YARDSTICK MANAGEMENT
⩔ DIVERSIFIEDSEARCHGROUP

NAVIGATING AI & NEW TECH FOR A DIVERSE AND RESPONSIBLE TOMORROW
Ojai Valley, CA | March 18th-21st, 2024

Yardstick Management Institute
Executive Summary

Yardstick Management Institute, a product of Diversified Search Group (DSG), is proud to present the Executive Summary for the 'Navigating AI & New Tech for a Diverse and Responsible Tomorrow' leadership event. This report encapsulates our commitment to navigating the intricate landscape of artificial intelligence (AI) and emerging technologies while steadfastly upholding principles of ethics, equity, and empowerment.

Against the backdrop of the Ojai Valley, CA, leaders from diverse industries convened to engage deeply with vital topics such as the future of work, ethical AI, innovation, diversity and inclusion in tech, and the societal impact of emerging technologies. It was fitting that our seventh leadership event was held in Ojai (pronounced O-hi), California at Ojai Valley Inn. Historically, Ojai is known to be a spiritual sanctuary that was once inhabited by the Chumash tribe. The Chumash named the town after a word that means "valley of the moon." Over time, the majestic enclave has been known as a gathering location for diverse, free thinkers and a place of healing.

At Yardstick Management Institute, we believe in the power of innovation to drive positive change. In the following pages, we invite you to journey with us as we reflect on the outcomes, insights, and impact of the leadership event.

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Established in 2012, **Yardstick Management**, a Diversified Search Group Company, is an award-winning, **Black-founded, and women-led boutique** management consulting and executive search firm. Yardstick provides strategic and comprehensive solutions to mission-driven organizations aiming to solve problems, improve performance, and foster inclusive cultures. Core to Yardstick's offerings are support in the areas of organizational strategy, diversity, equity, inclusion and belonging support, and executive search for the world's most recognizable companies, including Netflix, Amazon, Indeed, Meta, LinkedIn, MIT, and many more.

Suite of Solutions

- Change management
- Customized training and coaching
- DEI strategy (audit, assessment, and implementation)
- Human capital transformation and (organizational design, retention, and mobility)
- Leadership assessments
- New leader onboarding solutions
- Pay equity and compensation analysis
- Pipelining and talent mapping
- Professional development programs and events
- Succession planning
- Success and capability framework development
- Supplier diversity program assessment, creation, and implementation

Expert Insights and Industry Specialization

- Our team has deep industry expertise as well as C-suite and board-level hands-on experience across various sectors.
- For every project, we bring expert insights that are essential for navigating today's complex business landscape.
- Whether you're facing strategic challenges or operational hurdles, we tailor bespoke solutions to meet the specific needs and nuances of your business.

Customized Strategic Support

- We customize every engagement to your needs while leveraging a personalized and data-first approach to our methodology.
- Working in close partnership with you, we develop tailored solutions that drive measurable results that are aligned with your business goals.

Ongoing Partnership and Support

- We are more than consultants or vendors. From scoping, to planning, to execution, and beyond, we are your long-term strategic partners.
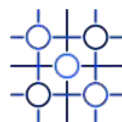
Proven Success in Transformation and Growth

- We have a proven history of guiding businesses through successful transformations and achieving sustained growth.
- Our consulting practice provides organizational strategy; diversity, equity, inclusion, and belonging support; and executive search expertise at the world's most recognizable companies, including Netflix, Amazon, Indeed, Meta, LinkedIn, MIT, and many more.

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Winston Roberts
AI Education Consultant
& Teacher

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Founder

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ROBOTICS & MECHANISMS LABORATORY

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indeed

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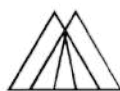
HYPER NIMBUS

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greenhouse

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Monica Miller-Smith, Ed.D.
Vice President, Research and Impact

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Dr. Dennis Hong

Professor & Founding Director, RoMeLa (Robotics & Mechanisms Laboratory) of the Mechanical & Aerospace Engineering Department

Dr. Dennis Hong, a TED alumnus, is a Professor and the Founding Director of RoMeLa (Robotics & Mechanisms Laboratory) of the Mechanical & Aerospace Engineering Department at UCLA. His research focuses on robot locomotion and manipulation, autonomous vehicles and humanoid robots. He is the inventor of a number of novel robots and mechanisms, including the 'whole skin locomotion' for mobile robots inspired by how amoeba move, a unique three-legged walking robot STriDER, an air-powered robotic hand RAPHaEL, and the world's first car that can be driven by the blind. His work has been featured on numerous national and international media. Washington Post magazine called Dr. Hong "the Leonardo da Vinci of robots."

Dr. Hong has been named to Popular Science's 8th annual "Brilliant 10," honoring top scientists younger than 40 years of age from across the United States, "Forward Under 40" by the University of Wisconsin-Madison Alumni Association, and also honored as "Top 40 Under 40" alumni by Purdue University. Hong's other past awards include the National Science Foundation's CAREER award, the SAE International's Ralph R. Teetor Educational Award, and the ASME Freudenstein / GM Young Investigator Award to name a few. Dr. Hong also actively leads student teams for various international robotics and design competitions winning numerous top prizes including the DARPA Urban Challenge where they won third place and the $500,000 prize, and the RoboCup, the international autonomous robot soccer competition where his team won First Place in both the Kid-Size and Adult-Size Humanoid divisions and brought the Louis Vuitton Cup Best Humanoid Award to the United States for the very first time.

Dr. Hong received his B.S. degree in Mechanical Engineering from the University of Wisconsin-Madison (1994), his M.S. and Ph.D. degrees in Mechanical Engineering from Purdue University (1999, 2002).

Dr. Nworah Ayogu

General Manager, Amazon Clinic

amazon clinic

Dr. Nworah Ayogu is General Manager of Amazon Clinic. Prior to this role, he served as Chief Medical Officer of Amazon Pharmacy. Before joining Amazon, Dr. Ayogu was the founding Medical Director for CityBlock Health, a technology-enabled services company delivering medical, social, and behavioral care to high-need populations. He has worked with governments, payers, and health systems to improve access and quality of care and published research in multiple journals including the New England Journal of Medicine. In addition, he has served as a member of the White House Health Equity Round Table and held faculty appointments at Harvard and NYU. Dr. Ayogu obtained his MD from Harvard Medical School and his MBA from Harvard Business School. He trained in Internal Medicine at Columbia University and is a board-certified internist.

Matty Ayers
Co-Founder & Chief Creative Officer

TINYWINS

Matty Ayers is the Co-founder and Chief Creative Officer of the world's leading feelings studio, TinyWins. He works with the internal teams of Salesforce, Slack, CBRE, Porsche, VISA, Warner Music, Playboy, and Equinox as it relates to digital identity and AI innovation. Layering on his experience as Co-Founder and Chief Product Officer, Matty brings his insights as a leading digital design futurist and innovator to building GOSSIP, an Engineering Studio, developing today's most talked about technology. His work with TinyWins has inspired much of GOSSIP's new approaches towards analytics and insights, AI, and 360° engagement tied to human emotion. An entrepreneur at heart, Matty has also ideated, scaled, and exited multiple start-ups across the video, art, payments, content, and CMS verticals. Originally from South Carolina, Matty divides his time between his homes in Los Angeles and New York, working with his teams and talent.

Misty Gaither

Vice President of Diversity, Equity, Inclusion and Belonging (DEIB+)
Indeed

Misty Gaither is Indeed's Vice President of Diversity, Equity, Inclusion and Belonging (DEIB+) leading a global team across the US, APAC, and EMEA. Misty is also responsible for helping Indeed achieve its 2030 ESG goals and developing the DEI International strategy for Recruit Holdings HR Tech Strategic business unit, the parent company for Indeed and Glassdoor. Misty has spent most of her career in various leadership roles within sales organizations, including Altria Group and JPMorgan Chase. Most recently, she pivoted into DE&I by way of a business development role at a nonprofit start up focused on racial equity and inclusion in tech.

