



Monday, October 19th

8:00 am Member Breakfast *(invitation-only)*

2021 and Beyond: What Every Leader Needs to Know

Jerry Yang, Founder, Yahoo! and Founding Partner, AME Ventures

9:00 am Opening Session

Opening: **Special Guest to be Announced**

In Conversation: **Margaret Keane, Chief Executive Officer, Synchrony**

In Conversation: **Acting Comptroller of the Currency Brian P. Brooks**

In Conversation: **FDIC Chairman Jelena McWilliams**

In Conversation: **April Ryan, White House Correspondent**

In Conversation: **Melody Hobson, President and Co-CEO, Ariel Investments**

Remarks: **Bishop T.D. Jakes, CEO, TDJ Enterprises**

1:00pm HGF Idea Labs

Increasing the Pipeline: Expanding Capital Access for Minority-Owned Small Business

Minority-owned businesses continue to be the engine of employment in emerging and minority communities. Minority-owned firms fuel employment, with start-ups creating jobs at similar rates as young, non-minority firms.

Their business growth depends on a variety of capital, from seed funding to establish new firms, to working capital and business loans to expand their businesses, to private equity for acquiring and merging with other firms. Greater capital access for minority-owned firms is essential to sustain their growth, reduce national unemployment levels, and especially the high rate of unemployment in minority communities.

What are the factors that continue to provide barriers to capital access by minority entrepreneurs? How can the pool of limited financial sources be expanded to help grow minority-owned firms? How can traditional lending and investment organizations connect with women and minority-owned businesses?

Speakers:

Kyle Matter, Director, Global Impact, KKR

Detra Miller, Vice President, M&T Bank

Shelonda Stokes, President and CEO, grieBo

Moderator: Joanne Gaskin, VP, Scores and Analytics, FICO



Rebuild Better: A Road Map for Equitable Recovery

The economic devastation resulting from the COVID-19 outbreak is of a scale and scope unprecedented in American history. While initial recovery planning focused on restoring the lost jobs and businesses impacted by the pandemic, the murder of George Floyd has brought to the forefront the deep economic inequities that preceded the current crisis, and has been exacerbated since.

The recovery from the 2008 economic crisis highlighted that not all individuals and communities fare equally in the process. The inequities within the economy became accelerated, as evidenced by widening wealth gaps, rising student debt, an explosion of low-wage jobs without any security or health benefits, and a new subsector of “independent contractors” which has evolved into the gig economy. These disparities impacted low-wealth and communities of color disproportionately.

The COVID-19 crisis has demonstrated how interdependent we are as people, communities and economies, while the movement for racial and social justice has brought to the forefront the need for a long overdue reset in our approach to expanding economic opportunity.

Where do we begin? What successes have communities had that can offer a roadmap to address institutionalized inequities? How can we nurture higher-quality businesses and industries, especially those led by people of color? How do we grow a 21st century workforce?

Speakers:

Carol Clarke, General Manager, Southside Development Corp.

Darlene Goins, Head of Financial Health Philanthropy, Wells Fargo

Moderator: Judy Chapa, Member, Community Development Advisory Board, CDFI Fund

Banking While Black: Overcoming a Legacy of Discrimination

For many black Americans, going to the bank is an experience fraught with anxiety, and even fear. Simply trying to cash a check or open an account can lead to hostile encounters, accusations and even police involvement. This phenomenon has even generated its own hashtag: #Banking While Black.

The explosion of payday lenders, coupled with a dearth of traditional banking outlets in low-wealth areas, have been disproportionately supported by minority communities, each with their own unique reasons for utilizing their services. In the African-American community, distrust in financial institutions can be traced back to the failure of the Freedman’s Bank in 1874, taking with it millions of dollars in Black wealth along with the dreams and aspirations of the formerly enslaved depositors.

Over the next 100 years, self-made, middle-class Black communities, supported by Black-owned banks, sprung up across the nation. However, these communities were either eradicated by campaigns of destruction and intimidation or in the case of urban centers, became hollowed-out shells of economic activity, leaving a wake of poverty and hopelessness behind. Black-owned banks continued to thrive through the 1960’s, but today there only 38 Black banks or credit unions, none of which manages more than \$1 billion.

