No More Glass Ceilings

Dispelling Myths, Removing Organizational Barriers & Equipping Women with Executive Traits to Ensure Leadership Success

October 10 – 11, 2016 • Hyatt Regency, Baltimore Inner Harbor, Baltimore, MD
Welcome

2016 National Diversity Women’s Business Leadership Conference & Mosaic Woman Awards Luncheon

I am delighted to welcome you to the 11th annual Diversity Women’s Business Leadership Conference!

It is hard to believe that it has been 11 years since I hosted my first-ever conference to support the leadership and executive development of women of all races, cultures and backgrounds. And do you know what brings me the most joy? The fact that so many of you sitting here today have been with me throughout this entire journey—it is because of all of you that we are still here today.

Go ahead, we can congratulate ourselves for our accomplishments to date. You deserve it. But we all know there is much work to be done. Naturally, that work includes bringing gender diversity and equity to the workplace. But it also means investing in ourselves. Until we can become the best self we can be, the role we can play in bringing about a more equitable workplace (and world) is going to be limited.

This is why four years ago I took the academic leap to continue to learn as much as I can for myself and for my audiences. I am excited to announce that the journey was successful. In May of 2016 I was granted a Chief Learning Officer doctorate of education from the University of Pennsylvania.

I learned so much on that journey, in particular while conducting my research on advancing women. This work inspired our theme for this year’s conference: “No More Glass Ceilings, Dispelling Myths, Removing Organizational Barriers and Equipping Women with Executive Traits to Ensure Leadership Success.”

The tremendous speakers you will hear over the next few days will address this topic from many different angles. By close of day Tuesday, we will all have a better grasp on how to close the gap to lead and advance in.

I would like to close by giving heartfelt thanks and appreciation to our sponsors, speakers, attendees, award recipients and the amazing Diversity Woman team that made this conference possible.

Thank you all for your wonderful partnership with Diversity Woman Media and for joining us again for this year’s conference.

Dr. Sheila A. Robinson
Publisher, CEO &
Conference Founder
Diversity Woman Media
Thank You Sponsors

DIAMOND

PLATINUM

PEARL

GOLD

#dwconf @diversitywoman
Thank You Sponsors

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DEPARTMENT OF DEFENSE

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Adecco

Cigna

Northwestern

Kellogg

Starbucks

The Winters Group, Inc

Women Connect

GOOD

PARTNER

Asia Society

Charisse R. Lillie

COOK ROSS

GLOBAL CONGREGATION

Dignity & Respect Campaign

DMI

L’ORÉAL

PUBLICIS GROUPE

SDS Global Enterprises, Inc.

United Way

University of Phoenix

WOMEN UNLIMITED, INC.
Welcome from Jacqueline Glenn

Dell Lead Sponsor

Are you ready to break something?
Some of my best professional experiences began with breaking. I find the best role models are those who break outdated thinking and create change for the better. Whether you are here to break out of a limiting environment, break into a new career, or just take a break to hear fresh perspectives, you are in the right place. Welcome to the 11th annual Diversity Women’s Business Leadership Conference!

This year’s theme, “No More Glass Ceilings,” is one that all of us can apply to our individual experiences, successes and challenges. When I started my career in local health care I would never have dreamed that I would become a leader in global technology. Yet as I met more and more outstanding women I found my own unique voice and how best to raise it. Now I am proud to be an advocate for other women, still breaking with the best of them and learning how to make the most of our collective energy and expertise.

I can only smile as more and more women attain C-level positions, joining thousands of others at the pinnacle of their professions. As you meet the many great women at this conference and expand your network, make time to renew your commitment to what is possible. And remember that as our influence rises, so does our responsibility for promoting inclusive environments wherever we are leading, creating and collaborating.

Dell Technologies is a brand-new company with a rich history. We are a workforce of 140,000 serving customers around the world. Our solutions are found in 180 countries and reach 98% of Fortune 500 firms. We want to lead not only with our technology, but with inclusive actions and investments. Gender equity is at the top of our list, and we are proud to sponsor the dynamic dialogue of the Diversity Women’s Business Leadership Conference.

Whatever you are breaking or building, make sure to draw on all of the talent around you at this conference and beyond. Together, let’s commit to ‘revealing the ceiling’ and opening it up to all of the future possibilities.

Best Regards,

Jackie Glenn

Vice President,
Global Diversity & Inclusion
Dell
Conference Agenda

MONDAY, OCTOBER 10, 2016

<table>
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<tr>
<th>Time</th>
<th>Event</th>
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<tr>
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<td>Dr. Sheila Robinson / Founder of Diversity Women’s Business Leadership (DWBL) Conference &amp; Publisher and CEO / Diversity Woman Magazine</td>
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<td>Emcee: Marilyn Johnson / Current Special Advisor &amp; former CEO / International Women’s Forum [IWF]</td>
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<td>WELCOME Remarks: Gail Smith-Howard / General Manager / Hyatt</td>
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<td>Stephanie C. Rawlings-Blake / 49th Mayor of Baltimore, Maryland</td>
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<tr>
<td>8:30 – 9:15 am</td>
<td>MORNING OPENING KEYNOTES</td>
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<td>Releasing Leadership Brilliance – Break Your Sound Barriers and Soar</td>
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<td>This is the moment where you are invited to ignite a fresh mindset that creates the future. You have the genius to raise the bar on your engagement and positively influence everyone around you. As you immerse yourself in this learning experience you will be empowered to:</td>
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<td>• Grow in confidence to be a change agent.</td>
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<td>• Be bold and assertive in how you lead yourself and everyone else around you.</td>
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<td>• Leverage your experience, competence, and energy to add value in a disrupted world.</td>
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<td>Simon T. Bailey / Author &amp; Founder / Brilliance Institute</td>
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<td>Time</td>
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<td><strong>Remarks:</strong></td>
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<td>9:15 – 9:30 am</td>
<td>CRASHING THROUGH THE GLASS CEILING</td>
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<td>9:30 am - 10:30 am</td>
<td>GENERAL PLENARY PANELS</td>
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<td><strong>Moderator:</strong></td>
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<td><strong>Panelists:</strong></td>
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<td>10:30 am – 11:00 am</td>
<td>Networking Break &amp; Meet the Authors</td>
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LEADERSHIP & EXECUTIVE DEVELOPMENT SESSIONS

Toolkit to YOUR Success
The following sessions educate, inform, and generate fellowship opportunities through shared learning and discussion. They emphasize tools and strategies you can apply back home to overcome hurdles and soar to your own personal success. Witness business and community leaders present case studies and facilitate meaningful conversations that address your greatest challenges and concerns. Take home powerful best practices and impactful solutions.

SESSION A

11:00 am – 12:30 pm
Constellation C

360 INCLUSION LEADERSHIP, INCLUSIVE CULTURE & RELATION NETWORK ANALYSIS

Have you ever wondered how inclusive you are as leaders and where you are in the ‘house’? This leadership session will demonstrate how women can leverage the 360° Inclusion Leadership Profile, Inclusive Culture Inventory and Relationship Network Analysis (ILP, ICI & RNA) to gain a solid understanding of where they fit in their organization. Furthermore, an emphasis will be given to how you can pay it forward for other women in the organization and not act as an obstacle.

The presentation will focus on how women can leverage insights garnered from individual and organizational assessment tools to improve their effectiveness. Women will be able to determine how inclusive they are as leaders, how inclusive are the teams they lead and where they are in the ‘house’ (corporate belongingness)—‘are they in the heart of the house or are they on the fringe, by the door.’

The discussion will focus on:
- How to leverage the feedback from the 360° Inclusion Leadership Profile (ILP), Inclusive Culture Inventory (ICI) and Relationship Network Analysis (RNA) to enhance your visibility and value to the organization.
- How to hone your inclusive leadership skills: modeling, communication, team development and customer-focused.
- How to ensure you are paying it forward for other women in the organization and not acting as an obstacle.
- How your unconscious bias may impact employee engagement, the bottom line and your success.
- How to use the results to develop individual development plans and coaching and to guide organizational change—strategies, initiatives, policies and procedure.

Facilitators: Chris Powell / CEO / Talmetrix, Inc.
Dr. Deborah Ashton / Founder / Planet Perspective

Speaker: Charmaine Brown / Director / Fannie Mae

SESSION B

11:00 am – 12:30 pm
Constellation D

THE SEAT: How to Get Invited to the Table When You’re Over-Performing but Undervalued

Whether it’s trying to get it at the senior leadership table, trying to get your foot in the door of your dream job, or asking for a promotion or a raise, getting The Seat is one of the biggest challenges women face in our career progression. It’s illusive, it’s coveted, it’s competitive, and it’s tough to get. While there are some clear institutional and systemic implicit biases that play out in the workplace against women, there are some strategies that we can employ to take control of our own destinies and to strategically position ourselves in the organization. This session will underpin the realities of women in the global workforce and provide attendees with proven strategies from women who have successfully achieved The Seat.

- Gain insights to perspectives from recent research and emerging trends on how far women have come in achieving equality in the workforce, and the path that remains.
- Learn key strategies on how organizations can become employers of choice for women, and boost performance, innovation, engagement and inclusion by capitalizing on the power of women in the global workforce.
- Hear success strategies employed by women who have achieved The Seat, and share how women can navigate their way up and across the organization to better position themselves for success.

Facilitator: Dr. Shirley Davis / President & CEO / SDS Global Enterprises, Inc.
Speaker: Elva Lima / Director – Global Diversity & Inclusion / Verizon
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<th><strong>SESSION C</strong></th>
<th><strong>Micro-Resilience – Minor Shifts for Major Boosts in Focus, Drive &amp; Energy</strong></th>
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<tr>
<td>11:00 am – 12:30 pm</td>
<td>Pushing yourself until you drop isn’t enough anymore. As Multicultural Women, how do we continue to tap into new sources of energy and insight to be better leaders? How do we dispel myths about us as diverse women, while we continue to produce business results and share our vision? Learn about paradigm-shifting concepts, tools and applications that you can immediately apply in order to become a more resilient leader. During this session participants will learn to:</td>
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<td>• Identify common work situations that drain us, the science behind the drains, and simple solutions to combat their effects</td>
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<td>• Respond productively to situations of unconscious bias and micro-inequities from both the leader’s and team member’s perspective</td>
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<td>• Use a special technique designed to quickly and efficiently spur creativity and innovation, even when outside pressures conspire to undermine this kind of thinking</td>
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<td>Facilitator:</td>
<td>Bonnie St. John / Author &amp; Paralympic Gold Medalist</td>
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<th><strong>SESSION D</strong></th>
<th><strong>WOMEN BUSINESS RESOURCE GROUPS [BRGS]: Powering Intersections While Honing YOUR Leadership Skills</strong></th>
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<tr>
<td>11:00 am – 12:30 pm</td>
<td>In the early phase of your career, you spent much of your time honing your technical skills. Your company assessed your performance mainly on your commitment, knowledge and ability to execute. As you progress to more senior levels, your career trajectory will depend on:</td>
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<td>1. How well you meet the company’s goals,</td>
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<td>2. Whom you know, and</td>
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<td>3. Your ability to communicate effectively.</td>
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<td>Leveraging your relationships and BRGs to advance the business is a powerful tool to advance at your company. In this interactive session, you will gain insights on:</td>
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<td>• How to leverage your Women’s BRG to build your reach across other BRGs and establish collaborative initiatives</td>
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<td>• How you can transform personally as a leader through your involvement with the networks</td>
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<td>• How you can build your network to survive during constant change and thrive</td>
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<td>• How to collaborate with other networks and other key company initiatives</td>
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<td>Facilitator:</td>
<td>Jennifer Brown / President and CEO / Jennifer Brown Consulting LLC</td>
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<td>Presenters:</td>
<td>Christina Alfaro / Director of Global Inclusion and Community Engagement / McDonald’s Corporation</td>
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<td>Leslie R. Ridgley / First Vice President, WFA Diversity Officer / Wells Fargo</td>
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<th><strong>EXECUTIVE ROUNDTABLE WITH PIONEERS IN DIVERSITY &amp; INCLUSION</strong></th>
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LEADERSHIP COACHING SESSIONS
One-on-one coaching sessions with leading corporate senior executive leaders who offer insights and guidance to how to navigate road blocks, identify the right sponsor for you, develop your personal brand, and secure leadership buy-in. Advance sign-up is required.

NEW OFFERINGS
Are you building a global career? Are you stuck? What are the blind spots you need to consider as a woman? Sign up to meet a global expert who can guide you in developing your future journey.

In addition to the global career coaching, Diversity Woman is pleased to launch wellness coaching.

COACHING
Dee Marshall / Dee C Marshall
Nicole Roberts Jones / FIERCE Factor Lab.
Sharon Melnick / Horizon Point, Inc.
Audra Bohannon / Korn Ferry
Lois Cooper / Lee Hecht Harrison
Andrea Grant Wright / Lee Hecht Harrison
Marsha Haygood / StepWise Associates, LLC & Author

GLOBAL CAREER COACHING
Sabrina Clarke / Build Global
Louise Guido / M4 Global Partners

WELLNESS COACHING
Simona Hadjigeorgalis / Vitality Coach & Author
Dr. Megan Sage / Mindfulness Coach

LEADERS, LEGENDS, AND PIONEERS LUNCHEON
Join our distinguished special guests, past Mosaic Woman Award recipients, as they share their personal journey in becoming a recognized thought leader. A question-and-answer session will follow this panel.

Invocation & Remarks:
Caroline A. Wanga / Senior Director, Diversity & Inclusion / Target

Special Presentation:
My, My Mississippi / Tena Clark / Grammy Award Recipient & Founder / DMI Music & Entertainment

Moderator:
Dr. Sheila Robinson / Founder of Diversity Women’s Business Leadership (DWBL) Conference & Publisher and CEO / Diversity Woman Magazine

Panelists:
Tena Clark / Grammy Award Recipient & Founder / DMI Music & Entertainment
Edie Fraser / CEO / STEMconnector® and Million Women Mentors
Dr. Johnnetta Betsch Cole / Director / Smithsonian National Museum of African Art

Networking Break & Meet the Authors
Sponsored by: SHRM
### LEADERSHIP & EXECUTIVE DEVELOPMENT SESSIONS  
(continued)

| SESSION A | Self-Care & Self-Compassion:  
Strategies for Caring for Ourselves During Times of Change & Uncertainty |
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<tr>
<td>2:30 – 4:00 pm</td>
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|            | The realities of a fast-paced, global, and technologically connected world can often have an impact on health, wellness, and self-compassion. This session will explore the essential components of self-compassion and mindfulness.  
With practical applications to our work and life, we will explore research-based strategies, tools, and awareness; this session will explore ways to incorporate self-care and self-compassion into our daily lives.  
Participants will:  
• Gain a deeper understanding of the elements of self-compassion  
• Apply the foundation of mindfulness and mindfulness practices  
• Offer participants to connect the important topics of self-compassion leadership, mindsets, and mindfulness  |
| Facilitator: | Tanya M. Odom, Ed.M. / Global Diversity & Inclusion & Education Consultant & Executive Coach |

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<th>SESSION B</th>
<th>Mentorship, IN-formal Networking &amp; the TRUST Factor</th>
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<td>Constellation D</td>
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|            | Because multicultural women are often networking across both gender and ethnicity differences, we must be more intentional and persistent to build TRUST and quality of relationships we need to excel. Many leaders rate this as the #1 blind spot for MCW on their teams because it affects sponsorship, mentors, performance ratings, stretch assignments, and many other critical success factors.  
Participants will receive tools to:  
• Strategize on their most critical relationships  
• Self-assess: blending in vs. sticking together  
• Identify and root out three main types of distrust  |
| Facilitator: | Bonnie St. John / Author & Paralympic Gold Medalist |
| Speakers: | Sabrina Clarke / CEO & Founder / Build Global  
Constance St. Germain / Executive Dean / University of Phoenix Colleges of Humanities & Sciences |

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<th>SESSION C</th>
<th>Leading in a Time of Fear</th>
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|            | We are living in a time of stress. Events of the past few years have left our collective culture reeling. Shootings of black men and women by the police; international and domestic events of terror, based on religion, race or political agendas; rampant homophobic incidents, Islamophobia and anti-immigrant hysteria. We can no longer pretend that these issues do not impact our employees and our organizational community. Yet, many leaders don’t know quite what to do.  
This session will identify the psychology and neurobiology of fear and also look at the impact it has on the workplace and, most importantly, what leaders can do about it!  
During this session participants will:  
• Develop a knowledge of how fear is influencing their employees  
• Understand the science behind fear and its impact on themselves as leaders as well as their employees  
• Hear about intervention strategies that can manage workplace fear.  |
| Facilitators: | Howard Ross / Chief Learning Officer / Cook Ross  
Rosalyn Taylor O’Neale / Principal Consultant / Cook Ross |
### SESSION D
**2:30 – 4:00 pm**
*Constellation F*

**Leadership Effectiveness: Generational Collaboration Creating Unity & Business Success**

During this session, participants will hear from leaders how to become a more effective leader considering the significant demographic shifts in the workplace.

This session will provide perspectives from: women of various racial backgrounds, a millennial and baby boomers. A trained psychologist will break down this discussion to a granular level and offer her expertise in what role we individuals can play in creating a better workplace.

- Gain insights on tactics that help you to navigate to ensure leadership success
- Learn about leadership success for baby boomers and strategies for how to collaborate with and leverage millennials and women of all races and backgrounds
- Demonstrate examples in how we can better collaborate to support each other’s success, creating unity and business success

**Moderator:** Trudy Bourgeois / CEO / The Center for Workforce Excellence

**Panelists:**
- Dr. Katherine Giscombe / Vice President & Women of Color Practitioner, Global Member Services / Catalyst
- Maria Medrano / Senior Manager of Inclusion & Collaboration / Cisco
- Dr. Nancy D. O’Reilly / President / Women Connect4Good, Inc. & Celebrated Author

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### LEADERSHIP COACHING SESSIONS (continued)

**2:30 – 4:00 pm**
*Harborview*

**GENERAL PLENARY C-SUITE EXECUTIVE PANEL**

**Leaders Driving Organizational Change & Gender Parity**

This panel of leading experts representing global companies will showcase initiatives and practices adopted to support the development and advancement of women. The panel will also explore how to drive organizational change during ongoing shifts in the economy. The discussion will demonstrate how these leaders, representing a variety of industries, have decreased organizational barriers that specifically keep women from advancing their careers.