As a business development leader, Misty gained recruiting, HR, and D&I operations experience at some of the most coveted tech companies in Silicon Valley. She later took an opportunity to go "in-house" to work on D&I at Twilio as their first D&I business partner. Misty's cross-industry experience contributes to her wealth of knowledge and unique approach to developing strategies that embed DI&B into the company's infrastructure.

Ryan Butler

Vice President of Diversity, Equity & Inclusion, Recording Academy

Ryan Butler serves as Vice President of Diversity, Equity & Inclusion for the Recording Academy® where he leads diversity, equity, and inclusion internally and externally for the Recording Academy and its affiliates. He is responsible for enterprise-wide diversity and inclusion efforts and ensuring the Academy's core value of diversity, equity, and inclusion remains embedded throughout all aspects of the organization, including internal staff culture, Membership, Awards, Advocacy, and related programs. He also sets national and Chapter goals to accelerate outcomes for underrepresented communities and creators.

Butler joined the Academy in 2019 as a key member of the Advocacy and Public Policy team and later served as Director and then Senior Advisor of the Diversity, Equity & Inclusion department. Within DEI, he's led various efforts including the launch of the Academy's first-ever Black Music Collective, the Women In The Mix® Study, alongside Berklee College of Music and Arizona State University, and the implementation of an Inclusion Rider for the 64th Annual GRAMMY Awards®. Under Ryan's leadership, the Black Music Collective has hosted the Recording Academy Honors event during GRAMMY Week and honored Dr. Dre, Missy Elliott, Lil Wayne & Sylvia Rhone to kick off the Academy's celebration of Hip Hop's 50th Anniversary. One big step in the Recording Academy's fight for change. Ryan continues to advocate for inclusion and education by helping the Academy give out multiple scholarships to HBCUs and students across the US, providing twelve scholarships in 2022 alone.

Kelly McKee

Vice President, Decentralized Clinical Trials and Patient Registries

ᗷS MEDIDATA

Kelly McKee serves as Vice President of Decentralized Clinical Trials (DCTs) and Patient Registries at Medidata. She is responsible for creating new solutions to engage patients pre-trial, in-trial, and post-trial, to improve access, awareness, and inclusion of patients in clinical research.

Kelly is a proven clinical trial leader and trailblazer in operationalizing global solutions across organizations including innovations in optimizing patient, site, and sponsor experiences. Prior to Medidata, she spent over 20 years within clinical operations and patient recruitment at top-tier pharmaceutical companies including Sanofi, Merck, Eli Lilly and Co., and Vertex Pharmaceuticals.

Kelly is passionate about celebrating the role that clinical trial participants bring in making new medicines and vaccines possible and was named one of Life Sci Voice's Top Industry Leaders in 2022, PharmaVoice's 100 Most Inspiring Leaders in 2020, Centerwatch's Top 20 Innovators of 2018, and PharmaTimes' Clinical Researcher of the Year, Clinical Research Teams, in 2012. She holds a bachelor's degree in biology from Bryn Mawr College and a masters degree in clinical research administration from George Washington University.

Kunal D. Patel, Ph.D.
Medical Director

Dr. Kunal Patel is an International Health physician and Director at iheed. He is an academic and global health specialist whose work focuses on the themes of global health and the interface between technology, patients, health education and training. Dr Patel has worked extensively within the international development sector, forming partnerships and developing research, which has been instrumental for primary care system strengthening, improving health outcomes and improved advocacy for the use of public health approaches for clinical research using technology and in advocating for greater health education globally.

He is the Programme Director for the Masters in Public Health at the University of Warwick and his recent clinical work has focused heavily on the humanitarian response to the conflict in the Middle East and recent earthquakes in regions such as Afghanistan. Recent publications have included the world's leading review on compassion in AI driven healthcare and narrative reviews on topics such as interprofessional collaboration and learning in diabetes care.

Qiana Conley Akinro

**Senior Executive Director of
The Los Angeles Chapter,
Recording
Academy/GRAMMYS**

RECORDING ACADEMY®

In 1999, Qiana Conley Akinro began working in music at Epic Records. Her career started in Promotions/A&R where she contributed to album projects by Michael Jackson, Jennifer Lopez, and B2K. As Director of Creative/A&R, Television, and Film, she worked for publishers Notting Hill Music Publishing (UK), Ole (Canada), and with Simon Cowell's record labels Syco Records/Sony Music on albums for One Direction, Cher Lloyd, and Alexandra Burke. She quickly became known amongst her peers for her innovative curation of the catalogues and talent roster across genres, media platforms, and music markets.

In 2011, Conley Akinro founded Cue The Creatives where she began Music Supervising on projects such as Nickelodeon's "How To Rock", Lifetime's holiday feature "Seasons of Love" starring Taraji P. Henson, Gladys Knight & Method Man, Lionsgate's release "Public Disturbance" and currently on Showtime's "Flatbush Misdemeanors". Conley Akinro has also worked as a Music Supervisor on indie features premiering at festivals like Urbanworld ("She's Got A Plan"), Pan-African Film Festival (The Muhammad Ali story entitled "The Last Punch"), Blackstar Film Festival ("1 Angry Black Man"), and the Moscow International Film Festival (Puk Grasten's debut film "37" starring "Orange Is The New Black's", Samira Wiley).

She believes strongly in bringing quality music soundscapes to films of all artistic outreach regardless of budget demands. In 2014, Conley Akinro expanded into executive producing for film, TV, and live events, including co-creating/co-producing the Blackout Music and Film Festival with Ryan Coogler's Blackout for Human Rights Organization. In 2015, she began producing/directing "The Untitled TLC Documentary," which follows the journey of the iconic pop girl group, after a 20-year hiatus, as they take on the challenges of making their final album. The film offers a unique look at these groundbreaking women who are set on doing it all on their own.

Additionally, Conley Akinro served four years as Governor plus two terms in the Los Angeles Chapter Board Secretary position of the GRAMMYS' parent entity, the Recording Academy®. In 2023, Conley Akinro became the Senior Executive Director of the Los Angeles Chapter of the Recording Academy/GRAMMYS, working with some of today's most influential music creators and professionals in guiding event programming, membership & board engagement on pioneering programs like "Care For The Culture" and "Stay In, Come Out, Let's Talk". Conley Akinro also oversees national and local advocacy efforts for the largest chapter of the Academy's membership body through partnerships with GRAMMYS on the Hill, MusiCares, and the GRAMMY Museum Foundation.

Myrna Soto
Founder & Chief Executive Officer, Apogee Executive Advisors LLC

Myrna is the Founder and CEO of Apogee Executive Advisors. Apogee Executive Advisors is a boutique advisory firm focused on providing strategic consulting in the areas of Technology Risk, Cybersecurity, Technology integrations, Digital Transformations and Enterprise Risk Management. The firm's work is specific to Executive Leaders and Boards (Public & Private). In this capacity, she also serves as a Strategic Advisor and on the Advisory Boards of multiple privately held organizations. She is a frequently sought-after speaker on Governance, Cybersecurity, Risk Management, Technology Integrations, AI, and financial oversight topics. She is a faculty member of NACD and has also served as an expert speaker for the Diligent Institute.

She previously served as the Chief Strategy and Trust Officer for Forcepoint (a technology provider for enterprises and the federal government). Myrna led strategy around product development, market fit, and elevation of brand recognition of the organization's product portfolio. She was part of the executive team that led the transaction deal team that successfully spun out the company from the Parent organization (Raytheon) to a growth private equity firm.

