

# IMPACT 3

## BUILDING AN EQUITABLE FUTURE

### PROGRAM

Friday, March 24, 2023	
<p><b>4:30 – 5:30 p.m.</b></p>	<p><b>Registration at the Yale School of Management</b> 165 Whitney Ave, New Haven, CT 06511</p>
<p><b>5:30 – 5:40 p.m.</b> Zhang Auditorium Room 1300</p>	<p><b>Welcome</b></p> <ul style="list-style-type: none"> <li>• <b>Yootay Singers</b>, Community Drum Group of the Mashantucket (Western) Pequot Tribal Nation</li> <li>• <b>California Attorney General Rob Bonta '93, '98 JD</b> (<i>Recorded</i>)</li> <li>• <a href="#">Nicholas Roman Lewis '93</a>, Senior Director, Shared Interest Groups, Yale Alumni Association and Founder, Revolutionary Daydreams</li> <li>• <a href="#">Marta E. Moret '84 MPH</a>, First Lady of Yale</li> </ul>
<p><b>5:40 – 7:00 p.m.</b> Zhang Auditorium Room 1300</p>	<p><b>IMPACT Amplified</b></p> <p>What does it mean to live with purpose? An OB-GYN serving rural women in Virginia. A community leader and pastor serving the inner city. The founder of a climate museum. A tech entrepreneur and trans woman living authentically. Each will share a personal story about their journey to live with purpose and meaning, uncovering the fact that we must be the change we seek. A moderated discussion will follow.</p> <ul style="list-style-type: none"> <li>• <a href="#">Makunda Abdul-Mbacke '92</a>, Founder and CEO, Piedmont Preferred Women's Healthcare</li> <li>• <a href="#">Veda Cook '93</a>, Founder and CEO, Em</li> <li>• <a href="#">Miranda Massie '92 MA</a>, Founder and Director, The Climate Museum</li> <li>• <a href="#">José Carlos Montes '93</a>, Chief Executive Officer, Puerto Rican Action Board</li> <li>• <b>Moderator:</b> <a href="#">Marta E. Moret '84 MPH</a>, First Lady of Yale</li> </ul>
<p><b>7:00 – 8:00 p.m.</b> Beinecke Room Room 2300</p>	<p><b>Welcome Reception at the Yale School of Management</b></p>

Saturday, March 25, 2023	
<b>8:30 a.m. – 12:00 p.m.</b>	<b>Registration at the Yale School of Management</b>
<b>8:30 – 9:00 a.m.</b> <i>Snyder Forum Room 1400</i>	<b>Continental Breakfast</b>
<b>9:00 – 9:15 a.m.</b> <i>Zhang Auditorium Room 1300</i>	<b>Welcome from the Yale Alumni Association</b>  <a href="#">Weili Cheng '77</a> , Executive Director, Yale Alumni Association
<b>9:15 – 9:30 a.m.</b> <i>Zhang Auditorium Room 1300</i>	<b>The “I” in IMPACT</b>  <a href="#">Nicholas Roman Lewis '93</a> , Senior Director, Shared Interest Groups, Yale Alumni Association and Founder, Revolutionary Daydreams
<b>9:30 – 10:45 a.m.</b> <i>Zhang Auditorium Room 1300</i>	<b>Activism in Action</b> Creating change is never easy, but activists are doing more than ever before to ensure that the future we build together is equitable, inclusive, and just. Learn from Eric Liu, Adam Romero, and Rahiel Tesfamariam about what activism looks like in our modern age, how they are empowering and amplifying new voices in ongoing movements, and how to get involved in working towards a better future.  <ul style="list-style-type: none"> <li>• <a href="#">Eric Liu '90</a>, Co-Founder and CEO, Citizen University</li> <li>• <a href="#">Adam Romero '07 JD</a>, Deputy Director of Executive Programs, California Civil Rights Department</li> <li>• <a href="#">Rahiel Tesfamariam '09 MDiv</a>, Founder &amp; Publisher, Urban Cusp</li> <li>• <b>Moderator:</b> <a href="#">Jerry W. Henry '80 MDiv</a>, Managing Partner, Alexander Haas</li> </ul>
<b>10:45 – 11:00 a.m.</b>	<b>Break</b>

