

DARE TO OVERCOME 2023
MAY 22-24, 2023
WASHINGTON DC
WRITTEN BY: JANE SANDBERG

OVERVIEW

Dare to Overcome is the Religious Freedom & Business Foundation's annual in-person global gathering that celebrates businesses that inspire mutual respect and allyship among diverse communities in the workplace and marketplace. Why? Because it's good for business, the economy, and society! At the annual gathering, top business leaders, Fortune 500 faith-oriented employee resource groups (ERGs), and corporate chaplains come together to share best practices and to build supportive, intersecting networks nationally and globally.

The Religious Freedom and Business Foundation:

The Religious Freedom & Business Foundation (RFBF) works globally with the mission of demonstrating the economic value and social benefits of robust religious diversity and liberty for all are tremendous. RFBF believes that business and religious freedom for all combine to form a powerful force for a better world.

Through groundbreaking expert research, training programs, practical business tools and convening interfaith business forums, RFBF helps demonstrate the critical link between respect for faith, successful enterprise and dynamic national economies. RFBF's pioneering work serves as a catalyst for executives to promote Freedom of Religion or Belief for all people through customer-facing policies and employee programming — such as employee resource groups (ERGs) fostering workplace religious inclusion — and leveraging their broader societal influence.

STUDENT/FELLOWS' EXPERIENCES

WRITTEN BY: HEATHER WALKER

I am immensely grateful for my experience at Dare to Overcome in Washington DC in May 2023. The event proved to be enlightening in both anticipated and unforeseen ways. Undoubtedly, the conference's most significant impact on me was one of inspiration. Witnessing these remarkably accomplished business owners devote substantial time from their lives to foster religious inclusivity and freedom within their workspaces was truly astonishing. While many accomplished this through Employee Resource Groups (ERGs), each implementation was customized to meet the unique needs of individuals within their respective organizations. This exemplifies the inherent beauty of religious freedom, which is diverse and individualized, yet can be made accessible to all. It is unsurprising to learn that companies experienced substantial increases in productivity and economic contributions when they actively worked to enhance religious inclusivity within their ranks. This outcome can be attributed to a few factors. Firstly, individuals no longer feel compelled to leave behind a significant part of themselves when entering the workplace. Consequently, they can function more authentically and holistically within their professional environment. Secondly, when businesses invest in their people, the reciprocation is remarkable. By cultivating an environment that caters to the unique needs and beliefs of individuals, companies convey a clear message that they are genuinely supportive. This instills a heightened motivation among employees to perform at their best.

An additional aspect that proved profoundly uplifting to me was the establishment of a genuinely inclusive and safe space for all individuals. Throughout the conference, everyone could authentically express themselves without fear or hesitation. The atmosphere fostered an environment where no one felt any need to conceal their religious beliefs. Moreover, individuals were unafraid to pose thought-provoking questions, initiating meaningful discussions. I loved engaging in conversations where participants openly shared the challenges they encountered within their businesses, and others, drawing from their religious traditions, offered parables and words of wisdom to ignite inspiration and facilitate innovative solutions. Witnessing this harmonious interplay of ideas and support was beautiful!

Witnessing the endeavors of these individuals in pursuit of enhanced religious freedom was an immensely enlightening experience for me. For years, I have been grappling with the question of how to forge a career entirely dedicated to safeguarding human rights and promoting religious freedom within government spheres. However, I often found myself at a loss when attempting to combine that with the direction I have received from God about my career. Nevertheless, the work showcased at DTO helped me realize that even if my journey veers in an unexpected direction, I can still advocate for religious freedom and uphold human dignity within any professional domain I find myself in. While these transformations may not manifest

through institutional policies, their impact will reverberate within the hearts of the individuals I collaborate with. Over time, such personal shifts can gradually foster a grassroots societal transformation, originating from the bottom and permeating upwards, ultimately leading to a more sustainable and enduring change.

