



Work, Human Resources, and Organizations Council

COMMUNITY WEBINAR

How To Navigate Belonging And Inclusion In The Context Of Nascent Presidential Executive Orders



Duration: 1 hour

Date & Time: Thursday, April 10, 2025, 1:00pm - 2:00pm eastern

Location: Online via Zoom

Join us for an insightful webinar that explores how Human Resources departments can successfully navigate the complexities of Executive Order 14173. This discussion will provide attendees with a deep dive into the essential strategies for aligning organizational practices with the legal guidelines set forth by the Department of Justice.

Key takeaways include:

- Understanding the boundaries of Diversity, Equity, and Inclusion (DEI) initiatives to ensure compliance with federal regulations and avoid any potential legal risks.
- Exploring how to create an organizational culture that fosters meritocracy while also promoting diversity, belonging, and dignity for all employees.
- Practical steps for HR professionals to support a balanced and inclusive workplace, while safeguarding the legal integrity of their DEI efforts.

This panel is designed for HR professionals, organizational leaders, and anyone involved in shaping workplace policies that prioritize both compliance and inclusive practices. Learn how to drive positive organizational change without overstepping legal guidelines, all while cultivating an environment where every individual can thrive.

Don't miss this valuable opportunity to stay informed and prepared in an evolving regulatory landscape.

Presenter: Sean Woodroffe, Executive Vice President

Sean N. Woodroffe is the Chief People, Culture and Communications Officer at Lincoln Financial, where he leads all aspects of human resources, including talent management, employee experience, leadership development, diversity, equity and inclusion, and corporate responsibility. He also oversees corporate communications, encompassing internal messaging and public relations. With over 35 years of experience in human resources within the financial services sector, including insurance, wealth and asset management, and investment banking, Woodroffe has held executive leadership roles at TIAA, National Life Group, Sun Life Financial, and Merrill Lynch. At TIAA, he served as Senior Executive Vice President and Chief People Officer, guiding HR strategy for a global workforce. His career has taken him across international markets, including leadership roles in London and Tokyo. Beyond his corporate responsibilities, Woodroffe is deeply engaged in community and industry leadership. He serves on the boards of the Society for Human Resource Management (SHRM), Shaw University, the Peddie School, and the U.S. Soccer Foundation. He holds a bachelor's degree in international relations from Shaw University.

Questions? Contact Nicole Bynes at Bynes@adr.org