<p><b>11:00 a.m. – 12 p.m.</b></p>	<p><b>LECTURES: THE MORE YOU KNOW</b></p>
<p><i>Bewkes Classroom Room 2410</i></p>	<p><b>The History of CGI in Film: The Good, the Bad, and the Racist</b> The algorithms used for Computer Generated Imagery (CGI) in film today were developed over the course of the last 45 years. In the beginning, they could only depict a limited set of visual phenomena, which filmmakers took up as a creative challenge. These early efforts resulted in some of the most memorable images in cinema, from Toy Story to Terminator 2: Judgement Day. However, as these CGI gained more attention and attracted more money, the insidious effects of systemic racism crept into the design of subsequent algorithms. As a result, the techniques for rendering digital “humans” we use today were specifically designed to depict the dominant visual features of white people. In this talk, I will describe how we got here, what it might mean, and where we can go next.</p> <p><a href="#">Theodore Kim</a>, Associate Professor of Computer Science, Yale University</p>
<p><i>Class of 1980 Classroom Room 2400</i></p>	<p><b>Preparing for Climate Change</b> Join us for this session with CBS Sunday Morning science and technology correspondent, David Pogue '85, as he discusses ways in which we can better prepare for climate change and environmental disasters. Having done many stories on climate and the environment, he has spoken to the foremost experts in the world on this topic. These conversations and interviews, coupled with his research, formed the basis of his recent book, <i>How to Prepare for Climate Change: A Practical Guide to Surviving the Chaos</i>.</p> <p><a href="#">David Pogue '85</a>, CBS Sunday Morning / Creator and Host, <i>Unsung Science</i></p>
<p><i>Betts Classroom Room 2420</i></p>	<p><b>From Invisible to Visible: Representation in the Visual Arts</b> Over the last ten years, our visual culture has experienced a seismic shift, showing a wider representation of voices and experiences than ever before. This shift can be traced to higher numbers of increasingly diverse artists who are entering visual arts and design schools and professions. In this session, we will hear from artists, designers, and a curator who will explore the ways they are using their lived experiences and talents to create dynamic visual content that renders the previously invisible visible.</p> <ul style="list-style-type: none"> <li>• <a href="#">Salvador Andrade Arévalo '10, '22 MFA</a>, Artist</li> <li>• <a href="#">Anya Montiel '15 MA, '15 MPhil, '18 PhD</a>, Curator, Smithsonian's National Museum of the American Indian</li> <li>• <a href="#">David Walker '23 MFA</a>, Graphic Designer, Associate Professor of Art, Austin Peay State University</li> <li>• <b>Moderator:</b> <a href="#">Miko McGinty '93, '98 MFA</a>, Graphic Designer, Founder, Miko McGinty Inc.</li> </ul>

<p><i>Allison Foundation Classroom Room 2210</i></p>	<p><b>Changing Lives Through Service</b></p> <p>Join us for this session on different types of service through the story and mission of Puppies Behind Bars (PBB), a nonprofit organization that trains incarcerated individuals to raise service dogs for wounded war veterans and facility dogs for police departments. Originally founded 25 years ago to train prison inmates to raise guide dogs for the blind, following the terrorist attacks of September 11th, PBB pivoted to raising explosive detection canines for law enforcement and to work directly with men and women coming home wounded from Iraq and Afghanistan. Hear from the PBB founder, as well as two PBB canine recipients (a military veteran and a Yale police officer), on how the dogs change many lives, including the incarcerated individuals who live with the dogs in prison for two years—and then give them up. Moderating the session is one of Yale’s most respected alumni veterans.</p> <ul style="list-style-type: none"> <li>• <a href="#">Gloria Gilbert Stoga</a>, President and Founder, Puppies Behind Bars</li> <li>• <a href="#">Colonel (Ret) Jeanne Meyer</a>, Former Judge Advocate, United States Air Force</li> <li>• <a href="#">Richard Simons</a>, Police Officer, Yale Public Safety</li> <li>• <b>Moderator:</b> <a href="#">Linda Schwartz '84 MSN, '98 DrPH</a>, Former Connecticut Commissioner of Veterans Affairs</li> </ul>
<p><i>Blumetti Classroom Room 2200</i></p>	<p><b>Fighting for Democracy: White Supremacy, Changing Demographics &amp; the Right to Vote</b></p> <p>Did you know that over 50% of children in the United States under 5 years of age are children of color? Six states are now majority minority. In some places, America is more segregated and politically polarized than ever before, with a deepening rural/urban divide and heated national debates about race and belonging. Some states are welcoming voters of color while others are building barriers, seeking to leverage racially polarized voting. How are our democratic systems being undermined when incumbents cling to power by gaming the system to pick their voters rather than allowing voters to freely choose their representatives? How are communities organizing and what systemic changes are on the table? In this talk and interactive discussion, we will explore the implications of the backlash to America's changing demographics on the health of our democracy, what should it mean to have the right to vote, and what we can do to ensure fair elections regardless of a voter’s zip code.</p> <p><a href="#">Karen Narasaki '80</a>, Former Member, U.S. Commission on Civil Rights</p>
<p><b>12:00 – 1:00 p.m.</b> <i>Snyder Forum Room 1400</i></p>	<p><b>Lunch &amp; Discussion Groups</b></p>

