and commitment to inclusion and equity. CWB will be releasing a new action-oriented report on this timely and challenging topic. What are the best processes to emphasize? What are the advantages and pitfalls of recruiting using Artificial Intelligence tools? How can you rally your employees to be your best recruiters? Please join us for this session to discuss the challenges and solutions for recruiting and retaining diverse, successful employees.

A CWB thought leader will highlight key points from the CWB curated research report on inclusive recruitment and hiring and facilitate a discussion on the topic.