THE Elite 100

PRESENTED BY
DIVERSITY WOMAN MEDIA
Extraordinary Black women are changing the face of Corporate America. Diversity Woman presents its inaugural Elite 100 Black Women leaders list.

BY TANISHA A. SYKES

Black women are changing the game in Corporate America. They have high-ranking titles and the power to set strategy for many billion-dollar corporations, and their advancement is unparalleled. For the first time, we are proud to introduce the Elite 100. The Class of 2021 highlights 100 extraordinary Black women in the C-suite and executive leaders at Fortune 500, Fortune 1000, Fortune Global 500, S&P 400, and S&P 500 companies.

In a year that upended the corporate stratosphere, these women are leading—and in many cases tackling—complex transformations by addressing systemic racism in the workplace, managing remote teams around the world, building morale through innovative programming, and sustaining profitable bottom lines. In fields from finance to tech to entertainment to health care, these 100 corporate all-stars are making their mark.

Despite their success, a new study from McKinsey & Company and LeanIn.org, Women in the Workplace 2020, shows that women in senior management, especially women of color, remain underrepresented, with SVP roles only growing from 23 percent to 28 percent between 2015 and 2020. In the C-suite, there has been progress, but it’s slow. Women of color, which included Black, Asian, and Latinx women, accounted for just 3 percent, falling significantly below white men (66 percent) and white women (19 percent), according to 2020 findings from the McKinsey & Company report.

Black women have always faced barriers to advancement, such as double standards, lack of advocacy, and unconscious bias. In Women in the Workplace 2020, Black women were found to experience more acute discrimination. A Korn Ferry study also shows that senior Black talent faced bias in advancing into roles leading to the CEO spot. To better balance the scales and eviscerate these barriers, corporations must walk the walk by providing equal first-rung promotion, access to sponsorship, and real leadership opportunities with P&L responsibility.

Some companies are stepping up. Since the reckoning that began with the murder of George Floyd, companies have been pouring money into nonprofits that support racial equity and examining their own practices and setting explicit goals. Wells Fargo, for example, announced that it will increase Black leadership to 12 percent over five years, and Delta Air Lines, where 7 percent of the top 100 in the organization are Black, will double the percentage of Black officers and directors by 2025.

Although we still have a long way to go to reach true equity in the workplace, the Elite 100 demonstrates that Corporate America is taking notice and making changes so more Black women have the opportunity to rise.
Alissa J. Abdullah, PhD  
SVP, Deputy Chief Security Officer, Operations & Technology | Mastercard

Affectionately known by colleagues as “Dr. Jay,” Abdullah is responsible for protecting Mastercard’s information assets while driving the future of security at the financial services behemoth. She understands the importance of securing data at the highest levels in our nation as the former deputy chief information officer of the White House.

Alisa Adams-Mason  
Group Manager, Multicultural Business Alliance & Strategy and Multicultural Dealer Relations | Toyota Motor North America

Adams-Mason’s career trajectory is in the fast lane as she directs strategy for the automaker’s multicultural partnerships for popular brands such as Toyota and Lexus. Her leadership encompasses high-level communications with Toyota’s cross-functional departments, executive leadership, and field offices.

Elizabeth Adefioye  
SVP, CHRO | Ingredion Incorporated

Adefioye’s arrival at Ingredion in 2016 marked a progressive move by the producer of sweeteners and other plant-sourced ingredients. Charged with redefining the HR strategy, she focuses on delivering people strategies to more than 11,000 employees. With a mission to “Make Life Better,” she has helped create a high-performance culture by attracting and developing world-class talent.

Najuma Atkinson  
SVP, Chief Human Resource Office | Dell Technologies

At Dell Technologies, Atkinson consistently demonstrates what it means to lead with innovation. Sharing new ideas while leading with authenticity, she uses her results-driven, analytical mind to enhance the team-member experience. Consistently breaking down barriers, Atkinson is currently the company’s only Black female SVP.

Kelly Baker  
EVP, CHRO | Pentair

At Pentair, a water treatment company with approximately 110 locations in 30 countries providing access to clean water, Baker oversees the hiring of talent management, and compensation and benefits, for its 10,000 employees. Her HR experience at Fortune 500 players like General Mills gives her insight into successfully managing a diverse population of talent.

AJ Barkley  
SVP, Neighborhood Lending Executive, Consumer Lending | Bank of America

Barkley is building bridges between BoFA and the community by identifying successful homeownership opportunities for low-to moderate-income borrowers, multicultural borrowers, and underserved communities. What’s more, she runs the bank’s Community Reinvestment Act (CRA) commitment and fair lending laws and regulations.