Myrna served as COO of Digital Hands via an investment interest. Digital Hands was an award-winning managed security service provider (MSSP), and Managed Technology Services provider focused on providing world-class Cybersecurity, and IT operations to customers and partners. She was responsible for Security Operations, Service Delivery, Global Sales, Customer Success, Marketing, and HR. Myrna was responsible for the funding of the company's first capital round, growing top-line revenue, and developing a world-class team prior to her engagement completion.

Myrna serves on the Boards of CMS Energy/Consumers Energy (NYSE: CMS), Spirit Airlines (NYSE: SAVE), TriNet (NYSE: TNET) and Popular Inc. which operates under the brand names of Banco Popular, and Popular Bank (NASDAQ: BPOP). She is recognized as a Governance and Board Leadership Fellow by the National Association of Corp Directors (NACD). Within her public Board service, she serves on a variety of committees including, Audit, Risk, and Compensation committees. She serves as the Nomination & Governance Committee Chair for CMS Energy. In addition to her public board service, Myrna serves on the Board of Delinea, a privately held Cybersecurity Technology Provider, on the Board of privately held Headspace Health, on the Board of Vectra.ai, a privately held cybersecurity and AI technology provider, as well as Huntress, a privately held cybersecurity technology and services provider. Myrna is also an advisor for ThreatConnect and a Senior Investment Advisor TPG Global.

Trey Causey
**Head of Responsible AI &
Senior Director of Data Science**

Trey Causey is Head of Responsible AI and Senior Director of Data Science at Indeed, where he and his team work to ensure Indeed's use of AI is beneficial to job seekers, employers, and society. As the author of Indeed's responsible AI strategy, he leads an interdisciplinary group of data scientists, engineers, and researchers in tackling the sociotechnical issues of algorithmic, human, and systemic bias. He also is a member of Indeed's Environmental, Social, and Governance leadership team, where he and his colleagues are changing the way the world hires, for good.

Donald Knight

**Chief People Officer,
Greenhouse Software**

greenhouse

Donald Knight is Chief People Officer at Greenhouse Software. He leads with a people-first mentality hoping to unlock the potential of Greenhouse talent globally. With a laser focus on the connection between people and the processes that serve them, Donald and his team create proximity by building bridges focusing on enhanced experiences that nurture culture and develop people.

In his role leading the People team, Donald works to help Greenhouse create an environment for people to do the best work of their lives. He is responsible for providing global strategy and leadership in developing, overseeing, and administering people programs. With expansion top of mind, the team delivers a scalable people strategy that enables the organization to expand globally. Before Greenhouse, Donald served as Senior Vice President of Global Talent for Edelman. He helped shape the HR brand as a proactive, insightful, and collaborative solution provider in this role. Donald has held numerous senior leadership roles for Southern Company Gas, a subsidiary of Southern Company (NYSE: SO), and the Defense Commissary Agency.

A native of Virginia, Donald holds a bachelor's degree in criminal justice from Virginia Commonwealth University and a master's degree in human resource management from the University of Richmond. Donald is also a graduate of the project leadership program at the engineering school of Cornell University for business executives. He and his family reside in the Greater Atlanta area.

X. Eyeé
Chief Executive Officer, Malo Santo

MALO SANTO

X. Eyeé is an expert in AI and emerging technologies. A high school and college dropout turned military combat veteran, X forged their own path into tech. Over the past 17 years, X has become a pioneer in blockchain and artificial intelligence serving as an engineering leader, product manager, and researcher for companies like Microsoft, Google, and the Department of Defense.

At Microsoft, X worked on cutting-edge Ambient Intelligence solutions that combined blockchain, AI, and IoT for Fortune 500 companies around the world. They are credited with bringing some of the first enterprise blockchain apps to market. At Google, X worked across all of Google's AI products & research to ensure they were built responsibly and ethically. X created novel research teams, including the Skin Tone team, which developed techniques to improve AI's ability to recognize diverse skin tones. This work set new industry standards for measuring skin tone in AI and enhanced products like the Pixel phone's camera and Google's Image Search.

Now, as CEO of Malo Santo, an AI consulting firm, X empowers companies to build AI that scales – across geographies, cultures, and within communities. In its first 6 months, Malo Santo has provided AI education, governance, and development services to companies such as L'Oreal, Mozilla, and the Emmy award-winning production company Hillman Grad.

Autumn Rowe
Songwriter & Producer

RECORDING ACADEMY®

A leading writer, producer and advocate for songwriter's rights, Autumn Rowe won the Grammy Award for Best Album for the 64th Annual Grammy Awards, one of two nominations in major categories for her extensive writing and producing work on Jon Batiste's album "We Are." Rowe co-wrote five of the album's thirteen tracks, including the single "Freedom," for which she also received a nomination in the Record of the Year category. Rowe, who grew up in the South Bronx without connections to the music industry, has become a rare woman of color to reach the most sought-after echelons of songwriting talent. She has collaborated with many of music's biggest names, including Dua Lipa, Diana Ross, Pitbull, Zendaya, Ava Max, FKA Twigs, and Leona Lewis. Rowe's hits as a songwriter include Alexis Jordan's "Happiness," which served as the official song of the FIFA World Cup and recently resurged in popularity after going viral on TikTok. Rowe is a celebrated vocal coach: she has appeared on The X Factor and on America's Got Talent, where she served as the show's only vocal coach for five years. She is also a talented DJ, who studied at Scratch Academy.

Along the way, Rowe has become a prominent player in the fight for songwriter's rights, against the backdrop of a rapidly changing media landscape. She serves on the Songwriters of North America (SONA) board, where she sits on several committees, including DEI. During the pandemic, Rowe co-founded and became co-director of the Songwriter Fund, a nonprofit enterprise that provides emergency relief grants to songwriters affected by COVID-19. The Fund has raised and distributed more than $500,000 in such grants to date. Rowe has used her place in the Recording Academy community to help advance the causes of musicians. She attended last year's Grammys on the Hill awards and lobbied extensively for songwriters' rights with members of Congress. She helped to fundraise, including through her DJ'ing talents, for Raphael Warnock and Nancy Pelosi. Rowe was also a group leader for the Recording Academy's District Advocate Day. In the recent Copyright Royalty Board trial, Rowe served as a key witness, sharing her personal story as a songwriter and helping to secure a landmark ruling in favor of fairer compensation for songwriters. Rowe has also been an outspoken champion for women songwriters and producers.

When Rowe isn't busy in the studio, she spends her time volunteering as a Grammy U mentor. She has also lectured at Berklee School of Music and Stargate's music schools LAAMP in LA and LIMPI in Norway She recently launched a mentorship program with BMG and SONA called "Ask the Insider," which matches industry experts and mentees. She continues to bring her powerful message of personal triumph and advocacy for others to audiences around the world. Autumn Rowe sees her success as a win for everyone. She uses her growing platform as an opportunity to give back to her community and fight for inclusivity, knowing from her own experience that, in a world where not all musicians can survive, there can be no music in the world.

Vaughn Davis

Founder & Chief Executive Officer
Hyper Nimbus
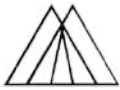
HYPER NIMBUS

Vaughn Davis is at the forefront of pioneering innovation in the hospitality sector, leveraging AI and robotics to transform the way hotels operate and enhance the guest experience. His extensive experience, spanning over ten years at the helm of luxury lifestyle hotels in prime locations such as New York and Los Angeles, has been marked by the successful introduction and growth of experiential luxury brands, thereby elevating industry benchmarks.

At the helm of Hyper Nimbus, Vaughn is breaking new ground by seamlessly integrating AI and robotics into the core operational framework of hotel management. Hyper Nimbus stands as a testament to Vaughn's forward-thinking vision, delivering cutting-edge solutions that significantly enhance operational efficiency, elevate guest satisfaction, and seamlessly blend technology within the hospitality landscape.

