



# Welcome

## 2015 National Diversity Women's Business Leadership Conference & Mosaic Woman Awards Luncheon



I am thrilled to welcome you to the 10th Annual Diversity Women's Business Leadership Conference.

This year's conference is dear to my heart, and not just because it's a milestone anniversary. When I launched my first magazine and the Women's Business Leadership Conference 10 years ago, my goal and expectations were modest: to support women and help them to advance in their careers. But I also secretly harbored a dream.

And this year that dream has come true. Ten years ago, I aspired to someday bring together women and men of the highest caliber, professionals and human beings capable of making a tremendous impact on not only the workplace, but also on their communities, country, and the world we live in. And here we are.

This year's theme, "Creating Inclusive Leadership Workplaces for Cultural and Global Change," is bold and broad — but also realistic. It underscores the power and passion we have here in this room to effect change globally.

The program is loaded with content. Yet, the content all ties together. Each keynote speech, session, and panel have the same overarching theme: how can we make the world more inclusive? This also describes, simply and powerfully, the work I have been committed to for the last 10 years: bringing together people of all races, cultures, and backgrounds.

Many exciting and innovative ideas will be explored over the next few days. I want

to highlight two of them that I believe will be drivers of the future of leadership.

First, inclusion is about authenticity. Our workplaces cannot be considered inclusive unless every individual in the organization feels free to bring his or her authentic self to work.

Second, inclusion is about reframing the narrative around executive leadership for women. Studies have shown that historically women are more hesitant than men to grab the brass ring. All of us here know it's OK to be ambitious, but companies must also broaden and redefine leadership to change perceptions in order to remove those barriers that create a glass ceiling.

Before we dive in, I would like to extend my heartfelt appreciation to all of our sponsors, speakers, attendees, award recipients and the amazing team at *Diversity Woman* that has helped make this day possible. Every year I am so gratified and humbled to see assembled here such a distinguished and thoughtful group. Thank you for partnering with Diversity Woman Media and joining us at this year's conference.

**Sheila A. Robinson**  
Publisher, CEO &  
Conference Founder  
Diversity Woman Media



# Welcome from Jackie Glenn

## EMC LEAD ANNIVERSARY SPONSOR



I am pleased to welcome you to the 10th annual Diversity Women's Business Leadership Conference.

Equality, opportunity, and inclusion are essential to maximizing innovation, providing the best total customer experience, and helping our companies maintain and grow market leadership. The evolving leadership roles of women in today's business environment make this conference in particular extremely relevant and an important tool to include in our portfolio of

business development resources.

This year's conference theme, "Creating Inclusive Leadership Workplaces for Cultural and Global Change," is one that we can embrace, explore, and adapt to our individual experiences, successes, and challenges. The elevation of more and more women to C-suite positions makes it critical that our stakeholders, internally and externally, are culturally competent and are driving accountability both up- and downstream to promote inclusive environments.

At EMC, diversity and inclusion is a top corporate goal. We aim to be recognized as one of the premier organizations around the globe for inclusive policies, practices, and behaviors. And given that women will soon make up 50 percent or more of employees in the workplace, gender equity is of particular concern to us. To that end, our Boston-based company has signed on to two initiatives to help drive gender equity: the Boston Women's Compact and the Corporate Challenge for Gender Equity. We do this as demonstration of our commitment to develop and maintain a culturally competent—and fully inclusive—great place to work.

I am proud that EMC is once again a sponsor of the Diversity Women's Conference. Throughout the conference, I ask you to stay engaged, be proactive and help shape the future for advancement of more and more women in leadership.

Very best regards,

**Jackie Glenn**

Vice President, Global Chief Diversity Officer  
EMC Corporation



# Thank You Sponsors

## LEAD & ANNIVERSARY

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## 10TH ANNIVERSARY

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# Conference Agenda

## WEDNESDAY, OCTOBER 14, 2015

7:00 – 9:00 pm	<b>Pre-Conference Kickoff Reception</b> <b>SPONSORED BY: Disney</b>
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## THURSDAY, OCTOBER 15, 2015

6:00 – 6:45 am	<b>MORNING HEALTH &amp; WELLNESS ACTIVITY</b> <p>Come meet the dynamic duo of Leah Goldstein, world-champion cyclist and black belt, and Lori Moger for a wake-up stroll around the beautiful Disney Yacht Club Resort. We'll stretch our legs while we stretch our minds, sharing insights on health, work-life balance, and kicking butt! Yes, as women we must be able to do all of these—at once. Join us for an easygoing, informal rap session about putting yourself first.</p> <p>Consider what “healthy” really means to you. What do you actually want or need to improve? The solutions may surprise you, once we dispel the many myths about weight loss and fitness! Come learn how to cut through the fog of the diet and wellness industry and begin your journey toward <i>real</i> health.</p>
7:30 am – 4:00 pm	<b>Registration</b>
7:30 – 8:00 am	<b>Continental Breakfast</b>
8:00 – 8:45 am	<b>WELCOME REMARKS AND TEN-YEAR SPONSOR RECOGNITION</b> <p><b>EMCEE:</b> Dr. Shirley Davis / Founder &amp; President / <b>The Success Doctor</b> &amp; Celebrated Author  <b>WELCOME:</b> Sheila Robinson / Founder / <b>Diversity Women's Business Leadership (DWBL) Conference</b> &amp; Publisher &amp; CEO / <b>Diversity Woman</b> magazine  Jackie Glenn / Vice President &amp; Global Chief Diversity Officer / <b>EMC Corporation</b>  <b>SPECIAL ANNOUNCEMENT:</b> Marilyn Wagner / Global Diversity &amp; Inclusion / <b>Verizon</b>  <b>HOST WELCOME:</b> George A. Kalogridis / President / <b>Walt Disney World Resort</b></p> <p>A seasoned international executive, and currently the leader of America's largest single-site workforce, George A. Kalogridis is a vocal champion of diversity and inclusion. As he says, “The Walt Disney Company thrives on creativity, great storytelling, and exceptional imagination. When you're looking for people who possess those strengths, you absolutely have to keep open every door and every window. Otherwise, you run the risk of missing out on the individual who can take us to the next level.” As he welcomes the 2015 National Diversity Women's Business Leadership Conference, George will explain how keeping those doors and windows open have helped make Disney the globally respected brand that it is today.</p>



