



New Global Report Released in London

The Center for Work-Life Policy was honored at the House of Commons in London on April 27, 2006 for "Global Multicultural Executives and the Talent Pipeline," a report which comprises an expansion of the *Harvard Business Review* article "Leadership in Your Midst." The reception was attended by 150 people including the CWLP advisory board and featured remarks by the Rt. Honorable Paul Boateng, UK Ambassador to South Africa; Jeremy Issacs, Lehman Brothers' CEO Europe and Asia; Cari Dominguez, Chair of the US EEOC and her counterpart Jenny Watson, Chair of the UK Equal Opportunities Commission; Carolyn Buck Luce, Sylvia Ann Hewlett, and Cornel West.

The new report is based on data from a targeted survey of multicultural executives working primarily in India, South Africa and the UK. The study finds that subtle forms of discrimination continue to limit the careers of global multicultural executives. Fully 43% are considering quitting as a result of hidden bias, a powerful finding given the fact that only 17% of the global talent pipeline these days is comprised of white males.

First Annual Hidden Brain Drain Summit

The Hidden Brain Drain Summit will take place on June 19-20, 2006 at the Time Warner Conference Center at Columbus Circle in New York. The event will bring together all 34 Task Force companies with each member company fielding a "change agent" team. The Summit is not open to the public.

The Summit will begin on the evening of the 19th with cocktails, dinner and a presentation by Sylvia Ann Hewlett and Carolyn Buck Luce on "Off-Ramps and On-Ramps," "Leadership in Your Midst" and the arc of our future work. Gwen Ifill will then moderate a conversation with Task Force co-chairs and advisors about the implications of our research for both individuals and corporations.

HBD Research Continues to Create Waves

Sylvia Ann Hewlett has given several presentations over the last couple of months. At the Conference Board's annual diversity conference in New York on May 11, Sylvia was on a panel entitled "White Males, White Models, and Diversity." Sylvia also gave a talk at the Sloan Foundation's conference in Chicago on, "Why Workplace Flexibility Matters: A Global Perspective." In addition, on May 18, she was a key speaker for a Women's Bureau teleconference on flexible careers. It was so popular that a second teleconference is being scheduled.

Help Spread the Word About Flexibility

Please provide us with the name of an HR contact who can speak about your company's success with flexible work programs. The U.S. Department of Labor Women's Bureau wants to hear about your best practices. Send a short synopsis to Karen Sumberg at ksumberg@worklifepolicy.org.

Tuesday will begin with a conversation with Richard Parsons, Chairman and CEO of Time Warner, on the strategic imperatives for CEOs, followed by interactive breakout sessions in which participants will uncover emerging best practices, build action plans and network with peers. There will be ample time for company change agent teams to brainstorm and plan next steps.

Diversity Inc.'s Top 50 for Diversity

Congratulations to **American Express, Citigroup, Ernst & Young, Novartis Pharmaceuticals, and PepsiCo** for being recognized by *Diversity Inc.* as leaders in the area of diversity.

Awards:

Congratulations to Carolyn Buck Luce of **Ernst & Young**, Deborah Elam of **GE** and JoAnn H. Heisen of **Johnson & Johnson** who were honored for corporate leadership by the White House Project at the United Nations on May 2.

Media Coverage

O Magazine's May issue featured CWLP research and highlighted Patricia Fili-Krushel and Time Warner's flexibility programs in Lisa Belkin's article "The Mother of All Conflicts."

"Global Multicultural Executives and the Talent Pipeline" was the subject of an April 30 article in London's *Sunday Telegraph*.

The *Wall Street Journal* cited the "On-Ramps and Off-Ramps" study in a May 10 article about executive education programs targeting women wanting to return to the workforce.

NPR featured "Off-Ramps and On-Ramps" in two Mother's Day segments.

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