Beyond his professional achievements, Vaughn is deeply invested in community engagement and improvement. His active participation in the Diversity, Equity, and Inclusion Committee of the Los Angeles Tourism Board, his influential role on the Board of Directors for the Hollywood Chamber of Commerce, and his leadership as Vice Chair for The Hollywood Partnership underscore his commitment to enriching the communal fabric of Los Angeles for residents and visitors alike.

With a background that traverses the realms of fashion and entertainment, coupled with a foundational education in Political Science from Hofstra University, Vaughn possesses a unique skill set that empowers him to lead and innovate within the hospitality industry, navigating its dynamic technological advancements. Vaughn Davis isn't just navigating the future of hospitality technology; he's actively sculpting it, establishing himself as a visionary leader in redefining the essence of modern hospitality.

Winston Roberts

AI Education Consultant & Teacher, KIPP New Jersey

KIPP:NJ
PUBLIC SCHOOLS

Winston Roberts stands as a beacon of innovation in education, with over seven years of dedication to shaping the next generation at KIPP BOLD Academy in Newark, NJ. A proud Morehouse Man, Winston graduated magna cum laude and Phi Beta Kappa in 2014, armed with a BA in Political Science and a Master's from the Relay Graduate School of Education, sharpening his pedagogical skills for a rapidly evolving world.

At the heart of Winston's educational philosophy is a keen eye on the future, especially the transformative role of Artificial Intelligence in learning. His work culminated in a groundbreaking presentation alongside Dr. David Jackson at the National Literacy Institute Mega Conference, introducing "Artificial Intelligence's Reinvention of Literacy Planning" to the educational community. This initiative showcased the seamless integration of AI in lesson planning, heralding a new era of personalized and efficient instruction.

Winston's influence extends beyond the classroom through his "Teacher in a Suit" YouTube channel, where he demystifies AI tools like ChatGPT, making them accessible to educators, parents, and students alike. His advocacy for AI in education led to a transformative policy change within the KIPP NJ network: AI tools, once blocked for staff use, were unblocked due to his efforts. This pivotal shift now enables teachers to harness the power of ChatGPT, significantly easing their workload and combating educator burnout, thereby enriching the teaching and learning experience across the board.

His expertise and innovative approach to education have positioned him in esteemed circles, including a featured panelist role at the Walton Family Foundation's Q3 Education Committee meeting. There, alongside luminaries like Jim Walton, and Carrie Walton Penner, and with Sal Khan presenting virtually, Winston shared insights on leveraging AI tools in education, underscoring the caliber of discourse he contributes to.

Winston's life is enriched by his membership in Alpha Phi Alpha Fraternity, Inc., and his roles as a devoted husband and new father, grounding his vision for a future where education empowers all students to thrive in an AI-enhanced world.

Aileen K. Alexander

**Chief Executive Officer,
Diversified Search Group**

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Aileen K. Alexander is the Chief Executive Officer of Diversified Search Group, the largest woman-founded executive search firm in the world. Her responsibilities include oversight and management of the company. She previously served as Vice Chair, leading the firm's Global Corporate Practice. Aileen is a Global Board Member of AltoPartners, a leading international alliance of executive search firms, with Diversified Search Group as the exclusive U.S. partner.

Based in Philadelphia, Alexander is a recognized leader in the executive search and talent management industry, having led C-suite and board-level searches from large, global corporations to high-growth entrepreneurial companies. She leverages her expertise in technology, cybersecurity, risk management, leadership, and succession planning to enable clients to achieve their purpose and strategic priorities. Alexander is committed to ensuring client service that is creative, nimble, responsive, always centered on people first, and building diverse teams that drive innovation, growth, and inclusive cultures.

Prior to joining Diversified Search Group, Alexander was a Managing Partner at Korn Ferry where she co-launched and co-led the firm's Global Cybersecurity Practice. She had leadership responsibilities for Philadelphia and was also a member of the Technology Officers and Aerospace and Defense practices. She entered the industry with Heidrick & Struggles, in their Washington, DC office.

Before embarking on her career in executive search, Aileen worked in international security and defense policy at the Department of Defense and the U.S. House of Representatives. She is also a military veteran, having served as a Captain in the U.S. Army.

Aileen is a member of the CEO Council of Growth at the Philadelphia Chamber of Commerce and also a member of the University City Science Center Board of Directors. Additionally, she sits on the Board of her alma mater, Villa Joseph Marie High School in Holland, PA.

Ebbie Parsons, Ed.D.

Founder, Yardstick Management | Diversified Search Group

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Dr. Ebbie Parsons, III, is the Founder and Managing Partner of Yardstick Management. A seasoned business executive with a passion for intentional impact, he has been applauded for his strategic thinking, engaging leadership, and results-oriented mindset throughout his successful career. After working at Fortune 500 companies, including Intel, Medtronic, and American Express, Dr. Parsons III decided to transition from a promising career in business in 2007 to join the prestigious Broad Residency Program in Educational Leadership. The Broad Residency was his first introduction to the inner workings of America's public education system, where he served as the Chief Operating Officer of Hartford Public Schools.

Championing the overhaul of the district's school funding methodology, he negotiated the state's first pay-for-performance teacher union contract. He led the redistricting of the city to an "All-Choice" system of schools. Following his time in Hartford, Dr. Parsons, III, was on the founding team of the groundbreaking Relay Graduate School of Education, where he led the organization's Human Capital function. Following Relay, he took on a new challenge to serve as the Chief Operating Officer of the third-largest Charter Management Organization in the U.S., Mosaica Education, Inc. At Mosaica, Dr. Parsons, III, managed over 80 schools across eight states, Washington, D.C., the Middle East, and Asia. He led Mosaica to its two consecutive most profitable years in its 14-year history while simultaneously leading the company to its highest academic performance results in years.

Leveraging his wealth of experience and expertise in business and education, he launched Yardstick Management with a vision to become a leader in transforming and impacting the global landscape of the management consulting industry. Less than a decade later, Yardstick Management has become a world thought leader and powerhouse in providing specialized Management, Diversity, Equity and Inclusion, and Talent consulting services to renowned mission-driven brands and organizations worldwide. Yardstick Management is committed to building its clients' internal capacity to enhance its ability to deliver extraordinary results to its constituents.

Reena Patel, , Ph.D.

**Global Managing Partner,
Yardstick Management |
Diversified Search Group**

Reena Patel, Ph.D. serves as the Global Managing Partner on the Yardstick Management Team. Her expertise includes digital strategy, casino gaming, product licensing, and organizational growth. In her former position with Playboy Enterprises Inc (PLBY Group) Reena functioned as President of International and Chief Operating Officer of Global Licensing and Joint Ventures. She was responsible for Playboy's brand monetization across licensing, gaming, digital products, and third-party retail. She previously served as a member of the senior management team as Vice President of Global Licensing at International Game Technology (NYSE: IGT) with additional experience in various roles with Merrill Lynch and Sun Life Investments. Reena also has community-based board experience with California health advocacy and service provider, HealthRight 360 and women's mental health and services provider, Prototypes.

Reena holds a B.Sc. in Basic Medical Sciences from the University of Toronto, Canada, a MBA from Plymouth University, New Hampshire, and a Ph.D. in International Business from the ISM, Paris. She lives in Los Angeles with her partner, two boys, and three pups.

Slma Shelbayah, M.A.

Chief Communications & Marketing Officer, Diversified Search Group

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Slma Shelbayah serves as the Chief Communications & Marketing Officer at Diversified Search Group. Her background includes more than 15 years of experience as an award-winning journalist, communication, and public relations expert in the media industry, including experience as a reporter, show host, editor, writer, voice-over artist, and producer.

