



**2022 Chapter Grant Final Report 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) was thrilled to receive a grant in support of its inaugural **Diversity Summit**, a dynamic in-person event that took place in Center City Philadelphia on February 7, 2022*.

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.

Below please find a recap of our event and the activities involved, as well as a detailed breakdown of associated costs.

Appended to this report please find our Summit Agenda with full descriptions of the presentations.

**Please note that this event was originally planned to take place in 2021, so it is sometimes referred to as our "2021 Diversity Summit", although it was postponed to February 2022 and many of the associated costs were incurred in 2022.*

II. Program Objectives

Our chapter's inaugural Diversity Summit had numerous objectives, including (1) to recognize and celebrate diversity in its myriad of forms in our Greater Philadelphia chapter membership; (2) to foster diversity, inclusion, equity, and belonging in our community; (3) to provide a safe space and platform for sensitive conversations; (4) to offer members concrete tools to increase DIEB in their own workplaces; and (5) to facilitate meaningful connections between our members and local affinity groups so that each could act as a resource for one another.

III. Achieving Objectives

Our past President's platform included a focus on diversity with the intent of bringing a DIEB lens to all chapters events and programming and the introduction of the Diversity Summit. We partnered with five committed sponsors, Cozen O'Connor, Faegre Drinker, Dechert, Armstrong Teasdale, and Morgan Lewis, to welcome and invite all chapter members to the Summit, whether or not part of a historically marginalized community.

We prioritized diversity of representation and diversity of thought in selecting our speakers to create panels reflective of our chapter membership. Our first session, "Belonging at Work – Creating an Inclusive Workplace" set the stage for the day, examining how to create an environment in which everyone feels safe, respected, and included. The Summit's second session, "Tools for Conversations on Sensitive Topics," fostered an open dialogue between our panelists and the audience. The panelists' willingness to be vulnerable spurred the audience to do the same, with both panelists and the audience alike sharing stories of instances in which they "got it right" and instances in which they could have done better. From a logistical standpoint, to ensure a space in

which attendees felt safe in conversing openly, we made the strategic decision not to record our sessions or make them available via Zoom and informed our attendees of this decision. Though we knew the lack of a virtual option could lower attendance numbers, we were pleased to welcome close to 100 in-person attendees. During each panel, we also made microphones readily available along the aisles so that attendees could easily engage.

In line with our theme, “*Leveling Up: Action, Empowerment & Impact*”, each session was directed to equipping attendees with concrete action items and next steps. For instance, our later sessions covered strategies for effectively deploying DIEB and the instrumental role mentorship and sponsorship play in building an inclusive workplace. Panelists shared actions they or their companies/firms have taken that have been effective in moving the DIEB needle in their workplaces.

Throughout the day we also built in plenty of time for members to network and make connections. We began the day with a leisurely breakfast, purposefully scheduled extended 15 minute breaks between each session, and ended the day with a networking reception. Rather than highlight a keynote speaker, our lunch session centered around a set of thought-provoking and conversation-starting questions at each table to encourage discussion. In addition, we extended complimentary invitations to members of local affinity groups (including Philadelphia Barristers, Philadelphia Diversity Law Group, and the Southeast Asian, Asian-Pacific and Pennsylvania Bar Associations) to attend the full day summit and speak about their organizations at the beginning of lunch. Their inspiring messages reinforced the understanding that the more connected we are, the better we are able to ensure diverse slates of candidates, build diverse pipelines at our corporations, and foster a sense of diversity, inclusion, equity, and belonging within our local community.

IV. Obstacles Overcome

The most significant obstacle was that we had to make a decision relatively close to our original event date in December 2021 to postpone the Summit out of concern over rising COVID-19 infection rates. However, our members’ and sponsors’ health and safety were our top priority, so we pivoted (both the date and location) to hold our Summit in February 2022.

Additionally, this was our Inaugural Diversity Summit, so we needed to make sure it was well publicized and that it didn’t blend into all of the other similar events that were being held throughout the legal profession. We were acutely aware that members may have felt this was “just another unconscious bias training”, and therefore been inclined to skip our Summit. This drove us to find a bold theme (“Leveling Up: Action, Empowerment & Impact”) for the event that communicated our intent to deliver more advanced and meaningful content with practical tools and strategies.