<p><b>1:15 – 2:30 p.m.</b>  <i>Zhang Auditorium  Room 1300</i></p>	<p><b>A Shared Lens: Representation in the Entertainment Industry</b>  The television programs that we watch, and the stories that they tell, are a powerful force – a reflection of the world around us and a glimpse at the ways we could change it for the better. The decisions about which of those stories make it to our small (and smaller) screens are made by a powerful force of their own – two Yalies whose journeys through the entertainment industry have led them to decision-making positions at two of the biggest media companies in the business. Join Nicholas Roman Lewis '93 in a candid conversation with George Cheeks '87 and Pearlana Igbokwe '87 about their path from Yale to the entertainment industry, the impact of representation on the television business, and what promise the future of the industry might hold.</p> <ul style="list-style-type: none"> <li>• <a href="#">George Cheeks '87</a>, President and CEO, CBS Entertainment / Chief Content Officer, News and Sports, Paramount+</li> <li>• <a href="#">Pearlana Igbokwe '87</a>, Chairman, Universal Studio Group (USG)</li> <li>• <b>Moderator:</b> <a href="#">Nicholas Roman Lewis '93</a>, Senior Director, Shared Interest Groups, Yale Alumni Association and Founder, Revolutionary Daydreams</li> </ul>
<p><b>2:30 – 2:45 p.m.</b></p>	<p><b>Break</b></p>
<p><b>2:45 – 4:15 p.m.</b></p>	<p><b>IMPACT BEGINS WITH YOU</b></p>
<p><i>Betts Classroom  Room 2420</i></p>	<p><b>Reimagining Activism: The Personal and Political</b>  Too often, activism is regarded as a responsibility and commitment of the “woke” other. A privileged phenomenon that is foreign to the average hard-working American. But what if we reimagined activism as a way of life rather than a career path? Participants will learn about how life experiences and personal identity markers can inform our political ideologies and activism (or lack thereof). They will be introduced to a set of key ideas and questions to help guide them in cultivating leadership traits and ultimately becoming agents of change — irrespective of their own identity politics. This workshop will also provide an overview of the historical and contemporary Black liberation struggle in the United States, drawing connections to anti-colonial and anti-apartheid movements in Africa. Participants will learn about the various resistance efforts utilized by people of African descent, the ongoing barriers to success and how to best situate themselves in today’s efforts.</p> <p><a href="#">Rahiel Tesfamariam '09 MDiv</a>, Founder and Publisher, Urban Cusp</p>

<p><i>Allison Foundation Classroom Room 2210</i></p>	<p><b>Leading a Civically Engaged Life</b> Let Mayra Macias, Chief Strategy Officer at Building Back Together, and Patti Russo, Executive Director at The Campaign School at Yale University, guide you on your path toward leading an impactful civically engaged life. Whether it's running for public office, playing a key role on a political campaign, or speaking effectively and passionately about an issue in your community, you will discover there are many paths to meaningful civic leadership. Let Mayra and Patti help prepare you to choose the one best for you!</p> <ul style="list-style-type: none"> <li>• <a href="#">Mayra Macías '10</a>, Chief Strategy Officer, Building Back Together</li> <li>• <a href="#">Patricia Russo '77 LLM</a>, Executive Director, The Campaign School at Yale University</li> </ul>
<p><i>Class of 1980 Classroom Room 2400</i></p>	<p><b>Disability Inclusion: Accessible Events and Communications</b> View this presentation's slides <a href="#">here</a>.</p> <p>This session will provide an overview of accessibility and how to incorporate it into your work processes. Michelle Morgan, Digital Accessibility Consultant, Yale ITS and the Poorvu Center for Teaching and Learning, will provide a broad picture of who benefits from making your events proactively accessible, how to imagine the variety of experiences audiences bring to your content and materials, and how to design and format your communications to comply with university accessibility requirements.</p> <p><a href="#">Michelle Beaulieu-Morgan '11 MA, '12 MPhil, '17 PhD</a>, Digital Accessibility Consultant, Yale University</p>
<p><i>Bewkes Classroom Room 2410</i></p>	<p><b>Placing People First: Biotechnology &amp; Design Thinking</b> Historically, scientists have tackled problems in the lab first, and considered people last. How can we place human beings front and center as scientists design biotechnology that will benefit them? And how can we ensure that these revolutionary devices will work, regardless of whether patients are in New York City, rural Tennessee, or Addis Ababa? In this session, we will explore the concept of design thinking, and how this five-step process ensures the success of new technologies by centering the patients, medical professionals, and government officials who will utilize them, regardless of resources. PremieBreathe, a low-cost infant respirator, will serve as the real-life example to illustrate the concept of human-centered design.</p> <p><a href="#">Anjelica Gonzalez</a>, Associate Professor, Biomedical Engineering, and Head of Davenport College, Yale University</p>

