



Inaugural 2023 DEIA Summit
Toward Boundless Discovery:
Advancing DEIA and the DoD Mission

Program Guide

February 13-17, 2023

The General Jacob E. Smart
Conference Center, 1359 Arkansas Road
Joint Base Andrews, MD 20762

Toward Boundless Discovery

Advancing DEIA and the DoD Mission

Inaugural 2023 Department of Defense Diversity, Equity, Inclusion and Accessibility (DEIA) Summit

Strategic Vision

The Inaugural 2023 DEIA Summit provides distinguished presenters and renowned experts in the fields of government, higher education, business, science, and technology. Each Summit session includes models, new applications, best practices, and live laboratories for testing innovative, theoretical, and practical approaches to address critical issues impacting DoD missions. The Summit consists of two components:

The Leadership Roundtable, Feb 13 and 14. Designed for DoD senior leaders, the Leadership Summit is a closed door session that provides senior leaders the opportunity to grapple with and share experiences of the increasing importance of DEIA on mission readiness. The Leadership Summit is a fertile space for peer-to-peer learning, collaboration, and connection. The session brings together leading authorities on DEIA to discuss the implications and consequences of leading and influencing DEIA advancement within DoD.

The goals and desired outcomes of the Leadership Summit are to gain insight and hard data from industry leaders and academic institutions on how DEIA improves the culture of the organization and increases business operations.

Also, each session will allow DoD to share their initiatives for feedback from our industry and academic partners. Of equal importance the culmination of the Leadership Summit will result in the exposure to and adoption of industry best practices. With an internal focus, DoD leaders will identify actionable solutions to challenges presented in the *DoD-wide DEIA* and talent management crosswalk.

The 2023 DEIA General Summit, Feb 15-17, is a “skills set training” focusing on the professional development of DEIA professionals. It is here that the Summit transitions from the strategic requirements of the Leadership Summit to practical knowledge, offering participants cutting-edge discussions on the innovations of DEIA. Through collaborative conversations among DEIA professionals from government, academia and the private sector, each session integrates critical thinking, reflection, and innovative tools into the dialogue to reframe DEIA in DoD.

Specifically, the desired outcome of the General Summit is to provide thought-leadership and expertise on DEIA that influences policy and practice, that effect employees and customers. Also, DEIA professionals will walk away with enhanced knowledge on specific strategies and practices to move beyond initiative based approaches to behavioral and cultural solutions to current DEIA challenges within DoD. Lastly, the General Summit will forge new relationships and foster unanticipated ideas and vision to enhance DEIA readiness.

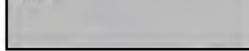


**The Leadership Summit
DAY 1
Monday February 13, 2023**

8:00am **Coffee and Networking – LOBBY**

8:30am **Launch of the Summit – AUDITORIUM**

(b)(6)



Welcome and Opening Remarks

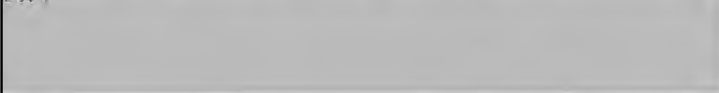
Mr. Clarence A. Johnson, SES
*Director, Diversity Management Operations Center
Defense Human Resources Activity*

The Honorable Gilbert R. Cisneros, Jr.
Undersecretary of Defense for Personnel and Readiness

9:00am **Inaugural DEIA Summit Keynote**

The Risks to Undervaluing the Power and Impact of DEIA

(b)(6)



(b)(6) will provide a dynamic and passionate keynote on the critical implications of valuing and de-valuing humanity.

10:00am **BREAK**

10:15am **Department of Defense Chief Diversity Officer Panel**

Moderator:

Dr. Jeannette Haynie
Senior Advisor, Office of the Under Secretary of Defense for Personnel and Readiness

Dr. Haynie will moderate a panel of Chief Diversity Officers who serve the Navy, Air Force, Marines, and Coast Guard. The panel is purposed to offer insights and best practices addressing critical issues and accomplishments in maturing diversity and inclusion across the DoD Enterprise.

Panelists:

Ms. Marianne Malizia, SES
Director of Diversity and Inclusion, Department of the Air Force



Dr. Norvel "Rock" Dillard, HQE
Diversity, Equity and Inclusion Senior Advisor, US Marine Corps

RDML Brett Mietus
*Director, 21st Century Sailor Office, N17, Office of the Chief of Naval Operations
US Navy*

(b)(6)
Deputy Assistant Commandant for Human Resources, US Coast Guard

Dr. Lyle Hogue, SES
Acting, Deputy Assistant Secretary of the Army (Equity and Inclusion)

11:45pm

LUNCH AND NETWORKING – MULTI-PURPOSE ROOM #115B

12:30pm

The First, the Few, and the Only Roundtable – AUDITORIUM

Moderator:

(b)(6)

(b)(6) will moderate a distinguished panel of women who were pioneers in DoD who served as the first, few and the only in their earned positions.