Regarding the opportunities that lie ahead following the conference, I am fortunate to have several prospects. Firstly, I am working on establishing a class dedicated to the subject of religious freedom on our campus. Brigham Young University-Hawaii presents an ideal space for spreading these crucial ideas worldwide. I have been working with Greg and Cristina Clark to develop a rough curriculum that I can bring to a teacher to recommend they develop it further and teach it. While I am still exploring various avenues to initiate this, I am optimistic!

Secondly, I have been presented with two potential internship opportunities affiliated with the International Religious Freedom Roundtable (IRF). While the majority of the available opportunities were business-oriented, these prospects were particularly exciting to me due to the IRF's emphasis on engaging with governments. I received an offer to intern from Charmaine Hedding of the Shai Foundation. The nature of this internship is strictly humanitarian work, so it may not align with my Political Science internship requirements. However, it could potentially contribute to my optional internship within the realm of Intercultural Peacebuilding. Additionally, I had a productive conversation with Annie McKinney, who oversees internships at the IRF. She provided valuable insights into the internship program, guided me on the application process, and generously shared her contact information to expedite the review of my application, giving it priority consideration.

Lastly, about six months ago I became aware of some human trafficking happening on Big Island on some of the coffee plantations there. I have been working to try and get help to stop it, but have had little support. The most I have gotten is a hospital offered to sponsor some nurses to go and help the women who are experiencing pregnancies and STD's. While I was at the conference, Equinix spoke about their work against human trafficking. I was able to talk to them about how to get things moving forward, and I have contact information of a few people from that project to keep things moving forward.

Overall, these opportunities offer promising pathways for furthering my goals and aspirations in promoting religious freedom and engaging with governmental spheres. I am so grateful for my time there and for all the people that I was able to meet!

WRITTEN BY: OFA TAHITUA

On May 22-24 of 2023, I had the great unexpected opportunity to participate in the DARE TO OVERCOME CONFERENCE in D.C Washington with other students of BYU-H. Before the conference starts, I excited to see how it will go and who are the people that we will be able to meet and how we can apply those skills in the future. There was a question in mind of How I would treat guests professionally? What are the things that I will get from the conference and bind in my knowledge and skills? Well, when the conference started, I observed how Brian Grim and the rest of the teams were busy and focused on everything that was well planned. I noticed how Brian Grim, and the others make sure that the guests of those 3 days will make them special. Being an intern was the best experience ever and I could not explain how we feel so special with the title “INTERN”.

Appreciation: First, I would like to thank you for hosting and organizing this great conference that was able to fund us and help us to experience interacting with people as being an international student from another country. Thank you so much and how much I appreciated this opportunity that helps me to have HOPE and good NETWORK with other people who have higher skills. I can't express how I feel that all company participants were well prepared to present their faith even though we are all from different religions. This was the best experience for me because I met many companies, and they offer some internships and they offer us some suggestions to help reach my goal in the future.

I greatly appreciate the love and everything that you fund us to achieve another level of learning and add into our knowledge. Learning academically but this conference taught us that most companies can be able to share their faith and share what they learned and how it helps them progress. I love this conference, it's not only the company but I saw how they put GOD first in their lives. I am so grateful for this fund. It was not easy to fund students or others but because of the love you had, you never know that we will gain more lessons, and I can't wait to share it with others especially in the future.

Experience: One of my great experiences, I met one guy named Massimo Parrino who approached me and asked me what I study in BYUH, and he also suggested and offered me a free course when he teaches about HUMAN RIGHTS. I was surprised because I was a volunteer in BYUH in the Human Rights Club which I believe will help with my career in the future. I appreciated this guy and his love for us as a student. I also experienced other companies too and how eager they were to help. In this experience, I learned that faith and trust in the Lord is able to help everyone to be like our Savior Jesus Christ. I was so glad and can't thank enough for this conference that created not only the companies to be involved but especially for us the interns to learn and take all those skills and add to ours and apply in the future.

