



## **2022 Chapter Grant Program Proposal for ACCGP Inaugural Diversity Summit**

ACC Greater Philadelphia

**DIVERSITY  
SUMMIT**

**FEBRUARY 7, 2022**



**I. Project Description**

The Association of Corporate Counsel Greater Philadelphia Chapter (ACCGP) is pleased to submit this application for grant support of its inaugural **Diversity Summit**, a dynamic in-person event that will take place in Center City Philadelphia.

The Diversity Summit is an outgrowth of ACCGP’s renewed and explicit commitment to championing Diversity, Inclusion, Equity and Belonging (DIEB), and seamlessly weaving those foundational concepts throughout all of the Chapter’s activities.

Appended to this application please find our Summit Agenda with full descriptions of the presentations. We have also planned an interactive lunch, during which tables will discuss questions we have prepared to allow them to share challenges and best practices in a smaller group. Finally, we have invited several regional “affinity groups” to participate (at no cost to them), to expose our in-house attendees to organizations where they may be able to more easily tap into diverse pools of legal talent (e.g., Asian Pacific American Bar Association of Pennsylvania, Philadelphia Diversity Law Group, etc.).

**II. Activity Date**

February 7, 2022

**III. Purpose of the activity – What do you hope to achieve? How will it benefit members, your chapter and/or ACC? How will it promote the goals of the organization?**

The Summit will bring together in-house counsel, law firm leaders, and DIEB/Human Resources professionals for next-level presentations and interactive conversations about DIEB. The theme of this year’s Summit is “**Leveling Up: Action, Empowerment & Impact**”, reflecting our intention to move beyond the stale “unconscious bias” discussions and provide actionable concepts, tools and resources to our members to effect real change in their respective organizations.

This Summit is an essential component of demonstrating ACCGP’s commitment to DIEB and providing a safe and interactive space to have frank conversations around these challenging issues. Paired with other efforts the Chapter is undertaking (both broadly and via its dedicated DIEB Committee), the Summit will position ACCGP as a progressive leader in this space, and as an organization where all are welcome and can feel included. It is our wish that this will ultimately lead to more active member involvement in the Chapter, as well as enhance new member recruitment efforts. We also hope that our local efforts will reflect positively on the national ACC organization.

**IV. Implementation Plan**

A Summit Steering Committee was established under the ACCGP’s DIEB Committee umbrella, and planning for the Summit has been underway for over a year now. The event is all set to welcome attendees at the Westin Philadelphia Hotel on February 7.

**V. Method(s) planned for promotion/marketing of program**

We marketed the Summit on the ACCGP website, through e-mail blasts to the Chapter's members, through Steering Committee and ACCGP Board members' personal professional networks, and have also asked the sponsoring firms to encourage their clients to attend.

**VI. Anticipated program results**

As indicated above, we hope to provide attendees with tools they can implement immediately in their own companies to enhance DIEB efforts and avoid missteps and pitfalls. We hope attendees walk away feeling they've learned something new and innovative, and that it wasn't the "same old" diversity programming.

It is also worth noting that we are introducing the concept of an annual DIEB benchmarking survey at this year's Summit, so that member companies will be prepared when we reach out to them subsequently with survey questions in that space.

**VII. The name(s) of the individuals responsible for the activity**

Summit Steering Committee

Co-Chairs: Sri Atluri & Robin Rosenberg  
Members: Pamella Raison (also DIEB Committee Chair)  
Maria Kalogredis Weede  
Teleicia Dambreville  
Dave Dambreville  
Dmitry Dementyev  
Chris Stewart  
Nina Allen Blackshear

**VIII. Budget – provide estimates of all costs/revenues related to the activity**

- Venue w/catering costs (approx. \$29k)
- Program Booklet (approx. \$350)
- Vaccine Card Check-In Staff (approx. \$400)
- A/V Costs (approx. \$4,500)
- Musicopia Honorarium (approx. \$1,000) (Musicopia is a local organization whose mission is to provide opportunities for children to experience, learn, perform, and appreciate music. They will provide a drumline at the beginning of the day to welcome and energize attendees, and a string quintet during the cocktail hour)

**Approx. Total Expenses: \$35,250 – Amount budgeted for the Summit was \$25,000**

**IX. Financial Request**

ACCGP is requesting \$6,000 in support of the Diversity Summit.

