

Overview of Day

*2006 National Employer Summit:
Raising Profits and Potential: Return on Investment
for Work-Life Effectiveness, Diversity and Workplace Equity*
L'Enfant Plaza Hotel
Washington, DC
November 9, 2006

Agenda

8:30-9 a.m. Informal Networking & Buffet Breakfast

9-10 a.m.

Leadership Breakfast

- Welcome— Dr. Sheila Barry-Oliver, Board of Trustees Chair, BPW Foundation
- Leadership Speaker Introductions— Lisa Hershman, Global Vice-President of Operational Excellence and Quality and first Chairwoman of Avnet's Global Executive Women's Forum
- Raising Profits and Employee Potential
- Voluntary Practice Perspective—Muriel Watkins, Vice President of Human Resources, The New York Times
- Public Policy Perspective—Toni-Michelle Travis, Associate Professor, George Mason University
- Opening of Program—Katie Corrigan, Co-Director, Workplace Flexibility 2010 of Georgetown University Law Center

10:15 to 11:15 a.m. Networking and Sharing of Promising Practices

11:25 to 12:15 p.m. First Round of Table Discussions

(Participants selected one of three topic areas and spent 50 minutes on voluntary practices or policy in that topic area)

12:15 to 1:15 p.m.—Lunch

- CEO Welcome—Deborah L. Frett, CEO of BPW Foundation & BPW/USA
- Sharing A Promising Practice— Lisa Hershman

1:30 to 2:20 p.m. Second Round of Table Discussions

2:30 to 3:20 p.m. Third Round of Table Discussions

3:20 to 3:40 p.m. Break

3:45 to 4:25 p.m. Participants divided into two streams of action to identify and prioritize actionable strategies.

- Voluntary Practices
- Public Policy

4:25-4:45 p.m. Report from Groups and Summary

4:45 to 5:30 p.m. Closing Networking Reception...card exchange

Event sponsors:
Business & Professional Women's Foundation
Workplace Flexibility 2010 of Georgetown University Law Center
Avnet, Inc.



Overview of Education and Research Methodology for 2006 National Employer Summit

Prior to the 2006 Summit, Business and Professional Women's (BPW) Foundation strategically identified employers, organizations, and government agencies representative of the varied stakeholder groups and industries impacted by the issues of workplace equity, diversity, and flexibility. Recognizing that the inclusion of a representative cross-section of stakeholder groups would ensure the sharing of a wide-range of views as well as the dissemination of the latest in research and practice, BPW Foundation then sent out invitations to speak or attend. Stakeholder groups invited ranged from employers that were early adopters of promising practices, to research organizations, policymakers, and government agencies which focused on the Summit's chosen topics, to organizations representing key constituencies (i.e. maturing workers, workingwomen, people with disabilities, women veterans, etc.). The Summit's design, including its size, discussion format, invitation list and speaker selections, was crafted to elicit both cutting-edge thinking on key topics and to foster the development of a collaborative network. This cross-sector network consists of researchers, policymakers, advocates, and employers who can drive new action around work-life effectiveness, workplace equity, and diversity.

The structure of the day

In preparation for the Summit, speakers submitted abstracts on their topic areas which were distributed in reading packets to the participants. These abstracts set the stage for the discussions to take place on November 9, 2006. A bibliography featuring citations for recent articles and research on work-life effectiveness, diversity, and workplace equity was also provided. This served as a useful tool to support further reading and to highlight works from NES speakers and participating groups. An updated version of that bibliography, including new articles and information identified since the 2006 Summit, is included in this report.

The learning and research program for the Summit was based on a modified "world café model." In a world café model program⁴, participants engage in small group discussions exploring a single question or issue. Similar discussions occur simultaneously at surrounding tables. Discussion members then carry key ideas and insights from one discussion into subsequent ones. The leaders for each small group also ensure that themes and ideas from prior discussions are incorporated into new conversations.

During the 2006 National Employer Summit, three successive 50-minute discussion segments were scheduled. Each track—work-life effectiveness, diversity, work-place equity—included two small group discussions for each segment. Within every segment, each track explored both the voluntary practice and public policy aspect of its given topic. Thus a total of eighteen small group discussions were held during the Summit. The same speakers and tracks were offered during each of the successive discussion times. To capture the ideas and insights provided by participants, note takers were assigned to each table.

When table discussions began, participants had two choices to make: 1) what track they wanted to learn more about (work-life effectiveness, diversity, work-place equity) and 2) what sub-topic of that track they wanted to discuss (voluntary practices of employers or public policy/government opportunities & implications). Therefore, participants participated in three table discussions by the end of the day.

In order to maintain the small-group dynamic of the programming, facilitators were instructed to keep the numbers evenly dispersed at each table throughout the day. To enable a broader range of knowledge sharing and the dispersion of ideas, networking opportunities were programmed into breakfast, lunch, and an afternoon reception.

Developing an action plan

After the small group discussions were completed, participants were split into two tracks (voluntary practices and public policy) and asked to identify the priority issues, policy areas, or examples of promising practices that they wanted to learn more about or engage in over the coming year. Actionable strategies for both voluntary practice and public policy were then identified as being high priorities for action or education over the next year and beyond. Throughout the following year, BPW Foundation was to implement or to support the implementation of the strategies or ideas presented, sponsor in-person or virtual educational opportunities, or develop resources on these strategies or practices.

⁴ The World Café. <<http://www.theworldcafe.com/>>