Melanie Boulden  
CMO, North America Operating Unit | The Coca-Cola Company

In 2020, Coca-Cola appointed the former Reebok marketing exec as CMO of the North America Operating Unit to provide oversight to a multibillion-dollar portfolio for more than 40 brands, including Coca-Cola, Sprite, and Smartwater. Previously, Boulden served as president, Stills Business Unit, North America, running its Water, Active Hydration, Tea, and Coffee businesses.

Lori George Billingsley  
Global Chief Diversity & Inclusion Officer | The Coca-Cola Company

Billingsley leads the beverage giant’s diversity efforts, helping to launch eight Business Resource groups representing race, sexual orientation, and women to encourage inclusive dialogue throughout the company. As the head of Coca-Cola’s Global D&I Center for Excellence, she is committed to developing a workforce that mirrors the markets it serves.

Melody Birmingham  
SVP, Supply Chain and Chief Procurement Officer | Duke Energy

Birmingham is responsible for the sourcing and supply chain for both the company’s regulated and commercial operations. Overseeing an organization responsible for $12 billion in annual supply chain—managed spending, performed by 900 employees across seven states, she is one of the few leaders in the company to superintend every step of the process related to products.

Erika Alexander  
Chief Global Officer, Global Operations | Marriott International

Alexander leads operations for more than 5,000-plus hotels across the US and Canada. Her 31-year tenure at Marriott gives her insight into creating, deploying, and sustaining global hotel systems and programs to meet the evolving needs of travelers.

Ebony Beckwith  
Chief Philanthropy Officer and CEO of the Salesforce Foundation | Salesforce

Beckwith fuels Salesforce’s philanthropic engine. Her global team fosters a culture of giving back and directs hundreds of millions in grants for education and workforce development. She also heads the community response team for urgent issues like COVID-19 and co-leads a task force committed to racial equality and justice.

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Cynthia Bowman
Chief D&I and Talent Acquisition Officer | Bank of America

In recent years, Bowman was able to get more than 165,000 employees talking about sensitive workplace topics like racial, social, and economic injustices through the bank’s “Let’s Get Real ...” conversations. In her current role, she leads programs, initiatives, and policies that support a diverse and inclusive workplace and recruitment strategy.

Tiffanie Boyd
SVP & Chief People Officer | McDonald’s USA

In January 2021, Boyd stepped into a new role as the Golden Arches’ chief people officer. She hails from General Mills, having led culture change, talent initiatives, and employee engagement for 11,000 employees across the company’s largest business segment. Boyd brings a wealth of experience from roles in HR leadership, supply chain, and food service.

Esi Eggleston Bracey
COO, EVP Beauty & Personal Care | Unilever North America

The beauty industry veteran leads the $5 billion Beauty and Personal Care portfolio for Unilever North America, overseeing the Hair, Skin Cleansing, Skin Care, and Deodorant businesses for iconic brands like Shea Moisture, Dove, and TRESemmé. Known for championing high-impact-driven initiatives, Bracey has brought fresh thinking to these businesses and championed purpose-driven efforts like the CROWN (Creating a Respectful and Open World for Natural Hair) Coalition to help foster beauty inclusivity and eradicate discrimination.

Dalana Brand
VP, People Experience and Head of D&I | Twitter

A fierce advocate for equality, Brand is a seasoned exec with experience in both corporate finance and human resources. At Twitter, Brand leverages her dual background to lead teams to develop innovative people programs that foster a fair and inclusive culture and help advance the company’s business strategy.

Tia Breakley
General Counsel and CCO, Infrastructure Group | Blackstone

The Columbia Law grad is a consummate negotiator who, most recently, was actively involved in the legal and regulatory matters related to the company’s direct-trading platforms as well as the structuring of her team’s customized multi-manager products.

Victoria Brifo
SVP, CHRO | Air Products

Considered a global transformation leader, the MIT chemical engineering graduate leads all aspects of HR strategy, including Operations, D&I, Talent Management, and Compensation and Benefits, for the industrial gases company with operations in 50 countries and a market capitalization of about $60 billion.

Brenda Brinson
CM, Talent Management | Phillips 66

Brinson has more than 30 years of business experience, including expertise in organizational effectiveness, culture shaping, and large-scale transformations. Before joining the diversified energy manufacturing and logistics company, she was assistant VP for USAA’s Talent and Organizational Effectiveness functions.

Erika Irish Brown
CDO | Goldman Sachs

The former i-banker turned diversity leader runs Goldman Sachs’s global D&I strategy, driving initiatives related to the recruitment, retention, and advancement of 40,500 professionals. A longtime D&I advocate, Brown previously led the diversity hiring efforts at Bloomberg, Bank of America, and Lehman Brothers.

Joy Brown
Chief Data Officer | Verizon Media Group

Brown leads the company’s Data, Analytics, and Research agenda, with a focus on driving growth and leveraging leading-edge technologies. She also collaborates with the VMG executive leadership team, charged with designing personalized digital experiences for consumers, AR/VR, immersive ad tech, autonomous vehicles, and consumer commerce powered by 5G.