**Moderator:** Dr. Rosina L. Racioppi / President & Chief Executive Officer / Women Unlimited, LLC

**Panelists:**
- Valerie Rainford / Celebrated Author & Business Transformation Specialist; Head of Advancing Black Leaders Strategy / JPMorgan Chase
- Angela Guy / Global Chief Diversity Officer / L’Oreal
- Kathleen Navarro / Chief Diversity Officer / New York Life
- Michele Meyer-Shipp / Vice President Chief Diversity Officer / Prudential

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### 4:00 – 5:00 pm
*Constellation Ballroom*

**Presented by Cisco**

**Special Presentation of Mosaic Woman Trailblazer Award**

Sunny Hostin / Senior Legal Correspondent & Co-host of *The View* / ABC News

**5:00 – 5:30 pm**

**5:30 pm**

**Closing:**

Tyrone Stoudemire / Global Chief Diversity Officer / Hyatt

**5:30 – 7:00 pm**
*Constellation Ballroom E&F*

**Reception & Entertainment:**

Soul & Jazz Recording Artist / BARITONE

**Sponsored by:** Hyatt

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# TUESDAY, OCTOBER 11, 2016

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<td><strong>WELCOME:</strong> Jacklyn Mitchell Wynn / Vice President, Strategy &amp; Market Development, Global Public Sector / RSA, the Security Division of DELL</td>
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<td><strong>EMCEE:</strong> Bettina Deynes / Vice President Human Resources / SHRM</td>
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<td>8:15 – 8:45 am</td>
<td><strong>MORNING KEYNOTE</strong></td>
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<td><strong>NAVIGATING THE PITFALLS OF BIAS</strong></td>
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<td>Understanding Gender-Based Stereotypes and Their Impact on YOUR Career</td>
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<td>By now, the headlines around gender equity in the workplace are as familiar as the compelling business motivations to create more inclusive, innovative and engaging work environments. Unfortunately, the relevant interventions tied to eliminating systemic and individual bias remain elusive and, in some quarters, contradictory.</td>
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<td>Eleanor Tabi Haller-Jorden, President and CEO of The Paradigm Forum, will discuss and debate the various approaches being taken to drive impactful workplace change to benefit men and women alike. She will also share ideas on how we as leaders can best navigate the ‘white water’ of conscious and unconscious bias as well as craft relevant strategies for advancing our careers and transforming our workplaces.</td>
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<td><strong>Eleanor Tabi Haller-Jorden / President &amp; CEO / The Paradigm Forum</strong></td>
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### 8:45 – 9:45 am

**Constellation Ballroom A&B**

**CORPORATE JOBS IN GOVERNMENT**

**Transforming the Federal & Private Sector after the Obama Administration: Creating pathways for gender equity in the U.S. workforce**

Gender and ethnic diversity in the workplace have been priorities for the Obama administration, and in 2016, Forbes magazine predicted that diversity and inclusion are going to continue to be THE hot topics. Why? Studies by McKinsey & Company indicate businesses with more gender and ethnic diversity substantially out-perform their competitors, and a Deloitte study shows that more diverse teams outperform their peers by as much as 80%. These studies show that in today's world, the ability to attract and engage people of all genders, backgrounds and cultures is paramount to organizational success.

Panelists will identify key challenges and opportunities to improve inclusion of women and girls across industries and sectors. Panelists will also discuss salary differentiation; the dire need for men in senior leadership positions to look outside of their known networks; and policies and/or programmatic initiatives the administration is/has implemented to help disrupt patterns of gender-based occupational segregation by increasing young women's and girls' participation in programs that prepare them for high-skill, high-wage jobs, including non-traditional occupations.

**Presenters:** The Honorable La Doris ‘Dot’ Harris / Director, Office of Economic Impact and Diversity / U.S. Department of Energy
Beth Corbett / Director of Personnel Management / U.S. Office of Management and Budget

Distinguished Special Guests presented by **White House Council on Women and Girls**

### 9:45 – 10:00 am

**Ballroom Foyer**

**Networking Break & Meet the Authors**

**Sponsored by:** SHRM

### 10:00 – 11:00 am

**Constellation Ballroom A&B**

**DISRUPTION IN THE WORKPLACE**

**Innovation & Technology as Unpredictable Drivers**

Ensuring that the workforce has the skills, competencies and behaviors to succeed in today's and tomorrow’s workplace is still one of the main struggles companies are faced with. According to a recent PwC study, 80% of surveyed CEOs state that mobile technologies and data analytics are key strands of their business strategy. STEM education is the link to technology and data and as companies are faced with disruption on a daily basis threatening their global market share, disruption is also the key driver to innovation. How can women leaders grow their influence, increase their participation in innovation and leverage STEM as the platform, ultimately driving gender parity?

**This panel of experts will address:**

- What is top of mind of these panelists’ to ensure leadership opportunities for today’s leaders
- What initiatives need to be put in place to ensure a career trajectory for the next gen STEM workers
- What are the organizational barriers and how can these be removed

**Moderator:** Lorena Fimbres / Vice President and Chief Business Development Officer / STEMconnector® and Million Women Mentors

**Panelists:**
- Jacqueline Glenn / VP, Global Diversity & Inclusion / Dell
- Seema Kumar / Vice President, Innovation, Global Health and Science Policy Communication / Johnson & Johnson
- Rainia Washington / Vice President Global Diversity & Inclusion / Lockheed Martin
- Adrianne Trimble / General Manager, Diversity and Inclusion / Toyota

### 11:00 – 11:30 am

**Ballroom Foyer**

**NETWORKING BREAK & MEET THE AUTHORS**

**Sponsored by:** SHRM

### 11:30 am – 12:45 pm

**Harborview**

**LEADERSHIP COACHING SESSIONS (continued)**

One-on-one coaching sessions with leading corporate senior executive leaders who offer insights and guidance to how to navigate road blocks, identify the right sponsor for you, develop your personal brand, and secure leadership buy-in. Advance sign-up required.
D&I LEADERSHIP & EXECUTIVE DEVELOPMENT FORUM
This session is intended for senior executive leaders.

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<th>Time</th>
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<tr>
<td>11:30 am –</td>
<td><strong>D&amp;I Effective Leadership</strong></td>
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<tr>
<td>12:45 pm</td>
<td>Hear from leading executives how they leverage their role and D&amp;I to build their company’s brand</td>
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<td>Constellation</td>
<td>Corporate Social Responsibility [CSR] initiatives and take an active role in advising top leadership in how to innovate and grow revenue through leveraging diverse talent.</td>
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<td>Ballroom C&amp;D</td>
<td><strong>Moderator:</strong> Deb Munster / Executive Director / Diversity Best Practices</td>
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<td><strong>Panelists:</strong> Sheila Clark / Director, Office of Diversity &amp; Inclusion / Federal Reserve Board of Governors</td>
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<td>Dr. Tony Byers / Director of Global Diversity Inclusion / Starbucks</td>
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<td>Anuradha Hebbar / Head of Diversity &amp; Inclusion / Zurich North America</td>
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<tr>
<td>11:30 am –</td>
<td><strong>Self-Talk: How Conversations with Self Can Undermine Success</strong></td>
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<td>12:45 pm</td>
<td>Why do we rush to judgment—of ourselves and others? What takes us to a place of self-doubt instead of self-confidence? What interferes with us engaging in courageous conversations that move us to action instead of self-defeating words that stall or stop us, make us feel—and behave—small? Understand why we engage in limiting conversations with ourselves and learn tips and tools of how you and women as a whole can begin to break some of these destructive, often culturally inherited habits. Identify what steps you need to take to step into YOUR power and move through your world with courage and confidence.</td>
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<td>Constellation</td>
<td><strong>Moderator:</strong> Audra Bohannon / Senior Partner, Workforce Performance, Inclusion &amp; Diversity / Korn Ferry</td>
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<td>Ballroom E&amp;F</td>
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2016 MOSAIC AWARDS LUNCHEON
1:00 – 2:30 pm Constellation Ballroom A&B
The Mosaic Woman Award recognizes diverse and multicultural women for their unique vision and leadership, as well as their cultural and global influence. The Mosaic Woman Awards are presented in the following categories: Legend • Lifetime Achievement • Trailblazer • Leadership • Pioneer
**Invocation:** Anna Mwalagho / Actress, Poet, Dancer, Singer
**Emcee:** Bettina Deynes / Vice President Human Resources / SHRM

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<tr>
<th>Mosaic Woman Global Leadership</th>
<th>Lisa Lutoff-Perlo / CEO / Celebrity Cruise Line</th>
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<tr>
<td>Dr. Gloria Bozeman Herndon</td>
<td>Presented by: Jacqueline Glenn / Vice President, Global Diversity &amp; Inclusion / Dell</td>
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<td>GB Group Global</td>
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<td>Presented by: Joyce Banda</td>
<td>Former President / The Republic of Malawi</td>
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<th>Mosaic Woman Trailblazer</th>
<th>Andra Rush / CEO / Rush Trucking</th>
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<tr>
<td>Sunny Hostin</td>
<td>Presented by: Caroline A. Wanga / Senior Director, Diversity &amp; Inclusion / Target</td>
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<td>Senior Legal Correspondent &amp;</td>
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<td>Co-host of The View / ABC News</td>
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<td>Presented by: Cisco</td>
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| 2:30 – 3:30 pm                | CLOSING                                         |
| Constellation                 | Dr. Sheila Robinson / Founder of Diversity Women’s Business Leadership (DWBL) Conference & Publisher and CEO / Diversity Woman Magazine |
| Ballroom                      |                                               |
Congratulations 2016 Mosaic Woman Honorees

The Mosaic Woman Award HERstory

In 2010, Dr. Sheila Robinson honored me with the commission to create an exceptional painting for the Mosaic Woman Awards. It was essential that the painting epitomize women of diverse and intersectional backgrounds, enhanced with sensations of individual self-esteem, pride, togetherness, and sisterhood. Then, utilizing the brilliant palette of the Diversity Woman magazine and my own luminous colors, I began the painting almost immediately.

Annually the painting, Mosaic Woman, is reproduced as a Giclee on Canvas for ONLY the women being honored that year. There are no other fine art reproductions of Mosaic Woman available, not even to purchase. Then after the Giclees are printed I drive, (two hours round-trip), to my Giclee printer to hand-sign each Giclee on Canvas before they are custom framed and shipped out from Van Nuys, CA. to the location of the conference.

In addition to the Mosaic Woman Award, I’ve created a Lifetime Achievement Award for the Honorable Nelson Mandela from Africare, the We See You Award for Sister’s At The Well, Inc., the first USPS Kwanzaa Stamp in 1997, and the new 2016 Kwanzaa Forever Stamp.

I am truly BLESSED!

DR. SYNTHIA SAINT JAMES is a world renowned multicultural visual artist, author, educator and a popular speaker. For more information on her prolific forty year career, and available artwork, visit www.SynthiaSaintJames.com.
Dr. Gloria Bozeman Herndon is a native of East St Louis, Illinois. She attended Southern Illinois University and graduated magna cum laude with bachelor’s degrees in Political Science, Philosophy and Music. Dr. Herndon continued on to Johns Hopkins University where she received a master’s degree in International Economics and Law. She was later accepted into the doctoral program at Johns Hopkins University where she attained additional academic success as a Rockefeller Fellow. While completing her doctoral course work, Dr. Herndon accepted a position as an economist with the U.S. Department of Agriculture’s Foreign Agricultural Service. She also worked in Africa as a representative for the U.S. Department of State. She received her doctorate in Economics and International Law from Johns Hopkins University.

Returning to the United States in the mid-1980s, Dr. Herndon continued at the State Department as a consultant, concurrently she joined The Equitable Companies as an insurance broker, financial planner and securities dealer. In 1985, she founded GB Herndon & Associates. Building upon her relationships in the international community, Dr. Herndon focused the startup company on designing health, property and casualty insurance programs for embassies in Washington, DC and the UN world-wide international missions. In 1989, she pioneered the design of specialized health care plans for foreign students enrolled in U.S. schools. Some more of her notable initiatives include developing Walmart’s Pharmacy Plan Program and she created the first-ever National Alliance of Postal and Federal Employees. She collaborated with the NIH, the Gates Foundation and Harvard University on the development of the Botswana AIDS Initiative. She also established the Small Business Administration’s (SBA) program for advising small and minority-owned businesses on the design and implementation of business and benefits insurance programs.

Dr. Herndon, Founder, President & CEO of GB Group Global, has more than 45 years experience of successfully conducting business internationally. The entrepreneurs’ entrepreneur, no one can deny her ability to make the impossible possible by building relations, creating new business paradigms and co-joining and weaving strategic partnerships. GB Group Global, which consists of GB Energie, GB Energie LED, GB Pharma Holdings and GB Oncology & Imaging Group, is a reflection of Dr. Herndon’s vision and is the culmination of over 35 years of fostering meaningful relationships across borders, believing in the human spirit, remaining committed to local communities and enabling the empowerment of others. The Group is committed to giving back to communities and those in need. The GB Group currently focuses on innovative and sustainable solutions in the energy, environment and health sectors.

Dr. Herndon stays active in both the business and local communities through numerous associations which include the Smithsonian, the Corporate Advisory Board of Office Depot and is a former American Express board member. Dr. Herndon is a published author, accomplished musician and member of numerous public and private entity boards and the recipient of a number of awards. Dr. Herndon is the widow of Brent Herndon and the mother of three adult children.

The Mosaic Woman Global Leadership Award recognizes a woman whose visionary servant-leadership has lead to the success of other women of all races, cultures and backgrounds—around the world.
Mosaic Woman Award

Trailblazer Award: Sunny Hostin

Senior Legal Correspondent & Analyst / ABC News

Attorney and multi-platform journalist Sunny Hostin is the Senior Legal Correspondent & Analyst for ABC News and co-host of ABC Daytime’s morning show The View.

Previously, Sunny was a legal analyst and host for CNN, regularly appearing on morning shows “New Day,” “Newsroom with Brooke Baldwin,” “AC360,” “AC360 Later,” and “American Morning,” where she became known for her in-depth analysis of social justice and legal issues. She created, wrote and co-produced her popular weekly segment, “Sunny’s Law,” which answered viewer questions on various topics including homeowner’s rights when faced with foreclosure, how to survive a police encounter, and who gets the ring after a broken engagement.

As a Department of Justice alum, her deep knowledge of the Justice Department and its inner workings made her an invaluable part of the CNN morning team during and after the historic election of President Barack Obama. Sunny reported on potential cabinet picks including correctly predicting that Eric Holder would be selected as the next Attorney General.

Before joining CNN, Hostin was an ABC News anchor and appeared on the Fox News Channel, where she was seen weekly on the “Is It Legal?” segment on “The O’Reilly Factor,” sparring with Megyn Kelly and Bill O’Reilly on various provocative issues and high-profile cases.

Sunny Hostin has covered many of the major legal and political stories of today, including the George Zimmerman, Casey Anthony and Conrad Murray trials, Bernie Madoff, Eliot Spitzer, the FLDS polygamy case, the Michael Vick dog fighting ring, OJ Simpson’s civil trial, Britney Spears’ custody and mental illness battles, the Duke rape scandal, and many more.

She has published numerous popular and scholarly articles in many outlets on topics including securities fraud, ponzi schemes, sex crimes, crimes against women, foreclosures, and everyday financial legal issues. Publications that have profiled, featured and quoted her include Forbes Woman, Uptown Magazine, Essence, The New York Post, WSJ.com, Latina, and Ebony. Sunny Hostin is a highly sought-after public speaker known for her lively and engaging speaking style at corporate and academic events. She has spoken and moderated panels for the Investigative Reporting Symposium at the University of California, Berkeley Graduate School of Journalism, Association of Corporate Counsel, Corporate Counsel Women of Color, PRLDF and National Bar Association.

As a federal prosecutor, she was awarded with a Special Achievement Award by then Attorney General Janet Reno for her prosecution of child sexual predators and work with child sex abuse. Hostin was also a Managing Director of Business Intelligence and Investigations at Kroll, the world’s leading risk-consulting company. At Kroll, Sunny led groups of investigators all over the world to investigate and uncover fraud.

She received her undergraduate degree in Communications from Binghamton University and her law degree from Notre Dame Law School.

A native of New York City, Hostin lives with her husband and two children in Westchester County, New York.
The Mosaic Woman Legacy Award recognizes a visionary leader who reached the pinnacle of her profession and ceaselessly worked to further the success of other women of all races, cultures, and backgrounds.

**CEO / Celebrity Cruise Line**

Celebrity Cruises believes in opening up the world to its guests. Lisa Lutoff-Perlo, a true pioneer of the cruise industry, believes in opening up the world, too. She was appointed president and CEO of Celebrity Cruises in 2014, making her the first woman to lead one of Royal Caribbean Cruises Ltd.’s (RCL) cruise line brands—and the first and only woman CEO of a cruise line that’s publicly traded on the New York Stock Exchange.

As a leader, innovator and smart disruptor, Lutoff-Perlo challenges assumptions about the cruise industry. She raises the bar on diversity and inclusiveness, rallying young women to dream differently. She’s a champion of diversity of all kinds, removing barriers so that others may thrive. In prior roles at RCL, she held responsibility for all marketing and advertising initiatives within the domestic African-American and Hispanic markets. In a groundbreaking move in her new role at Celebrity, she hired the first American woman captain of a cruise ship.