Also learning from everyone in the teams helps me to think of no-matter where you from, what culture or tradition but we all one and children of GOD. I do learn from my professor, when he always reminds us that we are there to do our best and those skills take it and how we apply it. I finally came to be Professional in appearance, the way I communicate with others, action with others and the trust that builds with others.

Mahalo and thank you so much for these great opportunities that help us and prepare others in the future to partake in the same blessing as we did. I hope that all the world would be able to listen and join this conference so they can have the same witness of Everyone having hope for the FUTURE.

WRITTEN BY: DENISH SELVAN

Upon hearing the news that I have been one of the selected few students for the short Dare to Overcome internship in Washington, D.C., I was thrilled. I wondered if I'll receive such a privilege compared to senior students here at school. We ventured around the Potomac River on the first day and visited the monuments. Upon seeing them from a distance, I was immediately anxious to visit them. The Thomas Jefferson memorial was beautiful, and his words, "All men are created equal," resonated greatly with my beliefs and conviction. After the rain subsided, we continued visiting the Martin Luther King and the Korean War memorial along the river. The highlight of the night was the Lincoln Memorial. This was one of the landmarks I'd always dreamed of seeing; I couldn't believe it when I stepped foot on its premises. I have deep respect for Abraham Lincoln. He was perhaps my favorite U.S. President after George Washington. His life, values & achievements were evident in his remarkable character. The civil war was one of the bloodiest conflicts in U.S. history. Dr Smith explained the line government by the people, for the people & of the people should not perish on the earth, was quite democratic-driven.

The following day, we explored Capitol Hill. Above the Capitol building was the Statue of Freedom with engravings of E Pluribus Unum(Out of many, one), signifying the distinctness of the states. We then returned to CUA and got assigned to the company we would help out. I chose to intern for FORD Motor Company. Interestingly, they had many latter-day saints in their interfaith group. After setting up the registration desk and meeting the companies and their representatives. We had a fancy dinner at O'Connell Hall; while having dinner, I sat right next to Angel. We talked about schooling, and our conversation steered into our personal beliefs. She was Catholic and was unsure about our beliefs. I testified of Jesus Christ and how he's central to everything I do. I shared my conversion story with her and how I learned that the Church is true from the Book of Mormon. She respected and admired my personal progress.

We then visited the Museum of the Bible. There I had the privilege to meet Marcus. I spoke with him, and he was a man with deep religious beliefs. I shared with him our belief about the baptism of the dead & the Temple. He was intrigued by the things I shared. I told him that God is in the details of our lives and that every soul is of great worth to him. After that day, we had the opportunity to visit the White House. I took pictures holding the Malaysian flag. Walking around Washington D.C. amazes me how beautiful it is here. The Library of Congress was beautiful; the chambers and main hall felt majestic. I noticed that the books at the store were evident from a book I read about how liberals seek to radicalize Americans, especially young folks, through a progressive agenda. Perhaps the long-awaited moment arrived when I visited the Rotunda to view the American founding documents. None knew of the vision I had regarding the Constitution, how it was burning from the edges. I wasn't aware of American politics during that period; only in the preceding months did I hear it on the news, media and from my siblings. It was just everywhere, and slowly I found myself becoming too familiar with

them and started doing my research. For whatever reason unknown to me, I decided to commit myself to the field of Political Science. I felt that I had a place in it somewhere.

On the last day, one of the most unique and memorable moments of the conference was when all the faith representatives laid their hands on us and said a prayer. The spirit was very much present and strong at the moment. I learned that religious liberty & inclusion is vital and one of America's most unique privileges granted by the 1st Amendment. I realized that the need for ERG & religious inclusion in the workforce is essential. It will help create a safe space for people of all religions and help them feel included in a world that is increasingly secularized and flaunts religion.