8:45 – 9:30 am	<p><b>MORNING KEYNOTES</b></p> <p><b>COVERING</b></p> <p>Most Fortune 500 companies have a diversity and inclusion officer who superintends an impressive array of programs focused on the needs of a diverse workforce. Yet, reports suggest that full inclusion remains elusive. Why have inclusion programs stalled?</p> <p>One answer is that these initiatives have not lived up to the core ideal of inclusion. The ideal of inclusion has long been to allow individuals to bring their authentic selves to work. However, most inclusion efforts have not explicitly and rigorously addressed the pressure to conform that prevents individuals from realizing that ideal.</p> <p>Uncovering talent research hypothesizes that a model of inclusion analyzing that pressure might be beneficial to historically underrepresented groups. Indeed, given that everyone has an authentic self, a culture of greater authenticity might benefit all individuals, including the straight white men who have traditionally been left out of the inclusion paradigm. To test this theory, this research draws on the concept of “covering.”</p> <p>Hear about research indicating that inclusion of the whole person will revolutionize leadership and change corporations for the better. You will be able to identify a plan to build your own uncovered narrative—the story of who you are—and take personal ownership for diversity, inclusion, and talent issues.</p> <p><b>Christie Smith</b> / National Managing Principal / <b>Deloitte Consulting LLP</b></p> <p><b>THE JOYS OF POWER</b></p> <p>Only 26 percent of women in the United States report that they would accept an executive leadership position if offered one tomorrow. Research consistently shows that women view the burdens of a powerful position as outweighing the benefits. Yet two of the Center for Talent Innovation’s latest reports, <i>Women Want Five Things</i> and <i>Black Women Ready to Lead</i>, find that with power, women are more likely to get the things they say they want out of their careers: the ability to flourish, reach for meaning and purpose, excel, and empower others and be empowered. This research also examines the startling distinctions between black women and white women in their appetite—and readiness—for executive roles. Data shows that black women are more likely than their white female counterparts to pursue a powerful position and to have greater clarity around how the benefits of leadership outweigh the burdens. This work underscores the urgent need to reframe narratives around women and ambition and for companies to change women’s perceptions of a top job and, equally important, to change what a top job might offer top female talent.</p> <p><b>Ripa Rashid</b> / Senior Vice President / Managing Director / Hewlett Consulting Partner &amp; Senior Vice President / <b>Center for Talent Innovation</b></p>
9:30 – 10:30 am	<p><b>GENERAL PLENARY PANEL: LEADERSHIP INSIGHTS ON GENDER DIVERSITY</b></p> <p><b>Accelerating the Advancement of Women Leaders</b></p> <p>Progress in women’s advancement has slowed considerably in recent years. An earlier generation’s hope that filling the pipeline would eventually produce parity up through the ranks has not materialized. At the same time, organizations’ widespread adoption of policies prohibiting gender discrimination, while opening many doors to women, have failed to close the gender gap at more senior levels, suggesting that impediments to women’s advancement are more complex and elusive than deliberate forms of gender discrimination.</p> <p><b>MODERATOR:</b> <b>Deborah Roberts</b> / News Anchor &amp; Emmy Award Recipient / <b>ABC News</b></p> <p><b>PANELISTS:</b> <b>Darys Estrella</b> / Vice President for Corporate Sustainability / <b>VICINI</b> &amp; former CEO / <b>Dominican Stock Exchange</b> <b>Lisa Lutoff-Perlo</b> / President &amp; CEO / <b>Celebrity Cruises</b> <b>Jo Ann Jenkins</b> / CEO / <b>AARP</b></p>
10:30 – 11:00 am	<p><b>Networking Break &amp; Meet the Authors</b></p>





## LEADERSHIP & EXECUTIVE DEVELOPMENT SESSIONS

The following breakout 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 personal success. Hear 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.

<b>Session 1</b>  <b>11:00 am – 12:30 pm</b>	<p><b>HOW TO CAREER PATH: SO YOU THINK YOU'RE READY FOR A BOARD SEAT?</b></p> <p>Serving on a corporate board can open doors to new networks and offer opportunities to acquire valuable training. Hear an insider's perspective on what recruiters are looking for and how to land your first seat. Gain an understanding of boardroom politics and how to navigate them with confidence. Learn how to ensure your board experience is both personally fulfilling and professionally relevant. Gain insights in how to become proficient at enhancing your visibility and pinpointing the right risks to take. This session will also help to identify how your mentor relationship can help you land a seat at the table.</p> <p><b>FACILITATOR:</b> <b>Anne Lim O'Brien</b> / Vice Chairman / Global CEO &amp; Board Practice; and Global Consumer Markets Practice / <b>Heidrick &amp; Struggles</b></p> <p><b>PRESENTERS:</b> <b>Dr. Gloria Bozeman Herndon</b> / Founder &amp; President / <b>GB Group Global</b>  <b>Dr. Nancy D. O'Reilly</b> / President / <b>Women Connect4Good, Inc.</b> &amp; Celebrated Author</p>
<b>Session 2</b>  <b>11:00 am – 12:30 pm</b>	<p><b>CATALYZING GENERATIONAL DIFFERENCES FOR BETTER INNOVATION</b></p> <p>According to a recent study on <i>Generations in the Workplace</i>, within the next six to ten years, Gen X and Gen Y will constitute a workforce nearly the size of the baby boom generation. These numbers make a powerful business case for why companies must understand and leverage generational differences.</p> <p>This session will reflect on the skills and perspective needed to lead different generations—and the knowledge that can be harnessed from them. Learn how:</p> <ul style="list-style-type: none"> <li>• Generational changes in the workforce are influencing the marketplace</li> <li>• To foster collaboration among intergenerational teams to drive innovation and growth within your company</li> </ul> <p><b>MODERATOR:</b> <b>Dr. Rosina L. Racioppi</b> / President &amp; Chief Executive Officer / <b>WOMEN Unlimited, Inc.</b></p> <p><b>PANELISTS:</b> <b>Lissiah Hundley</b> / Executive Director, Diversity &amp; Inclusion / <b>COX Communications</b>  <b>Elizebeth Varghese</b> / Principal, Tax Services / <b>E&amp;Y LLP</b></p>
<b>Session 3</b>  <b>11:00 am – 12:30 pm</b>	<p><b>ADAPTIVE LEADERSHIP IN THE 21ST CENTURY: WHERE WOMEN'S LEADERSHIP AND THE MARKETPLACE INTERSECT</b></p> <p>The 2009 credit crisis shook global markets and affirmed that companies must be agile to survive. As markets change, there is increasing interdependence of economy, people, and information. At the same time, businesses face heightened expectations to demonstrate sustainability, corporate social responsibility, and transparency. These shifts require a transformation from the old prescriptive leadership model to a new, more adaptive style. Discover how women leaders can empower a dynamic network of actors to achieve common goals despite uncertainty. Hear how an adaptive leadership approach can leverage workforces to give you an edge in the US and global markets.</p> <p><b>MODERATOR:</b> <b>Tara Jaye Frank</b> / Vice President, Multicultural Strategy / <b>Hallmark Cards, Inc.</b></p> <p><b>PANELISTS:</b> <b>Angie Klein</b> / Vice President, Distribution Strategy &amp; Field Sales / <b>Verizon</b>  <b>Maria Medrano</b> / Global Inclusion &amp; Collaboration Strategist / <b>Cisco</b>  <b>Angela L. Talton</b> / Senior Vice President, Global Diversity &amp; Inclusion / <b>Nielsen</b></p>



# LEADERSHIP 2015

*Creating Inclusive Leadership. Workplaces for Cultural and Global Change.*

## Session 4

11:00 am –  
12:30 pm

### BURN OUT? NOT WITH ME! COMMITTED TO THE WELL-BEING OF INDIVIDUALS, ORGANIZATIONS, AND THE GLOBE

Women executives are a vigorous group. You have burned out, renewed, and started again numerous times, driven by your dedication to a healthy world. Why repeat this cycle? Gain a fresh perspective and a more powerful set of skills that will lead to sustainable change, so that your work makes a lasting impact. This session addresses the change levers most essential for living the future now: self-knowledge, change agent skills, and organizational development.

**MODERATOR:** **Dr. Constance St. Germain** / Executive Dean, Colleges of Humanities & Sciences & Social Sciences / **University of Phoenix**

**PANELISTS:** **Lourdes Diaz** / Vice President Diversity & Strategic Partnerships / **Sodexo**  
**Millette Granville** / Director, Diversity & Inclusion / **Delhaize America Shared Services Group, LLC**

## Session 5

11:00 am –  
12:30 pm

### WOMEN IN STEM: DELIVERING ON THE PROMISE

STEM is the key to US employment and prosperity, because it is where the jobs are. Economically strengthening women—who are half the world's workforce—not advances women's human rights but also spurs economic growth. We need far-reaching and influential measures to curb the decline in the number of women managers moving up the hierarchy, and to ensure greater representation of women in science and in leadership roles. This panel will bring together the facts that illuminate the opportunity and the gaps for women in STEM education and careers.

