

HR POLICY ASSOCIATION'S 2023
**WASHINGTON POLICY
CONFERENCE**

HRPA

ARLINGTON, VIRGINIA | SEPTEMBER 13–14

**The Workplace Amid Rapid
Social, Economic, Political
& Demographic Change**

CONFERENCE PROGRAM



6:00 p.m. – 7:00 p.m. ET

Grand Ballroom

Welcome Reception and Dinner Buffet

Generously co-sponsored by Deloitte and 4C Digital Health



Special thank you to our platinum sponsor, Spencer Stuart

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7:00 p.m. – 8:30 p.m. ET

Grand Ballroom

A Conversation with Former Senators Claire McCaskill and Ben Sasse

Generously sponsored by Crenshaw Associates

Kick off the conference with a timely and engaging discussion with former Sens. Claire McCaskill (D-MO) and Ben Sasse (R-NE) about the current state of politics, the intersection with key workplace issues, and their views on how these will evolve in the near future. The workplace is one venue where individuals with different political and social views need to interact. As the pace of rapid social, economic, political, and demographic change accelerates, hear their perspectives on how policymakers and employers can create constructive and productive dialogue.



The Honorable Claire McCaskill
U.S. Senator, 2007–2018



The Honorable Ben Sasse
President of the University of Florida
U.S. Senator, 2015–2022



Timothy J. Bartl, *moderator*
President and CEO
HR Policy Association

7:00 a.m. – 8:00 a.m. ET

Foyer

Registration and Breakfast Buffet

Generously sponsored by United Healthcare

Thank you to Oracle HCM for sponsoring our water bottles

*Thank you to Challenger, Gray & Christmas, Inc.
for sponsoring our room keys*

8:00 a.m. – 8:10 a.m. ET

Grand Ballroom

Welcome and Opening Remarks



Pamela O. Kimmet

Chair, HR Policy Association
Chief Human Resources Officer
Manulife Financial Corporation

8:10 a.m. – 8:40 a.m. ET

Grand Ballroom

Bipartisan Cooperation in the 118th Congress

Representatives Stephanie Bice (R-OK) and Chrissy Houlahan (D-PA), a pair of lawmakers hoping to defy odds in a divided Congress, will share their vision for bipartisan policy work and disrupting partisan culture on Capitol Hill. We'll also get Bice and Houlahan's views on the current political environment, and how social, economic, and demographic change in the U.S. is propelling workplace issues to the forefront in Congress.



Rep. Stephanie Bice (R-OK)

U.S. House of Representatives



Rep. Chrissy Houlahan (D-PA)

U.S. House of Representatives



Chatrane Birbal, moderator

Vice President, Public Policy and Government Relations
HR Policy Association

8:40 a.m. – 9:15 a.m. ET

Grand Ballroom

Political and Social Discord Heading into 2024: A Reflection on Our Nation's State



Dr. Douglas E. Schoen

Opinion Pollster, Corporate Strategist, Democratic Campaign Consultant; Chairman, Schoen Cooperman Research

9:15 a.m. – 9:35 a.m. ET

Foyer

Morning Break

Generously sponsored by EHE Health



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Spencer Stuart; 4C Digital Health; Aetna Inc.; Challenger, Gray & Christmas, Inc.; Crenshaw Associates; Deloitte; EHE Health; Guild; IRI Consultants; Oracle HCM; United Healthcare; and Unum*



9:35 a.m. – 11:20 a.m. ET

Grand Ballroom

The Biden Administration's Labor Agenda: Implications for Your Talent Strategy

The Biden administration's "all of government" approach to labor and employment policy promises changes at all levels (federal, state, and local). How is organized labor reorienting its strategies? What additional plans do key regulators have on the horizon? Learn how companies are responding to these developments and pending changes on pay transparency, non-compete restrictions, joint employer issues, employee expectations on flexibility, wage inflation, and more!

9:35 a.m. – 10:20 a.m. ET

The Perspective of Regulators & Stakeholders



The Honorable Jennifer Abruzzo

General Counsel
National Labor Relations Board



Sara Nelson

International President
Association of Flight Attendants-CWA

10:20 a.m. – 11:20 a.m. ET

CHRO Insights: Connecting the Dots Between Public Policy & Practice



Kate Gebo

Executive Vice President Human
Resources and Labor Relations
United Airlines Holdings, Inc.