Is the decline of Black-owned banks irreversible? What can be done to jumpstart Black-bank ownership? How can the Black consumer be engaged in traditional banking?



Speakers:

Patrice Ficklin, Fair Lending Director, Consumer Financial Protection Bureau

Kenneth Kelly, Chairman, National Bankers Association

Julius Robinson, Managing Director and Corporate Head of CSR, MUFG Union Bank

Moderator: Kia Gregory, Journalist

Changing the Culture: Increasing Diversity in the Entertainment Industry

While women and people of color have made gains in the entertainment industry, that representation is still not reflective of the overall U.S. population. Minorities make up 40% of the national population, which is expected to reach majority status by 2045, if not earlier.

While there have been some high-profile, incremental gains reflected on the screen (mostly in television), women and minority populations are still underrepresented across all Hollywood jobs. There has been a steady stream of public pronouncements and hand-wringing by the entertainment industry – music, film, television, gaming – yet the same groups remain underrepresented not just up front, but in the director's chair, the executive suite, the production facilities.

What will it take to shift the dynamic? Is incremental change enough? Are the industries actually capable of change, to take risks on green-lighting new and untested talent? Is self-distribution the solution? How can the talent pipeline be increased in behind-the-scenes jobs and in the other support areas?

Speakers:

Professor Darnell Hunt, Dean of Social Sciences and Professor of African American Studies, UCLA

Moderator: Skip Dillard, VP of Programming, WBLS New York

Thriving – Not Just Surviving – in a Post-COVID World

Across the globe, the COVID-19 pandemic has disrupted every aspect of daily living, both personally and professionally. Accommodating social distancing requirements has only increased the stressors we encounter as part of living in the 21st century, compromising one's overall wellbeing. India, whose 1.3 billion citizens became the largest containment experiment in history, reported that cases of mental illness were up 20 percent.

How can we successfully navigate the ongoing phases of the shutdown? As society reopens and normalcy eventually returns, how do we successfully reintegrate? What will the Post-COVID work environment look like? How can business leaders respond? What are the growth opportunities for agile entrepreneurs?

Tommy Dortch, President and CEO, TWD, Inc. and Chairman Emeritus, 100 Black Men of America

Daniel Gillison, CEO, National Alliance of Mental Illness

Regine Webster, President and CEO, Center for Disaster Philanthropy

Moderator: Stephen M. Ryan, Counsel, McDermott, Will & Emery



3:00pm HGF Straight Talk Series

What's Next? The State of Small Business

Kristin Groos Richmond, Founder and CEO, Revolution Foods

Post-COVID Recovery: Private Sector Response & Outlook

Patrick Harker, President, Federal Reserve Bank of Philadelphia

Economic Inclusion: Have We Reached the Tipping Point?

Honorable Gina Raimondo, Governor, State of Rhode Island

Banking on Inclusion

Aron Levine, President, Consumer Banking and Investments, Bank of America

How Resilient Leaders Thrive During Turbulent Times

Ed Bastian, CEO, Delta Air Lines

4:15pm Closing Session

To Be Announced

Tuesday, October 20th

8:00am Member Roundtables *(invitation-only)*

Now is the Time: Accelerating Minority-Owned Business

Honorable David J. Byrd, Director, U.S. Minority Business Development Agency

Bridging the Digital Divide: Affordable and Accessible Broadband

Honorable Sanford Williams, Director, Federal Communications Commission

A Business Executive's Guide to Policy and Government Engagement

Christine Davies, Founder & CEO, Poligage

Ed Ingle, Senior Advisor, Poligage

Conrad Woody, Partner and Head of Corporate and Gov't Affairs, Odgers Berndtson

How Right Now: Getting the Resources to Manage Stress and Stay Healthy During the Pandemic

Jonathan Lynch, Sr. Health Communications Specialist, Centers for Disease Control and Prevention

Amelia Burke-Garcia, Program Area Director, Public Health Department, University of Chicago

The Federal Reserve and Economic and Financial Inclusion

Dr. Eric Belsky, Director of the Division of Consumer and Community Affairs, The Federal Reserve Board

