

BILLIE JEAN KING LEADERSHIP INITIATIVE

# 2015 Symposium & Gala

## Recap Report

DECEMBER 9, 2015



Goldman Sachs

  
BILLIE JEAN KING  
Leadership Initiative  
Lift. Learn. Lead.

 Teneo

# The Billie Jean King Leadership Initiative

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## SYMPOSIUM

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The format of the BJKLI symposium is meant to be fluid – it is an exchange of observations and solutions, an exchange of listening and sharing. Through the release of the old and an openness to new information and possibilities, progress will be made. The Symposium fosters an open, collaborative forum of ideas and commitments.

OUR MISSION  
THE BILLIE JEAN KING  
LEADERSHIP INITIATIVE IS  
AN AMBITIOUS AND MOTIVATED  
ENDEAVOR WHOSE SOLE FOCUS IS TO  
MOVE THE NEEDLE ON ISSUES IMPACTING  
DIVERSE TALENT GLOBALLY. WE PLAN  
TO IGNITE A TRANSFORMATION IN THE  
CONVERSATION THROUGH THREE PRIMARY  
PILLARS OF LEADERSHIP: LIFT THROUGH  
ACTION AND ADVOCACY, LEARN THROUGH  
RESEARCH AND INNOVATION, AND LEAD  
THROUGH INSIGHT AND EMPOWERMENT.



# Symposium Overview

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*Symposium attendees included CEOs; heads of NGOs; individuals from top tier companies across a variety of sectors; university and college professors in the leadership and inclusion space and leaders in government and policy, among others.*

The current rhetoric and activity around the Diversity and Inclusion space isn't moving anyone forward (it's old and tired). We are doing something different with the BJCLI.

We've designed an experience that actively holds people accountable for the current realities in their workplace. The content is new and provocative, the format is active and the attendees are the people with the power to make a difference.

The BJCLI is seeking to change the current behaviors of the audience at work, and to that end, we will do the following:

Lift.

**Demonstrate that change can happen**, that in fact, it already is (this is done by hearing from leaders in a panel exchange who have made change and found success with these issues)

Learn.

**Provide real tools** to take the first step towards change and remove any excuse not to act (this is achieved through breakout sessions with experienced inclusion advocates)

Lead.

**Illustrate what is truly happening** around us every day (this is done through a powerful keynote from a world renowned advocate for inclusion)

*"It's about inclusion - It's about coming to the workplace and being your authentic self."*

BILLIE JEAN KING



The symposium opened with a powerful fireside discussion between Billie Jean King, Founder of the Billie Jean King Leadership Initiative and Pablo Salame, BJKLI Advisory Board Member and Co-Head of the Global Securities Division,

Goldman Sachs. Pablo and Billie, who share an incredible passion for making the world and the workplace a more inclusive space, spoke to the audience about the importance of ensuring everyone's voice is heard.

**Goldman Sachs**

The BJKLI Symposium this year was hosted by Goldman Sachs at their New York Headquarters. Goldman Sachs deeply values diversity and inclusion. It is consistently number one amongst its peers in creating an effective and diverse workforce:

**#1**  
BEST BANKING COMPANIES FOR DIVERSITY

**#1**  
BEST BANKING COMPANIES FOR INDIVIDUALS WITH DISABILITIES

**#1**  
BEST BANKING COMPANIES FOR LGBT INDIVIDUALS

Following the fireside opening Kim Davis, Head of Inclusive Leadership at Teneo and Interim President of the Billie Jean King Leadership Initiative, spoke to the audience on 'The Next Chapter of Inclusive Leadership.'

*"Billie Jean King is an influencer who uses her power and her platform as a tool to lead from the front."*

KIM DAVIS

*"The only way to get the broadest potential group of people that will aid you to either adapt or disrupt and not die is to be as inclusive as possible."*

PABLO SALAME



Lift.

# Panel Discussion

The afternoon continued with a panel discussion showcasing models of success in Inclusive Leadership. The panel was moderated by Pat Mitchell, Founder and CEO of POW! Strategies. Her career has focused on using media as a force for social change, with a special emphasis on the representation of women's voices and stories.

The "Lift" panel was an open, honest and authentic conversation between the moderator and three panelists, each of whom had examples of "success" to share. The discussion focused on how success (as it relates to inclusive leadership) is achieved with each panelist offering specific insights from their own experience including the challenges and obstacles they faced and what they did to address them.

The panelists brought broad and diverse experiences across the non-profit, business and government sectors. They discussed and debated questions surrounding the dialogue on LGBT issues in sport, the need for authenticity in the workplace as well as the benefits of inter-generational leadership training for the millennial generation.

*"There's never been a successful social justice movement for a minority group without the support of the majority."*

HUDSON TAYLOR

Those featured on the panel included prominent thought leaders from different spheres of influence;

**Dr. Jane E. Smith,** Vice President for College Relations at Spelman College, and Exec. Director, Spelman College Center for Leadership and Civic Engagement.

**Hudson Taylor,** Founder and Executive Director at Athlete Ally – a nonprofit organization dedicated to ending homophobia and transphobia in sports and educating athletic communities to stand up against anti-LGBT discrimination.