**MODERATOR:** **The Honorable La Doris “Dot” Harris** / Director, Office of Economic Impact and Diversity / **U.S. Department of Energy**

**PANELISTS:** **Nina Davuluri** / Miss America 2014  
**Dr. Njema Frazier** / Physicist, National Nuclear Security Administration / **U.S. Department of Energy**  
**Adrienne Trimble** / General Manager, Diversity & Inclusion / **Toyota Motor Engineering & Manufacturing North America**  
**Dr. Ines Triay** / Executive Director, Applied Research Center / **Florida International University**

11:00 am –  
12:30 pm

### LEADERSHIP COACHING SESSIONS

One-on-one coaching sessions with leading corporate senior executive leaders who offer insights and guidance for navigating roadblocks, identifying the right sponsor for you, developing your personal brand, and securing leadership buy-in. **Advance sign-up required.**

## LUNCH

12:30 – 2:00 pm

### LUNCHEON

#### LEADERS, LEGENDS, AND PIONEERS

You will be spellbound as some of the nation's most impactful and thoughtful leaders share tales of their journey to the pinnacle. Q&A session to follow.

**INVOCATION:** **Alka Dhillon** / CEO / **Technalink, Inc.**

**REMARKS:** **Melissa B. Donaldson** / Director Diversity Networks & Communications / **Walgreens**

**MODERATOR:** **Geraldine Moriba** / Executive Producer / **CNN Worldwide**

**PANELISTS:** **Cathie Black** / Former President, **Hearst Magazines** & Chairman / **Hearst Corporation**;  
Author, *Basic Black*; 2015 Mosaic Woman Legacy Award Winner

**AWARD PRESENTED BY:** **Betty Martinez Lowery** / Community Relations Manager,  
Corporate Citizenship / **Walt Disney World**

**Tena Clark** / Grammy Award Recipient & Founder / **DMI Music & Entertainment**

**Dr. Johnnetta Betsch Cole** / Director / **Smithsonian National Museum of African Art**

**Pat Harris** / Global Chief Diversity Officer & Vice President, Global Community Engagement /  
**McDonald's Corporation**





2:00 – 2:30 pm	<b>DESSERT &amp; COFFEE BREAK:</b> Meet the authors for a special book signing.
2:30 – 4:00 pm	<b>LEADERSHIP &amp; EXECUTIVE DEVELOPMENT SESSIONS</b>
<b>Session 1</b> <b>2:30 – 4:00 pm</b>	<p><b>MY FUTURE: CAREER EXPLORATION IN A NEW AGE</b>  <b>CREATING A CULTURALLY COMPETENT CAREER WITHIN MY ORGANIZATION</b></p> <p>Cultural competence (CC) has become the most significant emerging competency for leaders in the culturally diverse workplace and marketplace. In this interactive session, you will learn specific strategies to develop and leverage CC in your career and across your organization. Learn how to:</p> <ul style="list-style-type: none"> <li>• Apply CC to enhance your career and your organization's competitive advantage, and develop an action plan to build CC in your organization and achieve your career goals</li> <li>• Provide a definition of cultural competence and illustrate its relationship and significance to diversity and inclusion</li> <li>• Explore where and how CC can be applied for organizational success</li> <li>• Increase participants' CC knowledge</li> <li>• Design and apply specific strategies to develop and sustain CC as a strategic factor in your career and your organization's effectiveness</li> </ul> <p><b>FACILITATOR:</b> <b>Dr. Neal Goodman</b> / President / <b>Global Dynamics</b></p> <p><b>PANELISTS:</b> <b>Erica Culpepper Bowen</b> / Vice President, Business Development Multicultural Beauty Division / <b>L'Oréal</b>  <b>Wema Hoover</b> / Director, Diversity &amp; Inclusion / <b>Pfizer</b></p>
<b>Session 2</b> <b>2:30 – 4:00 pm</b>	<p><b>DEVELOPING INCLUSIVE LEADERSHIP</b>  <b>WHY WOMEN: THE LEADERSHIP IMPERATIVE TO ADVANCING WOMEN AND ENGAGING MEN</b></p> <p>Women's Leadership is stuck in most organizations for two common and recurring reasons. First, while senior leaders (still 85 percent men) are oftentimes in agreement that there is a need for change, many lack the sense of urgency to drive that change. Second, in many of the organizations where senior leaders embrace and drive change, there is no truly integrated approach to promoting women's leadership that is supported consistently across the organization.</p> <p>As an attendee of this presentation, you will leave with an understanding of what steps you can take to:</p> <ul style="list-style-type: none"> <li>• Build your company's business case for advancing women in the workplace</li> <li>• Drive more revenue by understanding women as consumers and customers</li> <li>• Drive operating effectiveness and profit through talent and workplace strategies designed to recruit, retain, and advance women</li> <li>• Apply best practices from <i>VivaWomen!</i>, Publicis Groupe's global women's initiative, including the application of its highly successful "freedom within a framework" model</li> <li>• Engage male champions as sponsors for women's leadership strategies</li> </ul> <p>Join Joanna Lane, one of the leaders of Publicis Groupe's <i>VivaWomen!</i> initiative, and Jeffery Tobias Halter, for a conversation on the importance, strategies, and challenges that come with developing a strong women's network and ways to engage male champions for optimal success.</p> <p><b>CO-FACILITATORS:</b> <b>Joanna Zeman Lane</b> / Senior Partner, Talent Engagement &amp; Inclusion / <b>Publicis Groupe</b>  <b>Jeffery Tobias Halter</b> / Founder / <b>YWomen</b></p>




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<b>Session 3</b>  <b>2:30 – 4:00 pm</b>	<p><b>FAST LANE, WRONG DIRECTION: INSIDER SECRETS TO REDESIGN YOUR SUCCESS</b></p> <p>In the mad dash to succeed fast, many of us compromise our health, relationships, family, and personal satisfaction for our work. Over time, we find ourselves bored, burned out, unfulfilled, and operating well below our brilliance, and we have no idea how to fix it. Whether finding your “right direction” requires a complete personal or professional U-turn or a mere shift in direction, this session provides self-assessment and open dialogue to pinpoint where you are, and offers immediately applicable strategies to help you get more of what you truly want. Renessa Boley Lane shares witty yet profound insights from her book, <i>Fast Lane, Wrong Direction</i>, and her breakthrough new tool, The Success &amp; Happiness Test, which guides you in redesigning your personal leadership approach to experience greater freedom, fulfillment, and excellence in your climb to success. Participants are encouraged, but not required, to take the Success &amp; Happiness Test prior to the workshop.</p> <ul style="list-style-type: none"><li>• What are the signs on the road (physical, mental/emotional, professional, and relational) that signify you may be in the fast lane going in the wrong direction?</li><li>• What is your “driving dialogue,” the single biggest trap to consistently maintaining your “right direction” personally and professionally?</li><li>• What can you do with your signs on the road to experience more fulfillment, vitality, and peak performance in your career, leadership and personal life right now?</li></ul> <p><b>Participants are encouraged, but not required, to take the Success &amp; Happiness Test at <a href="http://successandhappinesstest.com">successandhappinesstest.com</a> prior to the workshop.</b></p> <p><b>FACILITATOR:</b> Renessa Boley Layne / Founder / <b>Designer Life Unlimited</b></p> <p><b>PRESENTER:</b> Tujuanna Williams / Vice President &amp; Chief Diversity and Inclusion Officer / <b>Fannie Mae</b></p>
<b>Session 4</b>  <b>2:30 – 4:00 pm</b>	<p><b>WELL-BEING, SPIRITUALITY, AND MINDFULNESS: EMBRACING THE HOLISTIC ELEMENTS OF LEADERSHIP</b></p> <p>Well-being and mindfulness are now being acknowledged as important components to our individual, organizational, and community health and wellness.</p> <p>We will address important questions, including:</p> <ul style="list-style-type: none"><li>• What is the role of wellbeing and mindfulness in leadership? Diversity and inclusion? communication? Energy? Power?</li><li>• What are the connections between mindfulness and productivity?</li><li>• How can well-being and mindfulness help your organization?</li></ul> <p>Highlighting the growing research on the organizational, scientific, and individual benefits of well-being and mindfulness, this session will discuss practical, “real life” ways to adopt wellness, well-being, and mindfulness in modern working life.</p> <p><b>MODERATOR:</b> Tanya M. Odom, EdM / Global Diversity &amp; Inclusion &amp; Education Consultant &amp; Executive Coach</p> <p><b>PANELISTS:</b> Howard Ross / Co-Founder &amp; Chief Learning Officer / <b>Cook Ross, Inc.</b> Darlene Slaughter / Chief Diversity Officer / <b>United Way Worldwide</b> Dr. Suzan Wasik / Professor of Counseling / <b>North Carolina Central University</b></p>
<b>2:30 – 4:00 pm</b>	<p><b>LEADERSHIP COACHING SESSIONS</b></p> <p>One-on-one coaching sessions with leading senior executive leaders who offer insights and guidance on how to navigate roadblocks, identify the right sponsor for you, develop your personal brand, and secure leadership buy-in. <b>Advance sign-up required.</b></p>