Lesley Slaton Brown
CDO | HP Inc.

Brown’s impact on HP can be seen from the boardroom to the business unit. She motivates and drives C-suite leaders to embed D&I strategies across organizations, while holding candid conversations around diversity, inclusion, and belonging. Currently, she is leading the ‘People’ pillar of the HP Racial Equality and Social Justice Task Force to increase the retention and promotion of Black and African American talent.

Glynis Bryan
CFO | Insight

Bryan earned her financial and analytical skills working in transportation and then transitioned to the IT industry. Her role as CFO isn’t just about numbers. She leverages her immense experience in finance to shape strategy.

How the Elite 100 Were Chosen

The Diversity Woman Elite 100 are Black women in the C-Suite and high-ranking executive leaders in Fortune 500, Fortune 1000, Fortune Global 500, S&P 500, and S&P 500 companies. Our roster comprises some of the most powerful Black women in Corporate America. Each honoree holds senior-level or executive officer positions; oversees major global, national and/or regional subsidiaries and divisions; and has succeeded by leading through achieving results—both on the bottom line and in enhancing company culture. The industries represented are financial services, banking, media, oil and gas, pharmaceuticals, automotive, food and beverage, telecommunications, health care, entertainment, and retail, among others. Nominations came from some 250 companies, industry experts, organizations, and peers. In addition, our team of writers and reporters researched the executive ranks of the companies themselves, partnered with women’s senior-leadership groups, and researched other professional listings. A special thanks to the Executive Leadership Council, Paradigm for Parity, Catalyst, and Women Business Collaborative for their guidance and support in creating this list.
governing HR strategies in support of eight organizations across various functions. In her next chapter, Conyers will advise and sit on corporate and nonprofit boards.

**Rhonda Nesmith Crichlow**  
SVP & CDO | Charter Communications  
As a member of the executive leadership team, Crichlow develops and implements the D&I strategy at Charter Communications, a leading broadband connectivity company with more than 30 million customers. In 2019, her role expanded to incorporate leadership of Charter’s Community Impact function, which focuses on philanthropic investments and employee volunteerism.

**Thasunda Brown Duckett**  
CEO | Chase Consumer Banking  
Duckett’s vision fueled a digital and physical transformation for JPMorgan Chase, contributing to the Chase Mobile App, ranked the No. 1 wealth management mobile app by J.D. Power in 2020. Her team is also leading the first major branch expansion in a decade, adding 400 branches in 20 new markets over the next five years.

**Byna Elliott**  
Head of Advancing Black Pathways | JPMorgan Chase & Co.  
Elliott is taking over the firm’s efforts to help strengthen the economic foundation of the Black community through wealth creation, educational achievement, and long-term career success. To accelerate these opportunities, her team will focus on four core areas: Careers and Skills, Financial Health and Wealth Creation, Business Growth and Entrepreneurship, and Community Development.

**Chinwe Esimai**  
Managing Director and Chief Anti-Bribery Officer | Citigroup Inc.  
Esimai is blazing a new path at Citi as the first person in the bank’s history to hold the title. Her law background and bank regulation and risk management expertise align to help her oversee Citi’s global Anti-Bribery program, which maintains a global framework for compliance with anti-bribery laws and regulations.

**Gail Evans**  
Chief Digital Officer | Mercer  
As the first CDO of Mercer, Evans leads her team to deliver the company’s digital transformation strategy. She also directed the development and implementation of MercerOS, a cloud-based system that enables secure collaboration, along with innovations like Indigo Knowledge Fabric, which permits the use of big data and artificial intelligence for multiple-use cases across Mercer.

**Sabina Ewing**  
Global CIO, VP Business & Technology Services | Abbott  
Joining Abbott in November, Ewing is committed to identifying, developing, and retaining high-quality people in a performance-driven environment. This change agent also leverages technology as a strategy tool to impact bottom-line results. One such example was in her former role at Pfizer’s Upjohn division, where Ewing established the global headquarters for a multinational business in Shanghai with a plan to spin off and create an independent company.

**Kiera Fernandez**  
SVP, HR and Chief D&I Officer | Target Corporation  
Fernandez drives Target’s D&I, focused on creating an inclusive guest experience and work environment, along with a diverse workforce. She also leads Target’s Talent and Change strategy as part of her role on the HR Leadership Team. She advanced from a store manager to senior leadership in her 19 years at Target.

**Joy Fitzgerald**  
Chief D&I Officer | Eli Lilly and Company  
As leader of Lilly’s Global Diversity and Inclusion Office (GDIO), Joy partners with HR and business leaders to support the pharmaceutical company’s mission to attract and develop talent, build future leaders at all levels, and improve D&I across the company.