Panelists:

(b)(6), USAF

(b)(6), USN

(b)(6), US Army

(b)(6), USMC

2:00pm

**DEIA Summit Distinguished Guest Speaker
Leadership and Inclusion**

(b)(6)

(b)(6) presentation will provide a stimulating discussion on the role and impact of intellectual curiosity on the advancement of diversity and inclusion and its implications for innovative leadership and strategic solutions.

3:00pm

BREAK



3:15pm

Executive Internal Discussion and DEIA Current State

Dr. Jeannette Haynie

Senior Advisor, Office of the Under Secretary of Defense for Personnel and Readiness

Dr. Lisa Arfaa, SES

Director, Office for the Diversity, Equity and Inclusion

Mr. Clarence A. Johnson, SES

Director, Diversity Management Operations Center, Defense Human Resources Activity

(b)(6)

Associate Director, Diversity and Inclusion Directorate, Diversity Management Operations Center, Defense Human Resources Activity

4:00pm

Wrap-up/Closing Remarks

Mr. Clarence A. Johnson, SES

Director, Diversity Management Operations Center, Defense Human Resources Activity

4:25pm

Transition to Day 2

(b)(6)



**The Leadership Summit
DAY 2
Tuesday February 14, 2023**

8:00am

Coffee and Networking – LOBBY

8:30am

Introduction of the Day – AUDITORIUM

(b)(6)

8:35am

Welcome and Opening Remarks

Mr. Clarence A. Johnson, SES
*Director, Diversity Management Operations Center,
Defense Human Resources Activity*

8:45am

Inaugural DEIA Summit Distinguished Guest Speaker

A Virtual Fireside Chat: with (b)(6)
Former Secretary of the Air Force and Chair, Defense Business Board

Onsite Facilitator:

(b)(6)

(b)(6) will host a fireside chat with former Secretary of the Air Force, (b)(6)
(b)(6) The conversation will offer lessons learned, insights and experiences on importance of diversity and inclusion principles on developing leaders and military readiness.

9:45am

Featured Guest Speaker

An Innovative Response to Financial Readiness for Soldiers:
Lessons From the Field

Presenter:

(b)(6)

(b)(6) will offer an engaging presentation on Life Skills for Soldiers; an innovative and successful training model designed to address and motivate financial readiness for soldiers.

10:45am

BREAK



11:00am

Insights and Innovations From the United States Military Academy at West Point

Moderators:

(b)(6)

Chief Diversity Officer, United States Military Academy at West Point

(b)(6)

Professor of Sociology and Co-Chair, Diversity & Inclusion Studies Minor, United States Military Academy at West Point

Panelists:

(b)(6)

Class of 2023

(b)(6)

Class of 2023

(b)(6)

Class of 2023

(b)(6)

Class of 2023

(b)(6)

Class of 2024

12:30pm

LUNCH AND NETWORKING – MULTI-PURPOSE ROOM #115B

D2T WORKSHOPS

1:30pm

Workshop 1: Research and Data Needs DoD (D2T) – AUDITORIUM

This presentation will focus on identifying potential solutions to key DEIA data challenges. Workshop participants will engage in facilitated activities and discussion to examine DEIA research and data needs. Participants will provide recommended actions to improve and standardize data access, data quality, data scope, data collection processes, and to identify data/metrics that connect DEIA to the DoD mission.

Workshop 2: Connecting DEIA to the DoD Mission – EXECUTIVE CONFERENCE ROOM #177

This presentation will provide updates to DEIA advancement in support of DoD mission. Workshop participants will engage in exploratory discussion to identify potential solutions to fully institutionalize DEIA within the DoD mission. Participants will expound upon identified solutions through facilitated activities and deliver recommended actions for consideration.

3:30pm

Open Discussion

(b)(6)

Associate Director, Diversity and Inclusion Directorate, Diversity Management Operations Center, Defense Human Resources Activity

4:20pm

Wrap-up/Closing Remarks

Mr. Clarence A. Johnson, SES

Director, Diversity Management Operations Center, Defense Human Resources Activity

4:25pm

Closing of the Leadership Summit

(b)(6)



**The General Summit
DAY 3
Wednesday February 15, 2023**

8:00am **Coffee and Networking – LOBBY**

8:30am **Welcome and Opening Remarks – AUDITORIUM (and overflow rooms)**

(b)(6)

Associate Director, Diversity and Inclusion Directorate, Diversity Management Operations Center, Defense Human Resources Activity