Lastly, I'm grateful to Professor Dr Smith for caring for each of us and giving those sermons and lessons about this unique place. Especially, the donors, Mr. & Mrs. Grim, representatives from the Fortune 500 companies & my Ohana and my teammates from BYU Hawaii. I have a feeling that I'll return to this place someday. Not to mention the internship opportunities and networking I was able to do. One person offered to take me to the U.N. when I visit New York. May providence guide me into the way of light in my path toward making this world a better place, especially in the field relating to government and politics standing as a valiant disciple of Jesus Christ.

WRITTEN BY: PIM SUKSUNTIWIJIT

Religion is more than just a belief; it is a part of who we are. I am beyond grateful for the opportunity to work as an intern for the Dare to Overcome held by the Religious Freedom & Business Foundation. It is awe-inspiring to see global leaders and corporations like Google, Dell Technologies, Intel Corporations, SAP, and more come together to promote a faith-friendly environment in their workplaces and support their employees to feel secure to practice their faiths, including those who do not have faith. Before the conference began, I helped set up the registration desk, the timer clock, and the stage and ensured that everything was ready before the delegates arrived.

For the first two days of the conference, I was assigned to be a helper for one of the diplomats from the U.S. state department, Mariyam. She is a blind Muslim who also spoke on the second day of the Conference. Mariyam is a hard-working woman who advocates for people to be authentic and proud of their faith. Despite her disability, she graduated from a law school and now works to protect thousands of refugees. Time spent with her has changed my perspectives toward things. I learned there are no excuses for us to reach our full potential. I am an international student who often felt inadequate and almost gave up on my dream to attend law school, but Mariyam gave me purpose and hope. She did not let her blindness stop her from achieving great things. Her stories remind me to keep going and do my very best to make my dreams come true. When we walked her to her car on the second day, Mariyam extended an offer for me to work with her as an intern in the summer of 2024, but since only students with U.S. citizenship can work at the state department, she will see what she can do to help. Getting an internship at the state department is not my biggest worry. I enjoyed getting to know her and am glad that Mariyam and I exchanged contacts and remained connected even after the Conference ended.

On the last day, I had a chance to have lunch with Theo Martinescu from Intel Corporations and talk with Ron Gaspard Jr. from Paypal. We discussed how the workplaces in the past generations were different as people tried to avoid discussing politics and religion to prevent unnecessary conflicts, which caused people to hide their faiths and what they believed in to maintain their job status or even friendships. We all appreciate what the Religious Freedom & Business Foundation has done to encourage companies to create a safe space for all employees to speak out for their faiths with confidence that they would not be harassed or criticized. Before the discussion ended, they handed me their business cards and connected with me on LinkedIn. Both of them were also willing to accept my fiancé's resume, who is majoring in computer science, which is related to the field of service their companies provide.

WRITTEN BY: ALDRIN MABALOT

I am immensely grateful for the opportunity to be chosen as one of the students to participate in the Dare to Overcome conference. This experience has opened my eyes to the tremendous potential of this cause. I had never before imagined that unity among individuals with different faith beliefs could be possible. However, through this conference, I witnessed and personally felt its transformative power. The inclusive atmosphere of the conference was truly remarkable, and I strongly believe that God supports this cause.

During my time at the conference, I had the privilege of interacting with various prominent companies. Among them, Dell Technologies left a lasting impression on me. I was amazed by how this esteemed company integrates faith into their work culture by organizing employee resource groups. The care and support I received from Dell Technologies were truly remarkable, and I am grateful to have also been offered an internship opportunity with them.

I am thrilled to share that Dell Technologies has offered me an internship opportunity for summer 2024. I have been selected for the Dell EMC Inside Sales Internship Program. This opportunity is incredibly exciting, and I am committed to giving my best during the internship. Dell Technologies has also expressed the possibility of a full-time job offer if I perform well during the internship. I am truly grateful for this remarkable opportunity and the confidence Dell Technologies has shown in me.