**Pia Flanagan**  
COO, CEO Action for Racial Equity and Chief of Staff to the CEO | MassMutual  
This corporate lawyer took on a new role in October to help lead the day-to-day operations and strategy for a two-year fellowship launched by CEO Action for D&I, the largest CEO-driven commitment to advancing D&I in the workplace, where merely 250 fellows will identify, develop, and promote public policies and corporate engagement strategies to address social injustice and systemic racism.

**Dawn Frazier-Bohnert**  
EVP & Global DE&I Officer | Liberty Mutual Insurance  
As Liberty Mutual’s global DE&I officer, Frazier-Bohnert is working tirelessly to drive the design, development, and implementation of diversity initiatives for more than 45,000 employees.

**Ann-Marie Campbell**  
EVP, US Stores & International Operations | The Home Depot  
Regarded as one of the world’s most successful businesswomen, Campbell is leading more than 2,200 stores and more than 400,000 associates, as well as supply chain, merchandising, sourcing, and strategy for US Stores, The Home Depot Canada, and The Home Depot Mexico.

**Susan Chapman-Hughes**  
EVP/GM, Global Digital Capabilities, Transformation, and Operations, Global Commercial Services | American Express  
Chapman-Hughes leads a global team responsible for managing, optimizing, and transforming the customer experience for commercial clients. She also helms the group that is revolutionizing Amex’s global data strategy, advancing its digital and automation offerings, and overseeing regulatory processes. Chapman-Hughes sits on the board of directors for J.M. Smucker Company.

**Yolanda Lee Conyers**  
Former President, Lenovo Foundation, and Former CDO | Lenovo  
In December, Conyers announced her departure from Lenovo, a $50 billion company with 63,000 employees operating in 180 markets worldwide, and Lenovo Foundation, the nonprofit charitable-giving arm of Lenovo. The D&I trailblazer, known for celebrating diversity and individuality while helping to drive growth, was responsible for prioritizing resources, and make timely, bold investment decisions that lead to meaningful growth.
As a testament to her leadership, in 2019, Fortune named Liberty Mutual one of the 100 Best Workplaces for Diversity for the second time.

**Latasha Gillespie**
Executive Head of DE&I | Amazon Studios, Prime Video, and IMDb

With 20 years of experience in finance and HR, Gillespie collaborates with business units throughout Amazon. She builds mechanisms to improve representation of talent, dismantles barriers to success and entertainment, and tells inclusive stories. She is also lauded for creating the company’s Conversations on Race and Ethnicity (CORE) conference.

**Michelle Greene**
VP, Information Technology | Masco Corporation

Greene is charged with aligning the IT strategies and goals supporting Masco’s corporate functions and overall business objectives. She also directs the planning and fulfillment of corporate IT solutions and oversees and develops the company’s IT shared services and information security policies and guidelines.

**Angela Guy**
Chief D&I Officer | L’Oréal NA

Guy is shaping the diversity efforts at the world’s largest beauty company as a business imperative to build a foundation for making beauty inclusive by highlighting all forms of beauty while respecting the differences in a changing marketplace. She is also aligning L’Oréal’s global diversity efforts as chair of the D&I Advisory Board.

**Gerri Mason Hall**
VP, Diversity, Inclusion & Belonging | NetApp

Hall has been driving inclusion in the workplace for two decades. Her journey has ranged from legal compliance to human capital engagement to cultural and social transformation. Whether you’re a DI&B (diversity, inclusion, and belonging) veteran or just starting out, she is committed to training a diverse team with an awareness of how biases, privilege, and identity impact how people show up in the workplace.

**Meredith Harper**
VP, Chief Information Security Officer | Eli Lilly and Company

This technologist takes a people-first approach to cybersecurity at the pharmaceutical juggernaut. Harper is a strategic leader who is not merely interested in setting goals and objectives, but passionate about advancing the skill sets of her team through training, education, and awareness.

**Ramona Hood**
President and CEO | FedEx Custom Critical

Hood is the first African American woman to lead a FedEx operating company. FedEx Custom Critical provides expedited freight shipping services, delivering hundreds of thousands of shipments annually. Under her leadership, the company will become agile in using innovative technologies.

**Wanda Bryant Hope**
Chief Diversity, Equity & Inclusion Officer | Johnson & Johnson

Hope switched gears from Sales to DEI because she believes that inclusion is critical to driving innovation. In addition, she wanted to leverage her business prowess to have an impact on the corporate culture and the communities Johnson & Johnson serves. Prior to this role, she held various leadership roles at J&J in Sales & Marketing and Commercial Analytics.