Lutoff-Perlo’s innovations extend throughout the company. She’s led cutting-edge work to develop and launch multiple, next-generation cruise ships. She also created and leads RCL’s Global Marine Organization, which ensures that all of the corporation’s ships run safely, smoothly and efficiently.

Her transformative leadership is ushering in a new era, redefining modern luxury for Celebrity Cruises and beyond. Lutoff-Perlo seeks to open the world for guests with a deeper understanding of what makes a great guest experience: a wide variety of ways to experience compelling destinations, welcoming and unpretentious service, distinctive onboard experiences, and unique approaches to design, culinary and accommodations.

Lutoff-Perlo has held a variety of roles during her 31-year tenure with Royal Caribbean Cruises Ltd. Prior to serving as its executive vice president of operations, Lutoff-Perlo was the senior vice president of Celebrity's hotel operations team, where she played a vital role in shaping extraordinary guest experiences for the brand. She spent 21 years in the sales and marketing organization in varying roles and levels of responsibility, which afforded her a deep understanding of the value of customers, their insights and building relationships.

Lutoff-Perlo actively participates in and lends her leadership to a number of community-building, philanthropic, and women’s organizations.

Lutoff-Perlo believes in giving back where you live. Having served on United Way of Broward County’s Board of Trustees for four years, Lutoff-Perlo also leads the annual United Way employee giving campaign at Royal Caribbean Cruises Ltd., raising millions each year from corporate and employee donations. Lutoff-Perlo is heavily involved in supporting and sponsoring such United Way events as Rock United, the Magnolia Luncheon and the Mayor’s Gala.

Lutoff-Perlo is a member of Paradigm for Parity, which is committed to achieving gender parity in North America. She serves as well on the Committee of 200, which fosters, celebrates and advances women’s leadership in business. In addition, Lutoff-Perlo is a vocal supporter of the #equalmeansequal campaign for gender pay equality. Lutoff-Perlo is also passionate about the Pace Center for Girls.

A strong supporter of “Extraordinary Women Leading Change,” Lutoff-Perlo is chairwoman of its advisory board. Lutoff-Perlo also is a member of The Commonwealth Institute, South Florida. Celebrity and Lutoff-Perlo were recently named the number one women-led business in Florida by The Commonwealth Institute. In addition, Lutoff-Perlo has just been chosen as one of South Florida Business Journals’ top 25 most influential women in the region.
The Mosaic Woman
Pioneer Award recognizes a woman who has been a first in her field and industry. She has paved the way through her lifelong work to advance the realm of career possibilities for women and girls nationally and globally.

Pioneer Award: Andra Rush

CEO / Rush Trucking

Celebrandra Rush is chair and CEO of Rush Trucking Corporation, CEO and president of Dakkota Integrated Systems, and chair, CEO and president of Detroit Manufacturing Systems.

As founder, chair, CEO and president of Rush Group, which owns and operates Rush Trucking, Dakkota and DMS, she leads the largest woman-owned business in Michigan, and one of the largest Native American-owned enterprises in the U.S.

Her mission from the very beginning has been to create sustainable job opportunities in underserved communities.

In 1984, she borrowed $5,000 from her parents and used her credit cards to launch Rush Trucking Corporation with one van and two pickups.

Today, Rush Trucking transports goods for Fortune 100 companies across the U.S. and Canada with 1,100 trucks and 700 drivers.

Rush launched Dakkota Integrated Systems in 2001, providing service to original equipment manufacturers by managing the complete assembly and sequencing of integrated automotive interiors through a joint venture with Magna International Inc. Dakkota has been recognized for supplier development and diversity by the Michigan Minority Supplier Development Council. The auto supplier, which employs 2,200 highly trained team members, was named Supplier of the Year for quality and world-class manufacturing by Chrysler Group in 2013 and Supplier of the Year for three consecutive years, 2013, 2014 and 2015, by General Motors.

President Barack Obama acknowledged Rush during his 2014 State of the Union address for creating manufacturing jobs in Detroit with the June 2012 opening of Detroit Manufacturing Systems – the first such plant opening in the city in decades. In about a year, she and her team of production and supply chain experts launched five production lines and eight injection molding machines with joint venture partner Faurecia, and hired and trained 700 people, most living in Detroit. The plant’s workforce continues to grow, increasing to 1,000 employees in just 36 months, to meet the needs of customer Ford Motor Company.

Rush is a member of the U.S. Manufacturing Council, which regularly advises the U.S. Commerce Secretary on matters related to government policies and programs and their impact on the U.S. manufacturing sector. The advisory panel also seeks to identify and propose solutions for industrywide manufacturing issues.

An active member of business and charitable organizations, including Boys & Girls Clubs of America, Business Leaders for Michigan, Detroit Economic Club, Detroit Regional Chamber, Downtown Detroit Authority, United Way and Women Presidents’ Organization, Rush serves on the Ford Supplier Council and previously served on supplier advisory boards for Chrysler and General Motors.

She was honored in 2015 by the Michigan Women’s Foundation with its Women of Achievement and Courage Award and inducted into the Michigan Women’s Hall of Fame in 2014 for innovative job creation and manufacturing ingenuity. Rush holds a bachelor’s degree in nursing from the University of Michigan Ann Arbor and is the proud mother of three sons.
Presenters, Speakers & Coaches

CRISTINA ALFARO
DIRECTOR, GLOBAL INCLUSION & COMMUNITY ENGAGEMENT / MCDONALD’S CORPORATION

Cristina is Director of Global Inclusion and Community Engagement at McDonald’s. In this role, she is responsible for the company’s community engagement initiatives, including identifying, building and maintaining partnerships with key diversity organizations on behalf of McDonald’s and overseeing corporate philanthropy.

She has been successful in the development and implementation of a strategic approach for diversity outreach efforts, focused on maximizing investments and building deeper partnerships with external organizations; coaching of leaders and business executives in areas of inclusion, supporting D&I education initiatives, and mentoring talent.

Cristina joined McDonald’s in 2006 to lead the communications programming reaching the national Hispanic consumer market, as well as new product launches, promotions and brand trust initiatives. She is a seasoned communications professional with an extensive public relations agency background that includes strategic planning, media relations, crisis management and stakeholder outreach for major consumer and hospitality brands.

She holds a B.A. in Economics from Florida International University and an Associate of Arts from Miami Dade College. She recently joined the board of One Hope United and is on the NAACP ACT-SO national advisory board. Cristina is also a recipient of the McDonald’s President’s Award, the highest honor presented by the corporation to the top one percent of staff employees globally. Cristina lives in Downers Grove, IL with her husband Marcelo.

DR. DEBORAH P. ASHTON
FOUNDER / PLANET PERSPECTIVE

Dr. Deborah P. Ashton, founder of Planet Perspective, has over 25 years of HR and D&I experience. She is the former Vice President, Chief Diversity Officer for Novant Health and has headed D&I at global and Fortune 500 companies—Medtronic, Harley-Davidson, and Darden Restaurants. Dr. Ashton is recognized as a thought leader on diversity and inclusion. She has presented at international conferences from Mexico to Australia. She is an executive mentor for Patina Solutions and a member of the Harvard Business Review Advisory Council, an opt-in research community of business professionals. Savoy Magazine named her as one of 2014 Top Influential Women in Corporate America.

Dr. Ashton designed the 360o Inclusion Leadership Profile TM, a leadership tool for assessing individual and organizational strengths and developmental needs for leading an inclusive and multicultural workforce. She has published in Harvard Business Review (online), Diversity Executive, Diversity MBA and other publications. The Financial Times published her webinar How HR Executives Can Help Close the Gender Pay Gap at the Workplace.

Under her tutelage, companies have been recognized by DiversityInc, Diversity MBA Magazine, The Executive Leadership Council, the Multicultural Foodservice and Hospitality Alliance, Human Rights Campaign and Fortune Magazine. Her strategic model, Six Pillars of Diversity and Inclusion™, implementation at Novant Health was recognized by Equity of Care and by the Institute for Diversity of the American Hospital Association (AHA).

Dr. Ashton earned her bachelor’s degree in psychology from Clarke College. She earned a Ph.D. in clinical psychology and public practice from Harvard University and completed a post-doctoral internship at Harvard Medical School. She holds certificates in diversity management from Georgetown University & Institute for Diversity-AHA and in LaMarsh Master of Managed Change™. Dr. Ashton is a licensed clinical psychologist specializing in unconscious/implicit bias in the workplace.

SIMON T. BAILEY
SPEAKER AND AUTHOR

Renowned speaker and author Simon T. Bailey is the leader of the “brilliance” movement—helping more than 1 million people find their brilliance, shift their thinking and produce sustainable results.

According to The Speakers Experts, Simon is one of America’s top ten most booked corporate and association speakers. In 2015 Simon was inducted into the prestigious National Speakers Association Hall of Fame whose honorary members include former U.S. Secretary of State General Colin Powell and President Ronald Reagan.

Speaker magazine also cited Simon as one of the top 25 “hot speakers” shaping the profession. His uber popular “Building Business Relationships” micro-learning course on Lynda.com (A LinkedIn Company) has been viewed by 10,000+ professionals in 100 countries.
His team recently introduced the Shift Your Brilliance System® that teaches individuals and organizations how to create meaningful results in the new economy. A percentage of the proceeds from the Shift Your Brilliance System® benefit the U.S. Dream Academy, a non-profit organization that believes a child with a dream is a child with a future. In 2003 Simon founded Brilliance Institute, Inc., teaching companies and individuals how to grow their most important asset—people. He has spoken on six continents to 1,000+ organizations including AT&T, IBM, MasterCard, Microsoft and Toyota. His previous work experience includes serving as the first African American sales director at the world-renowned Disney Institute based at Walt Disney World Resort® Resort. Simon has authored seven books including Release Your Brilliance (HarperCollins) and Shift Your Brilliance: Harness the Power of You Inc. (SoundWisdom).

An experience with Simon goes beyond feel-good content to real-life deliverables that impact lives. He connects with any audience on many levels with a relevant message that resonates beyond the stage. His wisdom and expertise enabled an Orlando-based health care system to be acquired and a division of a hospitality company to be ranked No. 1 for customer service by Expedia.com.

Simon holds a master’s degree in Theology from Faith Christian University and was inducted as an honorary member of the University of Central Florida Golden Key Honor Society. He serves on the advisory council for Management and Executive Education for the Crummer Graduate School of Business at Rollins College, one of the top 25 best private graduate business schools in the U.S.

When Simon is not busy advancing professionals’ and organizations’ development, he roots for the Buffalo Bills, collects rare stamps and global currency, and is an avid movie-goer. Simon resides in Windermere, Florida with his wife and their two active teenagers.

JOYCE BANDA
HONORABLE PRESIDENT JOYCE BANDA

An entrepreneur, activist, politician and philanthropist, Her Excellency Joyce Banda served as the President of the Republic of Malawi from 2012-2014. She was Malawi’s first female president and Africa’s second. Prior to assuming office, President Banda served as a Member of Parliament, Minister of Gender and Child Welfare, Foreign Minister, and Vice President of the Republic of Malawi. While serving as Minister of Gender and Child Welfare, she championed the enactment of The Prevention of Domestic Violence Bill (2006), which provided the legal framework to support the prevention and elimination of all forms of violence against women and girls.

President Banda is credited for turning round an ailing economy which was on the verge of collapse in April 2012. She instituted a number of economic reforms which led to significant economic expansion; Malawi’s rate of economic growth rose from 1.8% in 2012 to over 6.2% in 2014. Under President Banda, Malawi’s operational industrial capacity improved from 35% in 2012 to 85% in July 2014, and the foreign exchange import cover was increased from one week to three and half months in July 2014. In the areas of democracy, good governance, and rule of law, President Banda repealed a number of draconian laws which weakened essential democratic institutions, infringed upon civil liberties, and restricted the freedom of the press.

President Banda’s unwavering commitment to the promotion of women’s maternal health and reproductive rights led her to establish the Presidential Initiative on Maternal Health and Safe Motherhood, which spearheaded the fight against high maternal mortality rates and the promotion of safe motherhood in Malawi. During the two years of her presidency, Malawi registered considerable success in the areas of maternal and child health, reducing the maternal mortality ratio from 675 deaths per 100,000 live births to 460.

As one her first actions after taking office, President Banda sold the multi-million-dollar presidential jet, and donated 30% of her salary to Malawi Council for the Handicapped (MACOHA), an organization serving individuals with disabilities.

President Banda was instrumental in the formation of the African Federation of Women Entrepreneurs (AFWE), currently operating in 41 countries on the continent, the Council for the Economic Empowerment for Women of Africa (CEEWA), and the American and African Women’s Business Alliance (AABWA), for which she served as the first president. President Banda maintains a leadership role in several international organizations, including the Global Leaders Council for Reproductive Health (U.S.) and The Micronutrient Initiative (Canada).

President Banda was named one of the world’s most powerful black women by Forbes in 2013 and 2014, and one of the 100 most influential people in the world by both TIME and Forbes. In 2014, CNN named her one of the most inspirational women in politics.

In 1997, President Banda founded the Joyce Banda Foundation International, which seeks to transform villages in Malawi through their work in supporting women’s economic empowerment, education, maternal health and HIV/AIDS programs, leadership training, and support for human rights.

President Banda holds an M.A. in Leadership from the Royal Rhodes University of Canada, a B.S. in Gender Studies from Atlantic International University (U.S.), and a diploma in NGO Management from the International Labor Organization.
AUDRA BOHANNON

SENIOR PARTNER / KORN FERRY LEADERSHIP AND TALENT CONSULTING

Audra Bohannon is a Senior Partner for Korn Ferry’s Leadership and Talent Consulting, based in the firm’s Boston office.

For over 30 years, Ms. Bohannon has delivered strategic leadership and business consultation solutions that have helped move people and organizations toward their desired performance results.

In her current position, Ms. Bohannon brings keen analysis and outcome-driven expertise on issues related to optimizing the contribution of a global workforce and advancing women worldwide. Her portfolio of client organizations served includes a broad range of U.S. and global industries and businesses, including building and consumer products, financial services, food and beverage, health care, manufacturing and retail, pharmaceutical, technology and communication, and transportation.

Ms. Bohannon’s consulting, facilitation, and executive coaching services have spanned corporate structure, from C-level executives to entry-level individual contributors.

Prior to her engagement at Korn Ferry, Ms. Bohannon served as principal at Global Novations, senior vice president of Novations Group, and as partner and one of the business architects of J. Howard & Associates.

Ms. Bohannon is a highly sought conference speaker, panel moderator, seminar facilitator, and thought driver on topics related to development, inclusion, and diversity. Whether engaging an industry audience or a global women’s summit, Ms. Bohannon delivers high energy, practical tools, and a transformative message: “Lead life by design, not by default.” Her many white papers and articles also emphasize this theme and expand her insights on achieving personal and business success.

Beyond Korn Ferry, Ms. Bohannon sits on the national boards of Community Builders and Accelerated College Experiences (ACE), and she serves on the Human Resources Committee of Big Sister Association of Greater Boston.

TRUDY BOURGEIOS

FOUNDER / THE CENTER FOR WORKFORCE EXCELLENCE

Bourgeois is a renowned and respected authority on leadership development, change management and workplace transformation. She is a bestselling author, speaker and coach. And she is a teacher at heart. Bourgeois believes that when people can learn and grow, they can achieve. Which ultimately empowers them to LEAD!

After a successful career as a senior sales and marketing executive who managed teams of thousands and a $3 billion budget, Bourgeois took all her experience and passion and founded The Center for Workforce Excellence (CWE) in 2001.

Fortune 100 and 500 companies such as Intel, PepsiCo and ConAgra credit CWE with advancing their talent management initiatives and more. Bourgeois is a featured blogger for The Huffington Post, writes for numerous magazines and publications (including The Washington Post and Harvard Business Review blog) Bourgeois has authored two books on leadership, Hybrid Leader: Blending the Best of Male and Female Leadership Styles and Her Corner Office: A Guide to Help Women Find a Place and a Voice in Corporate America.

Bourgeois has earned a reputation as a respected truth-teller who combines candor with humor to foster courageous conversations necessary for change to take place.

Bourgeois is the proud mother of two children, Adam and Mary Ellen. She has been married to her husband and best friend, Michael, for 34 years and is active in her church and community. Trudy is particularly active in Special Olympics, supporting her husband Mike who coaches multiple Special Olympic sports. She has also served on several boards, including the Network of Executive Women. And she commits much time pouring into and mentoring the next generation of women business leaders.

CHARMAINE BROWN

DIRECTOR, OFFICE OF DIVERSITY, FANNIE MAE

Charmaine Brown is a Director in Fannie Mae’s Office of Diversity and Inclusion (ODI). She is accountable for developing and implementing diversity and inclusion strategies that meet and exceed Section 1116 of the Housing and Economic Recovery Act (HERA). Brown’s primary areas of focus are the development of programs and initiatives that expand the capabilities of minorities and women, leverag-
ing Employee Resource Groups (ERGs) to support business goals, and building the capacity of trusted advisors and community-based organizations to expand access to affordable credit for multicultural families.

Prior to joining the Office of Diversity and Inclusion, Brown spent 15 years in Fannie Mae’s Housing and Community Development and Single Family Mortgage Business.

Brown holds a master’s degree from The John Hopkins University, completed the Diversity Management Program at Cornell’s ILR School, and is certified in the Intercultural Development Inventory (IDI), a cross-cultural competency assessment tool where she is assessed at Adaptation, the highest level of competency on the five-point continuum.

She is a member of the American Association of Access, Equity, and Diversity, Women in Housing and Finance, The Conference Board Diversity Leadership Council, and the Securities Industries and Financial Markets Association (SIFMA) Diversity and Inclusion Committee. Charmaine also sits on the Housing Advisory Board of HomeFree USA and is on the Board of the Northern Virginia Urban League.