Previously, Slma was the Chief Communications Officer at Yardstick Management and oversaw the internal and external communications strategy alignment, marketing, public relations, branding, and project management solutions for clients. Additionally, Slma managed her own communication consulting firm. She brings with her experience as a former Director of Corporate Public Relations with Savannah College of Art and Design. Previous to that role, she spent many years in journalism as a producer, writer, and assignment editor at CNN. She has also taught as an Adjunct Professor of communications, language, and business for several universities, including Brenau University, Georgia State University, and Clayton State University.

Slma holds a B.A. in Journalism with a minor in Sociology and an M.A. in Linguistics with a focus on cross-cultural linguistics of Spanish and Arabic, both degrees from Georgia State University. She was inducted and graduated from LEAD Atlanta's distinguished and highly selective leadership program for the class of 2018. She has also obtained a certificate from Oxford University, in the U.K., during which students were selected from 30 countries across the world to pursue a seminar on global media policy: technology and new themes in media.

Monica
Miller-Smith, Ed.D.
Vice President, Research and Impact

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Dr. Monica Miller-Smith serves as the Director of Research and Impact at Yardstick Management, where she oversees training and development. For nearly fifteen years, she instructed courses in Human Development and Family Sciences at the University of Connecticut, University of Bridgeport, and Central Michigan University. She possesses expertise in diversity, equity, and inclusion, low-income populations, civic engagement, and distance education. Some of her most notable academic and education-related experiences are developing a mentoring program that provided service-learning experiences for thousands of elementary students and hundreds of college students in Connecticut, presenting at national and international conferences on civic engagement, economic inequality, and experiential learning, and creating early childhood, socioemotional teacher trainings and developmental screening assessments to connect families in Nevis, West Indies with speech language and behavior therapy resources.

Her textbook, Families and Children Living in Poverty, was published in March 2020. It explores the factors that contribute to the existence of poverty, as well as the social, developmental, and environmental ramifications of poverty. Through scholarly studies, case studies, historical events, and contemporary happenings, readers examine the connections between poverty and family-related challenges, including adverse childhood experiences, lack of a living wage, health disparities, social exclusion, and homelessness. Monica is currently working on the second edition of her textbook.

Monica earned her Doctorate in Education from the Rossier School of Education at the University of Southern California. She is an avid traveler and has lived in California, Connecticut, Massachusetts, New York, Puerto Rico, and Nevis, West Indies. She currently lives in St. Simons Island, Georgia with her husband and two daughters.

ATTENDEE SNAPSHOT

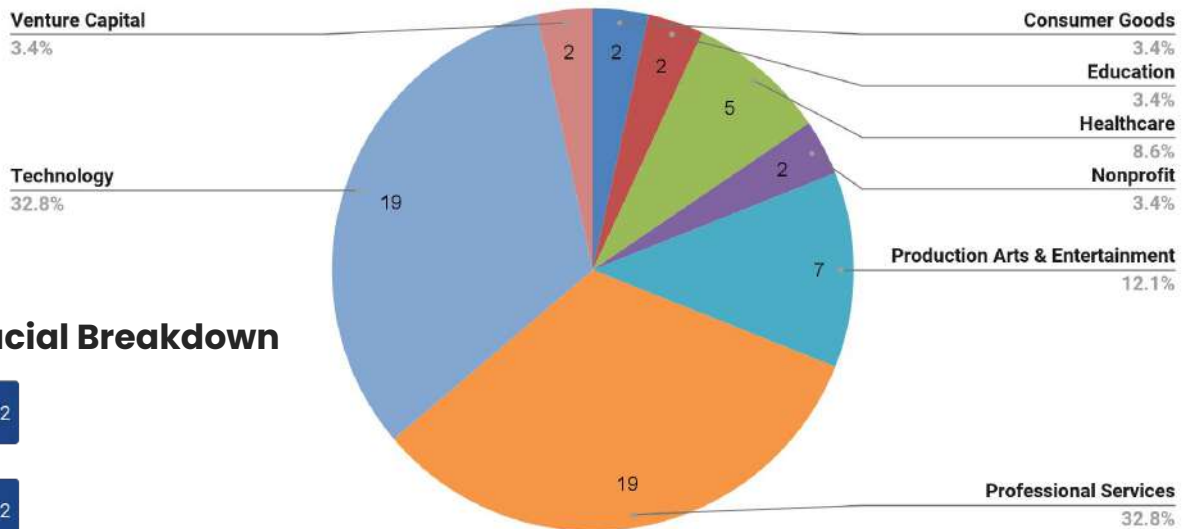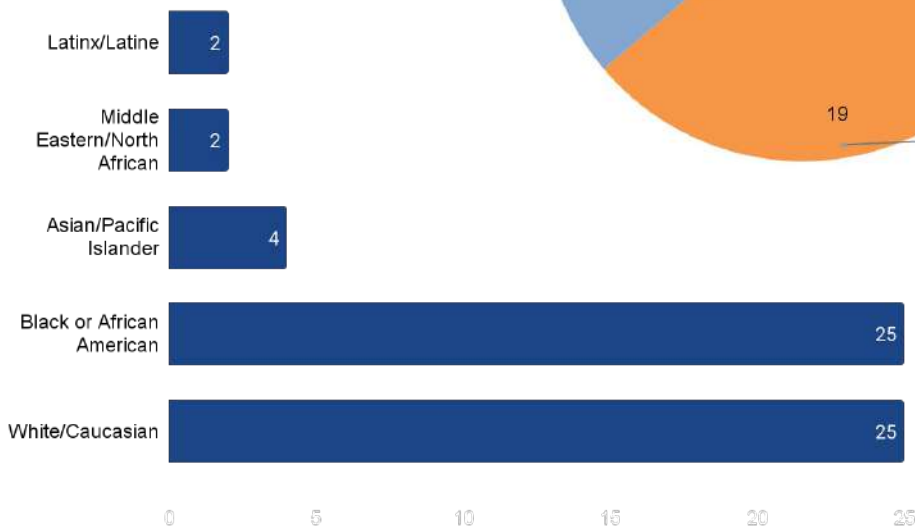**Number of Companies Represented**

41

Number of Attendees

58

Industries Represented

Venture Capital 3.4%

Technology 32.8%

Consumer Goods 3.4%
Education 3.4%
Healthcare 8.6%
Nonprofit 3.4%
Production Arts & Entertainment 12.1%

Professional Services 32.8%

2 2 2 5 2 19 7 19

Racial Breakdown

Category	Value
Latinx/Latine	2
Middle Eastern/North African	2
Asian/Pacific Islander	4
Black or African American	25
White/Caucasian	25

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AI's True Promise

Dr. Ebbie Parsons & Winston Roberts

The conversation between Dr. Parsons and Roberts examined the intersection of education, AI, and strategic decision-making. Roberts discussed AI's role as a universal translator and highlighted its ability to enhance engagement and efficiency in both education and business settings. He shared the need for human strategic direction alongside AI's capabilities.

Dr. Parsons and Roberts' conversation underscored the transformative potential of AI in revolutionizing various aspects of human endeavor while urging a thoughtful approach to its integration. Overall, the dialogue underscored the transformative impact of AI on education, business, and strategic decision-making, while emphasizing the importance of human leadership and creativity in navigating this technological evolution.

Key Points

Disruption and Potential of AI:
- AI is seen as a powerful tool capable of revolutionizing education and business practices.
- It offers unprecedented potential to streamline administrative tasks, improve engagement, and enhance strategic decision-making processes.