**Billiejo Johnson**
GM and New Business Domain Owner | Toyota Financial Services

Johnson is responsible for product vision and revenue, as well as globally expanding KINTO Link, an enhanced electronic billing and payment platform for mobility products and services. Within the ranks of Toyota, she founded “Reach,” a program to empower women of color in the workplace.

**Regina Bynote Jones**
CLO | Baker Hughes

As the lead legal officer for Baker Hughes, Jones exhibits excellent international legal skills and compliance in complex regulatory environments. She understands how to combine her expertise of the law from different countries with the business strategies of the company.

**Gale King**
EVP & CAO | Nationwide

At the insurance and financial services behemoth, King’s focus is to provide strategic and operational leadership for HR, D&I, and Corporate Real Estate and 28,000 associates. Thanks to her leadership, Nationwide has been lauded for its exemplary HR practices, strong culture, engaging work environment, and commitment to D&I. King has more than 30 years of leadership experience in financial services.

**Rose Stuckey Kirk**
SVP, Chief Corporate Social Responsibility Officer | Verizon

Kirk’s experience as a senior leader in various P&L functions has prepared her to lead Verizon’s social innovation work. She handles the company’s CSR investment strategy and program
buildout and, as a senior marketing leader, plays a critical role in shaping all of Verizon’s social impact marketing activity.

**Katherine Kountze**
**SVP & CIO | Eversource Energy**

Kountze aligns disruptive technology and security with the business to deliver profitable outcomes for Eversource, New England’s largest energy-delivery company. She sets the strategic direction for all IT areas, ranging from IT security and risk mitigation to enterprise application selection and IT project management.

**Jeanine Liburd**
**Chief Social Impact and Communications Officer | BET Networks**

Liburd oversees corporate communications and multiplatform social change initiatives. At BET, the leading provider of quality content for the African American audience, she built several impact campaigns, such as BET’s COVID-19 Relief Effort in partnership with the United Way Worldwide, to raise more than $19 million in emergency relief.

**Katrina Lindsey**
**SVP, Deputy General Counsel, Assistant Corporate Secretary & CCO | Office Depot**

Lindsey is a skilled attorney who ensures that Office Depot’s North American Legal Department Operations, Global Ethics, and Compliance function is in accordance with the law. She is also the executive sponsor of a WOC resource group at Office Depot, whose objective is to increase the representation of women of color in management roles.

**Janice Dupré Little**
**EVP, HR | Lowe’s**

As the lead for global HR strategy practices and operations, Little attracts, develops, and retains motivated associates to help grow the Lowe’s brand. A leader with 15 years of experience in HR, she was previously the CDO for the retailer, working with corporate leaders nationwide to make diversity a priority.

**Rae Livingston**
**Chief Equity Officer | AbbVie**

Livingston’s mission is to guide the company as it addresses matters of concern such as race, equality, and diversity within AbbVie and the community abroad. She draws on her expertise in HR, corporate functions, and employee relations to provide insight when dealing with these critical issues.

**Gina Loften**
**VP, US CTO | Microsoft**

Loften’s team harnesses the latest capabilities of Microsoft’s products, solutions, and services to help enterprises navigate complex digital transformations. They also operate 15 Microsoft Technology Centers across the US for the tech giant with $143 billion in revenue, as well as leveraging cloud, analytics, AI, and cybersecurity research to deliver business outcomes for customers.

**Nichole Barnes Marshall**
**VP and Chief D&I Officer | L Brands**

Marshall is the driving force behind D&I at L Brands, a $12.9 billion enterprise with Victoria’s Secret and Bath & Body Works in its portfolio. Her proactive diversity solutions and strategies have impacted 80,000 associates worldwide, and her leadership in civic and professional organizations has inspired even more.

**Felicia Mayo**
**Chief Talent, Diversity and Culture Officer | Nike**

In the summer of 2020, a time when the sneaker giant and other brands promised to improve diversity and speak out on social issues, Mayo was added to the company’s leadership team. A former diversity chief at Tesla, she leads a newly formed team as the chief talent, diversity, and culture officer.

**Tynetta McIntosh**
**Chief Communications Officer, Corporate Communications | JPMorgan Chase & Co.**

Over her storied career at JPMorgan Chase, McIntosh has held a number of roles in Retail Operations, Treasury and Securities Services, and the Investment Bank. Today, she is responsible for strategic communications to the firm’s 200,000-plus global employees and the related channels used to engage the employee community.

**Mia Mends**
**CAO | SodexoMAGIC & Sodexo North America**

Mends possesses a discipline and strong work ethic that have formed the foundation of her success. She is responsible for driving regional initiatives in support of Sodexo’s growth goals. Mends also leads SodexoMAGIC, a joint venture between Sodexo and Magic Johnson Enterprises, and ensures a successful collaboration as the liaison to its board of directors.