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**JENNIFER BROWN**

**FOUNDER & CEO / JENNIFER BROWN CONSULTING**

Jennifer Brown is the Founder & CEO of Jennifer Brown Consulting, a certified woman- and LGBT-owned strategic leadership and diversity consulting firm specializing in the future of the workforce and workplace, and dedicated to building more inclusive organizations where all kinds of talent can feel “Welcomed, Valued, Respected, and HeardSM.” Based in New York City and maintaining a global team, the company partners with HR, Talent Management, D&I and Business leadership on change management efforts relating to human capital, including the design, development and facilitation of customized, interactive classroom and online learning events. JBC is known as the creator of the “JBC ERG Progression ModelSM,” a proprietary development tool that facilitates the transformation of ERGs into true business partners. Employer-of-choice clients include Cisco, Toyota Financial Services, Wells Fargo, Thomson Reuters, AXA, Disney, New York Life, Target, and many of the Fortune 500. Brown is quoted frequently on next generation diversity and inclusion practices, has delivered three TEDx talks, and is a dedicated and visible change advocate in the LGBT and Allies community. Brown’s first book *Inclusion: Diversity, the New Workplace & the Will to Change* was scheduled for release in September 2016.

**DR. TONY BYERS**

**DIRECTOR OF GLOBAL DIVERSITY INCLUSION / STARBUCKS**

Dr. Byers is the director of Global Diversity Inclusion at Starbucks Coffee Company. He is responsible for developing and leading the strategic direction for global diversity and inclusion to drive engagement, innovation and business growth. Dr. Byers is an accomplished inclusion and change management specialist with 20 years of demonstrated experience leading change in large-matrix multinational organizations.

During his professional career he has held various leadership roles within multinational organizations including diversity and inclusion, talent acquisition and organizational change. He has a proven record of quality performance and leadership in challenging and diverse environments including for profit, non-profit and academic institutions.

In addition he has served as organizational management consultant and adjunct professor with the University of Minnesota—Carlson School of Business, Metropolitan State University and the University of Wisconsin—River Falls. Dr. Byers holds a Ph.D. in Human & Organizational Development and an M.A. in Organizational Systems from Fielding Graduate University in Santa Barbara, California where his doctoral thesis focused on effective strategies for building support for diversity programs among senior leaders.

**SHEILA CLARK**

**DIRECTOR, OFFICE OF DIVERSITY & INCLUSION, BOARD OF GOVERNORS OF THE FEDERAL RESERVE SYSTEM**

Sheila Clark is the Director, Office of Diversity and Inclusion, at the Board of Governors of the Federal Reserve System (Board) which is the Central Bank of the United States.

She is responsible for the Board’s internal and external diversity and inclusion initiatives and for implementing Section 342-Office of Minority and Women Inclusion (OMWI) provision of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 (Dodd-Frank Act).

Clark joined the Board in February, 1995 as the EEO programs director and on January 2, 2011 was appointed program director for the Office of Diversity and Inclusion which also incorporates the OMWI office.
Prior to joining the Board, she worked in New York City at Dow Jones & Company Inc. and CBS, Inc. where she held EEO and workplace diversity program positions. Clark has a B.A. degree from Marymount College, Tarrytown, NY.

TENA CLARK
FOUNDER, GRAMMY AWARD RECIPIENT, DMI MUSIC & ENTERTAINMENT

What musical touchstone does President Barack Obama, the most powerful leader in the world, share with Aretha Franklin, crowned the greatest singer of the rock era by Rolling Stone Magazine? The answer is the music expertise of Tena Clark. The company she founded, DMI Music & Media Solutions, programs the President’s music for Air Force One, and Clark also recently produced the Queen of Soul’s most recent album. Patti LaBelle, Aretha Franklin, Chaka Khan, Natalie Cole, Jennifer Holliday, Gladys Knight, CeCe Winans, Dionne Warwick, Patti Austin, Stephanie Mills, Yolanda Adams and Rev. Shirley Caesar are among the iconic recording artists for whom Clark has written and/or produced. In 2009, Natalie Cole was honored with two GRAMMY awards for Still Unforgettable, executive produced by Clark.

A musical compass has guided Clark from rural Mississippi to Hollywood. Beginning at age five, she would visit New Orleans with her mother, a songwriter from the big band era, where she absorbed the city’s intoxicating rhythms. Her first professional gig at 15 was playing drums at the Crescent City’s famed Roosevelt Hotel. Since then, Clark has excelled in multiple genres across an astonishing breadth of media. Highlights include penning award-winning country hits, contributing to multi-platinum movie soundtracks including Hope Floats, The Five Heart Beats, Where the Heart Is, and My Best Friend’s Wedding, writing for television shows like Desperate Housewives, and creating the instantly recognizable national campaign theme, “Have You Had Your Break Today,” for McDonald’s. In homage to her musical and spiritual roots, Clark produced Church: Songs of Soul and Inspiration that included contributions from Patti LaBelle and Chaka Khan plus contributions from Pulitzer Prize winners, Dr. Maya Angelou and Toni Morrison.

Clark is CEO/Chief Creative Officer for DMI Music & Media Solutions, the company she envisioned 15 years ago. As pioneers, thought-leaders, and innovators, DMI is at the forefront of entertainment and music marketing, crafting strategies and activations for brands that include Build-A-Bear Workshop, Cisco, Delta Air Lines, General Mills, Kohl’s and Lucky Jeans. From creating a brand’s unique sound and driving audio strategy, to developing a brand campaign around a major entertainment property, DMI is a full-service entertainment agency.

SABRINA CLARKE
FOUNDER AND CEO / BUILD GLOBAL

Clarke is an inspirational and purpose-led solution architect with international multi-discipline experience across industries that include Management Consulting, Financial Services, Advertising and Professional Services. Clarke’s portfolio includes global responsibilities working for companies, such as Barclays PLC, Barclays Investment Bank, Ogilvy & Mather and Nordstrom.

As Founder/CEO of Build Global, a creative leadership advisory, Clarke creates solutions for change. Clarke is also an ambassador for Build Global, invited internationally to speak on a range of topics that include leadership, transformation, change, culture and megatrends.

In 2014, Clarke started the Build Global Scholarship, which awards the whole picture of leadership to students pursuing higher education.

Along with her Build Global responsibilities, Clarke is a Senior Manager at EY, where she focuses on developing propositions and strategy to optimize organizational performance. Sabrina helps clients transform and restructure their organization underpinned by the culture and behaviors that drive success. Clarke is also a trusted adviser, providing robust and challenging advice to senior stakeholders.

Clarke is Chair of the Board of Directors for Instigate UK and a member of the Board Committee, People and Organization at Tearfund.

Clarke is passionate about leadership and the impact gifted leaders can make to nations, economies, communities, generations and history. Clarke is invested in ducus adeficit, interpreted as leadership builds.

DR. JOHNNETTA BETSCH COLE
DIRECTOR / SMITHSONIAN NATIONAL MUSEUM OF AFRICAN ART (NMAFA)

Dr. Johnnetta Betsch Cole was appointed the Director of the Smithsonian National Museum of African Art (NMAfA) in March, 2009. NMAfA is the only national museum in the United States that collects, conserves, exhibits and educates about the traditional contemporary visual arts of Africa. Through its exhibitions, educational programs and
outreach to diverse communities. NMAfA fosters the discovery and appreciation of the arts and cultures of Africa, the cradle of humanity. Before assuming her current position, Johnnetta Cole had a long and distinguished career as an educator and humanitarian. She is President Emerita of Spelman College and Bennett College for Women. She is the only person to have served as president of these two historically Black Colleges for women in the United States. She is also Professor Emerita of Emory University from which she retired as Presidential Distinguished Professor of Anthropology, Women’s Studies and African American Studies. Dr. Cole was the first African American to serve as the Chair of the Board of United Way of America. She currently serves on a number of boards, including the board of trustees of the Association of Art Museum Directors. Through her work as a college president, university professor and museum director, and through her published works, speeches and community service, she has consistently addressed issues of diversity and inclusion in the United States and around the world. Dr. Cole has been awarded 55 honorary degrees and she is the recipient of numerous honors.

LOIS COOPER
CAREER COACH CONSULTANT / LEE HECHT HARRISON

Lois Cooper is a Career Coach Consultant at Lee Hecht Harrison where she provides career coaching and career transition services. She has 25 years of human resources experience in organizations across a variety of industries including 16 years at Adecco Group North America, the world’s largest temporary staffing firm and the parent company of Lee Hecht Harrison. In her career, Cooper developed expertise in a number of areas, including employee relations, change management, conflict resolution, performance management, organizational design and development, supplier and workforce diversity and corporate social responsibility.

In March 2015, Cooper was recognized for her Remarkable Dedication and Commitment to Farmingdale State College’s STEM Diversity Program. In 2014, Cooper was named as a Top Executive by Uptown Professional Magazine, a Top Influential Female in Corporate America by Savoy Magazine and a Top Diverse Leader in STEM by STEM Connector. Cooper is a featured speaker for The Conference Board, Disability Matters US and EU, the National Urban League, the Society of Human Resources Management (SHRM) and other thought leadership summits.

Cooper is currently participating in the ICF Certification Program through Lee Hecht Harrison with her ICF ACC Certification expected in 2015. She is also certified in Motif Notation, The Method for Recording Movement Concepts. Cooper is also the current Board Chair for the Urban League of Long Island, Co-Chair of the Diversity & Inclusion Council for SHRM Long Island and is an immediate past member of the Board of the American Heart Association of Long Island. Cooper received her MBA from Baruch College in New York City and her BA from American University in Washington, D.C.

BETH CORBETT
DIRECTOR OF PERSONNEL MANAGEMENT / U.S. OFFICE OF MANAGEMENT AND BUDGET

President Obama appointed Beth F. Cobert as Acting Director of the Office of Personnel Management on July 10, 2015. She comes to OPM from the Office of Management and Budget (OMB), where she served as the Deputy Director for Management and the U.S. Chief Performance Officer since October 2013.

At OMB, she led the efforts to drive the President’s Management Agenda to make government more effective and efficient so it can deliver better, faster, and smarter services to citizens and businesses.

She oversaw the government’s performance, procurement, and financial management offices, as well as the Office of the Chief Information Officer. Under Cobert’s leadership, the Administration made progress on efforts to improve the management of Federal information technology (IT) spending, to modernize and improve citizen-facing services through teams like the U.S. Digital Service, and to reduce the Federal Real Property footprint.

She also led OMB’s work on the People and Culture Pillar of the President’s Management Agenda—including initiatives to improve employee engagement within agencies, enhance the Senior Executive Service (SES), and recruit and retain a talented and diverse Federal workforce.

Before joining the Federal government, Cobert worked for nearly 30 years at McKinsey & Company as a Director and Senior Partner. During her tenure, she worked on key strategic, operational, and organizational issues across a range of sectors, including financial services, health care, legal services, real estate, telecommunications, and philanthropy. She led major projects to improve performance through process streamlining, enhanced customer service, improved use of technology, more effective marketing programs, and strengthened organizational effectiveness.

Cobert received a bachelor’s degree in economics from Princeton University and a master’s degree in business administration from Stanford University. She and her husband, Adam Cioth, have two children.
DR. SHIRLEY DAVIS
CEO AND PRESIDENT / SDS GLOBAL ENTERPRISES, INC.

Dr. Shirley Davis, SPHR, affectionately known as The Success Doctor™, is an accomplished corporate executive, global workforce and talent management expert, an international speaker, and executive coach. She is President of SDS Enterprises, LLC, a global talent management solutions firm that provides strategies and solutions for how to work, lead, and succeed in a global, virtual, diverse, and hyper-connected world. She has worked in 10 countries as a consultant, speaker, and facilitator. She has over 25 years of business and human resources experience and has worked at several Fortune 500 companies in various senior and executive leadership roles including Bank of America, Circuit City Stores, Capital One, Constellation Energy, and more recently, as Vice President of Global Diversity & Inclusion and Workplace Strategies at the world’s largest HR association (SHRM). She has been featured and quoted on NBC’s The Today Show, in The Wall Street Journal, Essence Magazine, Black Enterprise Magazine, The Washington Post, HR Magazine, and CNN.com and has been honored with numerous awards. She’s the author of Reinvent Yourself: Strategies for Achieving Success in Every Area of Your Life. Additionally, she is currently co-authoring a new book, Stepping Stones to Success, featuring Deepak Chopra, Jack Canfield, and other experts to be released later this year. She was named one of the Top 100 Corporate Executives in America by Uptown Professional Magazine for consecutive years (2011-2014). In 2011, she was named as a 2012 Woman Worth Watching by Profiles in Diversity Journal and she received the Strategic Star Award by Diversity Woman Magazine in Dec. 2012, and was honored with the Catalyst Award in 2013 by Uptown Professional. She’s a former Miss District of Columbia, Mrs. Oklahoma-Mrs. America, Ms. Richmond, Ms. Virginia and in 2000 went on to win the national title of Ms. American United States. Deynes provides overall direction and serves as a business partner to the senior leadership team directly contributing to making a difference in the future of human resource professionals. Deynes is responsible for leading and effectively managing the HR strategies, HR policies, engagement, compensation, benefits, recruiting and employment, diversity, employee relations, HR systems, training and development, separation management, performance management, and succession planning. Prior to SHRM, Deynes worked for the City of Alexandria, VA as the director of human resources. Her main functions involved planning, directing and administering all activities in the Human Resources Department and implementing comprehensive city-wide human resources and complex analytical tasks in support of a centralized human resource function in various HR systems areas. As a prior member of the senior executive team of the City of Alexandria, she was directly involved in the decision-making process for major management, finance, marketing and customer service challenges. Deynes’ 20-year career also includes serving as the Human Resources executive for the Washington Nationals baseball team and the National Association of Social Workers, among others. In May of 2013 Ms. Deynes published her first novel, Alejandra’s Quest, and she is currently working on her second entitled Destino.

Ms. Deynes earned a bachelor’s of science degree in Business Administration from the University of Phoenix (2004), a masters in International Management (2013) and a masters in Business Administration (2012), both from the University of Maryland University College.

BETTINA DEYNES
VP OF HUMAN RESOURCES / SHRM

Bettina Deynes, SHRM-SCP, IPMA-CP, joined the Society for Human Resource Management as the vice president of human resources in 2014. In this role, Deynes provides overall direction and guidance to the human resources department and serves as a business partner to the senior leadership team directly contrib-
with the future of human capital. With several products and services, STEMconnector® is both a resource and a service, designed to link “all things STEM.” STEMconnector’s® network includes organizations at the global, national, state and local levels. STEMconnector® focuses on the STEM workforce and jobs as we focus on STEM 2.0 with skills to jobs, partnerships and place a particular emphasis on diversity and women.

Fraser is a strong leader, champion and engager of others to build initiatives where employers and stakeholders find value. STEMconnector® and Million Women Mentors® programs use metrics to show outreach and impact out to millions and practice strategic engagement of business, government, education and non-profits to work to engage to gain access to good jobs. Fraser is known as a strong leader, champion of diversity, and entrepreneur. Fraser first entered the world of entrepreneurship as Founder and CEO of Public Affairs Group where she worked with more than 250 Fortune companies and government agencies, advancing best practice programs on women and diversity leadership.

Fraser founded Diversity Best Practices and the Business Women’s Network. She has also written and published multiple books and articles around diversity best practices. Edie is author of Do Your Giving While You’re Living and Advancing a Jobs Driven Economy and now Women’s Quick Facts.

Over her extensive career, Fraser has received 52 awards for her work in leadership, innovation, diversity, women, entrepreneurship, and communications. She has also appeared on the cover of multiple magazines. In 2015, Fraser was inducted into the Enterprising Women Hall of Fame for her life’s work in advancing women in the workplace and a recipient of the Diversity Woman Mosaic Award.

Fraser graduated with Honors from Duke University. She lives in Washington, DC with her husband of 36 years, Joe L. Oppenheimer.

LORENA S. FIMBRES
VP & CHIEF BUSINESS DEVELOPMENT OFFICER, STEMCONNECTOR

Lorena serves as Vice President and Chief Business Development Officer for STEMconnector® and Million Women Mentors. She is responsible for developing new business and serving members within her portfolio through customized strategies and consulting. Fimbres is also the creative behind the STEMconnector® and Million Women Mentors brands positioning them as two of the most well known brands in the STEM world.

Fimbres has a track record of driving projects that involve over a hundred Fortune executives, and their teams. Lorena is the executive publisher of STEMconnector’s 100 Leaders in STEM, which aims to recognize top executives across industries that are committed to building a diverse, strong STEM pipeline. Through the 100 Leaders in STEM Series Lorena has profiled 448 executives across 282 companies/organizations.

Prior to moving to the United States in 2010, Fimbres held several positions of increasing responsibility within the government of the State of Sonora, Mexico (2005-2009). Fimbres’s political experience includes campaign management and political marketing. She served as a senior member with an executive team that oversaw 101 parallel campaigns at the local and state levels (2009).

Fimbres holds a Bachelor’s in Business Administration from the internationally recognized Tecnológico de Monterrey. She was recognized as a generation leader for her active role in the student government. A native of Sonora, Mexico, Lorena lives in Washington, D.C. with her husband Francisco and their two children Lorenza and Agustin.

DR. KATHERINE GISCOMBE
VICE PRESIDENT AND WOMEN OF COLOR PRACTITIONER / GLOBAL MEMBER SERVICES

Katherine Giscombe, PhD, Vice President and Women of Color Practitioner, Global Member Services, designs and directs customized, comprehensive, and solutions-based change initiatives with Catalyst member organizations. With a long history at Catalyst and in the corporate world, she helps members use Catalyst knowledge as they create business-driven diversity and inclusion initiatives. She led Catalyst’s groundbreaking study, Women of Color in Corporate Management: Opportunities and Barriers, and several subsequent in-depth research projects on diverse women. Drawing from this unique background, Dr. Giscombe infuses her work as part of Global Member Services with an “insider/outsider” perspective. She raises awareness of, and generates solutions to, the subtle obstacles that still must be overcome for women of color and other marginalized groups to succeed in the workplace. In the process, she strengthens the workplace for all.