My visit to Washington, D.C. taught me the profound significance of freedom. I developed a deep sense of gratitude towards our forefathers who fought tirelessly for this freedom. I now understand that freedom is not free, and witnessing this great movement towards implementing religious freedom feels akin to the battles fought by our forefathers. We are pioneers of a remarkable and extraordinary movement.

WRITTEN BY: ABISH BALIWAS

My time as a student intern during this year's Dare To Overcome (DTO) was life-changing. I cannot think of any other event or situation that would give me the same experience as I did during that trip to Washington, D.C. I would like to express my deepest gratitude to King Husein and our other donors for blessing us with the opportunity to be part of a force that can change the world. Experiences like these are sure to bless the lives of future BYUH students who will participate in future conferences like Dare To Overcome.

The recurring theme that impacted me was 'bring your whole self to work.' This new and refreshing concept is about being encouraged to practice your religion at the workplace. In the Philippines, this vision is yet to be conceived, and it gives me hope that it is already happening in the US. Nothing is as inspiring as seeing the movers and trailblazers from each company work hard to establish this inclusive environment where they are. The work that the Religious Freedom and Business Foundation puts in to recognize and encourage the companies pioneering religious freedom in the workplace is admirable. I feel that we are given exposure to thrive with cultural diversity here at BYUH, but my experience at DTO also gives me insight into religious diversity. I am reminded of the importance of intersectionality when approaching problems and solutions. We cannot ignore the complexity of the human experience and just focus on one facet, like culture or race. We also have to consider other important factors that shape society. As an anthropology student, I saw this intersectionality in making workplaces more inclusive and diverse. I also learned that because employees are empowered to be who they are, they become involved in social actions, like how Equinix partnered with other organizations to combat human trafficking, and Intuit helps refugee communities be integrated into workplaces.

I was blessed to make connections with amazing individuals during the conference. Marsie Sweetland led the panel of Equinix and their work to combat human trafficking through their Interfaith ERG. She is also a sales executive from San Francisco who advised me on how to be a leader wherever I go. I met many people from PayPal, but there were three people with whom I could connect on a personal level. Kimberly Peterson is also a member of the church in Virginia and works in the Global Marketing division of PayPal. She gave me advice on how to use LinkedIn to find internships and jobs, ace job interviews, and never be afraid to negotiate your pay.

Padma Thanumoorthy is the software development manager from San Jose, California. She shared her journey and encouraged me to be myself while staying true to my faith. John Vu was the one who led the interfaith prayers during the conference, and he works as the Product Manager for PayPal in San Jose, California. He was very sincere and personal in interacting with me and liked to ask questions to keep conversations going. He emphasized the importance of having a mentor. He said you could have mentors in all aspects of your life: a career mentor,

a spiritual mentor, and a personal mentor. He continues to communicate with me through LinkedIn and Facebook.

I also had the privilege of being the student intern assigned to Intuit. I assisted Amy Abulatta, Senior Marketing Manager, Cecilia Persson-Ramos, Diversity, Equity & Inclusion Leader, and Mike Repavich, Learning Experience Leader. They were inspirational in their work to lead the Muslim and Christian ERGs in Intuit. Dr. Elaine Long was a strong influence on me when I met her. She shared her passions with me, and we connected personally and spiritually. Other notable people were Kent Johnson, Naomi Kraus from Google, Mark Whitacre from Coca-Cola, Tim Schabel from AZZ, and Mariyam Cementwala from the US State Department. Brian, Julia Beth, and Melissa Grim were the most influential of them all to us student interns. They were passionate about their cause, and we could see how hands-on they were in RFBF. Accenture offered me possible internship opportunities through their Elevate to Innovate and Student Leadership Programs.

My time and experience in DTO and Washington, D.C. continuously changes me. I am forever grateful to be a student intern this year and look forward to more opportunities like these to represent BYU-Hawaii.

