2024 UCLA + UCI Inclusion Summit  
Wednesday, March 6, 2024, 9:30 AM – 2:30 PM  
Grand Salon, Marion Anderson Hall, UCLA Anderson School of Management

Cracking the Inclusion Code: Cultivating Change in Organizational Culture

We’ve seen the data: diverse work groups lead to better decision-making, which improves performance. But is it that simple? We need to go beyond diversity to be inclusive, but how? Cultivating organizational change requires creativity, innovation, trust, and leadership commitment. Join us to hear from change makers who are using a combination of talent, management frameworks, and technology to build an inclusive culture.

9:30 am – 9:45 am  
Registration  
Grand Salon, Marion Anderson Hall, UCLA Anderson

9:45 am – 10:00 am  
Welcome  
Corinne Bendersky, Professor, UCLA Anderson School of Management; Faculty Director, HARRT, The UCLA Human Resources Round Table

10:00 am – 11:00 am  
Changing Culture is Hard (Here’s How to Do It)  
Noah Askin, Assistant Professor  
University of California, Irvine - Paul Merage School of Business

Culture is an elusive concept, but one with tremendous face validity—everyone understands what culture is, but that understanding is often vague and fuzzy. In this session we will try to make it more tangible, discussing where and how organizations should focus on culture, both in terms of assessing the current state of things and helping set a course to change the culture going forward.

Takeaway:
We will highlight some tools for quickly identifying the culture and some tips for (relatively) quick wins when it comes to creating culture change, particularly in service of greater inclusion.

11:00 am – 11:15 am  
Break

11:15 am – 12:15 pm  
Innovation and Intrapreneurship: A Gateway to Cultural Change  
Chitra Anand, Professor, Centennial College, Toronto, Ontario, Canada, Author, The Green House Approach

With marketplaces being disrupted at a rate like never before, companies need to rethink how they operate. To succeed, modern businesses need to foster the creativity of their team by providing an environment that promotes constant innovation. In this talk, Dr. Anand explores how Intrapreneurship can be used as
a gateway for organizations to achieve sustainable innovation. She will show audiences how to harness the entrepreneurial drive within an existing organization to foster new ideas, and creative thinking which will provide companies the problem-solving mindset to succeed in an ever-changing world.

Takeaways:
1. How leaders can practice intrapreneurship within their organizations, identify the true agents of change, and mobilize these agents to act.
2. Practical ways to apply Greenhouse principles that will drive intentional innovation within your organization.
3. Develop methods to best support the intrapreneurs who live inside your organization.

12:15 pm – 1:00 pm  Lunch

1:00 pm – 1:45 pm  An Innovation Journey: A Conversation with Anderson Tech Entrepreneurs

1:45 pm – 2:30 pm  CHRO Change Makers: Aligning Culture With Inclusion Strategies
Cheryl L. Baptiste, Vice President, People Operations and Culture, Murad and Marisa Peters, Chief People Officer, VideoAmp

Closing Remarks and Adjourn
Corinne Bendersky