Dr. Giscombe has extensive corporate work experience, having supported marketing and new product development at a variety of Fortune 500 companies prior to joining Catalyst. She is a highly effective speaker, workshop leader, and a Catalyst media spokesperson, having been interviewed by National Public Radio, CNN-FN, CBS Radio, the Boston Globe, and ARISE News among others. Dr. Giscombe was selected by The Network Journal as one of “25 Influential Black Women in Business” in 2005, received the 2007 “Legacy of Leadership”
award from Spelman College Center for Leadership and Civic Engagement, and was named by Profiles in Diversity Journal as a “Woman Worth Watching” in 2009. She is currently on the Advisory Board for Women’s Inter-Cultural Exchange, a non-profit organization that builds and bridges social capital among women of diverse cultures.

Dr. Giscombe has a PhD in Organizational Psychology from the University of Michigan and trained at the Institute for Social Research, the world’s largest academic social science survey and research organization.

**JACQUELINE (JACKIE) GLENN**

VP, GLOBAL DIVERSITY & INCLUSION / DELL

Jackie Glenn is the VP/ Global Diversity & Inclusion for Dell, leading the D&I strategy for the company’s global operations. Glenn has implemented programs in Employee Relations, Training and Development, Recruiting, Organizational Development, and Consulting and Coaching. Her leadership has led to several ground-breaking efforts, including the implementation of a mandatory D&I curriculum, institutionalization of the Transgender Reassignment Program, and the launch of its High Potential Women’s Program. Glenn has been profiled in various magazines including Black Enterprise, Working Mother, and Boston Business Journal. She was named one of the Top 10 Influential Women in Global Diversity.

**ANDREA GRANT-WRIGHT**

SENIOR VICE PRESIDENT, BUSINESS DEVELOPMENT, / LEE HECHT HARRISON

Grant-Wright consults with large and mid-size national, multi-national, and global organizations, across all industries, on complex business issues impacting workforce requirements.

By listening to the needs of her clients, she offers strategic advice to improve efficiency and performance, increase revenue and lower costs. She has the proven ability to coach future leaders in a way that yields better business results. Individuals and organizations look to Grant-Wright to improve performance resulting in higher engagement today and tomorrow.

Grant-Wright brings over 20 years of corporate and entrepreneurial achievement across various industries, specifically in the areas of human resources, operations, project, account and event management.

At the request of the National Football League Grant-Wright recently penned an article, “Taking Aim at Your Second Career: Baltimore Ravens Professional Development Day” that was distributed to over 28,000 current and former professional athletes, their families and friends.

Grant-Wright has a heart for others and is very active with the JP|jumpers Foundation, the LoveLife Foundation, Special Olympics and Chesapeake Human Resources Association (CHRA). She is the Human Resources Leadership Award (HRLA) Awards Co-Chair and Executive Co-Chair Elect. HRLA is the only independent awards program that promotes and advances excellence in the HR profession from Richmond, Virginia to Baltimore, Maryland. For many years Grant-Wright was Adecco’s Diversity and Inclusion Committee leader. Within that committee she was a leader in the Diversity as a Differentiator and Corporate Social Responsibility sub-committees.

In 2014 Grant-Wright was named the Potomac Local’s Top 40 Under Forty. This honor is given to 40 of the region’s brightest, most promising professionals under the age of 40. Winners have achieved a high level of responsibility in their careers and who contributed to the betterment of the community where they work, live and play. The 40 Under Forty are influential people in their professional industries and catalysts of community impact.

**LOUISE M. GUIDO**

M4 GLOBAL PARTNERS, LLC

Louise M. Guido is one of the world’s leading experts, thought leaders and professionals in reaching consumers in emerging markets through mobile and digital services. M4 Global Partners has worked in 72 countries offering its multinational clients a dynamic value proposition to deploy mobile programs with a social impact to millions of consumers around the world.

In addition, Ms. Guido has taken her 25 years of doing business internationally, and now helps senior women executives lead effectively in the global marketplace. She provides innovative leadership techniques, business development concepts and cultural insights to make them successful when working with clients, colleagues or business in emerging markets.

Under Ms. Guido’s leadership, M4 Global Partners has a multinational client base including: Intel, Baby Center, Sesame, Myriad Group, MTech, Oxygen 8, Facebook and many senior women executives looking to expand their global knowledge.

She is also the CEO and Founder of ChangeCorp, a mobile content services and app developer that creates and distributes highly relevant, localized content for “mobile-only” middle-class consumers in emerging markets. Its primary targets are...
women, youth, and entrepreneurs, and its content advances their social and economic development. ChangeCorp provides access to over one billion potential mobile-only users worldwide.

Ms. Guido has been a keynote speaker, panelist and participant in many events around the world, including: Digital DNA, Power Shift, W20 Women’s Summit, UNESCO’s Mobile Learning Week, GSMA Mobile World Congress, Intel’s Education Summit and United Nations, “Changing Lives Through Mobile: Innovation in Emerging Markets,” that highlights economically sustainable mobile services with social impact.

Ms. Guido also is the founder of the Foundation for Social Change—a not-for-profit organization that focuses on teaching women and girls life and business skills through a live training program. Trainings have reached over 5,000 women and girls in Colombia, Kashmir, Pakistan and Indonesia.

Ms. Guido received a B.A., Communication Arts from Seton Hall University, and lives in New York City.
LA DORIS “DOT” HARRIS  
DIRECTOR, OFFICE OF ECONOMIC IMPACT AND DIVERSITY / U.S. DEPARTMENT OF ENERGY

The Honorable La Doris “Dot” Harris was nominated by President Barack Obama and Senate-confirmed to serve as Director of the Office of Economic Impact and Diversity at the U.S. Department of Energy. She advocates for the active engagement of minorities and underrepresented communities in energy initiatives and serves as the Department lead of White House initiatives in support of My Brother’s Keeper and the Council on Women and Girls. She possesses over 30 years of managerial experience and has held executive positions at Jabo Industries, GE, ABB, and Westinghouse.

She holds a B.S. in Electrical Engineering from the University of South Carolina and an M.S. in Technology Management from Southern Polytechnic State University. She received honorary doctorate degrees from Chicago State University and Clark Atlanta University.

PATRICIA (PAT) HARRIS  
GLOBAL CDO & VP, GLOBAL COMMUNITY ENGAGEMENT, MCDONALD’S CORP

Harris is responsible for the development and implementation of diversity and inclusion strategies throughout McDonald’s Corporation, including the over 33,500 restaurants in 120 countries. In addition, she leads a team responsible for McDonald’s global community engagement initiatives. Under her leadership, McDonald’s has been widely recognized for its commitment to inclusion and diversity. This recognition includes Fortune magazine’s “Top 50 Places for Minorities to Work,” Black Enterprise magazine’s “Top 40 Companies for Diversity,” Latina Style magazine’s “Best Companies for Latinas,” Asian Enterprise magazine’s “Top 25 Companies for Asians,” and the “Disability Diversity Award” by Work Life Matters magazine.

Harris is considered an expert in the field of diversity & inclusion and holds several leadership positions in many national organizations. She is a founder and member of the Women’s Foodservice Forum and founder and past chair of the Multicultural Foodservice & Hospitality Alliance. Harris continues her work with non-profit organizations through her work with the Women’s Leadership Board at Harvard University’s Kennedy School of Government, Roosevelt University Board of Trustees, Board Member of the Girl Scouts USA, the Global Summit of Women, the Executive Leadership Council and the Chicago Shakespeare Theatre.

Harris has been featured in several national and local publications including Black Enterprise, Essence magazine, The Chicago Tribune, Today’s Chicago Woman and Diversity Woman magazine. Harris was named one of the “Top 10 Diversity Champions in the Country” by Working Mother magazine; she was named “Woman of the Year” by the Roundtable for Women in Foodservice; recipient of the Women’s Foodservice Forum “Trailblazer Award”; received the “Harold Washington Professional Achievement Award” from the Roosevelt University Alumni Association; and received the Eagle Award from the International Franchise Association.

Harris documented her experiences with McDonald’s in her book, None of us is as good as all of us: How McDonald’s prospers by embracing inclusion and diversity.

Harris received her Bachelor’s Degree in Public Administration and Personnel Administration from Roosevelt University in Chicago. She has also received two Honorary Doctorate Degrees from South Carolina State University and Coker College. Pat resides in Chicago, Illinois, and has one son and one granddaughter.

ELEANOR TABI HALLER-JORDEN  
PRESIDENT AND CEO / THE PARADIGM FORUM GMBH (TPF)

Eleanor Tabi Haller-Jorden is the President and CEO of The Paradigm Forum GmbH (TPF), a global consultancy and think tank operating at the intersection of social justice and workplace innovation.

Previously, Ms. Haller-Jorden held the position of Senior Vice President Global Learning Strategies at Catalyst, where she designed cutting-edge initiatives to promote organizational inclusion and innovation in diverse cultural contexts.

Ms. Haller-Jorden is a frequent media contributor, speaker and lecturer. Apart from giving the keynote address at the 2015 Healthcare Businesswomen’s Association Annual Summit, 2014 International Women’s Conference (Belfast) and 2014 European Commission International Women’s Day Conference, she spoke at the 2014 Women’s Forum (Deauville) and Zurich-based chapter of TED. She has been interviewed for the Wall Street Journal, Financial Times, BBC and CNN.

Her board appointments and strategic advisory roles are numerous. She is Strategic Advisor to EDGE Strategy AG and Executive-in-Residence at both Ermita Willard School and The Center for Women’s Entrepreneurial Leadership, Babson College. Other appointments include: UN Women National Committee Switzerland; Foundations for Learning, Executive Board;
Milton Academy, Board of Trustees; Business & Human Rights Platform, to name a few.

Ms. Haller-Jorden has been appointed to two initiatives founded by Hillary Clinton: the Vital Voices Global Partnership as a Global Ambassador, and the Women in Public Service Project as a faculty member during the 2013 Summer Institute Peacebuilding and Development. She has been named a European Thought Leader by the IBM Global Innovation Outlook initiative.

In April 2013, she was appointed Visiting Scholar at IMD Business School.

Ms. Haller-Jorden attended Princeton University as an advanced standing scholar and Bryn Mawr College, where she earned her B.A. magna cum laude in History. She was named a Sage Fellow in Design & Environmental Analysis at Cornell University. She holds a M.Sc. in Industrial Relations from the London School of Economics and Political Science.

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**MICHAEL HARPER**

**RECORDING ARTIST & PRODUCER**

Michael Harper, popularly known as Baritone, is an American award-winning recording artist and producer.

We have not heard a deep masculine, soulful, sensual voice like Baritone’s since great artists like Isaac Hayes, Barry White and Teddy Pendergrass.

Baritone delivers a family-friendly show with all the energy and sex appeal that we love and miss from the sexy male singers from the 1970s. The charismatic singer’s sexy slow jams made him a favorite of the ladies. Perhaps it’s fitting that music critics characterize the fervid Baritone as a rising soul music icon.

Baritone’s career began performing with his band at Stedman Grahams “Athletes Against Drugs Celebrity Galas.” His first hit song “It Should Just Be Me & You” was instantly claimed by Chicago Stepping Dj’s and became a stepper’s classic.

To this day, his song is played all over the nation at every steppers set. He quickly became one of Chicago’s greatest entertainers! So he took his show on the road all across the globe.

He followed up his new success with the release of a hit jazz recording that is becoming the windy city’s anthem “Love in Chicago” (available on iTunes). And we are excited to announce the release of his latest project “BOSS” featuring the title track “Boss” and the hot new single “Rolling Like Stars” that is already becoming another classic hit which is also available on iTunes and in stores everywhere.

The latest project “BOSS” is filled with hard-hitting electronic dance influences and is more aggressive: appealing to a larger diverse audience. Baritone is a true artist and it is always exciting to see what direction he’ll take you with his music and live stage performances.

With his dynamic band, Baritone has toured and shared the stage with the music industry’s elite! On stage with legends like grammy winner Phil Collins and also appeared in concert with grammy nominee & star of TV One R&B Divas Chanté Moore, R&B crooner Kenny Lattimore, Soul Train Award nominee Angela Winbush and Grammy nominee jazz balladeer KEM: just to name a few.

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**MARSHA HAYGOOD**

**AUTHOR, TALENT DEVELOPMENT EXPERT, EMPOWERMENT COACH**

Marsha Haygood has turned her business expertise into a career of helping others become and remain successful. As a former entertainment executive, Haygood founded and is President of StepWise Associates, LLC which offers strategic coaching, leadership training and consulting services to individuals and groups who can benefit from a strategic thinking partner.

Haygood has advised senior management and coached professionals at all levels and offers customized services to help clients plan and implement strategies to reach their goals. As an in-demand international speaker, she motivates individuals and groups to take action and move forward with purpose.

For organizations wishing to manage their internal changes in a proactive and positive way, or if a group needs an injection of inspiration, Haygood is the person to call. For individuals feeling stuck or unfulfilled, and those wanting to jumpstart their life, Haygood is the person to meet.

Haygood has won numerous awards and is the co-author of *The Little Black Book of Success: Laws of Leadership for Black Women*. She is also a founding member of Black Women of Influence, a professional network across industry women with a mission of developing the next generation of influential women in business with the motto: “helping each other win”.

Haygood has been named one of The Network Journal’s Influential Women in Business. She has been awarded the YMCA’s Black Achievement Award, the National Association of African Americans in Human Resources Trailblazer Award and the Community Service Award. She also serves as a member of the Board of Directors for YouthBridge-NY, a non-profit high school leadership development organization.

Haygood has continued her commitment to the success of others as she travels throughout the country sharing leadership tips and success strategies as well as facilitating coaching programs and workshops.
ANURADHA HEBBAR
HEAD OF DIVERSITY AND INCLUSION / ZURICH NORTH AMERICA

Anuradha Hebbar is the Head of Diversity and Inclusion for Zurich North America, a leading commercial property and casualty insurance carrier. She is responsible for advising on the company’s diversity and inclusion strategy and provides subject matter expertise, insights and thought leadership to senior leaders. Hebbar also leads and supports the company’s Executive Diversity and Inclusion Council and Employee Resource Groups.

Prior to joining Zurich in September 2015, Hebbar was the Divisional Vice President of the Center for Diversity and Inclusion at Health Care Service Corporation/Blue Cross and Blue Shield of Illinois, Texas, Oklahoma, New Mexico and Montana. She was the Director of Strategic Diversity and Inclusion at McDonald’s Corporation before that, and was a seasoned consultant helping Fortune 500 companies align diversity and inclusion efforts with corporate business strategies.

Hebbar served on the Diversity Advisory Board to the American Association of Advertising Agencies and is a frequent speaker and thought leader around diversity and inclusion. She was named a 2015 Diversity Leader by Profiles in Diversity Journal and a 2016 Top 100 under 50 Diverse Executive Leaders by DiversityMBA.

Hebbar is a graduate of Smith College in Northampton, Massachusetts. She also obtained her Juris Doctor from the Boston University School of Law and was admitted to the Massachusetts Bar Association. Hebbar also holds a certificate in e-business strategy from the University of Chicago.

SUSAN HODGKINSON
PRINCIPAL / THE PERSONAL BRAND COMPANY

Susan Hodgkinson is a trailblazer in personal branding, and founded The Personal Brand Company in 1994. She is a leadership development expert, award-winning executive coach, and professional speaker. Hodgkinson was the first practitioner in the US to combine 15 years of a corporate marketing and branding approach to developing leaders, and the first to build a leadership development model—“The 5 P’s of Leadership Brand®”—fusing the two disciplines.

Hodgkinson was the first practitioner in the US to create a leadership development model that incorporated the needs and issues of women and people of color into the mainstream framework vs. creating a ‘separate’ framework for these talent pools.

She works with thousands of professionals in a diverse array of businesses who know they must strategically manage their own professional learning, leadership development and personal brand to succeed—for their company and themselves. She is the author of The Leader’s Edge: Using Personal Branding to Drive Performance and Profit. The book has sold more than 30,000 copies worldwide and received the Pinnacle Book Achievement Award. The Leader’s Edge is now considered to be the defining textbook on personal branding for leaders in the US and abroad.

Hodgkinson received India’s World HRD Congress Leadership Award in 2015. Her work has most recently been featured in The Wall Street Journal, The New York Times, The Indian Express, The Detroit Free Press, Essence Magazine, The Boston Globe, Fox News, Chronicle, and other major electronic media and syndicated business columns. She holds her MBA from Simmons School of Management and is on the Executive Education faculty there, at Boston’s The Partnership, and at other business schools and leadership institutes.

ROSALIND HUDNELL
VICE PRESIDENT, GLOBAL CORPORATE AFFAIRS / INTEL AND PRESIDENT / INTEL FOUNDATION

Rosalind (Roz) L. Hudnell is a vice president in Human Resources, director of Corporate Affairs at Intel Corporation, and president of the Intel Foundation. In this role, she oversees professionals in more than 35 countries working to enhance Intel’s reputation as the world’s leading technology brand and corporate citizen.

A 19-year Intel veteran, Hudnell joined Intel as a public affairs manager and has held various leadership positions in community relations, government relations, foundation, media outreach, employee volunteerism and human resources at the company. Most recently, Hudnell was chief diversity officer and helped to launch Intel’s Diversity in Technology initiative, a multiyear effort, backed by a $1 billion investment, to accelerate diversity and inclusion across the technology industry at large.

Hudnell led the development of the 10k Engineer’s Initiative for President Obama’s U.S. Council on Jobs and Competitiveness and served as a consultant to the development of the documentary film Girl Rising. Hudnell is also widely known for directing the implementation of the Intel Computer Clubhouse Network, a global, award-winning program bringing leading-edge technology to underserved youth around the world.

