

VISIONARIES SUMMIT 2026

September 23 - 25, 2026
Indianapolis, IN



SUNDAY OCTOBER, 17

4:00 pm – 5:00 pm

Opening General Session

Welcome, Purpose & Call to Action

- Johnny C. Taylor, Jr., SHRM-SCP, President and CEO, SHRM
- Dan Porterfield, President and CEO, The Aspen Institute

5:00 pm – 7:30 pm

Welcome Reception

MONDAY, OCTOBER 18

7:30 am – 8:30 am

Breakfast + Networking

8:30 am – 9:00 am

General Session Convening

– Speaker TBD

9:00 am – 10:00 am

Belonging and Education: Pre-K to Career Pathways

Moderator – TBD

Panelists

- Dr. Brent Jones, Interim Superintendent, Seattle Public Schools
- Justin Vianello, CEO, SkillStorm

The United States education systems have often been the source of, rather than solution to racial, wealth, and cultural divides that have hampered the career development of underserved groups. Education is the backbone of many communities and schools are the space where children develop the skills and knowledge to excel in the workforce. How can schools from the earliest points in a child's education foster a sense of belonging and nurture each child's growth to ensure they don't feel alienated or unable to achieve career success?

10:00 am – 10:15 am

Break

10:15 am – 11:15 am

Belonging @ Work: Leadership and Organizational Culture

Moderator - TBD

Panelists

- Johanna Söderström, CHRO, Tyson Foods

Organizational change comes from the top. It is the leadership of an organization that sets the tone, particularly with the workplace culture. When employees do not feel they are heard or belong in that organization, attrition of certain groups will remain high despite concerted drives to hire a diverse workforce. Leaders must ask themselves what actions they can take to create a culture of belonging at work.

11:15 am – 11:30 am

Break

SPEAKERS & PANELISTS BEING ADDED DAILY.

<i>11:30 am – 12:30 pm</i>	Belonging and Economics: Pathways to Wealth Creation and Financial Security Moderator – Ida Rademacher, VP, Financial Security Program, The Aspen Institute <u>Panelists</u> – Ben Carson, Jr., Co-Founder & Partner, FVLCRUM Funds	Wealth creation and financial security are ingrained for some, but many communities lack access to, or comfort in the world of investments, finance, and economics. Until these spheres are ones where everyone is welcome, the benefits of these arenas will remain out of reach for many communities. Creating comfort with and accessibility to these tools is critical to opening the possibilities of financial security.
<i>12:30 pm – 1:30 pm</i>	Networking Lunch	
<i>1:30 pm – 2:30 pm</i>	The Philanthropic Sector’s Role in Incentivizing Belonging in Civil Society Moderator – Jane Wales, VP, Philanthropy and Society, The Aspen Institute <u>Panelists</u> – Evan Feinberg, Executive Director, Stand Together Foundatin – Caryl M. Stern, Executive Director, Walton Family Foundation	Philanthropy has the power to change how society is structured, channeling investment into how communities interrelate and fostering how we interrelate. In a moment when civility is increasingly uncommon, philanthropists have an obligation to use their position of power to invest in promoting cooperation in communities. How can we find common ground in an ever-polarized world? How can we ensure our civil society is inclusive and all belong, while also ensuring positive and productive discourse?
<i>2:30 pm – 2:45 pm</i>	Break	
<i>2:45 pm – 3:45 pm</i>	Belonging and Governance Moderator – TBD <u>Panelists</u> – Lt. Gov. Geoff Duncan, State of Georgia	Boards of Directors and elected leaders at all levels hold great power and have the capacity to include many communities that otherwise would be excluded based on geography, wealth, race, etc. With this power comes the tightrope act of governing in a way that addresses diverse perspectives and meets the needs of disparate voices.
<i>3:45 pm – 4:15 pm</i>	Wrap-up and preview Tuesday agenda – Cordell Carter, Esq., Executive Director, Socrates Program, The Aspen Institute – TBD SHRM Executive	
<i>4:15 pm – 5:30 pm</i>	Workplace Convos & Cocktails	
TUESDAY, OCTOBER 19		
<i>7:30 am – 8:30 am</i>	Breakfast + Networking	
<i>8:30 am – 9:45 am</i>	Creating a Culture of Belonging Moderator – Mo Fathelbab, Founder and President of Forum Resources Network, LLC and Co-Founder of Harvard Business School Alumni Forums	Creating a Culture of Belonging Panel Discussion with small group breakouts and report out. Participants will develop new ideas and expand their thinking on how their organizations foster belonging.
<i>9:45 am – 10:00 am</i>	Break	
<i>10:00 am – 11:15 am</i>	Case Study on Belonging Moderator - Mo Fathelbab	An interactive session examining a real-world case study dissected by small group breakouts of attendees.
<i>11:15 am – 11:30 am</i>	Adjourn & Mission Commitment	