V. Program Recap

We strove to make our program innovative and an elevated experience throughout. The day began with a burst of energy as we led attendees from breakfast to the main meeting room with a drumline played by students from Musicopia, a local organization whose mission is to provide opportunities for underserved children to experience, learn, perform, and appreciate music. We then had two dynamic sessions before lunch, including one configured as a “fireside chat” that was real, honest, and spurred incredible levels of audience interaction.

We thoughtfully engaged local affinity groups to help our members source diverse talent and build inclusive pipelines. Our interactive lunch discussion activity (prompt questions were provided) allowed attendees to share in real-time and a small group setting what their organizations were doing to move the DIEB needle – and compare notes on what was/wasn’t working. This section of the day received rave reviews - attendees were reluctant to leave the lunchroom because they were having such energizing exchanges!

Three more sessions followed lunch. One introduced a benchmarking survey on which we and our chapter’s Diamond sponsor are partnering to understand where our members’ organizations are in their DIEB efforts, and measure progress year over year. We introduced the concept and framework (using the ACC DE&I Maturity Model as a touchstone), and will be rolling out the survey to our members this summer to present results at our second Summit in December 2022.

Another session used polling technology to draw the audience into the discussion, weaving in personal experiences from in-house panelists to underscore engaging the workforce in DEIB efforts.

The day ended with a cocktail reception featuring a string quartet comprised of youth from Musicopia.

We are proud of ACCGP’s commitment to DIEB, and look forward to building on the innovative success of this event!

VI. 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

VII. Budget/Costs

The amount budgeted for the Diversity Summit was **\$25,000**. Actual costs amounted to **\$35,426.48** (see detailed financial breakdown below).

**ACC - Greater Philadelphia Chapter
Transaction Report
October 2021 - September 2022**

Date	Transaction Type	Name	Memo/Description	Account	Amount
11/23/2021	Expense	Westin Philadelphia	THE WESTIN PHILADELPHIA PA XXXX-XXXXXX-23011 - CHRISTINE STEWART	Program Expense:Diversity & Inclusion Summit	-16,500.00
01/08/2022	Expense	Westin Philadelphia	February 7, 2022 Diversity Summit Deposit	Program Expense:Diversity & Inclusion Summit	-5,500.00
01/29/2022	Expense	Minuteman Press	February 7, 2022 Receipt for Program Book & Banners & Cards	Program Expense:Diversity & Inclusion Summit	-360.72
02/02/2022	Expense	Westin Philadelphia	February 7, 2022 Diversity Summit Deposit	Program Expense:Diversity & Inclusion Summit	-7,669.60
02/03/2022	Expense	Minuteman Press	CS- February 7, 2022 Diversity Summit Banner/CLE Forms/Table Cards etc.	Program Expense:Diversity & Inclusion Summit	-108.65
02/07/2022	Expense	OfficeMax	CS - Name Badges & Holders for Feb. 7th Diversity Summit	Program Expense:Diversity & Inclusion Summit	-128.49
02/08/2022	Expense	Westin Philadelphia	Diversity Summit	Program Expense:Diversity & Inclusion Summit	-45.00
02/14/2022	Expense	Musicopia	BILL PAY Musicopia ON-LINE No Account Number ON 02-14	Program Expense:Diversity & Inclusion Summit	-1,000.00
02/16/2022	Expense	Westin Philadelphia	February 7, 2022 Diversity Summit Deposit	Program Expense:Diversity & Inclusion Summit	-10,039.02
02/17/2022	Credit Card Credit	Westin Philadelphia	February 7, 2022 Diversity Summit Deposit	Program Expense:Diversity & Inclusion Summit	5,981.40
03/01/2022	Expense	Westin Philadelphia	CS	Program Expense:Diversity & Inclusion Summit	-36.02
03/05/2022	Credit Card Credit	Westin Philadelphia Neff & Downing Management Services	CS	Program Expense:Diversity & Inclusion Summit	36.02
03/10/2022	Expense	Westin Philadelphia	DD - 2/7/22 Diversity Summit - Staff Travel Expense (tolls, mileage, parking)	Program Expense:Diversity & Inclusion Summit	-56.40
TOTAL					-\$ 35,426.48

APPENDIX 1

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](#)