4:00 – 5:00 pm	<p><b>ANNUAL DIVERSITY LEADERSHIP “STARS WHO MEAN BUSINESS” PEER AWARDS CELEBRATION &amp; RECEPTION</b></p> <p>“Stars” awards celebrate individuals who advance diversity and inclusion within their organizations and within the D&amp;I field at large. Awardees demonstrate the passion, commitment, and results that positively impact this growing movement. “Stars” awards also honor diversity executives who share <i>Diversity Woman’s</i> vision and commitment to leadership empowerment for women.</p> <p><b>EMCEE:</b> <b>Anise D. Wiley-Little</b> / Diversity Woman Star Award Committee Chair and Chief Human Capital &amp; Diversity Officer / <b>Kellogg School of Management at Northwestern University</b></p> <p><b>REMARKS:</b> <b>Candi Castleberry Singleton</b> / Advisor / <b>Dignity &amp; Respect Campaign</b>  <b>Tena Clark</b> / Grammy Award Recipient &amp; Founder / <b>DMI Music &amp; Entertainment</b></p> <p><b>ENTERTAINMENT:</b> <b>Alfredo Rodriguez</b>, world-renowned pianist</p>	
5:00 – 7:30 pm	<p><b>10TH ANNIVERSARY RECEPTION</b></p> <p><b>SPONSORED BY:</b> <b>Target</b></p>	

## Friday, October 16, 2015

6:00 – 6:45 am	<p><b>MORNING HEALTH &amp; WELLNESS ACTIVITY</b></p> <p>Come meet the dynamic duo of Leah Goldstein, world-champion cyclist and black belt, and Lori Moger for a wake-up stroll around Disney’s beautiful Yacht Club Resort. We’ll stretch our legs while we stretch our minds, sharing insights on health, work–life-balance, and kicking butt! Yes, as women we must be able to do all of these—at once. Join us for an easygoing, informal rap session about putting yourself first.</p> <p>With lessons from her new memoir, <i>No Limits</i>, Leah Goldstein shares specific techniques for combating the forces that are holding you back. Is it lack of time? The inability to focus? Something you feel you can’t control? Leah has faced them all, and conquered life with an insatiable desire to move forward. With the right tools, we can all bust through life’s challenges.</p>
7:30 – 9:00 am	<b>Registration</b>
8:00 – 8:30 am	<b>Continental Breakfast</b>
8:00 – 8:45 am	<p><b>MORNING REMARKS AND TEN YEAR SPONSOR RECOGNITION</b></p> <p><b>OPENING REMARKS:</b> <b>Sheila Robinson</b> / Founder / <b>Diversity Women’s Business Leadership (DWBL) Conference &amp; Publisher &amp; CEO</b> / <b>Diversity Woman magazine</b>  <b>Michelle Thornhill</b> / Senior Vice President and Diversity &amp; Inclusion Integration Strategy Manager / <b>Wells Fargo</b>  <b>Caroline A. Wanga</b> / Senior Director, Diversity &amp; Inclusion / <b>Target</b></p> <p><b>EMCEE:</b> <b>Grace Figueredo</b> / Vice President, Workplace Culture and Chief Diversity &amp; Inclusion Officer / <b>Aetna</b></p> <p><b>MALE ADVOCATES AND ALLIES</b></p> <p>Spend time with Tom Murray while he explores the benefits of engaging white males in courageous conversations across barriers of difference to impact positive change in traditional workplace cultures.</p> <p><b>Thomas Murray</b> / Senior Vice President &amp; Chief Talent Officer / <b>EMC Corporation</b></p>



# LEADERSHIP 2015

*Creating Inclusive Leadership. Workplaces for Cultural and Global Change.*

8:45 – 9:30 am	<p><b>MORNING KEYNOTES</b></p> <p><b>GET BIG THINGS DONE: The Power of Connectional Intelligence</b></p> <p>As game-changing a concept as emotional intelligence was in the 1990s, forward-thinking leaders are now focused on connectional intelligence, the ability to combine knowledge, ambition, and people, amplified hugely by new technologies. In our hyperconnected world, it is changing the future of diversity and inclusion efforts in Corporate America by quickly, efficiently, and creatively helping people enlist supporters, drive innovation, develop strategies, and implement diverse solutions to big problems. Learn how to leverage connectional intelligence to maximize the impact of your diversity efforts, improve the probability of creating business value, and unleash the full capacity of your entire employee base.</p> <p><b>Erica Dhawan</b> / Founder &amp; CEO / <b>Cotential</b></p> <p><b>ACHIEVING A GLOBAL MINDSET: Challenges &amp; Opportunities for Cultural Competency</b></p> <p>Globalization has transformed society, economics, and politics, greatly influencing demographics. Not only are today's employees more diverse, heads of state like Barak Obama, Angela Merkel, Nicolas Sarkozy, and Ellen Johnson Sirleaf reflect a sea change in perceptions of leadership. A multicultural workforce symbolizes a new way of thinking about diversity and inclusion efforts.</p> <p><b>Annette Richardson</b> / Senior Advisor, Office of Partnerships / <b>United Nations</b></p>
9:30 – 10:30 am	<p><b>EXECUTIVE PANEL</b></p> <p>As an increasing number of women join the C-suite at well-known companies, the media has tracked their every move. From Yahoo! to Ebay to Facebook to the State Department, women in key roles are being closely followed for decisions ranging on everything from benefits changes to changes in hairstyles. Why does being a female leader generate so much attention? Is this a natural element of progress, or does it demonstrate a step backward for women who simply want to lead? Join a diverse panel of female leaders from the private sector, and from a range of industries, for their perspectives on whether a double standard exists in the C-suite, and learn about the positive and negative notoriety they've experienced in their leadership roles.</p> <p><b>MODERATOR:</b> <b>Audra Bohannon</b> / Senior Partner, Workforce Performance, Inclusion &amp; Diversity / <b>Korn Ferry</b></p> <p><b>PANELISTS:</b> <b>Fumbi Chima</b> / Chief Information Officer / <b>Walmart, Inc. [Asia]</b> <b>Donna Johnson</b> / Chief Diversity Officer / <b>MasterCard Worldwide</b> <b>Kristine Snow</b> / President / <b>Cisco Systems Capital</b></p>
10:30 – 11:00 am	<p><b>Networking Break &amp; Meet the Authors</b></p>