**Suzan Morno-Wade**
**CHRO | Xerox**

Xerox is built on innovations driven by its talented employees. With more than 20 years in HR leadership, Morno-Wade upholds that practice by leading Xerox’s global human capital strategy to facilitate and support the company’s success. She instills best practices around talent management, learning, and total rewards to drive business outcomes and future growth.

**Vernā Myers**
**VP of Inclusion Strategy | Netflix**

Myers was recently named to the newly created role to administer forward-thinking strategies that advance cultural diversity. She directs a team of inclusion experts who champion authentic representation and integrate inclusion and equity into all aspects of Netflix’s operations worldwide. Myers, a Harvard-trained lawyer and author of Moving Diversity Forward: How to Go From Well-Meaning to Well-Doing, has insights that will help her traverse the demands of the role.

**Latondra Newton**
**SVP & CDO | The Walt Disney Company**

Newton leads the company’s strategic D&I initiatives, which help Disney and its employees tell stories that entertain, enlighten, and inspire. She also partners with company leaders to build on Disney’s commitment to produce entertainment that reflects a global audience and to sustain a welcoming, inclusive workplace.

**Ukonwa Ojo**
**CMO, Prime Video and Amazon Studios | Amazon**

An award-winning marketer, Ojo has a 20-year track record as a builder of top global brands. Having received more than 30 awards and honors for creative
campaigns, innovations, and market-leading results, she joined Amazon from MAC Cosmetics in September to lead global brand and originals marketing.

Tamla Olivier  
Chief Customer Officer, SVP Customer Operations | Baltimore Gas & Electric Company

Olivier guides one of the largest home energy service operations in the nation. She oversees the systems that support customer interactions, including BGE’s customer contact center, revenue management, compliance, and claims. Since joining BGE last year, she has created programs to help the most vulnerable customers gain access to affordable energy.

Abbey Omokhodion  
CFO Programmable Solutions Business | Intel

Omokhodion has an extensive background in finance and a passion for emerging and leading-edge technologies. She leverages that expertise to manage Intel’s Programmable Solutions Business’s P&L and ensure profitable, sustained growth.

Lisa Opoku  
Global COO for the Engineering Division | Goldman Sachs

Opoku provides oversight for the technology management and finance functions within the Engineering Division. She is also a member of the advisory council of Launch With GS, the company’s $500 million commitment to invest in companies and investment managers with diverse leadership.

Beatrice Opoku-Asare  
Director, Talent Management and Global I&D | Newmont Corporation

Opoku-Asare is a trained environmental scientist who combines that experience while partnering with senior leadership, the board of directors, and global operations to implement an enterprise-wide I&D strategy. She is entrusted with building an inclusive workplace through programs where all views are respected and valued to achieve Newmont’s purpose.

Cindy Pace, EdD  
VP, Global Chief D&I Officer | MetLife

Pace leads a global D&I strategy aligned with the company’s decree to promote accountable leaders and ownership throughout the enterprise, which has 49,000 employees in 40 countries. By activating more accountable leaders and ownership across MetLife, she seeks to fuel innovation, cross-cultural collaboration, and business success.

Melonie Parker  
VP & CDO | Google

As the global director of DEI, Parker is committed to helping make Google more reflective of the world in which we live. She leads the Employee Engagement Organization, composed of 130-plus global Googlers responsible for driving large-scale impact across DEI programs, Employee Relations, and Compliance, Integrity, and Governance.

Corie Pauling  
SVP, Chief I&D Officer and Head of Corporate Social Responsibility | TIAA

In 2019, Pauling’s team concentrated on initiatives and programs to help aid the shift in thinking of I&D from a “nice-to-have” to a “business imperative.” Amid the pandemic, her team launched “Be the Change,” a new virtual program designed to raise awareness of racial injustice and support communities in need through dialogue, education, and engagement.

Alicia Petross  
VP, Talent Acquisition & D&I | The Hershey Company

At Hershey, one of only a handful of Fortune 500 companies with a woman CEO, fostering D&I has always been the right thing to do. Petross, a member of the HR Leadership Team since 2015, leads the development and execution of Hershey’s talent acquisition and D&I strategies. She partners with key leaders, both internally and externally, to develop more innovation in Hershey’s inclusion programming.

Monique Picou  
SVP and Chief Strategy & Supply Chain Officer | Sam’s Club

Picou focuses on sending the elevator back down, making sure women, minorities, and diverse talent are well represented. As a company leader responsible for the holistic strategy at Sam’s Club as well as the flow of merchandise from supplier to member, she urges fellow leaders to create the change they want to see. She is making her goal a reality as the executive sponsor of Women in Supply Chain and People of Color in Supply Chain at Walmart, Sam’s Club’s parent company.