Coley O'Brien

Chief People Officer
The Wendy's Company



Jill M. Ragsdale

SVP and Chief People and Culture Officer
Sutter Health



G. Roger King, moderator

Senior Labor and Employment Counsel
HR Policy Association

11:20 a.m. – 12:15 p.m. ET

Grand Ballroom

Global Perspectives on Corporate Sustainability and Beyond

Geopolitical, social, and economic forces are confronting global companies more than ever before. Our panel of global and regional HR leads will provide a comprehensive view of what multinational employers face when engaging with diverse stakeholders and adapting to rapid legislative changes.



Lisa Salas

Director of Labor Relations, Europe
DXC Technology



Lee Caulder

VP Global Employee and Labor Relations
Albemarle Corporation



Wenchao Dong

Director, Global Affairs
HR Policy Association



Alan Wild, *moderator*

Senior Advisor, Global Employee Relations
HR Policy Association

12:15 p.m. – 1:15 p.m. ET

Plaza Ballroom

Luncheon

Generously sponsored by Aetna Inc.



Afterward

Foyer

Dessert Station

Generously sponsored by Unum

1:15 p.m. – 2:45 p.m. ET

Grand Ballroom

The Latino Worker Project: Engaging the Latino Workforce

Generously sponsored by Guild



Mike Madrid and Shelly Carlin delve into the findings of the Latino Worker Project, a research-based study uncovering the most important factors influencing the employee value proposition of the fastest growing segment of the U.S. workforce – the Latino worker. The discussion will also include insights from some of the workers interviewed during the project, as well as strategies for CHROs on how to leverage the initiative and energy of current and future Latino workers.



Mike Madrid

Partner, GrassrootsLab

An Authoritative Voice on Latino Voting Behavior,
Politicization and Socialization



Michele A. Carlin, *moderator*

Executive Vice President

HR Policy Association and
Center On Executive Compensation

Guest Speakers:

Diana Costanzo

HR Business Partner
Manchester Grand Hyatt San Diego

Nicole Perez Lengel

Senior Corporate Counsel
The Chemours Company

Mauricio Miranda

Assistant Store Manager,
Store #6634, The Home Depot

Thank you to the following LWP participants for their contribution to the Project:



Thank you to the following sponsors for generously supporting our Latino Worker Project:



2:45 p.m. – 3:30 p.m. ET

Grand Ballroom

Pulling it All Together: How Companies Are Handling the Rapidly Changing Workforce and Workplace

Several dynamics are driving changes in how employers engage and develop their workforces and exposing the need for new and tailored approaches to talent management. Today's workplace spans multiple generations and ethnic groups, resulting in a melting pot of employee beliefs, expectations of both how work should be done and workplace culture. The Supreme Court's *Harvard* decision is causing employers to reevaluate their DE&I programs and explore new approaches. Automation and AI technology can help in addressing DE&I challenges, but also will further upend the way work is done. Meanwhile, policymakers and influencers are seeking to bolster employee voice, union organizing, employee rights, and regulate AI in the workplace. This panel will explore these trends, employer approaches so far and the questions that CHROs and their teams need to consider as they set their future strategies.



Nickle J. LaMoreaux

Senior Vice President and Chief
Human Resources Officer
IBM Corporation



Ernest W. Marshall, Jr.

Executive Vice President and
Chief Human Resources Officer
Eaton Corporation



Thomas J. Plath

Senior Vice President, Human Resources
and Corporate Affairs
International Paper Company



Darrell L. Ford, *moderator*

EVP, Chief Human Resources Officer and
Chief Diversity, Equity & Inclusion Officer
United Parcel Service, Inc.

3:30 p.m. ET

Grand Ballroom

Concluding Remarks

Pamela O. Kimmet

Timothy J. Bartl

THANK YOU FOR YOUR SUPPORT!

HR Policy Association would like to thank the following partners for their commitment to helping our organization provide senior corporate decision makers with the tools needed to assess the potential impact of the public policy process and build effective HR strategies. We deeply appreciate your generous support of our 2023 Washington Policy Conference.

SpencerStuart