11:00 am – 12:45 pm	<p><b>FORUM A</b></p> <p><b>D&amp;I LEADERSHIP &amp; EXECUTIVE DEVELOPMENT FORUM</b></p> <p><i>This session is intended for senior executive leaders</i></p> <p><b>D&amp;I Effective Leadership During Challenging Times</b></p> <p>Corporate America can no longer duck for cover from social and civil right issues that have recently marked US history. As feedback from social media is leveraged quickly and exponentially, companies are responding faster than ever to civil rights issues. For example, spurred by a violent incident, the CEO of a retail giant announced the removal of Confederate flag merchandise from the company’s stores, knowing that this decision might negatively impact sales.</p> <p>This session will highlight the civil controversies in our communities and how they are impacting our employees, customers, and companies. Hear from leading executives about how they leverage their role and D&amp;I to build their company’s brand, promote corporate social responsibility initiatives, and take an active role in advising top leadership in how to respond to civil unrest.</p> <p><b>MODERATOR:</b> Candi Castleberry Singleton / Advisor / <b>Dignity &amp; Respect Campaign</b></p> <p><b>PANELISTS:</b> Rosanna Durruthy / Chief Diversity Officer / <b>CIGNA</b></p> <p>Wendy Lewis / Senior Vice President, Diversity, Inclusion &amp; Strategic Alliances / <b>Major League Baseball</b></p> <p>S. Shariq Yosufzai / Vice President, University Partnerships &amp; Association Relations / <b>Chevron Corporation</b></p>
11:00 am – 12:45 pm	<p><b>FORUM B</b></p> <p><b>LEADERSHIP BRILLIANCE IN THE MIDST OF UNCERTAINTY</b></p> <p>Stale. Stuck. Spiritless. This is what a leader, then a team, and ultimately a business become when mojo is lost. In order for leaders to reinvigorate a fresh mindset so team members and a practice can thrive, they must stop merely communicating and start connecting.</p> <p>Connection begins when leaders make a commitment to bring out the best in themselves and then do the same for everyone around them. This challenges team members to raise the bar on their engagement and productivity. The ultimate benefactors of this shift in thinking are customers who opt-in to become your brand champions.</p> <p>Upon completion of this course, participants will emerge from this highly interactive session with a plan of action and will be able to:</p> <ul style="list-style-type: none"><li>• Revitalize their role within their team and line of business</li><li>• Improve their ability to connect with their team, instead of just communicating</li><li>• Create a high-performing team that exceeds expectations</li></ul> <p><b>Simon T. Bailey</b> / Author &amp; Founder / <b>Brilliance Institute</b></p>





# LEADERSHIP 2015

Creating Inclusive Leadership. Workplaces for Cultural and Global Change.

## MOSAIC AWARDS LUNCHEON

1:00 – 2:30 pm

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:** **Synthia Saint James** / world-renowned artist

**EMCEE:** **Grace Figueredo** / Vice President, Workplace Culture and Chief Diversity & Inclusion Officer / **Aetna**



**MOSAIC WOMAN LIFETIME ACHIEVEMENT**

**Susan Taylor**  
Founder & CEO / National CARES Mentoring Movement and Editor-in-Chief Emeritus / *Essence* magazine

**PRESENTED BY:** **Maria Medrano** / Global Inclusion & Collaboration Strategist / **Cisco**



**MOSAIC WOMAN PIONEER**

**Chris Nee**  
Creator & Executive Producer / **Disney Junior**

**PRESENTED BY:** **Caroline A. Wanga** / Senior Director, Diversity & Inclusion / **Target**



**MOSAIC WOMAN TRAILBLAZER**

**Tina Knowles Lawson**  
Fashion Designer, Author & Humanitarian

**PRESENTED BY:** **Jackie Glenn** / Vice President & Global Chief Diversity Officer / **EMC Corporation**



**MOSAIC WOMAN LEGEND**

**Bishop Vashti Murphy McKenzie**  
AME Church

**PRESENTED BY:** **Melissa B. Donaldson** / Director Diversity Networks & Communications / **Walgreens**



**MOSAIC WOMAN LEGACY**

**Cathie Black**  
Former President, Hearst Magazines & Chairman / Hearst Corporation;  
Author, *Basic Black*

**PRESENTED BY:** **Betty Martinez Lowery** / Manager, Corporate Citizenship / **Walt Disney World Community Relations**

2:30 – 3:00 pm

**CLOSING KEYNOTE**

**Bishop Vashti Murphy McKenzie** / African Methodist Episcopal Church  
**Sheila Robinson** / Founder / **Diversity Women's Business Leadership (DWBL) Conference** & Publisher and CEO / *Diversity Woman* magazine



## MOSAIC WOMAN

## Legacy Award



## Cathie Black

Former President, Hearst Magazines & Chairman /  
Hearst Corporation; Author, *Basic Black*

**T**he media world as we know it would not be the same if it were not for Cathie Black. Arguably, more than any other single publishing executive in the last 30 years, she has shaped what we read and how we think about content.

Cathie served for more than 20 years as the president, then chairman, of Hearst Magazines. She was responsible for these beloved and influential titles: *Cosmo*; *O, the Oprah magazine*; *Food Network*; *Esquire*; *Harper's Bazaar*; *ELLE*; *Veranda*; *Esquire*; and her personal favorite, *Popular Mechanics*. Prior to Hearst, Cathie was president/publisher of *USA Today* in its launch years, shaping the direction of what has become the third-highest circulation newspaper in the United States.

She is not only an influential media executive, but a groundbreaking one. Cathie was the first woman to become a publisher of a consumer weekly, when she was tapped to run *New York* magazine. For much of her career, Cathie has been a “first,” breaking barriers along the way and providing opportunities for the younger generation of female executives.

She is also the author of *Basic Black: The Essential Guide for Getting Ahead at Work (and in Life)*, a *New York Times* and *Wall Street Journal* best seller, which has been published in 12 countries. Today, Cathie focuses her energy advising tech startups, as a board member and/or angel investor in a variety of young companies, among them PubMatic, Yieldbot, Bark & Co (BarkBox), Pinks & Greens, and HitFix.

*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.*



## MOSAIC AWARD WINNERS

*Creating Inclusive Leadership. Workplaces for Cultural and Global Change.*

### MOSAIC WOMAN

# Trailblazer Award



*The Mosaic Woman Trailblazer Award recognizes a woman who has made outstanding accomplishments in her field and industry. She has paved the way as a role model through her courage to succeed for women of all races, cultures, and backgrounds.*

### Tina Knowles Lawson

Fashion Designer, Author & Humanitarian

**T**ina Knowles-Lawson is a fashion designer who has been featured in numerous publications including *Vogue*, *Cosmopolitan*, *Harper's Bazaar*, *L'Officiel*, *InStyle*, and *Sports Illustrated*.

Tina was a designer and stylist for the superstar group Destiny's Child, designing original garments for the group's tours, magazine shoots, and television appearances including the VMAs, BET Awards, and Grammys. She has also designed for her daughter Beyoncé's tours and television performances, including the Academy Awards.

Tina, along with Beyoncé, created three popular clothing lines; House of Deréon, named for Tina's mother; Deréon, which included shoes, handbags, lingerie, hosiery, a kids' line, and bedding; and the Miss Tina line, which sold exclusively at Walmart and boasted fit and fashion at an affordable price. She has hosted a show on the Home Shopping Network and has shown her fashion on top television shows including *Good Morning America*, *The View*, *The Today Show*, *The Oprah Winfrey Show*, *Hollywood Access Live*, *Tyra*, and *Ellen*.

Tina also designed costumes for a number of hit movies including *Dreamgirls*, *Pink Panther*, *Austin Powers in Goldmember*, *Obsessed*, and *Cadillac Records*.