**DIVERSITY SUMMIT**  
February 7, 2022  
8:00 a.m. to 6:30 p.m.

The Westin Philadelphia Hotel  
99 S. 17th St. at Liberty Place  
Philadelphia, PA 19103



**AGENDA:**

**8:00 a.m. to 8:55 a.m. — Registration/Breakfast and a short performance by a [Musicopia](#) Drumline**

**8:55 a.m. to 9:00 a.m. — Co-Chairs' Welcome — Sri Atluri and Robin Rosenberg**

**9:00 a.m.—10:00 a.m. Morgan Lewis & Bockius LLP presents: "*Belonging at Work – Creating an Inclusive Workplace*"**

Employers get the best from their employees when they have an inclusive workplace where employees feel safe, respected, and included. Join Grace Speights, leader of Morgan Lewis's global labor and employment practice and co-leader of Mobilizing for Equality, the firm's task force committed to promoting racial equality and justice, as she leads a discussion on best practices and practical tips for creating a workplace where employees feel they belong and can thrive.

**SPEAKER:** Grace Speights, Partner, Morgan Lewis & Bockius LLP

**Morgan Lewis**

**10:00 a.m. to 10:15 a.m. — BREAK**

**10:15 a.m.—11:15 a.m. Faegre Drinker Biddle & Reath LLP presents: "*Tools for Conversations on Sensitive Topics*"**

In this presentation, Ginene and Maria will engage us in an authentic discussion about the challenges of having sensitive conversations about diversity, equity, and inclusion in the workplace. More and more, people are expecting employers and work colleagues to exhibit cultural competence, sensitivity, and humility. We will explore the possible pitfalls and celebrate the benefits of engaging in this challenging work to create and sustain a better workplace culture for everyone.

**SPEAKERS:** Maria Lewis, Chief Diversity Officer, Faegre Drinker Biddle & Reath LLP; Ginene A. Lewis, Associate Counsel, Sr. Manager, Vanguard



**11:15 a.m. to 1:15 p.m. — LUNCH/TABLE TALK**

**1:15 p.m.—2:15 p.m. Cozen O'Connor presents: "*Benchmarking for Success*"**

This session will be dedicated to a Benchmarking initiative designed to provide organizations benchmarking tools that can enable them to improve the status of underrepresented individuals within their organization. The discussion will touch on diversity, equity, inclusion and belonging (DEIB) across a wide range of functional areas that have been proven relevant for optimization of DEIB impact and results and introduce the Benchmarking survey.

**SPEAKERS:** Lynnette D. Espy-Williams, Chief DEI Officer, Member, Cozen O'Connor; David A. Shimkin, Member, Cozen O'Connor; Shakema Appleton, Manager, Diversity, Equity & Inclusion, Cozen O'Connor



**2:15 p.m. to 2:30 p.m. — BREAK**

**2:30 p.m.—3:30 p.m. Armstrong Teasdale presents: "*Deploying DEI - Strategies to Maximize Workforce Engagement Through Diversity, Equity and Inclusion*"**

Nearly every organization is positioned to further invest in diversity, equity and inclusion (DEI) strategies as we look to 2022. However, deploying effective tactics to achieve a sustainable strategy is often easier said than done. Join Armstrong Teasdale for a working session on DEI. Hear from in-house counsel about what's working, and perhaps not working, at their organizations. Attendees will also have the opportunity to learn from each other and walk away with a strong pulse on the DEI landscape through interactive polling exercises, as well as discuss ideas for implementing effective strategies right away.

**SPEAKERS:** Shelley Kinsella, Partner, Armstrong Teasdale; Carrie Love, Partner, Armstrong Teasdale; Roberte M. D. Makowski, Ph.D., J.D., Chief Intellectual Property Counsel, FMC Corporation; Thomas Warnock, Associate General Counsel, Chief of Litigation and Specialties, Corteva Agriscience



**3:30 p.m. to 3:45 p.m. — BREAK**

**3:45 p.m.—4:45 p.m. Dechert LLP Presents: "*Mentoring: What Makes it Work?*"**

Mentoring, what makes it work? What's the difference between mentoring and sponsorship? What role do these commitments play in building an inclusive workplace? Having others take interest in your career is one of the keys to individual success. A strong commitment to mentoring is also crucial to maintaining truly diverse offices and firms. A panel of in-house attorneys share their experiences as mentors and mentees throughout their careers and what makes for the best mentoring relationships. They'll also discuss the importance of effective mentoring and sponsorship efforts in creating offices where everyone can thrive.

**SPEAKERS:** Brennan Torregrossa, Senior Vice President, Head of Global Litigation, GSK; Geneva Brown, Associate Senior Counsel, Cigna Ventures and Corporate Transactions, Lead Counsel, Cigna



**4:45 p.m. to 6:30 p.m. — Cocktails & Hors d'oeuvres**

**with musical quintet performance by [Musicopia](#)**