

YOU'RE INVITED

# Executive Roundtable

## Preserving Progress: Sustain DEI Momentum in the Face of Change and Uncertainty

The current business landscape is unpredictable and challenging. It is now common for Chief Diversity Officers to witness the downsizing of their DEI teams and the relegation of their priorities behind competing ones. The hard truth is, DEI efforts are facing increased pushback—with 44% of employees reporting feelings of alienation by DEI efforts. CDOs and HR leaders must examine the root cause of this pushback to avoid stagnation or worse, a complete halt in progress. This is where Seramount can help. Join us for this unique learning and networking session aimed to equip you with the tools for success in the face of DEI volatility.

▶ **October 25-26,  
2023**

Washington, DC

### Meeting Location

EAB  
2445 M Street NW  
Washington, DC, 20037

### Hotel Accommodations

Westin Georgetown,  
Washington, DC  
Reserve your room via [this link](#) by October 4

### Dinner

Wednesday, October 25  
6:30 p.m. Cocktails  
7:00 p.m. Dinner  
Location:  
Annabelle  
2132 Florida Avenue NW  
Washington, DC 20008

▶ **RSVP**

RSVP via the button below or email: [communications@seramount.com](mailto:communications@seramount.com)

[RSVP HERE](#)

### October 25

6:30 p.m. **Cocktails and Dinner**  
*Annabelle*

### October 26

8:00 a.m. **Guest Arrival and Registration**  
*Breakfast Provided*

8:45 a.m. **Opening Remarks**

9:00 a.m. **The Impact of SCOTUS Decisions on Workplace DEI**

In this session, attendees will hear from leading Supreme Court experts, Dana Remus and Daniel Randolph of Covington & Burling, LLP, on the impact that the latest Supreme Court rulings on affirmative action have on workplace DEI.

9:45 a.m. **Solutioning with Peers**

10:45 a.m. **Extend the Effectiveness of Your DEI Team in Times of Turbulence**

Attendees will learn about Seramount's DEI Research Partnership and how it is a leading source of best practice research and advisory for DEI leaders, their teams, and the wider organization.

11:30 a.m. **Peer Networking and Lunch**

12:30 p.m. **Seramount's Latest Research: Keeping DEI Strong in Volatile Times**

In this session, we'll reveal the findings of our latest study on how to build both organizational and personal endurance to weather the change and complexity we are experiencing in the market. You'll hear high-impact practices and tools for pivotal moments, such as financial downturns, new leadership, restructuring, and mergers and acquisitions.

1:15 p.m. **Solutioning with Peers**

2:15 p.m. **CDO Fireside Chat: Implications for Recruiting and the Future of Work**

This panel will feature the voices of seasoned Chief Diversity Officers and University leaders who will outline the implications that the recent Supreme Court rulings on affirmative action are having on campus recruiting and enrollment at institutions and give strategic advice on how diversity leaders can stay the course and plan for the workplace of the future.

3:00 p.m. **Peer Networking Mix-and-Mingle**

3:30 p.m. **Adjournment**

OCTOBER 25-26

## Preserving Progress: Sustain DEI Momentum in the Face of Change and Uncertainty

### Learn From Distinguished Subject Matter Experts!

#### Topic: The Impact of SCOTUS Decisions on Workplace DEI



**Dana Remus**  
*Partner, Covington & Burling, LLP*

Drawing on her prior experience in government service, Dana Remus advises clients on public policy issues, government regulatory enforcement trends, election and political law matters, congressional investigations, and ethics matters. Dana represents clients in a variety of industries on a range of issues, including technology with a focus on artificial intelligence, financial services, FinTech, energy, and consumer goods.

Dana joined Covington after serving as Assistant to the President and White House Counsel for President Biden. In this role, Dana led the administration's efforts to confirm Supreme Court Justice Ketanji Brown Jackson, the first African-American woman on the U.S. Supreme Court. In the first year of the administration, she also assisted President Biden in confirming more lower-court judges than any President since John F. Kennedy—the majority of whom are racially, ethnically, or gender diverse. As White House Counsel, Dana also advised on a range of matters and policy initiatives, including the administration's covid strategy; voting rights; high-profile congressional investigations, including the January 6th Committee; and immigration reform.



**Daniel Randolph**  
*Associate, Covington & Burling, LLP*

Daniel Randolph is a Washington-based litigator, with a focus on appellate and complex regulatory litigation. He has argued numerous appeals, including before the D.C. Circuit, and has briefed dozens of matters in a range of district and appellate courts. Daniel also has significant trial experience: he has successfully first-chaired bench trials and played major roles in jury trials.

Daniel draws from broad experience across multiple practice areas, including commercial litigation, insurance recovery litigation, patent litigation, and products liability litigation. He has particular expertise in challenges to agency action under the APA.

## Topic: Fireside Chat: Implications for Recruiting and the Future of Work



### **Khadish Franklin**

*Managing Director, Research Advisory Services, EAB*

Khadish O. Franklin is a Managing Director and Team Lead for EAB's Research Advisory Services Division, as well as, a subject matter expert on institutional strategy, student success, enrollment and DEI. The Research Advisory Services Expert Team houses EAB's experts in academic strategy, business affairs, fundraising, alumni affairs, community college leadership, student affairs, information technology, strategic enrollment management, financial aid optimization, professional and adult education program innovation and university marketing; and is responsible for driving value for our partner institutions through consensus building, decision support, and guidance on best practices implementation.

Khadish has spent his entire career working in higher education holding roles in policy organizations, research centers, and university teaching and administration.



### **Traevena Byrd**

*VP, General Counsel and Board Secretary, American University*

Traevena Byrd is Vice President, General Counsel and Board Secretary for American University in Washington, DC. She serves as a member of the President's cabinet and as chief legal advisor to the university's executive officers and Board of Trustees. Traevena supervises the university's team of attorneys, oversees all corporate governance issues, and manages operations for the board. She is a frequent presenter on higher education legal issues, most notably on the subject of free speech and student protest.



### **Tashi Carper**

*Head of Global Diversity, Equity, and Inclusion, Leidos*

Tashi Carper is responsible for the continued evolution of Inclusion and Development strategy at Leidos; managing the design, development and implementation of enterprise level programs and initiatives that advance the diversity of their workforce and strengthen their inclusive culture.