Passionate about her philanthropic endeavors, Tina, her family, and Destiny's Child member Kelly Rowland, along with St. John's Church, have built and established a center for young people known as The Knowles-Rowland Center for Youth, located in Houston, Texas. In addition, the Knowles family established The Survivor Foundation in 2005 and co-sponsored the building of a transitional living center for individuals in need of temporary shelter and housing called the Knowles-Temenos Place Apartments in Houston, Texas. In 2010, Tina partnered with Beyoncé to create the Beyoncé Cosmetology Center at Phoenix House in Brooklyn, New York, as a resource to empower women while providing them the life skills that would give them hope and a means of support after leaving the center.

She has received many awards including the prestigious Ace Awards, the International Global Leadership Award, and the Golden Hanger Award. In 2011, Tina was honored by the University of Houston as part of their Living Archive Series, and in 2014 by the Texas Women's Empowerment Foundation, in both instances, for her philanthropic work and achievements in business.

A natural teacher and adviser, she makes time to speak regularly at schools and mentors young women. She was one of the faces of Miss A Meal, a campaign founded by Rudy and Juanita Rasmus to eradicate poverty in the Houston area. She has also appeared in public announcements for Goodwill and supports their efforts to employ and empower people in need.

The author of *Destiny's Style*, her 2002 book from Harper Collins, she is currently working on a second book. She and her husband, actor Richard Lawson, are in the process of opening a theater in Los Angeles.



## MOSAIC WOMAN

# Lifetime Achievement Award



## Susan L. Taylor

Founder & CEO, National CARES Mentoring Movement  
and Editor-in-Chief Emeritus, *Essence* Magazine

**S**usan L. Taylor, best-selling author of four books and editor of eight others, is a fourth-generation entrepreneur who grew up in Harlem working in her father's clothing store. At 24, she founded her own cosmetics company, which led to a beauty editor position at *Essence*, the publication she would go on to shape into a world-renowned brand with more than 8 million readers. It was that enterprising spirit, wedded to a deep love for her community, that led to the founding of the National CARES Mentoring Movement in 2005 as *Essence CARES*. With local affiliates in 58 cities, National CARES has recruited, trained, and deployed more than 140,000 mentors in schools and youth-support and mentoring organizations like Big Brothers and Big Sisters, as well as in its own culturally rooted, academic, and social transformation initiatives. A community-mobilization movement, National CARES is the only organization dedicated to providing mentoring, healing, and wellness services on a national scale for black children.

A lifelong activist who has worked on behalf of people around the globe, from South Africa to New Orleans in the wake of Katrina, Susan says securing our children is her highest calling and the big business of black America today.

*The Mosaic Woman  
Lifetime Achievement Award  
recognizes the career and  
lifetime achievements of a  
woman who through her  
professional and personal  
contributions has made an  
indelible impact on the lives of  
women of all races, cultures,  
and backgrounds.*



## MOSAIC AWARD WINNERS

*Creating Inclusive Leadership. Workplaces for Cultural and Global Change.*

### MOSAIC WOMAN

# Pioneer Award



*The Mosaic Woman Pioneer Award recognizes a woman who has been a first in her career 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.*

### Chris Nee

Creator & Executive Producer / Disney Junior

**H**umanitas Prize- and Emmy Award-winner Chris Nee is the creator and executive producer of Disney Junior's Peabody Award-winning *Doc McStuffins*, an imaginative animated series about a six-year-old girl who runs a clinic for stuffed animals and broken toys out of her backyard playhouse.

Nee's inspiration for the series is two-fold: it is based on her childhood, which was spent helping out in her mother's popular independent toy stores, and on her more recent experience as a mother to her young son, who developed severe asthma when he was two years old. After seeing her own child's anxiety about going to the doctor, she decided to come up with an idea for a show that could help make the process of visiting a doctor's office less scary for kids.

An accomplished children's television writer, Nee has also managed to juggle a successful career as a documentary and reality TV producer. While on location in Alaska for Discovery Channel's cult hit documentary reality series *Deadliest Catch*, Nee was simultaneously writing the first *Wonder Pets* Christmas special for Nickelodeon, which she completed while living in a converted World War II barracks-turned-hotel on an island in the middle of the Bering Sea. She is responsible for helping to discover fan favorite Captain Phil Harris and his sons, Josh and Jake, while doing interviews on the fishing boats. Nee received an Emmy Award nomination for her work on season one of the series. Her other producing credits include R.J. Cutler's *The Residents* for Discovery Channel and ABC's *The Real Roseanne Show*, based on actress and comedian Roseanne Barr's life.

Nee has received multiple Emmy Award nominations for writing and won an Emmy in 2002 for her work on *Little Bill*, the Peabody Award-winning series based on the children's books by Bill Cosby. Her additional writing credits include the Disney Channel series *American Dragon: Jake Long*, the Playhouse Disney series *Johnny and the Sprites* and *Higglytown Heroes*, and the Nickelodeon series *The Backyardigans* and *Olivia*.

Nee began her career as an associate producer at Sesame Street International and spent time in Mexico, Finland, Israel, and Jordan working on the local productions of the award-winning show, before transitioning over to writing for the Sesame Workshop.

A native of Greenwich, Connecticut, Nee is a graduate of New York University and currently sits on the board of Hollywood Health & Society at the USC Annenberg School for Communication and Journalism. She resides in Venice, California, with her wife, Lisa, and their young son, Theo.





## MOSAIC WOMAN

# Legend Award



*The Mosaic Woman Legend Award recognizes a woman whose many stellar accomplishments, inspiration, and brilliance have impacted the lives and careers of women of all races, cultures, and backgrounds.*

## Bishop Vashti Murphy McKenzie

Bishop, African Methodist Episcopal Church

**B**ishop Vashti Murphy McKenzie serves as the 117th elected and consecrated bishop of the African Methodist Episcopal (AME) Church. Her historic election in the year 2000 represented the first time in the over 200-year history of the AME Church that a woman had obtained that level of Episcopal office. The firsts continue as she served as the president of the Council of Bishops, the chair of the General Conference Commission, and was the host bishop for the 49th Session of the General Conference of the AME Church in June 2012, with more than 30,000 in attendance. Currently, she is honored to serve as the presiding prelate of the 10th Episcopal District, which is the entire state of Texas. Bishop McKenzie serves as the chairwoman of the board of trustees of Paul Quinn College. She is also a member of the Board of Trustees of the International Theological Center in Atlanta, Georgia. Bishop McKenzie was appointed by President Barack Obama to serve on the inaugural President's Advisory Council on Faith-based and Neighborhood Partnerships. She was recently invited to preach at the annual White House Easter Prayer Breakfast at the invitation of President Obama.

Bishop McKenzie is the author of five books. The first two, *Not Without a Struggle* and *Strength in the Struggle*, concern leadership and professional growth for women. *Journey to the Well* helps women seek new directions for personal growth and transformation following in the footsteps of the biblical Samaritan woman. Her book *Swapping Housewives* tells the stories of Rachel, Jacob, and Leah and shares the 21st century implications for married and unmarried love. A revised updated version of *Not Without a Struggle* was released in 2012. In 2013, her newest book, *Those Sisters Can Preach!*, was released. It includes 22 sermons as pearls of wisdom from nationally-known preachers who happen to be women.

Well known as an electrifying preacher, Bishop McKenzie has been honored for her leadership, community service, and outstanding achievements by a number of diverse civic, educational, business, and governmental organizations and leaders. In 2015, she was named one of the 50 most powerful women religious leaders in the world by The Huffington Post.

Her teaching ministry is available daily at [thisisyourwakeuptimeonline.com](http://thisisyourwakeuptimeonline.com). In February 2012, she launched "The Greatest of These is Love" mixtape of ten mini-messages as love notes for the soul. Her incredible Praycation is available at [vashtimckenzie.blogspot.com](http://vashtimckenzie.blogspot.com). Bishop McKenzie is humbled and grateful to God for the many opportunities and blessings afforded her as she strives to serve with excellence in the Kingdom of God.