<p><i>Jones Classroom Room 2220</i></p>	<p><b>Courageous Leadership: How to Stand up and Disrupt Inappropriate Behaviors</b></p> <p>Dr. Marietta Vasquez and Dr. Darin Latimore, two healthcare professionals, will lead you in a dynamic workshop where you will be empowered to address inappropriate behaviors, in the healthcare field and beyond. You will learn how to define bias, mistreatment, and microaggressions in the workplace and in our communities. Upon completing this workshop, you will be able to successfully address these issues when they occur and get a clear understanding of potential roles of bystander/upstander situations. With active audience participation via scenarios, you will gain tools on how to effectively stand up and disrupt inappropriate behavior.</p> <ul style="list-style-type: none"> <li>• <a href="#">Darin Latimore</a>, Associate Professor, Internal Medicine, and Deputy Dean for Diversity and Inclusion, Yale University School of Medicine</li> <li>• <a href="#">Marietta Vázquez '90, '20 MAH</a>, Professor of Pediatrics, Yale University School of Medicine</li> </ul>
<p><i>Baker Classroom Room 2430</i></p>	<p><b>Your Corporate Career: A Candid Conversation</b></p> <p>How can you succeed in corporate America if your personal background differs from most of the people around you, and the c-suite is still largely white and male? In this discussion, executives will share their insights on how they have actively managed their careers to achieve satisfaction and professional success. They'll relate their challenges and triumphs, and provide inside tips on how you can use your unique experience as an asset to stand out and move up.</p> <ul style="list-style-type: none"> <li>• <a href="#">Vishal Agrawal '96, '96 MS, '02 MD</a>, Chief Strategy and Corporate Development Officer, Humana</li> <li>• <a href="#">Adrian Hopkins '06</a>, Senior Vice President, Internal Culture and Communications, Grey Group</li> <li>• <a href="#">Angela Lean '93</a>, Senior Business Program Lead for Accessible Employee Experience, Microsoft</li> <li>• <a href="#">Michael McClammy '93</a>, Managing Director, MBI Inc.</li> <li>• <a href="#">Sharon Mwale '16 MPH</a>, Senior Venture Architect, BCG X</li> <li>• <b>Moderator:</b> <a href="#">Weili Cheng '77</a>, Executive Director, Yale Alumni Association</li> </ul>

<p><i>Blumetti Classroom Room 2200</i></p>	<p><b>Addressing the psychological foundations of institutional bias</b>  The aim of this talk is to explore novel ways to tackle institutional bias – an urgent problem that plagues nearly every sector of society, from healthcare and education to law and government. The talk will specifically examine the structural, organizational, and group psychological bases of institutional bias. These are largely hidden processes that can be perpetuated by staff merely performing their everyday work requirements. Attendees will be encouraged to apply these research insights to their own situations and contexts.</p> <p><a href="#">Miraj U. Desai '16 YSM</a>, Assistant Professor, Program for Recovery and Community Health, Department of Psychiatry, Yale University School of Medicine</p>
<p><b>4:15 – 4:30 p.m.</b></p>	<p><b>Break</b></p>
<p><b>4:30 – 5:00 p.m.</b>  <i>Zhang Auditorium Room 1300</i></p>	<p><b>The Practice of Power</b>  The practice of civic power starts with the individual but cannot stop there. In this closing keynote, Citizen University CEO Eric Liu '90 explores how in this time of social upheaval and political disarray, we must all learn to name, claim, and practice power collectively. This is the only path to building a truly thriving multiracial democracy for all.</p> <p><a href="#">Eric Liu '90</a>, Co-Founder and CEO, Citizen University</p>
<p><b>5:00 – 6:00 p.m.</b>  <i>Beinecke Room Room 2300</i></p>	<p><b>Closing Cocktail Reception</b></p>

## THANK YOU!

The IMPACT 3 team thanks all of our speakers for giving their time, energy, and insights to the conference.

### **The Yale Alumni Association IMPACT 3 team:**

Nicholas Roman Lewis '93, Sr. Director, Shared Interest Groups

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For more information on the Diversity, Equity & Inclusion initiatives of the Yale Alumni Association, please visit [www.alumni.yale.edu](http://www.alumni.yale.edu) or email [SIGS@yale.edu](mailto:SIGS@yale.edu).