Why Diversity and Inclusion Matters in Financial Services

Robert Marchman, Sr. Policy and Inclusion, U.S. Securities and Exchange Commission



9:00am Opening Session

Calvin and Grant Hill: A Conversation on Sports, Race and Empowerment

In Conversation: **Harley Finkelstein, President, Shopify**

In Conversation: **Pete Stavros, Co-Head of Americas Private Equity, KKR**

In Conversation: **Dan Schulman, CEO, PayPal**

In Conversation: **Sarah Friar, CEO, Nextdoor**

In Conversation: **Doug McMillon, CEO, Walmart**

In Conversation: **NFL Commissioner Roger Goodell**

How the Private Sector Can Drive Economic Empowerment

Ares Capital Management Executive Chair and Co-Founder Tony Ressler, Musician, Actor and Businessman T.I. and Special Business Correspondent, Stephanie Ruhle

1:00pm HGF Idea Labs

Unleashing the Power of Entrepreneurship

Entrepreneurship – and an entrepreneurial mindset – has the power to transform communities, create jobs, spur economic growth and close the opportunity gap. Entrepreneurs have launched the world's most significant brands, with products and services that have transformed humanity.

Small and medium sized enterprises can be engines of job creation, incubators for innovation and entrepreneurial energy. But in lower economic communities, these businesses can be marginal in the

overall ecosystem. Many operate outside formal systems, contributing to widespread inefficiencies, lack of productivity and overall profitability. Of businesses owned by African-Americans, 96% have no employees. But most importantly, start-ups and small businesses lack access to financing and long-term capital, the bedrock that sustainable companies are built on.

How do we unlock the potential of ideators and business dreamers? What are the pathways needed to accelerate the entrepreneurial community? How do we ensure equal access to opportunity for all, especially women and persons of color? What can be done to increase access to capital for early-stage entrepreneurs and small business owners?

Speakers:

Margaret J. Miller, Global Lead for Responsible Financial Access, World Bank

Mollie Phukan, Wells Fargo

Valencia Martin Wallace, NCEAI Executive Lead, U.S. Patent and Trademark Office

Ryan Wilson, Founder and CEO, The Gathering Spot

Moderator: Maria Rios, President and CEO, Nation Waste

Scaling Housing Solutions to Build Better Communities

A growing number of municipalities are grappling with an issue that affects every citizen – housing affordability. As the problem spreads from famously high-cost areas like New York City and San Francisco, it has now become a pressing issue for middle-income households. The lack of affordable housing impacts every aspect of communities: public education, public safety, diversity, taxation base, workforce opportunities, consumer spending and public spaces.

Public and private investments in cities have triggered changes in property value and development in neighborhoods—particularly those that have suffered from long-term urban lack of investment. These neighborhoods experience rapid development, housing prices increase dramatically, and longtime residents find themselves priced out with nowhere to go. As a reshouseholds are driven away from urban centers, leaving many unable to access employment, education, or nutritious foods—exposing them to crime and other health hazards.

Although gentrification and displacement are felt most acutely by low-income individuals and communities of color, they affect more than just low-income renters. Essential professionals such as teachers, nurses, and first responders are being forced to commute by car from extreme distances, increasing everything from daily stressors, lack of family interaction and carbon emissions.

How can localities be empowered to address their affordable housing challenges? How much can the Federal government influence and support increased affordability? How are public-private partnerships successfully innovating? How can best practices be scaled and shared?

Speakers:

Eileen Fitzgerald, Vice President of Housing Affordability Philanthropy, Wells Fargo

Ja’Ron Smith, Special Assistant to the President, The White House

Moderator: Claudia Lima, Director, Community Development Lending and Investing, CIT Bank

Putting Inclusion into Practice: Creating Real Pathways to Leadership

When it comes to advancing diversity and inclusion, too often leaders rely on the latest off-the-shelf training program, create an executive diversity and inclusion position, or simply cut a large check to a prominent organization. While there is no “one size fits all” remedy, there is typically a clear return on investing in a culture where employees feel they have an equal chance at thriving.

Organizations where employees feel like they belong ultimately makes the company more attractive to the best talent, which in-turn delivers better results. Research from the Boston Consulting Group shows that companies with more diverse management experience 19% higher innovation revenue compared with those with below-average leadership diversity.