Hudnell routinely speaks on employer branding, commu-
nications and diversity and has been interviewed by numerous media outlets including Forbes, CNN, Fast Company and MSNBC, to name a few. She serves on the board of directors for the Center for Talent Innovation, the Global Business Coalition for Education and is a member of the Executive Leadership Council. She co-founded Intel's Black Executive Council. She is the co-author of the research report The Battle for Female Talent published in the Harvard Business Review and was selected as a Woman Helping the World by Forbes Magazine and 10×10. She is the recipient of two Intel Achievement Awards and numerous external awards, including Black Engineer of the Year for Corporate Promotion of Education, Martin Luther King Jr. Association Good Neighbor Award, the Greater Sacramento Urban League’s President’s Award, Diversity Star Award from Diversity Woman Magazine, and the Bay Area UNCF Individual of the Year Award. Most notably in 2015 Ebony Magazine selected her to the Power100 List and Fast Company Magazine selected her as one of top creative leaders in business.

Hudnell completed her undergraduate studies in management at St. Mary’s College, pursued advanced study at UCLA Anderson School of Management and is a Senior Fellow at St. Mary’s College, pursued advanced study at UCLA Anderson School of Management and is a Senior Fellow at St. Mary’s College, pursued advanced study at UCLA Anderson School of Management and is a Senior Fellow at St. Mary’s College, pursued advanced study at UCLA Anderson School of Management and is a Senior Fellow at St. Mary’s College, pursued advanced study at UCLA Anderson School of Management and is a Senior Fellow.

Valerie Rainford is Deputy Head of Diversity and head of the Advancing Black Leaders strategy. Partnering with the Operating Committee, head of Diversity and head of Talent, she executes the strategy to deliver increased focus to attract, hire, retain and advance black talent at all levels of the organization.

As a proven leader of transformational change with a record of driving execution across multiple, complex lines of business, Valerie brings tremendous substance to her role—including broad executive experience amassed during her 30-year career at JPMorgan and other firms. Previous to joining JPMorgan, Valerie worked at the Federal Reserve Bank for 21 years and was their first Chief Diversity Officer. Valerie is a member of the Executive Leadership Council, co-founder and Board Chair of Black Women of Influence, and a founding member of the Black Women for Black Girls Giving Circle.

As a published author, she penned her award-winning memoir Until The Brighter Tomorrow: One Woman’s Courageous Climb from the Projects to the Podium. Valerie received a Bachelor’s degree in Economics from Fordham University-Rose Hill.

Marilyn Johnson was the IBM Vice President, Market Development based in Armonk, New York. In this capacity, she led an organization responsible for developing IBM’s strategy for (and marketing to) businesses owned or operated by Asians, Blacks, Hispanics, Native Americans and Women in the Americas. In 2005 she expanded her mission to include women-owned and women-led businesses in selected markets around the globe, expanding IBM market share significantly.

She has extensive management experience in sales and marketing in the information technology industry. She has held executive positions in key IBM business units and has had management and operational responsibility in North America, the Middle East, Africa, Latin America and Asia. Additionally, she led the merger of IBM and Sequent Corporation Web server sales.

A graduate of John Marshall University, she holds two advanced Education degrees. She attended the Harvard Business School Strategic Leadership Forum representing Finance Sector Marketing for IBM. She has held positions on the Executive Board of the Council for Better Business Bureaus and the Executive Boards of the Asian Pacific Islander American Scholarship Foundation, the National Council of Negro Women and American Airlines Marketing Advisory Council. She has been applauded for her active commitment to mentoring and coaching activities. Johnson has been a featured speaker for numerous professional organizations around the world, including The World Diversity Conference in the City of Prague in the Czech Republic, the Black Women Executive Roundtable hosted by the Mayor of Paris, France, B.I.G. (Blacks in Government), Washington, DC. AWAKE in Mysore, India; and the International Women’s Forum in Johannesburg, South Africa. She also spoke at the KAGIDER women’s conference in Istanbul, Turkey; the Women Leader’s Forum in Douala, Cameroon and the Women Chiefs Forum in Canberra, Australia.
In recognition of her many business and professional achievements, Johnson has received numerous awards including the “Corporate Supporter of Women Entrepreneurs Award” in Beijing, China; “The Profiles of Prominence Award” from the National Women of Achievement, Inc.; the Center for Women’s Business Research, “Leading By Example Award”; the “Corporate Visionary Award” from The Count Me In – Women’s Business Growth Forum and was named one of “The Top 25 Influential Black Women” by The Network Journal Magazine. In addition, Johnson was inducted into the YWCA of New York City’s prestigious “Academy of Women Leaders” and has been named a Sequoyah Fellow by the American Indian Engineering and Science Society. In 2012 she was recognized by Enterprising Women Magazine with the prestigious Legacy Award and Women’s President’s Organization named a National Women of Color in Business Award after Ms. Johnson. She has been featured in Working Mother Magazine, ESSENCE Magazine, Minority Business News, The Financial Times – United Kingdom, The Atlanta Tribune, Global Executive Women, Enterprising Women Magazine, The Network Journal Magazine and Uptown Professional Magazine.

Johnson can also be found on GreatBlackSpeakers.com.

SEEMA KUMAR
VICE PRESIDENT, INNOVATION, GLOBAL HEALTH AND SCIENCE POLICY COMMUNICATION, JOHN-SON & JOHNSON

Seema is Vice President of Innovation, Global Health and Science Policy Communication for Johnson & Johnson. Her responsibilities include enterprise-wide communications regarding Johnson & Johnson innovation and R&D, as well as medical safety and ethics, domestic and international policy affecting the sciences, and public health.

Prior to joining Johnson & Johnson in 2003, Seema was Chief Communications Officer at the Whitehead Institute for Biomedical Research /Massachusetts Institute of Technology (MIT) Center for Genome Research. She played a leadership role in enhancing public awareness of the Human Genome Project. Previously, Seema held positions of increasing leadership at the National Institutes of Health and the Johns Hopkins Medical Institutions, where she launched initiatives to communicate the latest scientific advances, policy implications and STEM initiatives for students.

Growing up in India, Seema was taught by her father, a physicist and engineer, the importance of a STEM education to advance societal innovation and to her own career development.

Seema holds a master of arts degree in science journalism from the University of Maryland, a bachelor of science in communication from the University of Maryland, and a bachelor of science in physics from Stella Maris College, in Madras, India.

ELVA G. LIMA
DIRECTOR, GLOBAL DIVERSITY AND INCLUSION / VERIZON

Elva Lima was named director of global diversity and inclusion for Verizon in March 2014. In this role, Lima is responsible for providing leadership oversight to ensure the success of corporate policies and strategies that sustain the company’s commitment to diversity and inclusion.

Before being named to this position, she had responsibility for community relations and multicultural communications for Verizon Wireless. In that role, Lima was responsible for the development and implementation of Verizon Wireless’ national public relations and multicultural media relations programs, as well as directing Verizon Wireless’ philanthropic investments, including HopeLine® from Verizon. During her 37-year career with Verizon, Lima has held a variety of positions within sales, external affairs, internal and external communications and public policy.

Lima is an active member of the community and currently serves as a board member on the Billion Dollar Round Table, an organization which works to help solve the growing need for supplier diversity. She has served as a member for the following organizations: Greater Sacramento Urban League, California Hispanic Chambers of Commerce Corporate Advisory Board, Los Angeles League of Women Voters – Education Fund, Los Angeles Economic Development Corporation, Casa de Esperanza, Children’s Museum of Los Angeles and other nonprofit organizations across the country. The National Latina Women Business Association honored her with the 2009 Corporate Leader of the Year Award and in 2008 the Sacramento Urban League honored Lima for her commitment to fostering educational and economic opportunities in disadvantaged communities. The National Latina Alliance, Casa de Esperanza, Pomona Valley Boys and Girls Club, Greenlining Institute, Golden State Minority Foundation and the Tri-Council of Big Sisters of Los Angeles have also recognized Lima for her commitment to diversity and community service.

Lima holds a Bachelor of Science degree in Organizational Management from the University of LaVerne in California, where she graduated magna cum laude and a master’s degree in Public Policy and Administration from California Lutheran University, where she also graduated magna cum laude.
**DEE MARSHALL**

CERTIFIED CAREER COACH / DEECMARSHALL.COM

A sought-after international speaker, published Author, certified Coach and TV Lifestyle Personality, Dee Marshall is Managing Director at Raise The Bar, LLC a WBENC Certified company that services primarily Fortune 500 corporations and individuals who are high-level, high-profile and high-ranking. She is Founder and Executive Director at Girlfriends Pray Inc. an international non-profit organization of over 100K women (currently in three countries and over 26 US markets) and Marshall is also contributor for Essence Magazine. Her speaking credits span from small to large audiences around the world. Although she has been covered by numerous media outlets to include ABC, MSNBC, Fox, WMAR, WATC, Praise 102.5, 98.7 Kiss, Black Enterprise, Upscale, ShePreneur, Rolling Out, Kingdom Alive, Gospel Today and Heart & Soul Magazine, her most visible television role is resident Life Coach on TV One Makeover Manor.

Prior to branching out on her own Marshall spent over ten years working on Wall Street in management and organizational development for Merrill Lynch, Prudential Securities, Moody’s Investor Service pre-September 11th and post-September 11th. Prior to going in to business she worked for Johnson & Johnson and managed a third of the advertising sales division at The New York Times.

Marshall has given of her time and talent to several major non-profit organizations to include Board of Directors for the YWCA Central New Jersey, the Women’s Center for Education and Career Advancement New York and Board of Advisors for Rutgers Small Business Development Center, Dress For Success Essex County and The New York Women’s Foundation. She is a United Way New York Linkages Board Fellow, a certified credentialed Coach and a graduate of the distinguished Skinner Leadership Institute in Washington, DC. As a result of her service to women, she has received numerous awards to include Who’s Who New York City, NAACP Community Service Award, Delta Sigma Theta Women of Achievement Award, National Sales Network New York/New Jersey Strategic Leadership Award, New Brunswick Education Fund Hall of Distinguished Alumni, National Association of Female Executives Women in Corporate Award, Wright Foundation Diamond Award of Excellence, God’s Women Rock Award and many more.

Marshall lives in New Jersey where she is working on a new book, a television project and a special initiative with Girlfriends Pray and the White House Office on Faith Based Initiatives.

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**MARIA MEDRANO**

SR. MANAGER OF INCLUSION & COLLABORATION / CISCO

As a Sr. Manager of Inclusion and Collaboration within Cisco’s Office of Inclusion and Collaboration, Medrano leads the global strategic initiatives and I&C community strategy for Cisco by focusing on creating and implementing inclusive and collaborative strategies designed to fuel exponential growth for Cisco, our employees, customers and partners. Medrano leverages Cisco’s collaborative technology to create business relevant strategies and value creation programs that support Cisco’s employee resource organizations, business initiated networks, virtual group, and global ambassadors. The collaboration drives broad adoption and integration of inclusive behaviors, best practice sharing, and leverages executives to instill accountability and change.

Prior to joining the Office of Inclusion and Collaboration, Medrano led the Data Strategy and Analytics team within Cisco’s Cloud Collaboration Applications and Technology Group. In this role she led efforts with her global teams to drive data insight while embracing collaborative and inclusive mindsets.

Prior to joining Cisco, Medrano served leadership roles within the construction, telecommunication and technology industries. Within these industries she successfully led teams to integrate strategic insight into all aspects of the business: from strategic planning, recruitment, marketing, sales, finance, and information systems.

Among her professional activities Medrano also serves as a mentor to First Generation College students and works with local schools to engage with students with an interest in a career in technology. She is also committed to the advancement of Women and is a founding core team leader of a Cisco Employee Resource Organization Connected Women-Sacramento. The YWCA has recognized her for her business excellence and achievement in her career within Cisco with the 2012 Emerging Leader TWIN award. Medrano has also been recognized by the Hispanic Association on Corporate Responsibility as a 2013 Young Hispanic Corporate Achievers program participate and award receipt, for her contributions to corporate America and proven commitment to the community.

Medrano, a Mexican-American Californian native, has earned a bachelor of science degree in Business from San Jose State, a masters of arts in Organizational Development from Sonoma State University, and an MBA from California State University Sacramento. Medrano and her husband Mauricio reside in Sacramento with their three children, Magdalena, Mauricio and Mateo. As a family they enjoy supporting a number of community and charitable causes and spending time in the outdoors.

www.diversitywoman.com • 2016 National Business Leadership Conference & Mosaic Woman Awards Luncheon
GRACIELA G. MEIBAR
PRINCIPAL / GGM LLC

Graciela G. Meibar is a executive coach and consultant with over 30 years experience in marketing, sales, diversity and inclusion. Meibar began her career at Mattel in 1984 as an Area Manager Analyst in the international division. She was promoted to Manager and later, Director of Planning for Latin America. From 1995 to 2003, she served as vice president of Latin America Export. During this time, she doubled the business and changed the business model for Mattel in that region. In 2003, she was appointed to the position of vice president of global sales training and global diversity. This position was created as the result of a clearly identified strategic need within Mattel for a stronger focus on sales training and diversity worldwide. In her role as vice president of global diversity, she is developed a global strategic diversity initiative for Mattel, to ensure that Mattel addressed its need for a truly diverse employee population.

After emigrating from Cuba at the age of twelve, Meibar moved to Los Angeles, where she attended Gardena High School. She received a Bachelor of Arts degree in international relations from the University of Southern California in 1980 and an M.B.A. in management from Pepperdine University in 1983, which is ranked one of the top business schools in the country. She is bicultural and bilingual in Spanish.

DR. SHARON MELNICK
CEO / HORIZON POINT, INC.

Sharon Melnick, PhD is a leading authority on how women and diverse talent can expand the value of their contribution so they quickly gain recognition, responsibility, and accelerated promotion. Her practical tools are informed by 10 years of research at Harvard Medical School and used by over 18,000 training participants. An internationally sought-after speaker, her keynote presentations receive 100% repeat invites and create buzz at marquis business and leadership conferences (she has even presented at the White House).

Over 25 of the Fortune 500 companies have used her trainings on Resilience, Confidence, and Influence. Popular trainings on Resilience during Change, Success under Stress, and Confident Influential Leadership create cultures where leaders and employees stay focused, engaged, highly productive—AND speak up! Organizations also use her trainings to help aspiring leaders move past unconscious bias to advance for next-level opportunities.

Her leadership assessment “What Type of Leader Are You?” has been used to inform diversity professionals of the strengths and programming needs for women leaders.

Dr. Melnick is the best-selling author of Success Under Stress: Powerful Tools for Staying Calm, Confident, and Productive When the Pressure’s On and her new book Confidence When it Counts: Rise Above Self Criticism and Bias for Next Level Opportunities for Women. She educates underserved populations as advisor to SmartWoman, a mobile application in 47 countries partnered with Facebook and UN Women. Her advice has been featured on Forbes.com, Fox News, NYTimes Blog, Huffington Post, CBS, AmexOPEN and others. She is the CEO of Horizon Point Inc., a diverse supplier.

MICHELE C. MEYER-SHIPP
VP AND CHIEF DIVERSITY OFFICER / PRUDENTIAL

Michele C. Meyer-Shipp is vice president and Chief Diversity Officer at Prudential. She oversees all diversity and inclusion efforts for the company, and ensures ongoing compliance with federal and state EEO/AA laws and requirements.

Prior to joining Prudential, Meyer-Shipp served as General Counsel of the Waterfront Commission of New York Harbor, led diversity and inclusion efforts in Global Wealth Management at Merrill Lynch, served as Director of New Jersey’s Division of Equal Employment Opportunity and Affirmative Action, and spent many years in private practice specializing in the area of employment law. Meyer-Shipp is a graduate of Seton Hall University School of Law.

Meyer-Shipp is on the Boards of GLSEN, Inc. (The Gay, Lesbian & Straight Education Network), the National Organization on Disability, and the American Conference on Disability. She is an active member of several professional associations including the Association of Corporate Counsel, Minority Corporate Counsel Association, Corporate Counsel Women of Color, National Employment Law Council, and the Society for Human Resource Management. She also is a Co-Chair of the Asia Society Global Talent and Diversity Council. Meyer-Shipp was recently named a “Diverse Attorney of the Year” by the New Jersey Law Journal, and has received numerous honors including the Oliver Randolph Award from the Garden State Bar Association, the New Jersey Women Lawyers Association’s Women’s Initiative and Leaders in Law (WILL) Platinum Award for the Corporate Sector, and has made the Black Enterprise List of Top Executives in Corporate Diversity for three consecutive years. She has also been named as one of the “Most Powerful & Influential Women of the Tri-State Area” by The Tri-State Diversity Council.
DEBORAH MUNSTER
EXECUTIVE DIRECTOR / DIVERSITY BEST PRACTICES

Deborah Munster is the Executive Director of Diversity Best Practices, a division of Working Mother Media. Diversity Best Practices is a global member services organization for diversity and inclusion practitioners and forward-thinking employers to share best practices and develop innovative solutions for culture change. Through research, benchmarking, publications and events, Diversity Best Practices offers members information and strategies on how to implement, grow, measure and create first-in-class diversity programs.

Previously, Munster was Vice President of Talent and Inclusion for the ADT Corporation, with responsibility for fostering a diverse and inclusive culture through employee engagement and for developing and driving a global Talent and Leadership Development strategy.

Munster’s professional experience has included more than 20 years in the financial services industry. Prior to joining ADT, Munster was the Director of Global Diversity and Inclusion at Merrill Lynch, where she was noted for her diversity expertise, particularly in generational diversity, women’s programming, workplace flexibility, disability and employee networks. She managed a $3mm endowment partnership with Columbia University, launching Greater Returns, a program dedicated to supporting women returning to the workforce.

Over the course of 17 years at JPMorgan Chase, Munster held a variety of roles including a role in Singapore as an Operations Manager and VP of Organizational Development and Employee Engagement. She was known for leading a global, organization-wide cultural change initiative, engaging over 60,000 employees in one year.