Role of Humans Alongside AI:
- While AI can automate many tasks and provide valuable insights, human strategic direction remains essential.
- Humans are uniquely positioned to interpret AI-generated insights, formulate strategic plans, and drive innovation.

AI as a Universal Translator:
- AI serves as a universal translator, enabling communication and understanding across diverse contexts, cultures, and industries.
- It has the capacity to transform how information is synthesized, communicated, and applied in various fields.

Balancing Automation with Human Creativity:
- AI's ability to automate tasks and generate insights frees up human resources to focus on higher-level strategic thinking and creativity.
- While AI can enhance efficiency, it is essential to maintain a balance between automation and human ingenuity to drive innovation and progress.

Adapting to Technological Evolution:
- There is a recognition of the need for continual adaptation and learning to leverage the potential of AI effectively.

Do Robots Need to Look Like A Human?

Dr. Dennis Hong

Dr. Dennis Hong, a professor at UCLA, presented a comprehensive overview of advancements and innovations in robotics, emphasizing the evolution of humanoid robots and the challenges faced in their development. Dr. Hong defined robots as entities possessing **sense, plan, and act capabilities**. From the introduction of Charlie, the first full-size humanoid robot in the United States, to the creation of innovative solutions like scalar spine and climbing autonomous legs, Dr. Hong explored the necessity of humanoid form in robots living alongside humans.

The advancements in robotics, particularly in the development of humanoid robots, are closely intertwined with the field of artificial intelligence (AI) and have significant implications for the future of the workforce. **Why does this matter?**

1 Automation of Labor-Intensive Tasks: As humanoid robots become more capable and versatile, they have the potential to automate a wide range of labor-intensive tasks traditionally performed by humans. This automation can lead to increased efficiency, reduced labor costs, and improved safety in industries such as manufacturing, construction, and logistics.

2 Collaborative Robotics (Cobots): Rather than completely replacing human workers, humanoid robots equipped with AI can collaborate with humans in shared workspaces, a concept known as collaborative robotics or cobotics. Cobots can assist human workers by performing physically demanding or repetitive tasks, enhancing productivity and reducing the risk of workplace injuries.

3 Augmentation of Human Capabilities: Humanoid robots augmented with AI can augment human capabilities in various fields, including healthcare, education, and entertainment. For example, robots like Artemis can assist healthcare professionals in patient care tasks, support educators in classroom settings, and entertain audiences with interactive performances.

AI & The Future of Work

Misty Gaither & Trey Causey

In their conversation, Causey and Gaither discussed the intersection of AI, responsible technology development, and the future of work. They highlighted the importance of diversity and inclusion in AI development, recognizing the inherent biases that can impact technology and society. Causey emphasized the need for a thoughtful approach to AI, combining technical innovation with a healthy skepticism and consideration of long-term consequences. Gaither underscored the significance of incorporating diverse perspectives in AI teams and decision-making processes.

Together, they discussed concrete examples of using AI responsibly, such as developing job description writing tools with built-in feedback loops to improve outcomes for both employers and job seekers. Their dialogue showcased a collaborative effort to navigate the complexities of AI ethics and its implications for the workforce.

Collaborative Continuous Improvement

How important is dialogue? Advocate for a balanced approach that prioritizes transparency, accountability, and fairness. This collaborative effort not only addresses emerging challenges but also fosters a culture of continuous improvement. By engaging with diverse stakeholders, organizations can navigate the complexities of AI ethics and workforce implications more effectively.

Diversity and Responsible AI Integration

It is important to remember the importance of incorporating a wide range of voices, representing various backgrounds, to address biases and promote equity in AI teams. Responsible AI practices within the values of the company are crucial. This integration ensures that ethical considerations are not relegated to a standalone task but are intrinsic to how products and services are built and deployed.

Equitable Access and Product Enhancement

Responsible practices not only elevate ethical standards but also yield tangible improvements in product differentiation and competitiveness. To address this trend effectively, stakeholders should prioritize transparency, implement bias mitigation measures, diversify data sets, and continuously monitor practices. Additionally, adherence to ethical guidelines, stakeholder engagement, and investment in training are vital for fostering fairness and inclusivity.

Health, Tech & Equity

Dr. Nworah Ayogu

Dr. Ayogu began his session by evoking emotions related to healthcare experiences, emphasizing the universal nature of such experiences and their significance in shaping perceptions of the healthcare system. He then outlined key themes: healthcare, technology, and equity. Under healthcare, he explored the staggering cost, poor outcomes, and persistent disparities in the US system, focusing on its massive impact on both personal finances and national spending priorities. Dr. Ayogu delved into the breakdown of healthcare spending among various stakeholders, including individuals, employers, and government, noting the role of Medicaid in providing access to care. Under equity, he analyzed disparities in healthcare outcomes, particularly concerning race, referencing historical injustices like the Tuskegee syphilis study and contemporary biases in medical practices and algorithms. Dr. Ayogu emphasized the need for addressing systemic inequalities and biases embedded in healthcare systems and technologies to achieve equitable outcomes.

How can AI revolutionize healthcare?

AI-driven solutions have the potential to optimize healthcare spending by streamlining administrative tasks, reducing inefficiencies, and improving resource allocation.

AI can help address healthcare disparities by providing targeted interventions, identifying at-risk populations, and facilitating more equitable access to care through telemedicine and remote monitoring technologies.

AI technologies can analyze large datasets to identify disparities in healthcare outcomes based on demographic factors like race, enabling policymakers and healthcare providers to develop targeted interventions to address systemic inequalities.

AI applications can enhance programs by improving patient identification, risk stratification, and care coordination, ultimately leading to better health outcomes for underserved populations.

Cybersecurity, Risk Management & AI Fireside Chat

Aileen Alexander and Myrna Soto

In this enlightening session, Soto and Alexander provided insights on the intersection of cybersecurity, healthcare, and AI from a boardroom perspective. They both emphasized the importance of understanding these topics not only from a technical standpoint but also from a governance and risk management perspective. Soto shared her unconventional career journey, starting from mental health counseling to eventually becoming a global CISO for major corporations, highlighting the value of seizing opportunities and remaining open to diverse career paths. She discussed the evolving role of boards in overseeing cybersecurity and AI, noting the emergence of specialized committees to address these critical areas. Soto also spoke about recent SEC regulations on cybersecurity disclosure and predicts a similar regulatory framework for AI adoption in the future. Alexander shared learnings from her cybersecurity background and spoke about the FUD concept (Fear, Uncertainty, and Doubt) and how the tool was used to change behavior versus awareness.

Furthermore, Soto and Alexander described the benefits and risks of AI in security, recognizing its potential to enhance defense mechanisms while also acknowledging the challenges posed by sophisticated adversarial tactics. Overall, the session advocated for a balanced and proactive approach to leveraging AI responsibly in cybersecurity practices.

Regulatory Environment

Stay Informed: Keep abreast of evolving regulatory frameworks and the recent SEC rules on cybersecurity to ensure compliance and mitigate risks associated with inadequate disclosure practices.

Prioritize Transparency: Recognize the importance of transparency and accountability in disclosing cybersecurity incidents and AI usage to protect the interests of investors and the broader public, thereby fostering trust and confidence in your organization's operations.

Benefits and Risks of AI in Security

Leverage AI Defensively: Utilize AI to enhance defense mechanisms against cyber threats by analyzing network traffic and automating threat response, thereby bolstering your organization's security posture.

Stay Vigilant: Acknowledge the risks associated with AI, including its potential for weaponization by adversaries and the challenges of detecting sophisticated phishing email campaigns.