How can organizations create a culture of inclusion? How does that translate into pathways to leadership? How can companies increase the diversity pipeline across the supply chain and within internal hiring practices? Can the current energy and commitment to inclusion be sustained, and what accountabilities can be put into place?

Speakers:

Tommy Dortch, President and CEO, TWD, Inc. and Chairman Emeritus, 100 Black Men of America

Luke Reynolds, Chief of Outreach and Program Development, FDIC

Moderator: Reba Dominski, EVP, Chief Social Responsibility Officer and President, U.S. Bank Foundation

A Legacy of Inequality: Redefining Redlining and the Real Estate Wealth Gap

Redlining, the discriminatory housing policy that was outlawed in the 1960s, is a major factor in today's wealth gap between Black and white families throughout the country. The redlining boundaries created by financial institutions paved the way for the urban decay of the 70's, the mass incarceration of the 80's and 90's, the foreclosure crisis of the 2000's and the gentrification of today. All of these have been contributing factors that have prevented African-Americans from building generational wealth.

The typical homeowner in a neighborhood that was redlined for mortgage lending by the federal government has gained 52% less—or \$212,023 less—in personal wealth generated by property value increases than one in a greenlined neighborhood over the last 40 years.

Black homeowners are nearly five times more likely to own in a formerly redlined neighborhood than in a greenlined neighborhood, resulting in diminished home equity and overall economic inequality for Black families.

How can the figurative red lines be intentionally un-designed? How can real estate wealth be built, and kept, within the community? Does a focus on formerly redlined areas risk overlooking Black neighborhoods elsewhere? What innovative policy prescriptions should be considered?

Speakers:

Honorable Melissa Conyears-Ervin, Treasurer, City of Chicago
Robert Harris, SVP and Director of Diversity and Inclusion, BancorpSouth

Moderator: Byna Elliot, Vice President, Sr. Responsibility Officer, Fifth Third Bank

Building a Healthier Future

The COVID-19 Pandemic has amplified what was already developing into a seismic moment: how does the world care for its citizens health and how do businesses invest in their own, their employees and their customers healthy futures.

In Asia, the world's most populous region, life expectancy in 1980 was just over age 50. In 2050, it is estimated the majority of people in this demographic (which is expected to quadruple) will live to at least age 77. This phenomenon is occurring not just in Asia, but around the world. As a result, demands for care related to chronic diseases such as diabetes, heart conditions and dementia will grow exponentially, as will the costs associated with treating this new age of longevity.

Concurrently, even pre-COVID day-to-day living was becoming an overwhelming exercise, with stressors created by a cycle of never ending connectivity, households working more and taking home less, caring for children and elderly parents simultaneously, rising costs of living, unhealthy food choices and inability or lack of interest to engage in physical fitness. Financial stress, exacerbated by the current economic crisis is impacting millions of additional Americans, who were already feeling overwhelmed with obligations.

Is COVID-19 the tip of a new wave of pandemic outbreaks? What will be the lasting effects of the COVID experience? How can we shift our priorities to focus on increased wellbeing? How do financial stressors impact overall wellbeing? What role can the private sector play?

Speakers:

Chaitra Dalton, Founder, The Art of Wellness
Louisa Quittman, Director, Financial Security, U.S. Treasury

Moderator: Carolyne Opinde, Founder, The NGO Whisperer



3:00pm HGF Straight Talk Series

Case Study: How PayPal is Supporting Black-Owned Business

Franz Paasche, SVP, Corporate Affairs and Communications, PayPal

Athletes in Action: Meeting the Moment

Jed York, CEO, San Francisco 49ers and Azeez Al-Shaair, Linebacker, San Francisco 49ers

Can We Talk About Race?

Dr. Beverly Daniel Tatum, Author and President Emerita, Spelman College

Increasing Access to Investing

David Gardner, Co-Founder, The Motley Fool

Feeling Connected in a Disconnected World

Zander Lurie, CEO, Survey Monkey

4:00pm Closing Session

In Conversation: CFPB Director Honorable Kathy Kraninger

Healing America, Healing the World:

Featuring Dr. Deepak Chopra