Munster earned a B.S. in Finance at Lehigh University. Munster is passionate about dedicating her expertise to not-for-profit and community organizations including serving as Executive Secretary for Kidsbridge Tolerance Museum, volunteering as a travel soccer coach, lacrosse team manager, PTA Scholarship Chairperson. She has walked over 300 miles and helped raise more than $100,000 for the Susan G. Komen Breast Cancer Research Foundation. She enjoys travelling, sports, cooking, and spending quality time with her husband and two daughters.

KATHLEEN NAVARRO
CHIEF DIVERSITY OFFICER / NEW YORK LIFE

Kathleen Navarro is Vice President and Chief Diversity Officer at New York Life Insurance Company, responsible for leading the company’s diversity and inclusion strategy, which includes talent recruitment, development and retention; and internal and external communications on diversity and inclusion. Ms. Navarro heads up the company’s Executive Talent & Diversity Council and works closely with New York Life’s department heads to align diversity initiatives with business strategies and goals. Ms. Navarro also manages the company’s seven employee resource groups and 20 external diversity partner relationships.

Ms. Navarro joined New York Life in 1994 and has held a variety of finance, strategy, and operations roles spanning Insurance and Agency, Investments, and Corporate Departments. She was involved with strategic planning to increase the company’s presence in the women’s and Hispanic markets, both top priorities for the company. Prior to becoming Chief Diversity Officer, Ms. Navarro co-led The Women’s Initiative at New York Life, an employee resource group whose focus is to help women take their place at the corporate table.

Ms. Navarro holds an MBA in Accountancy from Baruch College Zicklin School of Business and a B.S. in Statistics and Management from New York University Stern School of Business. She is a member of Beta Gamma Sigma, Financial Women’s Association, The Conference Board U.S. Diversity & Inclusion Council, 30% Club Steering Committee, and CEB Diversity & Inclusion Leadership Council.

ANNE LIM O’BRIEN
VICE CHAIRMAN AND SENIOR PARTNER / HEIDRICK & STRUGGLES

Anne Lim O’Brien is Vice Chairman and Senior Partner at Heidrick & Struggles, based in New York City. Anne is a key member of the firm’s Global CEO & Board Practice as well as the Global Consumer Markets and Practice. She specializes in serving consumer clients, particularly at the CEO and Board levels, within Fortune 500 companies as well as those financially sponsored by leading private equity firms.

Her corporate clients have included LVMH Group; Hertz Corporation; Kraft Foods Inc.; Mondelez International; and
PepsiCo Inc. Her private equity clients have included Advent Capital; AEA Investors; Berkshire Partners; Carlyle Partners; and KKR. With more than 25 years of executive search experience, O’Brien has partnered with Boardroom clients in North America as well as globally to solve their strategic talent needs, bringing a deep understanding of the challenges facing consumer organizations, especially within the consumer products and retail industries.

O’Brien has also been involved in Board effectiveness as well as Board recruitment projects for both Fortune 500 and private-equity sponsored companies.

Throughout her career, O’Brien has kept a special interest in CEO succession and Next Generation leaders, especially in diversity talent, women as well as internationally experienced executives, based both in developed and developing countries.

O’Brien started her consulting career in Singapore as an Associate with Price Waterhouse focusing on Southeast Asia clients. In 2008, O’Brien was recognized by Businessweek as one of the world’s most influential headhunters. O’Brien has served as a member of the Women’s Leadership Board at the Harvard University John F. Kennedy School of Government. and holds a bachelor’s degree from New York University.

TANYA ODOM
CONSULTANT AND FACILITATOR

Tanya M. Odom is a highly regarded consultant, coach, facilitator, teacher, writer, and thought leader.

Odom’s unique portfolio career has allowed her to work in the education, private sector/corporate, not-for-profit/NGO, law enforcement, and university/college arenas.

In her role as a consultant/facilitator, she has facilitated hundreds of workshops for adults and youth around the United States and the world. She has worked as a consultant and facilitator focusing on areas including: Innovation and Creativity, Diversity and Inclusion, Teambuilding, Conflict Management, Educational Equity, Girls’ Leadership Development, Coaching, Coaching Women of Color, and Youth Engagement.

She is the co-author of Evaluation in the Field of Education for Democracy, Human Rights and Tolerance. Odom wrote the Diversity column for Diversity Woman magazine. She also is a frequent contributor to Insight into Diversity and Workshifting.

Odom is passionate about working with youth, and engaging youth in meaningful, relevant conversations. She has combined her diversity and youth focused work to work on projects in Northern Ireland, where she worked with Catholic and Protestant Youth, and in Israel, where she worked with Palestinian and Israeli youth on topics including bias, dialogue, community building, leadership, and self-awareness.

Trained as a coach by the Center for Creative Leadership, she is certified in the Hay Group’s Emotional and Social Competency Inventory. Odom has also been trained in the Difficult Conversations methodology at the Program on Negotiation at Harvard Law School.

Odom was on the faculty of the Human Resources Management program at Georgetown University, where she taught courses in the area of innovation and creativity. She has also taught at Princeton University, in the Junior Summer Institute, and has been an adjunct professor at Manhattanville College, where she taught graduate courses in the areas of Diversity, Leadership, and Team Development. She has also taught a course at the Center for Conflict Resolution at the University of Capetown in South Africa.

ROSALYN TAYLOR O’NEALE
PRINCIPAL CONSULTANT / COOK ROSS, INC.

Rosalyn Taylor O’Neale is a corporate leader, consultant, educator, and author with more than thirty years experience leading the diversity and inclusion efforts in over twenty five countries, across four continents. At Cook Ross Inc., she designs global diversity and inclusion strategic initiatives and identifies diverse talent. From 2008 to 2012, O’Neale served as Vice President and Chief Diversity & Inclusion Officier at the Campbell Soup Company, EVP Diversity Initiatives for MTV Network and CEO of Barnes O’Neale & Associates. O’Neale is the author of “Seven Keys To Success: Unlocking The Passion For Diversity", and was named one of the Most Influential Blacks in Corporate America by Savoy Magazine and one of the 100 Top Executives in America in Uptown Professional Magazine. O’Neale attended Indiana University and holds a master’s degree in social work from the University of Louisville. She is a member of Alpha Kappa Alpha Sorority Inc.

DR. NANCY D. O’REILLY
PSYCHOLOGIST

Dr. Nancy D. O’Reilly, PsyD, is an author of Leading Women: 20 Influential Women Share Their Secrets to Leadership, Business, and Life (Adams Media) which contains empowering messages to help women connect to create a better world.

As a clinical psychologist, motivational speaker, philanthropist and women empowerment educator, O’Reilly helps women create the satis-
fying and purposeful lives they want to benefit themselves, their families and their communities. To accomplish this, she devotes her energies as president to fulfilling the mission of the 501©3 Women Connect4Good, Inc. foundation, which benefits from her writing and speaking services.

She also serves on many philanthropic boards, as well as the Missouri State Committee of Psychologists Board of Directors. O’Reilly has a unique combination of life and growth experiences. She previously authored a self-help book, *Timeless Women Speak: Feeling Youthful At Any Age*, based on her research with more than 1200 women. Her publishing and podcasting careers, community activism, longstanding philanthropy, many honors and awards, and her outreach as a public speaker have given her a unique perspective on what women can accomplish in the world today.

In all her work, she emphasizes the importance of owning one’s power, joining together with others, connecting on a deep personal level, and collaborating. She holds up a vision of how women are shaping the world into a better place. As a Nationally Certified Crisis Team Leader, she served in New York City after 9/11, in Louisiana after Hurricane Katrina and in Joplin, Missouri, after a devastating tornado. O’Reilly has received a Missourian Award for her service, has chaired a United Way Women’s Initiative, and participated in a United Nations Commission on the Status of Women.

### CHRIS POWELL

**CEO / TALMETRIX, INC.**

Christopher “Chris” Powell currently serves as Chief Executive Officer for Talmetrix, Inc., a software company that develops products to help organizations better connect talent to business outcomes. Powell also serves as an Advisor for the Cable and Telecommunications Human Resources Association (CHTRA).

Prior to joining Talmetrix, Inc., Powell was executive vice president of human resources for Scripps Networks Interactive. In that role, Powell had global responsibility and oversight for Scripps Human Resources and diversity functions. Scripps portfolio popular lifestyle brands include HGTV, DIY, Food Network, Cooking Channel, Travel Channel, and GAC.

Before assuming his role at Scripps, Powell served as vice president of human resources for the global financial services company, ING, in Atlanta. Powell worked for Marriott International in Washington, D.C. in various corporate human resources roles. Powell was previously assistant director of admissions for Northwestern University (his alma mater) and worked in human resources for Deloitte in Chicago. Prior to his human resources career, Powell worked in sales and marketing with the Ford Motor Company.

### DR. ROSINA L. RACIOPPI, ED.D

**PRESIDENT AND CEO / WOMEN UNLIMITED, INC.**

As President and Chief Executive Officer of WOMEN Unlimited, Inc., Dr. Rosina Racioppi spearheads her organization’s initiatives to help Fortune 1000 companies cultivate the talent they need for ongoing growth and profitability. Under her leadership, WOMEN Unlimited, Inc. successfully partners with organizations across a wide range of industries to develop their high-potential women and to build a pipeline of diverse and talented leaders.

By overseeing the management of programs and services nationwide, Dr. Racioppi is actively involved in helping organizations meet the challenges of a continually changing global economy. Additionally, she analyzes and develops new business opportunities; works with current Fortune 1000 partners to assess and update offerings to their high-potential women; and ensures that WOMEN Unlimited, Inc. is in sync with the needs of its present and potential partners.

Dr. Racioppi’s past experience makes her singularly qualified to understand the needs of partner organizations. Prior to joining WOMEN Unlimited, Inc., she held executive management positions in human resources at Degussa Corporation, Nextran (a division of Baxter Corporation) and Beechwood Data Systems. She has over 25 years experience in Organization Planning and Development, Compensation and Benefits, Training and Development, Safety, Quality Management, Staffing and Employee Relations.

Dr. Racioppi earned her doctorate in education from the University of Pennsylvania. Her dissertation, “Women’s Mentoring Wisdom” focuses on how women use and fail to use mentoring at the all-important mid-career level. She holds a master’s of science in Education from the University of Pennsylvania, a bachelor’s degree in Criminal Justice from Michigan State University and is certified in the Hay Job Evaluation Process and the Crosby Total Management System.

Additionally, Dr. Racioppi is an active member of the Society of Human Resources Managers, The American Society of Training and Development and The New Jersey Human Resources Planning Group. She also serves on the Advisory Council for the University of Pennsylvania CLO Alumni Network.
STEPHANIE RAWLINGS-BLAKE
MAYOR / BALTIMORE, MARYLAND

Stephanie Rawlings-Blake was sworn in as Baltimore’s 49th mayor on February 4, 2010. Mayor Rawlings-Blake has focused her administration on growing Baltimore’s population by 10,000 families over the next decade. In 2013, she presented Change to Grow: A Ten-Year Financial Plan for Baltimore, the city’s first long-range financial plan.

Rawlings-Blake served as President of the Baltimore City Council from January 2007 to February 2010. She was first elected to the City Council in 1995. From 1998 to 2006, she also served as an attorney with the Baltimore Office of the Public Defender.

Mayor Rawlings-Blake became the 73rd President of the U.S. Conference of Mayors (USCM) in June 2015, and serves on the USCM Board of Trustees and in key leadership positions such as the Mayor’s Water Council, and the Criminal and Social Justice Standing Committee. In December 2015, Mayor Rawlings-Blake led a USCM delegation to the U.N. Climate Change Conference, COP 21, in Paris and called attention to how American mayors have been leading the fight against climate change in their cities. Mayor Rawlings-Blake was also elected to a top leadership position in the Democratic National Committee (DNC) to serve as Secretary, following the historic reelection of President Barack Obama.

In 2013, Rawlings-Blake was awarded the First Citizen Award by the Maryland State Senate. She was selected by The Daily Record as one of “Maryland’s Top 100 Women” in 2007 and 2011. The National Congress of Black Women named her a Shirley Chisholm Memorial Award Trailblazer. The National Association of Negro Business and Professional Women’s Clubs named her one of Baltimore’s “Young Women on the Move.”

She has served on numerous boards and commissions, including the Baltimore Convention and Tourism Board; the Baltimore Museum of Art; the National Aquarium in Baltimore; Baltimore Substance Abuse Systems, Inc.; Living Classrooms Foundation; the Waterfront Partnership of Baltimore; and Parks and People Foundation.

Rawlings-Blake received her Juris Doctor from the University of Maryland School of Law in 1995. She is a member of the Federal Bar Association and the Maryland State Bar Association.

LESLEY R. RIDGLEY
FIRST VICE PRESIDENT, WFA DIVERSITY OFFICER / WELLS FARGO

As the leader of Diversity and Inclusion for Wells Fargo Advisors, Leslie Ridgley provides the strategy and oversight of Diversity and Inclusion programming for our Team Members, Financial Advisors, Clients and Communities. Working with partners across the company, including councils, ERGs and business leaders, she works to ensure the implementation of Diversity and Inclusion sustainable initiatives that deliver business outcomes. Her goal is to have diversity and inclusion integrated into the very DNA of Wells Fargo.

Leslie is an accomplished trailblazer with over 20 years in Financial Services. Since joining the company in 2004, she has held a variety of leadership positions in Mutual Funds, Quality Control, Business Development and Strategy. Prior to joining Wells Fargo, Leslie held leadership positions at Legg Mason and T. Rowe Price.

Working with diverse client initiatives in Business Development helped Leslie to gain great insight into the value of diversity and how it furthers business goals. Using her knowledge of the diverse market to benefit our team members, Leslie created the Women’s ERG Chapter in St. Louis and mentor programs. Thereafter, as Enterprise President of Wells Fargo’s Women’s ERG, she led a global organization managing 5 regions and 17,000 members.

Continuing her education, Leslie has received various business certificates from Washington University and Southern Illinois University of Edwardsville. She is a certified Diversity Practitioner (CDP) and holds a series 6 license.

Active in her community, Leslie volunteers with her religious congregation, Ferguson 1000 and the Leukemia & Lymphoma Society. She is on the Board of the Foster and Adoptive Care Coalition and Alumni of the St. Louis Business Diversity Program. Leslie was named Diversity Champion of the Year in 2010 and a member of the Diversity Champion Team of the year in 2014. She earned membership in Leadership St. Louis in 2011 and Wells Fargo’s Diverse Leadership Program.

Leslie’s passion is in promoting financial literacy and planning for women and children. A native of Baltimore, Maryland, Leslie has two sons, loves baking, and the Baltimore Ravens.
NICOLE ROBERTS JONES
CEO AND CONTENT STRATEGIST

Nicole Roberts Jones is known for her ability to draw out what’s best in YOU. As the creator of the Find Your Fierce Formula, Jones works in two arenas. With corporations to develop high-performing employees who excel at work because they learn to operate in their genius. To help them create greater momentum linking Purpose with Performance. Secondly, she works with entrepreneurs to build programming that generates multiple revenue streams and a greater bandwidth to serve their clients. To help them Take Their Brilliance to the Bank.

A sought-after speaker, coach and author she is also the Founder & CEO of the FIERCE Factor Lab. In it, Jones created a company that mirrors all that she stands for as a content strategist, talent development consultant and coach. Truth, momentum and power is charged into each business she touches, with a long-term focus and an emphasis on expanding income and impact. Her work with companies such as General Motors, McDonalds, Motivating The Masses and the Steve Harvey World Group as well as with clients across the globe in places like Switzerland, Aruba and the British Virgin Islands reflects the incredible need to infuse your purpose, what she calls your FIERCE, into your work.

Jones has over 20 years’ experience working with entrepreneurs, corporate executives, heads of states, celebrities & nonprofit directors in talent and program development. She has also been an adjunct professor at USC and Boston University where she taught courses on program development.

DR. SHEILA ROBINSON
DIVERSITY WOMEN’S BUSINESS LEADERSHIP (DWBL) CONFERENCE FOUNDER, PUBLISHER AND CEO / DIVERSITY WOMAN MAGAZINE

Dr. Sheila Robinson, is the Founder and Publisher of Diversity Woman Magazine, a professional business magazine for women leaders, executives and entrepreneurs of all races, cultures and backgrounds. Robinson began publishing in 2005 with the launch of North Carolina Career Network, and due to an overwhelming national response to its success, the publication expanded nationally in 2008, becoming Diversity Woman.

Her background includes over 20 years in corporate America including her last role as a former Marketing Director in DuPont’s global textiles division.

Robinson was responsible for all Marketing Communications, Public Relations and Brand development functions for its Lycra® apparel business, including advertising, media relations, crisis management, retail promotions and trend and sales presentations.

Dr. Robinson earned her doctorate in education from the University of Pennsylvania. Her dissertation, “Leadership Perspectives on Advancing Women to the C-suite,” results point to a complex, nuanced, dynamic set of factors that play a primary role in propelling aspiring women into the C-Suite. The findings hold out empowering promise that women can not only identify and gain the tools they need to accomplish their C-suite goals, but also actively pursue and cultivate these assets in a way that offers success in both life and career.

She holds certificates from Stanford University’s Professional Publishing Program (2007) and Wharton’s School of Business Chief Learning Officer Program (2013).

She holds a Bachelor’s Degree in Pre-Law from the University of North Carolina Central and two Masters degrees: With Honors a Master of Entrepreneurship & Innovation from Western Carolina University and a Master of Science in Education from the University of Pennsylvania.

In 2009 Robinson was featured on the cover of Publishing Executive Magazine’s list of 50 Top Women in Magazine Publishing for the significant contribution she has made in her industry.

HOWARD ROSS
FOUNDER AND CHIEF LEARNING OFFICER / COOK ROSS, INC.