Tracey Pool  
GM | Hyatt Regency Boston Harbor

Having worked at 13 properties in her more than 35 years at Hyatt, Pool is no stranger to hard work. She began her journey at the hotel as a telephone operator and rose through the ranks of hotel operations. Today, she is the general manager of Hyatt Regency Boston Harbor, part of the $3.4 billion Hyatt Hotels Corporation.

Pamela Puryear, PhD  
EVP & Global CHRO | Walgreens Boots Alliance Inc.

Puryear is a nationally recognized leader in HR and organization development who joined Walgreens in January. She brings a strong track record of building teams to drive strategic outcomes. Her priority is to further strengthen Walgreens’ core business as the company accelerates digitally by focusing on culture, talent, and employee experience.

Dara Richardson-Heron, MD  
Chief Patient Officer | Pfizer Inc.

Dr. Richardson-Heron is a physician by trade and an advocate by choice who is passionate about leveraging her expertise to reduce health-care disparities. As the chief patient officer, she leads Pfizer’s work to advance patient-focused platforms, with the goal of helping people live longer, healthier lives.

Sandra Phillips Rogers  
Group Vice President, General Counsel, Chief Legal Officer, and Chief Diversity Officer | Toyota Motor North America

Rogers has been at the center of large-scale global transactions, complex litigation management, and strategy including crisis management. Today, she oversees the legal services function for Toyota’s North American operations and is responsible for advancing D&I through workforce readiness, community sustainability, and inclusive mobility.
Bozoma Saint John
Global CMO | Netflix
With a reputation for understanding how to influence the pop culture narrative, Saint John joined the streaming giant in 2020. Based on her experience at Apple, Uber, and, most recently, Endeavor, she is well suited to lead the global marketing strategy for Netflix, which has 183 million paid memberships in more than 190 countries.

Sandra Sims-Williams
SVP of DEI | Nielsen
Creating an environment that develops multicultural talent is Sims-Williams’s calling card. She leads Nielsen’s DEI team for the newly independent, publicly traded Media business. With 30 years of experience, she is a transformational leader known for successfully linking DEI strategies with corporate initiatives.

Candi Castleberry Singleton
VP of Diversity Partnership Strategy & Engagement | Twitter
Singleton, an award-winning diversity leader, has a long history of developing diverse and inclusive multicultural environments. She now uses that same strategic approach at Twitter by inspiring people and communities to work better together. Singleton also created The Bolt-On to Built-In Model™ featured in the book Crossing the Divide: Intergroup Leadership in a World of Difference.

Shari Slate
Chief Inclusion and Collaboration Officer and VP, Inclusive Future and Strategy | Cisco
Under Slate’s leadership, Cisco has achieved its highest diversity levels for five years running, and in 2019 the company was ranked No. 2 on Fortune’s 100 Best Workplaces for Diversity list. Slate’s team is charged with designing a people strategy that delivers on the company’s commitment to power an inclusive future for all.

Marva Smalls
EVP, Global Head of Inclusion, ViacomCBS and EVP, Public Affairs, Kids & Family Entertainment Brands, ViacomCBS Domestic Media Networks | ViacomCBS Inc
The business case for diversity is that you can’t survive without it, according to Smalls. She is akin to a corporate politician for diversity because she is dutifully crafting and implementing Viacom’s diversity policies, advocating for a culture of inclusion and belonging for all employees, and garnering support from internal and external leaders.

Carmen Smith
VP Creative Development—Inclusive Strategies | Walt Disney Imagineering
Smith plays a major role in bringing the Disney magic to life. She is responsible for creating a diverse pipeline of product, themed experiences, and people for Imagineering, the creative engine that designs and builds all Disney theme parks, resorts, and attractions globally.

Sharon Smith, MD, MBA, FACP
VP and Chief Medical Officer, Health and Benefits Center of Expertise | Prudential
For more than 20 years, Dr. Smith practiced internal medicine. Now, she is employing her experience to run Prudential’s Health and Benefits Center of Expertise. She provides guidance on all programs that support the overall health and well-being of Prudential employees, and acts as a consultative support to the internal businesses.

Tiffany Smith-Anoa’i
EVP, Entertainment D&I, West Coast | ViacomCBS
Smith-Anoa’i spent a couple of years pitching CBS executives that the company needed a D&I division and she was the right person to lead it. Today, she focuses on ensuring that the network’s talent pool reflects the real world, as she oversees entertainment-focused D&I initiatives across CBS Entertainment, Showtime, Media Networks, and Paramount Pictures.

Gail Smith-Howard
GM | Hyatt Regency Washington on Capitol Hill
A recognized leader in hospitality, Smith-Howard is one of a handful of female GMs for Hyatt in the US. Her 40-year career at the hotelier began when she chose the hospitality industry over a Madison Avenue opportunity after graduating college. That decision helped set the course for an award-winning career with one of the world’s most prestigious hotel chains.