Call for Responsible AI Adoption

Prioritize Ethics and Risk Mitigation: When leveraging AI in cybersecurity, adopt a balanced and proactive approach that considers ethical implications and implements robust risk mitigation strategies to ensure responsible and secure practices.
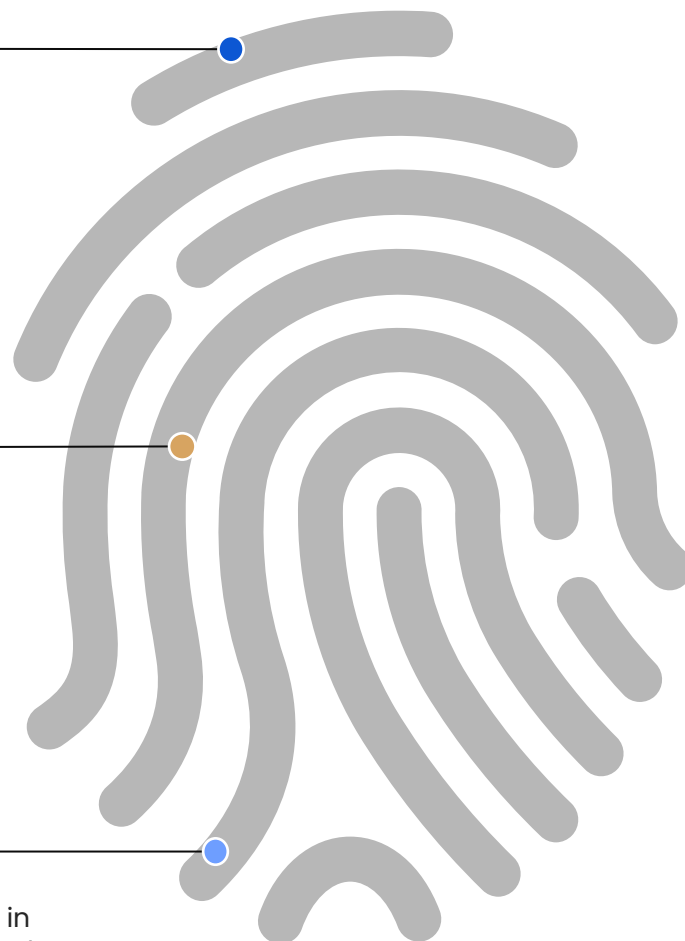
The Transformative Potential of AI In Diverse Businesses

Vaughn Davis

Davis explained AI's capability to revolutionize operations, drive efficiency, and enhance decision-making across industries such as retail, healthcare, manufacturing, and hospitality. Davis illustrated how AI can optimize workflows, improve customer experiences, and unlock new opportunities for growth and innovation. Additionally, he discussed the ethical considerations surrounding AI and highlighted its role in addressing societal challenges like talent acquisition in hospitality and homelessness in Los Angeles. Overall, the narrative underscored AI's profound impact on businesses and its potential to shape a more efficient, ethical, and innovative future (*see appendix*).

1

Innovation

Leveraging new pathways for growth and change.

2

Efficiency

Streamline processes to optimize and expedite operations.

3

Ethics

Devising principles and standards to guide the development and usage of AI systems.

Building Responsible AI & Innovation

X. Eyee

In this comprehensive presentation, X led the attendees into the realms of responsible AI and demystified various aspects of artificial intelligence. They drew from their extensive experience in the field, spanning over 17 years, including stints at Microsoft and Google. The talk defined fundamental concepts of AI, such as machine learning and deep learning, as well as practical applications like natural language processing and computer vision. Emphasizing the importance of understanding AI's interdisciplinary nature, X provided insights into training algorithms, generative AI, and the complexities of language models. X underscored the imperative of inclusive decision-making and meticulous approach in AI development and deployment, urging for a nuanced understanding of fairness, trust, and transparency in algorithmic systems.

Ethical Mitigation in Deployment:
- Actively confront ethical dilemmas and biases inherent in AI algorithms by implementing deliberate strategies to mitigate risks and promote inclusivity during deployment.
- Incorporate diverse perspectives and ethical frameworks into AI development processes to address societal concerns and foster trust in AI technologies.

Cultural Sensitivity in AI Deployment:
- Consider how cultural and regional differences influence AI algorithms, ensuring that AI systems account for diverse needs and perspectives.
- Highlight instances where overlooking regional disparities in AI algorithms has led to adverse outcomes, emphasizing the importance of cultural sensitivity in deployment.

Unintended Harm from AI Algorithms:
- Recognize the potential for AI algorithms to cause harm through errors, biases, and lack of oversight, necessitating rigorous testing and monitoring protocols.

Ethical Considerations in AI Use:
- Critically assess the ethical implications of AI applications, such as writing detectors, to mitigate biases and prevent discriminatory outcomes.
- Highlight concerns regarding the misuse of AI-generated content for harmful purposes, emphasizing the ethical imperative of responsible AI usage and regulation.

Responsibility and Accountability in Development:
- Stress the importance of responsible AI development practices, including ongoing monitoring and updates to address evolving societal dynamics and ethical considerations.
- Advocate for a proactive approach to address underlying issues in AI systems, rather than relying solely on post-processing fairness measures.

AI Ascension: Reskilling, Ethics, and the Quest for Balanced Equity

Donald Knight

Knight delved into the ascension of AI and its ethical implications, emphasizing the need for reskilling humans in an equitable manner. Knight highlighted the potential of AI to eliminate mundane tasks and increase human fulfillment while cautioning against biased hiring processes. He discussed the historical context of AI and stressed the importance of intentional development and deployment. Knight shared insights into the challenges and opportunities presented by AI, advocating for diversity and inclusion in the tech industry. He outlines Greenhouse's approach to AI, focusing on automation and content generation while prioritizing ethical decision-making and structured interviewing.

Equitable Reskilling: Stress the importance of fair reskilling opportunities for humans amidst AI's ascent, ensuring a level playing field.

Streamlining Tasks for Fulfillment: Highlight AI's potential to streamline tasks, emphasizing how it can enhance human fulfillment alongside efficiency.

Prioritize Fairness and Transparency: Emphasize fairness and transparency in AI development and deployment, avoiding biased hiring and unethical decision-making.

Mitigate Bias and Unethical Practices: Caution against biased hiring practices and unethical decision-making in AI deployment, advocating for ethical considerations at every stage.

Promote Diversity in Hiring: Discuss efforts to promote diversity and equity in hiring, showcasing the significance of diverse perspectives in building AI technologies.

Prioritize Human Fulfillment: Advocate for prioritizing human fulfillment over mere productivity in the tech industry, stressing the need for reskilling and diversity.

Diversity for Innovation: Underscore the role of diversity of thought in driving innovation and sustainable growth, highlighting its importance alongside technological advancements.

The Feeling of AI

Matty Ayers

In an engaging presentation, Ayers shared his personal journey, intertwining experiences that have shaped his evolution from childhood hurdles to entrepreneurial achievement. Leveraging insights from psychology and marketing, Ayers explored the impact of narrative archetypes and character roles on consumer perceptions. Drawing parallels with brands like Dyson and Tesla, he illustrated the power of emotional design in creating products that resonate deeply with consumers, transcending mere utility to embody aspirations and identities.

Enhance Brand Loyalty with AI: Showcase how AI-driven emotional connections foster brand loyalty and influence purchasing decisions, driving long-term consumer allegiance.

Evoke Emotions with AI

Harness AI for Emotional Engagement: Utilize AI to evoke emotions such as nostalgia and connection, creating meaningful interactions with users.

Designing AI with Human Sensitivity

Adopt Human-Centered AI Design: Emphasize human-centered design principles in AI development to ensure technology resonates with users' needs and experiences.

Adopt Human-Centered AI Design: Emphasize human-centered design principles in AI development to ensure technology resonates with users' needs and experiences.

Leveraging AI for Emotional Branding: Explore how AI can be used to deepen emotional connections between brands and consumers, citing examples like Corona and Budweiser.

