



The Difference between Getting In and Staying In: Moving Towards Inclusion

Marcus V. Brown • Entergy, Inc.

Lori A. Chumbler • Walmart

Liwen Mah • Fenwick & West LLP

Hon. Jenny Rivera • N.Y. Court of Appeals



Diversity & inclusion

- How do diversity and inclusion relate?
- How do we preserve culture while making it more inclusive?
- How can we create relationships and mentorships that foster advancement?
- Best practices



How do diversity and inclusion relate?

Diversity is really the beginning of the journey toward inclusion.



How do we preserve culture while making it more inclusive?

- Moving from a diversity goal to implementing inclusion
- How do we help everyone find a place in the organization?
- How can we measure success?



How can we create relationships and mentorships that foster advancement?

- Skills and leadership training
- Mentoring
- Individual development plans
- Accountability



Best Practices

- Transparency
- 360° reviews
- Emphasis on skill and leadership development
- Broaden relationships
- Influence others
- Cast a wide net