Susan Stith
VP of Diversity, Equity, Inclusion, Civic Affairs, and Corporate Responsibility and Executive Director of the Cigna Foundation | Cigna
Stith wears several hats that have a big impact at Cigna. Not only does she develop D&I programs, but she also manages the company’s national partnerships with nonprofits and civic affairs. In addition, Stith directs community outreach programs, employee volunteerism, and philanthropic activities.

Charlene Thomas
Chief D&I Officer | UPS
Thomas’s move into her new role in January signifies UPS’s commitment to developing a more diverse and equitable workforce. As a member of the Executive Leadership Team, she will further the company’s goal to infuse D&I into all aspects of the company for more than 528,000 employees worldwide.

Nilka Thomas
Chief People Officer | Lyft
After a stint at SeatGeek, Thomas returns to Lyft as its chief people officer, overseeing the team member experience and ensuring that Lyft continues to build the best place for everyone to do their best work. Her first priority is to understand people’s needs during this challenging time and to make sure those needs are met. She first joined the ride share service as VP of Talent Acquisition & Inclusion.
Within senior leadership.
Adtalem’s board and 75 percent increased to 67 percent on gender and ethnic diversity has assets. Under her leadership, and integrating companies and portfolio by successfully acquiring repositioning of Adtalem’s has overseen the strategic

Laysha Ward
EVP & Chief External Engagement Officer | Target

Ward oversees Target’s enterprise-wide approach to engage and deepen relationships with cross-sector stakeholders to drive positive business and community impact. In her 30 years at Target, she advanced from store management to Target’s C-suite Leadership team. She is also a founding member of Target’s Racial Equity Action and Change Committee.

Celeste Warren
VP, Global Diversity and Inclusion Center of Excellence | Merck

Warren raises the employee experience while maximizing business performance through working with Merck’s global leaders to advance diversity as a strategic approach and create a competitive advance. The award-winning leader has worked with leaders in more than 100 different markets to drive D&I all over the globe.

Barbara Whye
VP Inclusion and Diversity | Apple

Whye is a Fortune 50 C-suite executive at the forefront of new technology, including AI and ethics and cutting-edge innovation. She brings deep leadership and global business experience in manufacturing, HR, brand, and reputational risks. Joining Apple in February, she has executive ownership of strategies to accelerate diversity, inclusion, and equity results.

Maxine Williams
Global CDO | Facebook

Williams’s team of D&I specialists develops strategies to attract, retain, and support the growth of underrepresented people at the company. Her team works to increase the cognitive diversity—or the different ways of thinking from people with various backgrounds and experiences—across all Facebook teams.

Margaret-Mary Wilson, MD
Chief Medical Officer and SVP | UnitedHealthcare Global

Leading a high-performance clinical-care delivery business to more than 7 million members worldwide is Dr. Wilson’s prime directive. Her experience also includes direct patient care, medical education, patient safety, and risk management in a variety of health-care settings in Africa, the US, and the UK.

All aspects of the company’s corporate social responsibility programs, including employee engagement and volunteerism.

Jacqueline Woods
CMO | NielsenIQ

As the global marketing lead and member of the company’s Executive Committee, Woods is driving transformation by managing the company’s positioning, branding, and go-to-market strategy. Highly experienced in successful solution building for top Fortune 100 companies, she has helped drive over 40 M&A transactions worth more than $25 billion.

Jacky Wright
Chief Digital Officer and Corporate Vice President | Microsoft US

When Wright talks about digital transformation, people listen. Her role is to energize and direct teams to help businesses leverage technology, adopt sustainable business models, and digitally transform. As a tech leader, she uses her broad platform to drive conversations around social and economic change, and to speak up about the power of inclusive leadership. 

Dalia Wilson-Scott
EVP and CDO, Comcast Corporation & President, Comcast NBCUniversal Foundation | Comcast

Wilson-Scott shepherds all DEI initiatives and philanthropic strategy for the corporation, including its $100 million commitment to advance social justice and equality. She also leads Comcast’s community impact initiatives, providing strategic leadership throughout

Lisa Wardell
Chairman and CEO | Adtalem Global Education

Meet the only African American female chairman and CEO in the S&P 400 Index. Wardell has overseen the strategic repositioning of Adtalem’s portfolio by successfully acquiring and integrating companies and leading divestitures of noncore assets. Under her leadership, gender and ethnic diversity has increased to 67 percent on Adtalem’s board and 75 percent within senior leadership.

Kamilah Williams-Kemp
VP, Risk Products | Northwestern Mutual

Williams-Kemp is an executive leader with 20 years of experience in the insurance and financial services industries. Her department is directly responsible for product development, product

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VP, Risk Products | Northwestern Mutual