WRITTEN BY: UUR TSAIKH NYAMDELEG

Attending the conference was an incredibly transformative experience for me. The carefully curated sessions, workshops, and panel discussions provided me with a wealth of knowledge, practical skills, and inspiration that I will carry with me throughout my academic journey and beyond. The opportunity to interact with successful professionals and fellow students created a supportive and nurturing environment that fostered personal growth, self-confidence, and a renewed sense of determination to overcome challenges.

During the conference, I had the privilege of connecting with representatives from American Airlines and PayPal. Their presence at the event and their willingness to engage with us demonstrated their commitment to fostering young talent and providing guidance to aspiring professionals. Through informative sessions, panel discussions, and networking opportunities, I was able to learn about their respective industries and gain insights into the career paths available. Again, your contribution enabled me to network with professionals and mentors who provided valuable guidance and advice. The connections I made during the conference have already opened doors to potential career opportunities.

The connection I made with American Airlines is particularly exciting for me, as I have always been passionate about the aviation industry. The opportunity to engage in meaningful conversations with their representatives allowed me to expand my knowledge of industry trends, challenges, and opportunities. I gained valuable insights into the workings of an esteemed company like American Airlines.

CONFERENCE SCHEDULE

Monday, May 22

- 1:45–2:00 PM Plenary: Grand Opening of Dare to Overcome
- 2:00–2:30 PM Plenary: PayPal ‘Believe’ - Love Heals
- 2:30–3:00 PM Plenary: Taking ERG impact to the next level - Equinix
- 3:00–3:05 PM Plenary: A21 Catalyst Award for Combating Human Trafficking
- 3:15–4:05 PM
 - Breakout A: ERGs - Nuts and bolts of faith-oriented ERGs (PayPal)
 - Breakout B: ERGs - Going to the next level of impact (Equinix)
- 4:15–4:45 PM Plenary: American Airlines - Passing the torch to the next generation
- 4:45–5:15 PM Plenary: DELL - Drink from the well you dig: Sustaining enthusiasm and passion in faith-oriented ERGs
- 5:25–6:15 PM
 - Breakout A: How to involve the next generation in faith@work (American Airlines)
 - Breakout B: Sustaining enthusiasm and passion in faith-oriented ERGs (DELL Technologies)
- 6:30–9:00 PM Opening Gala: “Love Heals” Thematic Tables & REDI Index Awards Dinner

Tuesday, May 23, 2023

- 7:00-8:00 am Breakfast
- 8:00-8:20 am Interfaith Prayer: Love Heals Through Prayer
- 8:30-9:00 am Keynote: The road best traveled: Integrating faith (legally) into your culture
- 9:00-9:30 am Keynote: Religious Freedom & Business Foundation & DMC - resources for faith@work
- 9:40-10:30 am
 - Breakout A: Ford Interfaith Network’s 9 Faith Communities, a 20+ year history
 - Breakout B: A transformation journey at Coca-Cola Consolidated
- 10:40-11:10 am Plenary: The “Superhabits” of a Virtuous “Human Operating System”
- 11:10-11:40 am Plenary: What could possibly go wrong? Ethical Implications of Using AI in HR
- 11:50-12:40 pm
 - Breakout A: BYU MBA students discuss details of the faith@work case competition
 - Breakout B: Roundtable Discussion on AI & Ethics
- 12:40-1:50 pm Lunch

- 2:00-2:30 pm Plenary: Providing Spiritual Care Saved a Company - Chaplains at AZZ, CEO Tom Ferguson with Accenture's Julie Wilkes
- 2:30-2:45 pm Keynote: RFBF's Christina & Greg Clark: Genesis of the Religious Freedom & Business Foundation and the impact of its message
- 2:45-3:00 pm Keynote: Google's Naomi Kraus, Building religious freedom for all: ERGs' role in combating antisemitism and all forms of religious bias and discrimination
- 3:10-4:00 pm
 - Breakout A: American Express - How to expand ERGs worldwide
 - Breakout B: Accenture - Faith & Health: Strategies for Promoting Spiritual Health in a Company (with McKinsey & Co.)
- 4:00-4:50 pm
 - Breakout A: Walking the Talk: Advancing Religious Inclusion in the U.S. State Department
 - Breakout B: Intuit Faith ERG and Helping Refugees on a Career Path
- 5:00 pm Board Busses for special Corporate Recognition event in DC
- 5:30-7:30 pm Dare to Overcome Corporate ERG Awards: Hors d'oeuvre reception at Museum of the Bible - dinner on own