Howard J. Ross is one of the nation’s leading diversity consultants and a nationally recognized expert on diversity, leadership, and organizational change. He is the author of Everyday Bias: Identifying and Navigating Unconscious Judgments in Our Daily Lives (Rowman & Littlefield, 2014) and Reinventing Diversity: Transforming Organizational Community to Strengthen People, Purpose, and Performance (Rowman & Littlefield, 2011). Howard received his undergraduate degree from the University of Maryland and pursued postgraduate studies in administration, management, and organizational development at Wheelock College in Boston. He can be heard on NPR on the first Monday of every month at noon, as a regular guest on the Kojo Nnamdi Show.
JOYCE RUSSELL
PRESIDENT / ADECCO STAFFING US

As President of Adecco Staffing U.S., Joyce Russell oversees field operations and executes growth strategies to help sustain Adecco’s position as the global leader in workforce solutions. An effective and dynamic leader, Russell has been with Adecco for more than two decades and has firmly established her talent for cultivating sales and providing high-quality service. While her primary responsibility is leading Adecco Group North America’s core staffing business, Russell manages all sales initiatives and directs the company’s talent acquisition and development plans. To promote Adecco’s brand, Russell maintains business relationships with senior leaders of many Fortune 100 corporations, oversees marketing initiatives and serves as one of Adecco’s key media liaisons.

Russell is a Member of the Committee of 200 and recipient of the committee’s 2013 Corporate Innovator Luminary Award, a member of Women Corporate Directors, a panelist and a participant in Fortune’s Most Powerful Women Summits, and a supporter of the Young Life and Hope Unlimited organizations. An active participant in diversity programs and conferences, Russell works closely with the United States Olympic Committee in support of the Athlete Career & Education Program (ACEP) which provides athletes with career training, job placement assistance and employment opportunities while they pursue their Olympic and Paralympic dreams.

Most recently, Russell attended the 2016 World Economic Forum (WEF) Annual Meeting in Davos-Klosters, Switzerland, and along with Adecco Group senior management, provided global employment insight by participating in sessions focused on employment-related issues. In 2015, Russell was honored as one of the most powerful women in staffing on a global level by her inclusion in Staffing Industry Analysts (SIA) Global Power 100 – Women in Staffing list.

Russell earned a bachelor’s degree in Business and Communication from Baylor University in Texas. She and her husband live in Charlotte, N.C., where they raised two sons.

DR. MEGAN C. SAGE
MINDFULNESS COACH

Dr. Megan C. Sage is a certified Presence-Based® leadership coach and credentialed, International Coach Federation (ICF) Associate Certified Coach (ACC). Through the coaching relationship, Dr. Sage serves the long-term development of self-generation in each client, who is wise and capable of making their own choices. She integrates mindfulness tools and practices to cultivate attention and awareness to mind, body, and emotions to help her clients access their personal wisdom. Dr. Sage encourages clients to make meaningful commitments and take skillful actions to achieve their goals. With this approach, clients expand their self-mastery and resiliency to facilitate and sustain developmental change.

Dr. Sage has a B.S. in Design and Business from Drexel University, M.Ed. in Organizational Learning and M.S. in Organizational Dynamics both from the University of Pennsylvania where she intensively studied organizational coaching, organizational development, and leadership. She recently completed her Doctorate in Education at the University of Pennsylvania studying Leadership and Organizational Learning. Dr. Sage’s research interests include personality traits, specifically the emerging theory of grit, habit development, mindfulness, learning immersion, emotional intelligence, and growth mindset.

In addition to her coach training and education, Dr. Sage’s understanding of leadership development and business challenges is based on 23 years of experience as a successful entrepreneur and executive in engineering and electronics manufacturing serving multiple high-tech industries including aerospace, defense, satellite, and telecommunications.

GAIL SMITH-HOWARD
GENERAL MANAGER / HYATT REGENCY WASHINGTON

Smith-Howard started her Hyatt career at the Grand Hyatt New York as an entry-level manager in housekeeping. She became a General Manager at the Hyatt Fair Lakes in 1994. She has also been General Manager at Hyatt Regency Baltimore, and now Hyatt Regency Washington on Capitol Hill. When not working, she enjoys spending time with her son Dan who is attending college and her nieces that live in...
Philadelphia. One of her interests is working with young students exposing them to the hospitality industry. She feels fortunate every day to work for such a wonderful company as Hyatt, as well as working with wonderful colleagues.

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**DR. CONSTANCE ST. GERMAIN**
EXECUTIVE DEAN / UNIVERSITY OF PHOENIX COLLEGES OF HUMANITIES & SCIENCES

Dr. Constance St. Germain is the executive dean for University of Phoenix Colleges of Humanities & Sciences, Social Sciences and Security & Criminal Justice (interim). As dean of three Colleges, Dr. St. Germain’s primary focus is on strategy and managing the P&L for the Colleges, as well as retention and student learning outcomes. In addition, she ensures the Colleges stay up-to-date on current trends, employer needs, new developments in the discipline, industry best practices and legislation in order to provide the best student learning experience as well as provide curriculum that is more responsive to the demands of the workforce.

Prior to joining University of Phoenix as executive dean in 2014, Dr. St. Germain spent 15 years in higher education. She began her academic career as a professor of legal studies and later assumed leadership as dean, School of Public Service & Health at American Public University System (APUS).

In addition to her academic career, Dr. St. Germain is also a former major in the U.S. Army Judge Advocate General’s Corps. While in the military, she held assignments as a family law attorney, administrative law attorney, trial defense counsel and defense appellate counsel at various posts including the 82D Airborne Division and XVIII Airborne Corps Fort Bragg, North Carolina. After leaving the military, she spent two years in private law practice in Vermont.

Dr. St. Germain received her Doctor of Education (Ed.D.) in higher education and organizational change from Benedictine University, her Juris Doctor (J.D.) from the University of Baltimore School of Law, and a Bachelor of Arts (B.A.) from George Mason University. She is admitted to practice as an attorney in Vermont, Virginia and Maryland, as well as several federal courts. Dr. St. Germain’s research focus is on women and leadership.

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**BONNIE ST. JOHN**
SPEAKER AND AUTHOR

Despite having her right leg amputated at age five, Bonnie St. John became the first African American ever to win medals in Winter Olympic competition, taking home a silver and two bronze medals at the 1984 Winter Paralympics in Innsbruck, Austria. In recognition of this historic achievement, Bonnie was quoted on millions of Starbucks coffee cups and was honored at the White House by President George W. Bush.

Today, St. John travels the globe as a highly sought-after keynote speaker, Fortune 500 business consultant, television and radio personality, business owner, and the author of six books including her most recent Amazon #1 best-seller, *How Great Women Lead*. St. John graduated Magna Cum Laude from Harvard, earned a Rhodes Scholarship to Oxford, and served in the White House as a Director of the National Economic Council during the Clinton administration. In 2015, St. John was inducted into the National Association of Women Business Owners Hall of Fame. She has been featured extensively in both national and international media including: The Today Show, CNN, CBS Morning News, PBS, NPR, and The New York Times, as well as People, “O,” Essence, and Success magazines.

NBC Nightly News called St. John, “One of the five most inspiring women in America.”

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**MAY SNOWDEN, MBA, MPA**
INDEPENDENT DIVERSITY AND INCLUSION STRATEGIST

May Snowden is an affiliate of The Conference Board and FutureWork Institute. With more than 20 years of experience, Snowden insightfully creates and leads initiatives that strengthen corporate cultures and brand identification while improving relations with customers and vendors. In November of 2007 Snowden & Associates was launched because of her passion for this work and her commitment to domestic and international clients.

Snowden is an independent diversity and inclusion strategist, consultant, educator, facilitator, speaker, and executive coach. She inspires corporate leaders to articulate a global diversity and inclusion vision. Most recently, she was the Vice President of Global Diversity at Starbucks Coffee Company. Her contribution to the company’s global strategies helped
establish their reputation as a leader in diversity and inclusion. Previously Snowden served as Chief Diversity Officer for Eastman Kodak Company, where she created the global diversity leadership team and the external diversity advisory group. She served as chief advisor to the CEO and senior management. This led to significant recognition from DiversityInc as one of the nation’s leading specialists in diversity.

Snowden has also held a number of executive positions in the telecommunications industry with budgets as large as $150M and a workforce of over 5,000.

Snowden received her undergraduate degree in business from the University of Maryland at College Park, and holds a Master of Executive Business Administration and Master of Public Administration degrees from the University of Colorado at Boulder.

TYRONNE STOudemIRE
GLOBAL VICE PRESIDENT, DIVERSITY AND INCLUSION / HYATT WORLDWIDE

Mr. Tyrone Stoudemire, Global Vice President of Diversity and Inclusion at Hyatt Worldwide, has more than 20 years of experience in diversity and inclusion, and human resource management. At Hyatt Worldwide, Mr. Stoudemire works with the senior leadership team to implement culture, talent, and marketplace strategies that leverage diversity to grow the business across the company’s portfolio of brands. As such, his team and internal corporate partners have implemented diversity-training initiatives including Diversity Business Resource Groups, mentoring programs for high-potential women and people of color, a communications and public relations strategy to drive internal engagement and external brand recognition, and enhanced brand marketing effort to further focus on multicultural and LGBT audiences.

A globally recognized executive and highly sought-after speaker, he routinely consults with Fortune 100 clients on diversity strategies, with particular insight around how organizational leaders can understand and harness the shifts evident in national and global demographic trends. Mr. Stoudemire employs a unique talent that results in extraordinary benefits for individuals and organizations and has a proven ability to advance socially responsible corporate initiatives by fostering strategic relationships to promote international grassroots movements.

ADRIENNE C. TRIMBLE
GENERAL MANAGER, DIVERSITY & INCLUSION / TOYOTA MOTOR ENGINEERING & MANUFACTURING NORTH AMERICA, INC. (TEMA)

Adrienne Trimble is General Manager, Diversity & Inclusion at Toyota Motor Engineering & Manufacturing North America, Inc. (TEMA) located in Erlanger, Kentucky. She is responsible for leading diversity & inclusion strategies and initiatives across Toyota North American manufacturing and engineering companies. She also leads the execution of Toyota’s North American Diversity Strategy across affiliate companies. In June 2015, Ms. Trimble relocated to the Dallas/Ft. Worth area in support of Toyota’s headquarters consolidation to Plano, Texas.

From 2005 – 12, Ms. Trimble was Supplier Diversity Manager for TEMA’s Purchasing Division, where she directed the company’s processes for developing productive supplier relationships with diverse businesses across the country. TEMA received numerous accolades under Ms. Trimble’s direction, including Corporation of the Year by the National Minority Supplier Development Council (NMSDC) in 2011 as well as Corporation of the Year honors from the organization’s affiliates in Arkansas (2012), Michigan (2009 and 2010), South Central Ohio (2010 and 2011), Southwest Texas (2007-11) and Tri-State KY/IN/WV (2007-11).

Her board and committee leadership have included NMSDC and several of its regional Councils, and she currently represents Toyota on the executive committee of the Billion Dollar Roundtable. She was named Advocate of the Year by the Southwest Minority Supplier Development Council in 2012. In recognition of her efforts to advance economic development for diverse suppliers, Rainbow PUSH presented Ms. Trimble with both their Corporate Leader Award and Women in Leadership Award in 2011.

Ms. Trimble’s first position at Toyota was with TEMA’s Human Resources department in 2000, where her responsibilities included development of the company’s recruitment strategy. Prior to Toyota, she held leadership positions in human resources with Provident Bank, Supervalue and Blue Chip Broadcasting.

A graduate of Wilberforce University, Ms. Trimble earned her Bachelors of Science degree in Organization Management. She was appointed to the Board of Trustees for her alma mater in 2014.
CAROLINE WANGA
DIRECTOR OF DIVERSITY & INCLUSION / TARGET

Caroline Wanga is responsible for facilitating Target’s intent to champion an inclusive society via consulting on inclusive guest experiences, facilitating the evolution of an inclusive work environment, supporting the diversity of the workforce and Target’s role in external partnerships and communities.

Wanga began her career at Target in 2005, as an intern in its Distribution group, subsequently serving in a variety of roles. In 2009, she moved into Human Resources and served as a HR generalist. In 2015, Wanga was promoted into her current role as Vice President of Diversity & Inclusion.

Wanga has one daughter, who is currently studying Computer Engineering with a concentration Integrated Digital Media, at New York University (NYU.) Wanga is a Kenyan citizen and currently resides in Minneapolis with her longtime significant other, Rasheen.

RAINIA WASHINGTON
VICE PRESIDENT, GLOBAL DIVERSITY AND INCLUSION / LOCKHEED MARTIN CORPORATION

Rainia L. Washington is Vice President, Global Diversity and Inclusion for Lockheed Martin Corporation. In this role, Ms. Washington is responsible for the workforce engagement and compliance strategy for the corporation’s 98,000 employees worldwide. She has held a number of Human Resources related positions within Lockheed Martin during her 22-year career with the company.

Previously, Ms. Washington was the Corporate Director, Performance Management where she was responsible for leading and managing the company’s performance management process, LM Commit. She started this role by initiating a 19 facility Listening Tour to gather feedback regarding the LM Commit process from over 1,000 leaders and employees which led to significant enhancements to the overall process.

Ms. Washington was also the Director and Human Resources Site Lead for the Lockheed Martin Aeronautics Marietta Facility in Marietta, GA. She led a team of over 40 Human Resources professionals strategically focused at providing HR consultation and support to program management, employees and union representatives. This position supported over 10,000 employees, both represented and non-represented across seven states.

She actively supports and advises several Lockheed Martin Leadership Forums, Employee Resource Groups and Networks. Ms. Washington participates on the Great Minds in STEM Board of Directors, INROADS Mid-Atlantic Regional Board of Directors, and the National Action Council for Minorities in Engineering Advisory Board. She is actively involved in the community through various organizations: Wiley Tutoring Program, Big Brother Big Sister Program and Delta Sigma Theta Sorority Incorporated.

Ms. Washington received her BS in Systems Engineering from the University of Pennsylvania and a MBA in Organizational Development from Pennsylvania State University.

MARY-FRANCES WINTERS
PRESIDENT AND FOUNDER / THE WINTERS GROUP

Mary-Frances Winters is president and founder of The Winters Group, Inc., a 32-year-old organization development and diversity-consulting firm, specializing in research, strategic planning, training, and public speaking with an emphasis in ethnic and multicultural issues.

Prior to founding The Winters Group in 1984, she was affirmative action officer and senior market analyst at Eastman Kodak Company, where she worked for 11 years. Among her many awards and distinctions, she was named a diversity pioneer by Profiles in Diversity Journal in August 2007.

A life member of the Board of Trustees of the University of Rochester, Ms. Winters has served on the boards of the Greater Rochester Metro Chamber of Commerce, The United Way of Greater Rochester and the National Board of the Girl Scouts of the USA. She has served as a mentor for the Emerging Leaders Program Sponsored by the Centers for Leadership and Public Affairs at Duke University and the University of Cape Town, South Africa.

Ms. Winters is a frequent contributor to the editorial page of the local newspaper and USA Today’s Forum column on workplace and diversity related issues. She has been published in the International Personnel Management Association Newsletter, Profiles in Diversity Journal, DiversityInc Magazine, Executive Excellence Magazine, Society of Human Resource Management’s Mosaics Newsletter, The EMA Reporter and has written monographs on “Philanthropy Among People of Color” for the Council on Foundations in Washington, DC. Ms. Winters is the author of three books: Only Wet Babies Like Change: Workplace Wisdom for Baby Boomers, Inclusion Starts With “I” and CEO’s Who Get It: Diversity Leadership from the Heart and Soul. She
most recently authored a chapter in the book *Diversity at Work: The Practice of Inclusion* (2013).

A qualified Intercultural Development Inventory® (IDI) administrator, Winters also serves as senior facilitator for IDI qualifying seminars.

She is a graduate of the University of Rochester with undergraduate degrees in English and Psychology, and a master’s degree in business administration from the William E. Simon Executive Development Program. She received an honorary doctorate from Roberts Wesleyan College in 1997.

### JACKLYN MITCHELL WYNN

**VICE PRESIDENT, STRATEGY AND MARKET DEVELOPMENT, GLOBAL PUBLIC SECTOR RSA, THE SECURITY DIVISION / EMC**

Jackie Wynn is responsible for leading the strategy and security market development for the RSA Global Public Sector Team, which includes federal, state and local government agencies as well as nation countries. She is responsible for developing and executing high-impact integrated cyber strategies through improved business processes, coordination and implementation of complex strategic projects and partnerships at the global level.

Jackie brings over 25 years of experience in information technology, including acquisition strategy, technology alliance partners, transformation and change management, global business development, P & L management and global business operations. She has held senior executive positions within Kodak, Digital, Compaq and HP.

Among the leadership and community service honors she has received are: 2013 Association for Minorities in Engineering 2013 Board Member, 2012 Top 100 Executives Uptown Professional/NAACP, 2012 EMC Women Leadership Forum Speaker, 2011 EMC Fast Lane Executive Program, 2011 Board Member for Howard University Industrial Advisory Board, 2011 Simmons College Women’s Leadership Conference Keynote Speaker for HP, 2008 Chairperson and Board Member, Black Data Processors Association (BDPA), 2006 Top 100 Blacks in Corporate America, the Women in Technology Distinguished Achiever Award for 2004 and was a founding member of HP’s African American Executive Leadership Forum. She is also Executive Secretary of the Board for the non-profit National Center for Children and Families, Bethesda, Maryland where she continues to leverage her passion for children and her community.

She received her BSBA in economics and math with honors from the University of Denver and her MBA in finance and accounting from the University of Rochester, Simon Graduate School of Business. She has also participated in executive management leadership programs at Babson College, the University of Pennsylvania, Wharton School of Business and the UCLA Anderson School of Business.
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Dev Patnaik
CEO / Jump Associates Strategy and Innovation Firm

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9 am – 6 pm  Stars Awards Reception immediately following

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Presented by:

INCLUSION

MORE INFO: Sheila Robinson • (336) 451-4289 • sheila@diversitywoman.com
October 19 – 20, 2017

Evening reception on October 18th
Gaylord Resort, 201 Waterfront Street, National Harbor, Maryland

Dr. Sheila Robinson, Publisher & Conference Founder Diversity Woman
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