## PRESENTERS, SPEAKERS & COACHES

### Presenters, Speakers & Coaches

#### SIMON T. BAILEY

Founder / BRILLIANCE INSTITUTE



Simon T. Bailey is a Leadership Catalyst who aspires to inspire 10% of the world's population to find their passion and release their brilliance. He equips individuals and organizations with practical tools and solutions. He provides actionable takeaways that go beyond feel-good

content and produce sustainable results. His insights are based on his work with 1,000 organizations on six continents.

After working as Sales Director at the world-renowned Disney Institute, Simon founded Brilliance Institute, which designs and delivers its own proprietary curriculum for personal and professional development.

The National Academy of Bestselling Authors recognized him with a Quilly Award in Los Angeles, CA for his masterpiece *Release Your Brilliance*, published by HarperCollins. His new book entitled *Shift Your Brilliance – Harness the Power of You, Inc.* teaches you how to embrace disruption and create your own future.

Simon has impacted the lives of more than 1 million+ people with his counsel and coaching from the C-Suite to the front lines for clients including Verizon, Chevron, Nationwide, Society of Human Resource Management and The Conference Board with his forward-thinking, practical, interactive sessions and action-oriented programs.

Simon was named one of the Top 25 Hot Speakers shaping his profession by *Speaker Magazine*. Simon is a graduate of Rollins College Executive Management Program, one of the top 25 best private graduate business schools in the USA. He holds a Master's Degree from Faith Christian University and was inducted as an honorary member of the University of Central Florida Golden Key International Honor Society.

Simon and his family reside in a small quaint town of 2,500 residents and a few dirt roads in Windermere, Florida USA.

#### AUDRA BOHANNON

Senior Partner / KORN FERRY



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: building and consumer products, financial services, food and beverage, healthcare, 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, a Korn Ferry acquisition, Senior Vice President of Novations Group, and as Partner and business architect of J. Howard & Associates, one of the leading consulting and training firms that established the diversity and inclusion industry.

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.

#### ERICA CULPEPPER BOWEN

Vice President, Business Development / L'OREAL USA



Erica Culpepper Bowen is a seasoned beauty executive with proven leadership and business results in building some of the most iconic beauty brands in the world over the past 18 years, reaching US and Global markets, as well as a broad range of consumer groups, from general

market to multi-cultural, women to men, baby/kids to 50+.

She is currently Vice President, Business Development for Multi-Cultural Beauty (MCB), a Consumer Products Division of L'Oreal USA. In this multi-faceted role, Erica is responsible for Sales Strategy and External Business Development. She is responsible for developing strategies and plans that strengthen MCB leadership, authority, and expertise as the #1 portfolio of brands within the multi-cultural beauty space. One of her proudest accomplishments has been leading the acquisition and integration strategy of the Carol's Daughter brand for L'Oreal USA.



Prior to her current position, Erica held a variety of marketing leadership roles within L'Oreal Consumer Products Division, leading categories within Skincare, Cosmetics, and Haircare across the L'Oreal Paris, Maybelline New York, and Garnier brands.

Erica began her career at L'Oreal USA in 2004, as Director Global Marketing for Maybelline New York. Prior to joining L'Oreal, she spent 7 years at Johnson & Johnson Consumer Products, with responsibility for brands within the Adult Skincare and Baby Skin/Haircare categories.

A native of Memphis, TN, Erica is a graduate of Howard University in Washington, DC, where she obtained a Bachelor of Arts degree in Journalism/Public Relations, as well as Clark Atlanta University in Atlanta, GA, where she received an MBA in Marketing.

In 2013, Erica was honored as a Top 25 Influential Black Woman in Business by The Network Journal, and also received a Global Visionary Leadership Award from her alma mater, Howard University School of Communications.

Erica is member of Cosmetics Executive Women (CEW). She resides in New Jersey with her three children.

## FUMBI CHIMA

Chief Information Officer / WALMART INC. ASIA



Fumbi Chima is an accomplished business executive with exceptional senior management skills in strategic planning, acquisition and business development. As Chief Information Officer for Walmart Asia, she provides vision and leadership for developing and implementing information technology initiatives that align with their objectives. She leads IT strategic and operational planning to achieve Walmart's goals by fostering innovation, prioritizing IT initiatives, and coordinating the evaluation, deployment, and management of current and future IT systems across the organization.

Chima is a seasoned, ROI-driven Business Leader who possesses extensive experience leading large Global IT organizations with particular expertise in: executing global growth strategies—M&A; post-merger synergy capture, technology build-out, and rapidly scalable IT infrastructure—critical to the success of start-up, mid-sized, and multibillion-dollar organizations in complex, high-volume and information-intensive environments.

She has established stakeholder engagements with key executive leaders (LOB, C-Suite and Board of Directors), securing buy-in between business areas and ensuring current and future goals are fully supported.

Chima received her bachelor's degree from the University of

Hull in the U.K. and serves in numerous leadership volunteer roles, including Walmart's Women's Resource Council, STEM Innovation Task Force and the African American Officer Caucus. She also serves on numerous external boards and participates in mentoring networks which include: World Affairs Council – DC; StemConnector; to name a few. Chima demonstrates her passion for global education, female mentoring and international communications through her service in leadership roles within women's organization as an Officer Sponsor for the Walmart Women's Resource Council and Secretary of the African-American Officer Caucus. Chima is married with 2 girls and she has recently relocated her family to Hong Kong.

## 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.

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 mediums. In homage to her musical and spiritual roots, Clark produced Church: Songs of Soul and Inspiration that included classic soul artists like Patti LaBelle and Chaka Khan plus contributions from Pulitzer Prize winners, Dr. Maya Angelou and Toni Morrison. A stratospheric anthem from this collection, "Way Up There," written and produced by Clark and performed by Patti LaBelle, was nominated for a GRAMMY award. "Way Up There" was originally commissioned by NASA as their theme song.

Clark was commissioned to create "I Believed," a commemorative song to honor Secretary-of-State Hillary Rodham Clinton in celebration of the 100th Anniversary of International Women's Day. The song was performed for an audience that included First Lady Michelle Obama among other eminent





## PRESENTERS, SPEAKERS & COACHES

guests at the 2011 International Women of Courage Awards. Recent notable awards are C200 Entrepreneurial Champion Award and Mosaic Award at the Diversity Women's national conference.

### DR. JOHNNETTA BETSCH COLE

Executive Director / SMITHSONIAN AFRICAN AMERICAN MUSEUM



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 and 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.

### JEANNINE CURRIE

Manager, Diversity and Inclusion for Human Resources / 3M



Jeannine was born in Arequipa in the mountains of Peru. When she was 4 years old, her family moved to Lima so that the children could receive a better education. After High School, she focused on Business Management: first at the Universidad del Pacifico in Peru; then, winning a scholarship to get her MBA at IESE—Instituto de

Estudios Superiores de la Empresa—located in Barcelona, Spain. Their MBA program was ranked 7th Worldwide and 3rd in Europe by The Financial Times in 2015.

While living in Spain, she worked at La Caixa, its largest financial institution, and then at Cadbury-Schweppes. She returned to Peru to work in new product marketing at Procter and Gamble, followed by marketing packaged goods at Reckitt Benckizer—one of the FTSE 100 companies.

Her passion for marketing brought her to 3M Peru in 1992. She continued to 3M Argentina and in 2000, was selected by 3M to move to St. Paul headquarters. Most of her 3M career has been in Consumer Business, working in Communications, Branding and Marketing for such brands as Scotch®, Post-it®, Command® and Filtrete™.