**Anilu Vazquez-Ubarri,** Goldman Sachs' Chief Diversity Officer and Global Co-Head of Talent Development.



Lead.

## Symposium Keynote

**Christiane Amanpour**  
Chief International  
Correspondent, CNN

**Change: Some fear it. Some embrace it. Some create it.** In recent years “Change” has become a buzz word, yet it has always been one constant among many uncertainties. From the economy to our climate, our politics to our faith, we are and will always be a world in flux. So the question then, is not whether or not we are ready for change, but rather, what type of change do we seek and are we committed to being part of its creation?

Christiane Amanpour took to the podium to deliver the symposium’s keynote address. Amanpour is CNN’s chief international correspondent as well as anchoring her own flagship global affairs program, *Amanpour*. She has earned almost every major television journalism award and is followed on Twitter by more world leaders than any other journalist.

In her speech, Amanpour gave positive examples of how the world is moving to be more inclusive, citing the first openly transgender person to be elected to the National Assembly in December, in Venezuela. Commenting on the victory, Amanpour remarked ‘that’s a big, BIG deal.’

*“Whatever the rights that we are fighting for we really have to fight by being super competent, super dedicated, super hardworking and super worthy of leading this fight.”*

CHRISTIANE AMANPOUR



Learn.

# Breakout Sessions

Amanpour's powerful address was followed by a series of Breakout Group Sessions, including discussions on **'21st Century Collaboration & Innovation'** and **'Inclusive Workplaces - what are the unwritten rules?'**

Robin Roberts, BJKLI Advisory Board member and Anchor of ABC's *"Good Morning America"* attended each breakout and summarized the breakouts on stage with the facilitators for the entire audience so that information was shared from each session in an open forum. Roberts

praised the breakout sessions as both 'uplifting and inspiring' and expressed admiration for the Billie Jean King Leadership Initiative, commenting that she was grateful to all attendees for imparting their knowledge and being a part of the annual symposium.





Learn.

## BREAKOUT: SESSION ONE

## They're heeere... A look at the millennial generation and how they're turning traditional talent processes on their heads

Millennials now represent the largest generation in the United States, comprising roughly one-third of the total population in 2013 (Census Bureau). That equates to an estimated 80 million young Americans who belong to the so-called millennial generation, roughly ages 18 to 35. And they're taking today's evolving workforce by storm: it is expected that by 2025, Millennials will make up 75% of the workforce (Deloitte).

As discussed and uncovered in the 2015 BJKLI Deloitte Research *"The Radical Transformation of Diversity and Inclusion: The Millennial Influence"* concluded that millennials' views of diversity and inclusion in their organizations are dramatically different to that of Baby Boomers and Gen Xers. And that's just the tip of the iceberg; the influence of the millennial generation is

far-reaching, and their impact can be felt across the talent lifecycle. "Millennials are getting organizations to think differently about how to engage with their people - how to attract and develop talent, how to interact at work, and how to redefine priorities to focus on what we know is most important to this generation."



## BREAKOUT FACILITATORS

**Brent Bachus**

National Director,  
Inclusion Center of  
Excellence, Deloitte LLP

**Stephanie Turner**

PhD, Deloitte  
Consulting LLP



Learn.

## BREAKOUT: SESSION TWO

## How to Get Big Things Done: 21st Century Collaboration and Innovation

As rapid change becomes the norm, adaptability is the #1 competency to how organizations win. 21st century collaboration leads to improved idea generation, strategy execution and talent engagement.

We typically associate success and leadership with smarts, passion and luck. But in today's hypercompetitive world, even those gifts aren't enough. Strategist and bestselling author Erica Dhawan argues that the game changer is a thoroughly modern skill called Connectional Intelligence (CxQ).

So, what is it? Connectional Intelligence is the capability to consistently drive breakthrough innovation and business results by harnessing the full power of networks and relationships. Connectional Intelligence is helping business leaders and organizations enlist supporters beyond their traditional business units, accelerate innovation through inclusion, develop new strategies for future global competitiveness, and sustain diverse solutions to big problems. This session helped attendees understand the practice

of using Connectional Intelligence. Attendees learned from real-life stories and left with an action plan to activate the potential of collaboration and innovation from all the networks available to you and your organization.

BREAKOUT  
FACILITATOR**Erica Dhawan**

CEO of Cotential,  
Co-Author, *Get Big  
Things Done*



Learn.

BREAKOUT: SESSION THREE

## The Inclusive Workplace – What are the “unspoken rules”

“Unspoken rules” are unwritten rules of behavior and expectations of the workplace that are not always evident to all employees. These rules can create barriers to an inclusive workplace as they can prevent transparency in talent processes, decision making and organizational structure. Despite a strong business case promoting the advantages of diversity in the workplace, on boards of directors and on executive teams, there is still work to be done in order to achieve goals for diversity at the top of organizations (*American Progress*).

Unspoken rules may hinder the attraction, retention and development of diverse talent which in turn can impede business growth and success.

This session focused on how greater exposure, advocacy and recognition can limit the potential impact of unspoken rules.