Mr. Clarence A. Johnson, SES

Director, Diversity Management Operations Center, Defense Human Resources Activity

8:45am **Inaugural DEIA General Summit Keynote**

Lessons From the Past That Launch the Future

Ms. Rita M. Sampson, SES

Director, Security and Exchange Commission, Office of Equal Employment Opportunity

9:45am **BREAK**

10:00am **Chief Diversity Officers in the Military Academies: Insights and Inspiration**

Moderator:

(b)(6)

Deputy Provost, National Defense University

Panelists:

(b)(6)

Chief Diversity, Equity and Inclusion Officer, US Air Force Academy

(b)(6)

Chief Diversity Officer, US Military Academy at West Point

(b)(6)

Chief Diversity Officer, US Coast Guard Academy

11:30am **LUNCH – On Your Own**



12:45pm

The NextGen Experience – AUDITORIUM *(and overflow rooms)*

Government of the Future: DEIA in 2023 and Beyond

Moderator:

(b)(6)

Panelists:

(b)(6)

Deputy Director of Command Operations, NAVAIR

(b)(6)

Director, Diversity and Equal Opportunity Office, Defense Counterintelligence and Security Agency

(b)(6)

Deputy Director, National Geospatial-Intelligence College

(b)(6)

Chief Diversity & Inclusion Officer, AmeriCorps

(b)(6)

2:00pm

BREAK

2:15pm

Distinguished Undergraduate Roundtable

Morgan State University Department of Sociology and Anthropology

The Political, Social and Economic Implications for the Future of DEIA in the American Workplace

Moderator:

(b)(6)

Panelists:

(b)(6) Class of 2023

(b)(6) Class of 2023

(b)(6) Class of 2024

(b)(6) Class of 2025

(b)(6) Class of 2026



3:30pm

Distinguished Guest Speaker
The Social Impact of Story Telling



4:15pm

Wrap Up and Transition to Day 4



**The General Summit
DAY 4
Thursday February 16, 2023**

8:00am

Coffee and Networking – LOBBY

8:30am

Opening Remarks – AUDITORIUM *(and overflow rooms)*

(b)(6)

Associate Director, Diversity and Inclusion Directorate, Diversity Management Operations Center, Defense Human Resources Activity

Ms. Katrina Logan, SES

Deputy Director, Diversity Management Operations Center, Defense Human Resources Activity

8:45am

Distinguished Guest Speaker

Unlocking Your Brand's DEI Promise

(b)(6)

10:00am

BREAK

10:15am

Plenary Session – The Emotional Roots of Bias: How to Manage Workplace Bias From the Micro to the Macro Level – **AUDITORIUM**

This session provides insights from sociological social psychology to understand and manage bias in the workplace. Exploring the interplay of emotions and cognitions, attendees will gain an understanding of how biases emerge and influence organizational policies and practices. Attendees will learn strategies for identifying and managing interpersonal and structural bias to create a more inclusive and equitable work environment.

Presenter:

(b)(6)



11:00am

Navigating the Social Landscape: How Social Identity, Networks, and Stereotypes Shape Our World – AUDITORIUM

This session combines key principles of social identity theory, network science, and stereotype threat to provide a comprehensive understanding of how these concepts interact and influence individuals and groups in DoD and the broader society.

Presenter:

(b)(6)

11:45am

LUNCH – On Your Own

1:15pm

Plenary Session – On Becoming a Strategic Leader: Putting “Strategy” into Diversity and Inclusion – AUDITORIUM

In this session, participants will examine and discover approaches to advancing DEIA principles into addressing systemic, cultural and behavioral discomfort to change in the workplace and environment. Participants will discuss and evaluate ways to navigate the benefits of DEIA to support positive outcomes. The participants leave with a better understanding how to connect DEIA principles into practical application.

Presenter:

(b)(6)

Associate Director, Diversity and Inclusion Directorate, Diversity Management Operations Center, Defense Human Resources Activity

Moderator:

(b)(6)

2:30pm

BREAK

2:45pm

Distinguished Guest Speaker – AUDITORIUM (and overflow rooms)

The Journey of Brand and DEIA

(b)(6)

3:45pm

Wrap Up and Transition to Day 5



**The General Summit
DAY 5
Friday February 17, 2023**

8:00am **Coffee and Networking – LOBBY**

8:30am **Opening Remarks – AUDITORIUM**

(b)(6)

*Associate Director, Diversity and Inclusion Directorate, Diversity Management
Operations Center, Defense Human Resources Activity*

8:45am **ERGs as Multipliers – Strategic Tools for Synergized Success
EXECUTIVE CONFERENCE ROOM #177**

Presenter:

(b)(6)

12:00pm **Wrap Up and Closing – AUDITORIUM**