Bridging Gaps in Healthcare and Technology

Dr. Kunal D. Patel & Kelly McKee

In this presentation Dr. Patel and McKee provided insights into integrating technology into healthcare and building products for global impact. They emphasized the importance of principles such as acting locally and understanding health inequalities and inequities. The speakers discussed the need for compassion in AI technologies and explored how AI can enhance healthcare, particularly in understanding patient journeys and addressing biases. The presentation also delved into the challenges and opportunities in clinical research, highlighting the importance of diversity, inclusion, and decentralized clinical trials.
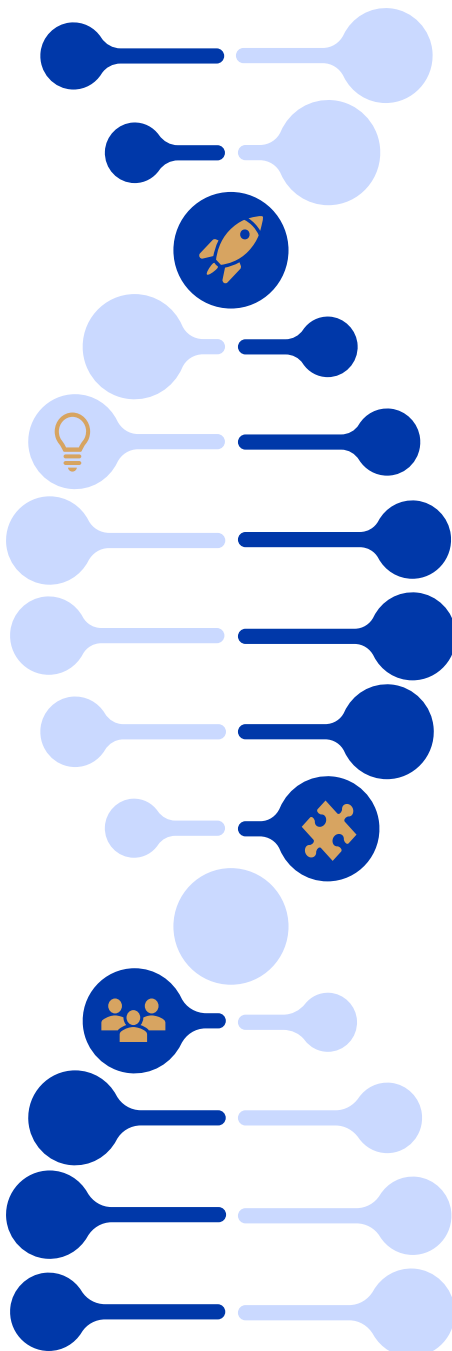
Integration of Technology in Healthcare:

- It is important to act locally in understanding health inequalities and inequities, underscoring the need to consider indigenous local knowledge to achieve meaningful impacts, particularly in regions with diverse healthcare needs.

- Through examples such as prostate cancer disparities and maternal mortality rates in different regions, health disparities and inequities manifest. AI can help culminate the research for localized solutions.

Compassion in AI Technologies:

- It is important to have compassion when it comes to AI-driven healthcare solutions, underscoring the need to understand patient journeys and address biases to ensure empathetic and effective care delivery.

- AI technologies can enhance compassion by understanding patient experiences and cultural nuances, stressing the importance of co-designing AI solutions with healthcare professionals to ensure authenticity and effectiveness.

- Through examples such as AI-driven chatbots for nursing home residents and tailored interactions with diverse patient populations, AI can positively impact healthcare outcomes and patient experiences.

Inclusion in Music Tech Presented by the Recording Academy

Moderated by Ryan Butler Featuring Autumn Rowe & Qiana Conley Akinro

This session began with Butler setting the stage to talk about how AI is impacting music creation and production. Rowe reflected on the challenges and opportunities presented by emerging technologies, particularly AI, in reshaping music production and consumption. Additionally, Conley Akinro emphasized the importance of advocating for creators' rights in the face of AI-generated music, highlighting the Recording Academy's efforts to uphold human creativity and intellectual property rights. Through insightful commentary and advocacy, the speakers offered valuable perspectives on navigating the evolving landscape of the music industry in the age of AI.

AI's Impact on Music Creation:
- Explore AI's role in reshaping music production and consumption, highlighting its influence on creativity and expression while addressing risks of homogenization.

Protecting Artists' Rights:
- Advocate for safeguarding intellectual property rights in the age of AI-generated music, ensuring human creativity remains central to artistic expression.

Response to Emerging Technologies:
- Provide insights into the music industry's engagement with emerging technologies like AI, discussing ethical considerations and efforts for policy advocacy and collaboration.

Addressing Power Dynamics and Advocating for Creators:
- Acknowledge tech giants' influence in the industry and advocate for copyright reform and fair compensation for creators.
- Maintain transparency and accountability in discussions, promote collaboration, explore revenue-sharing models, and emphasize ongoing dialogue and advocacy for creators' rights.

AI Market Trends, A Summary

Dr. Reena Patel

Growth and Impact of AI:
- The global AI market is projected to accelerate, with a significant increase in its value and adoption rates.
- By 2030, around 97 million people are expected to work in AI-related fields, indicating its pervasive influence on the workforce (*see appendix).*
- AI is predicted to contribute substantially to global GDP growth and revolutionize the way people work and interact.

Ethical and Responsible Implementation:
- Concerns about AI perpetuating bias and discrimination were raised, emphasizing the need for ethical guidelines and advocacy for responsible AI development.
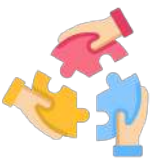
Diversity and Applications of AI:
- The diverse nature of AI was acknowledged, spanning various disciplines such as robotics, machine learning, natural language processing, and computer vision.
- AI's applications across industries, including healthcare, education, cybersecurity, and entertainment, were explored, emphasizing its potential to benefit society.

Risks and Challenges:
- Risks associated with AI, such as its potential to perpetuate biases and lack critical human understanding, were discussed, emphasizing the importance of responsible integration and oversight.
- Examples of AI misuse and unintended consequences highlight the need for cautious and thoughtful implementation strategies.

Collaboration and Adaptation:
- The importance of human-AI collaboration in the workforce was emphasized, suggesting that embracing AI technologies can provide a competitive advantage.
- Discussions focused on fostering fluency in AI technologies, addressing biases, and preparing for the evolving workforce landscape.

Optimism and Potential of AI:
- Despite challenges and risks, speakers expressed optimism about AI's potential to bring about positive change, including improved healthcare, accessibility, and communication for individuals with disabilities.
- Personal anecdotes underscored the transformative impact AI could have on individuals and communities, offering hope for addressing long standing challenges and improving quality of life.

Final Thoughts & Next Steps

The AI revolution has the potential to shape the future and transform how we do business. Organizations from across industries are adapting and integrating AI throughout business processes. According to the IBM AI Global Adoption Report, "44% of organizations are working to embed AI into current applications and processes and two-thirds of companies are already or are planning to apply AI to their sustainability-related goals." With these technological advancements, it is important to create a system of checks and balances. By creating an equilibrium between developing transformative technology and human intervention, there can be continued growth in AI and Digital Innovation, but humans will remain at the apex of everything.

As the 2024 Tech Cohort embarks on the journey of navigating technological changes in our society, please know that the Yardstick Management Institute community is here to serve as a supportive resource. We hope that attendees continue the conversations that they started at 'Navigating New Tech & AI For A Diverse and Responsible Tomorrow' and connections evolve into sustainable, long-term relationships that flourish over time. Please keep in mind that greatness can emerge from cross pollinating ideas across industries, embracing diverse ways of thinking, and mobilizing collectively to reach a common goal.

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