Wednesday, May 24, 2023

- 7:00-8:00 am Breakfast
- 8:00-8:20 am Interfaith Prayer: Hold Onto Love
- 8:30-9:00 am Plenary: Overview of Tracks A & B
- 9:00-9:30 am
 - Track A: The What, How, Why, and ROI of Workplace Chaplaincy
 - Track B: IRF Roundtable
- 9:30-10:00 am
 - Track A: Workplace Chaplaincy for All Faiths
 - Track B: Global Business & Interfaith Peace Awards
- 10:10-11:20 am
 - Breakout A1: How to increase demand for corporate chaplains
 - Breakout A2: How chaplains contribute to health (physical, social, mental, & spiritual)
- 10:10-11:20 am - Track B1: How to get involved in economic empowerment activities? How to work with governments to promote peace & prosperity?
- 10:10-11:20 am - Track B2: What can companies do to expand faith@work to their international affiliates? How to promote faith@work internationally through media, education, etc.
- 11:30-11:50 am - Keynote: Luke McCollum, just retired Walmart exec and retired Navy Vice Admiral, "Why workplaces and organizations need chaplains"
- 12:00-1:00 pm Lunch

CONFERENCE PRESENTERS

Brian Grim

Brian is founding president of the Religious Freedom & Business Foundation and global chairman Dare to Overcome. Brian is also global chairman of Dare to Overcome. Dare to Overcome's signature event is the Global Business & Intercultural Peace Award. Brian regularly presents to high level audiences throughout the world including the White House, State Department, European Parliament, the Vatican, and various United Nations bodies including the Human Rights Council, and the UN Alliance of Civilizations and the UN Global Compact.

Naomi Kraus

Naomi is a UX Senior Content Strategist at Google, where she has worked for over 6 years to deliver top-notch content experiences to users of a multitude of Google's best known products, including Google Maps. Naomi is co-founder and Global co-Chair of Google's Inter Belief Network, Global co-Lead of Google's Jewglers, and a workstream leader for the Geo Product Area's D&I Council. She has an MS in Journalism from Columbia University and currently lives in New Jersey.

Jeff Patton

Jeffrey D. Patton is the managing Member of the North Carolina office of Spilman Thomas & Battle. Spilman is a regional law firm in the Southeast with a national practice. Jeff's primary areas of practice are labor and employment, providing management with strategic advice and counseling. He earned his bachelor's degree from the College of William & Mary and his law degree from Wake Forest University. Jeff is part of the presenting team for t-Factor, a Coca-Cola Consolidated training initiative whose purpose is, "To transform workplace cultures around the world for good, for God, for growth."

Luke McCollum

Luke is a seasoned senior Executive Leader with 30+ years leading large organizations in both public and private sectors. He has lived and worked internationally leading milestone events including building coalitions with allies and partners. U.S. Senate confirmed to serve four years as leader of America's Navy Reserve Force (Chief of Navy Reserve) as a 3-star Admiral, Luke led operational readiness, training, and sustainment of over sixty thousand personnel across the globe in support of national security objectives. He was accountable for strategy development, operational planning, and resourcing which included regular Congressional testimony.

Andrew Abela

Andrew Abela is the founding dean of the Busch School of Business and Ordinary Professor of Marketing at The Catholic University of America, in Washington, D.C. He is the co-editor of A Catechism for Business, from Catholic University Press, and winner of the 2009 Novak Award, a

\$10,000 prize given by the Acton Institute for “significant contributions to the study of the relationship between religion and economic liberty.”