

IR Magazine Forum – Equality in IR 2022

Bridging the gap in pay, skillset and diversity in a post-pandemic IR community

Wednesday, May 18, 2022

Virtual event

Agenda in detail

All times below are in ET (Eastern Time)

Time **Wednesday, May 18, 2022**

- 4.45 pm** **Opening remarks: Why we continue talking about equality in the IR community**
We all know what the issues are. However, we also know it takes a long time to affect change. Based on the statistics from IR Magazine's latest Global IR Salary and Careers Report, hear what factors generally lead to gender disparity in IR, what we, as a community, can recognize and counter in your teams, and a statistical breakdown of diversity in the IR role. To what extent is diversity an issue?
Tim Human, senior reporter, IR Magazine

- 5.00 pm** **The bigger picture: Role of the company in promoting diversity within the IR profession**
- What is the most effective thing a company can do as we come out of the pandemic to build a more inclusive team?
 - How do we raise the profile of women and minority leaders beyond middle management and ensure compensation equity across the organization?
 - Do diversity targets help or hinder progress? Did the quotas on boards have the unintended consequences of ousting women from executive committees?
 - More than a tick box exercise: What type of DE&I metrics help benchmark progress and achieve the intended outcomes?
 - What kind of mid and long-term DE&I goals should companies look to beyond gender diversity? What steps can we take to best achieve these goals?
 - How to best educate C-suite at traditionally less diverse companies that it is crucial to affect change?
 - What is considered an appropriate balance when companies share their DE&I efforts and successes on social media?
 - What is the one thing companies can do today to affect change for equity and inclusion?
- Moderator: Ripa Rashid, head of inclusion and diversity, Cowen Inc**
Margeaux Bruner, director of ESG & DEI, Trulieve
Robert Nuzzo, chief operating officer, fundamental active equity investing, BlackRock
James Wong, head of corporate access origination, Millennium Management

- 6.00 pm** **The role of an IRO: Bridging the gaps in skillset, pay and career advancement**
- What are the top three challenges for IROs coming out of the pandemic? Is the role evolving to become head of corporate responsibility? What is the strategic place of IR?
 - Best practices for balancing work and family – Reconciling being back to an 'on the road' office environment while managing a remote team and childcare responsibilities
 - How does an IRO's past role impact their current pay, skillset and career advancement?
 - For IROs coming in from the sell-side or investment IR, how can they best adapt their strengths to the new role? How can IROs differentiate themselves from sell-side analysts?
 - What are the top skills needed for an IRO as we come out of the pandemic? What are you missing? How can you build your social media brand to reflect that you are a next-gen IRO?
 - Tips to negotiate pay increases in the current climate – What responsibilities determine pay in IR? How do you know when it is the right time to move jobs for higher compensation?
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- What is the one thing IROs can do today to affect change for equity and inclusion?

Moderator: Tim Human, senior reporter, *IR Magazine*

Ilene Fizel Bieler, EVP, global head of investor relations, State Street Corporation

Carolynne Borders, senior executive, investor relations, GE

Susan (Susie) Lisa, former senior vice president of investor relations, CVS Health

Melissa Plaisance, SVP of IR, treasury and risk management, Albertsons Companies

6.45 pm **Closing remarks**
Smooch Repovich Rosenberg, CEO, Smooch Unplugged

7.00 pm **End of event**