BREAKOUT  
FACILITATORS

**Art Gurwitz**

COO, Proskauer  
Rose, LLP



**Zach Wahls**

Executive Director,  
Scouts for Equality



Learn.

BREAKOUT: SESSION FOUR

Finance and fairness...  
can women and minorities really rise?

Headlines detailing the accomplishments of Mary Barra, CEO of GM, Sheryl Sandberg, COO of Facebook, Indra Nooyi, Chairman and CEO of PepsiCo, Ginni Rometty, CEO, Chairman, and President of IBM, Ajaypal Singh Banga, CEO of MasterCard and other powerful diverse executives may give the inaccurate impression that all workplace diversity goals have been achieved.

Studies have supported the idea that despite current efforts there remains more room for improvement in the absolute number of diverse employees in C-suite roles and, in some cases, compensation. While there are a number of factors that

are relevant to compensation determinations, negotiating compensation is one way to move the dial. The workshop focused on building the self-confidence to know your worth and provides tools to negotiate for the next job offer or ask for a raise.



BREAKOUT FACILITATOR

**Kim Keating**  
CEO and Founder -  
Keating Advisors



Learn.

BREAKOUT: SESSION FIVE

Do “Diversity Goals mean anything?”

Firms in the tech industry have recently signaled their commitment to diversifying their workforces by creating and publicizing self-imposed gender and racial numerical targets. Twitter – which announced its 2016 goals to increase women in tech roles to 16 percent and leadership roles to 25 percent – and Pinterest – which publicly stated its aims to increase full-time engineers to 30 percent female and 8 percent underrepresented ethnic backgrounds – are just two recent examples. While many people think diversity in the workplace is a numbers game – think headcounts and quotas – the truth is measuring diversity involves more than simple math.

BREAKOUT FACILITATOR

**Andrea Hoffman**  
Founder & CEO,  
Culture Shift Labs



WTC 360 THE RIVIERA  
AT THE WORLD TRADE CENTRE

# Evening Gala



PAUL KEARY


# On Inspiration

Teneo Co-Founder, COO and BJKLI Vice-Chair, Paul Keary, opened the evening with the Billie Jean King Initiative's Inspiring Leaders award presentations.

*"This event was created to convene some of the most prominent leaders across sectors and industries to rally around the business case of diversity and inclusion and contemplate the best practices to make it happen."*

PAUL KEARY







C O R P O R A T E   H O N O R E E

# Dr. Martine Rothblatt

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Dr. Martine Rothblatt is Chairperson & Co-CEO of United Therapeutics (UTHR), and President & CEO of its Lung Biotechnology public benefit company. She previously created and led Sirius XM as its Chairman & CEO, after launching satellite navigation and international satellite television systems. She has JD and MBA degrees from UCLA, and a Ph.D. in Medical Ethics from the Royal London School of Medicine & Dentistry. Dr. Rothblatt and her wife, Bina, live near their four grandchildren on the Space Coast of Florida.



*“The more people you serve, the greater honor that you feel.”*

MARTINE ROTHBLATT



PUBLIC SERVICE HONOREE

# Cyndi Lauper

The evening's second honoree and recipient of the Public Service Award was acclaimed singer/songwriter, Cyndi Lauper. Ilana Kloss drew comparisons between Billie Jean King and Cyndi Lauper, commenting that, 'Like Billie Jean, Cyndi is not one to stand on the sidelines and let any injustice happen.'

Cyndi Lauper is a Grammy, Emmy and Tony Award winning Artist with record sales in excess of 50 million albums. Lauper has released ten additional studio albums and was recently inducted into the Songwriters Hall of Fame. Overall, during her storied music career, Lauper has been nominated for 15 Grammy Awards, two American Music Awards, seven American Video Awards and 18 MTV Awards. Lauper continues her philanthropic work through her foundation, the True Colors Fund.

*"I'm so excited about your organization, understanding and seeing that there's a lot of us and there's a place on this planet for everyone. We need to embrace that."*

CYNDI LAUPER



# Thank you!

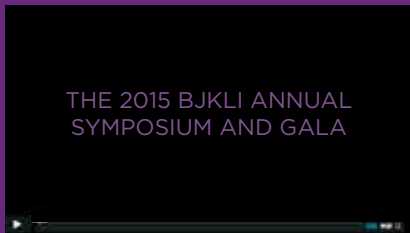
In 2014, Ilana Kloss and I, in partnership with Teneo, founded BJKLI to encourage individuals and groups in power to challenge the status quo and to make inclusive leadership a priority in their businesses and in their lives. The great minds and leaders brought together for this year's Symposium and Gala have all made strides in solving the issue of how talent and inclusion can be applied across all sectors and industries and challenged us to be our authentic selves and bring all of ourselves to everything we do. Ilana and I want to thank all of you, especially everyone at Goldman Sachs, for making this year's event such a wonderful success and for contributing your time, your energy and your wisdom. We look forward to seeing you again soon.

Billie Jean King, Founder, BJKLI

*"What I think is really important in champions...they bring all of themselves to whatever the task at hand...that means your head, heart and guts."*

BILLIE JEAN KING

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