In January, 2014, she made a major change, becoming Manager, Diversity and Inclusion for Human Resources at 3M. She is a Global Strategist focused on Marketing and Branding. Her background has helped her build inclusiveness awareness world-wide through her creation of the exciting new global initiative: "I'm in, are you in?", launched with great success a year ago in more than 50 countries. Its enthusiastic acceptance continues to expand. In addition, Jeannine is responsible for HR Diversity & Inclusion for the Asia-Pacific and Latin America countries\*.

She has won numerous professional awards, including 3M's highest award in 2004, sharing it with a co-worker for doubling the consumer business in Peru, as well as winning the hearts of her husband and dog.

### 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, Lois 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, Lois was recognized for her Remarkable Dedication and Commitment to Farmingdale State College's STEM Diversity Program. In 2014, Lois 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. Lois is a featured speaker for The Conference Board, Disability Mat-



ters US and EU, the National Urban League, the Society of Human Resources Management (SHRM) and other thought leadership summits.

Lois 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. Lois 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. Lois received her MBA from Baruch College in New York City and her BA from American University in Washington, D.C.

## NINA DAVULURI

Miss America 2014



Nina Davuluri was crowned Miss America 2014. Nina became the second consecutive contestant from New York and the first contestant of Indian descent to win the Miss America Competition. As Ms. America 2014, she traveled approximately 20,000 miles each month speaking to

audiences about her platform, Celebrating Diversity through Cultural Competency. As part of this campaign, she launched "a new social media campaign to encourage constructive and civil dialogue on diversity issues." Nina is a graduate of University of Michigan and plans on attending medical school. During her year as Miss America she served as spokesperson for STEM (Science, Technology, Engineering, and Mathematics). Davuluri has asked people to "forward representative thoughts and stories about their experiences on how we as a nation can advance cultural awareness." Nina hopes to encourage other to be proud of their heritage, while accepting each and every culture.

## DR. SHIRLEY DAVIS

President / SDS ENTERPRISES, LLC



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 four 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.

## ALKA DHILLON

Founder & CEO / TECHNALINK, INC.



Alka Dhillon is the founder and Chief Executive Officer (CEO) of Technalink, Inc., one of the leading technology companies in the Washington Metropolitan area. Technalink has provided information technology (IT) services and management consulting solutions to both

government and commercial clients for 15 years. Ms. Dhillon has over 19 years' experience in the information technology and management consulting industry. In addition to her responsibilities as CEO of Technalink, Ms. Dhillon uses her passion for technology as platform to give back. She is committed to empowering youth to explore entrepreneurship and careers in science and technology. Ms. Dhillon is passionate about science, technology, engineering and math (STEM) and is a keynote speaker to the Girls in Technology organization (GIT) on Entrepreneurship and STEM to inspire more girls to pursue STEM related careers. Ms. Dhillon is actively involved in the Network for Teaching Entrepreneurship (NFTE) and serves as a board member. Ms. Dhillon has been honored with numerous awards not only for her professional achievements, but also for her commitment to serving her community. Her accolades include receiving the 2012 BRAVA!





## PRESENTERS, SPEAKERS & COACHES

Women Business Achievement Award presented by Smart-CEO, the Top 100 Women Leaders in STEM, the 2013 Locally Grown honor by Network for Teaching Entrepreneurship (NFTE) and the Abe Veneable Legacy Award for Lifetime Achievement presented by the U.S. Department of Commerce's Minority Business Agency (MBDA). Ms. Dhillon is the author of the book "The OM Factor®: A Woman's Spiritual Guide to Leadership: 7 Essential Tools and 7 Key Traits to Cultivate for Your Success and Well-Being. This book provides you with essential tools to deal with stressful situations in the workplace real-time, and also teaches how to cultivate key traits to limit those scenarios from arising so often. When they do arise, you will be able to respond rather than react to them -allowing internal fulfillment to engender your external success. Ms. Dhillon holds B.A. degrees in Economics and Spanish from the University of Virginia. She contributes to The Huffington Post and blogs at The Spiritual CEO. And offers OM Factor related merchandise and advice at [www.alkadhillon.com](http://www.alkadhillon.com).

### DEBORAH DAGIT

President / DEB DAGIT DIVERSITY • Diversity Women Stars Award Committee Member



Deborah Dagit joined Merck as their Chief Diversity Officer in June 2001. She has had responsibility for global equal opportunity, employee relations, recruiting and staffing and diversity & inclusion and has now transitioned to lead Deb Dagit Diversity, a consulting firm that offers

practical just-in-time resources, tools and support for diversity practitioners.

Under Ms. Dagit's leadership at Merck, organizations such as Diversityinc, Working Mother, the Families and Work Institute, the Department of Defense 2010 Freedom Award (Veterans), the 2005 Department of Labor New Freedom Award (People with Disabilities) and the Human Rights Campaign have recognized the company for its exemplary work in diversity and inclusion. Merck has undergone more than 55 different federal audits for compliance with U.S. Affirmative Action/Equal Employment Opportunity requirements for federal contractors since 1980 - each time, receiving a letter of compliance. Ms. Dagit's current clients include TD Bank, Northrop Grumman, KeyBank, the Marine Corp, Lincoln Financial, The City of New York, the Arcus Foundation, Highmark, Traveler's Insurance, Linkage, Iowa Women's Leadership, and the Northeast HR Association.

Ms. Dagit joined Merck from Silicon Graphics, Inc. where she was the leader of Learning Communications and Diver-

sity since 1993. Prior to Silicon Graphics, Ms. Dagit was the leader of Strategic Cultural Initiatives for Sun Microsystems, Inc. from 1991 to 1993. She played a key role in the passage of the American with Disabilities Act through lobbying efforts in California and Washington, D.C.

Ms. Dagit earned a bachelor's degree with honors in Psychology from Oregon State University, and conducted her master's coursework in Clinical Psychology at San Jose State University. She was a founding member in 1991, and a past Chair of the Conference Board's Workforce Council on Diversity.

Among her many awards, Ms. Dagit has received the 2010 Winds of Change Multicultural Form on Workforce Diversity, the 2006 Champion of the Year from Out and Equal; the 2000 Exemplary Leader from Silicon Graphics; the 1999 Advocate of the Year from the Black Employees Network; the 1997 Award of Professional Excellence from the Northern California HR Council; and the 1996 Tribute to Women in Industry. Ms. Dagit was also asked to speak on diversity and inclusion at the December 2008 "Citadel of Free Speech" City Club of Cleveland which was broadcast live on NPR, and to testify in July 2011 before the U.S. Senate Health Education Labor and Pensions committee re: best practices for improving employment opportunities for people with disabilities.

Ms. Dagit is married and has three children ages 17, 18 and 19.

### ERICA DHAWAN

Founder & CEO / COTENTIAL



Erica Dhawan is the co-author of the new book: *Get Big Things Done: The Power of Connectional Intelligence*. She is a globally recognized leadership expert and keynote speaker who is driving innovation across cultures and generations. Considered to be one of the today's most provocative

business thinkers on Millennials and the future of work, she is the founder and CEO of Cotential – a company that has helped enterprises prepare for the global workplace of tomorrow. An in-demand speaker, Erica has spoken, worldwide, to organizations and enterprises that range from the World Economic Forum to U.S. and global Fortune 500 companies. Her writings have appeared in dozens of publications, including Fast Company, Forbes, and Harvard Business Review. Erica also serves as a member of the Aspen Institute Socrates Society, World Economic Forum Global Shapers, and the Young Entrepreneur Council. She has degrees from Harvard Kennedy School, MIT Sloan, and Wharton School. Learn more at [ericadhawan.com](http://ericadhawan.com) and follow her @edhawan.



## LOURDES DIAZ

Vice President of Diversity Relations / SODEXO USA



Lourdes Diaz is Vice President of Diversity Relations for Sodexo USA, a leading provider of Quality of Life Services, where she is responsible for establishing strategic partnerships with diverse organizations, minority owned businesses and community leaders in key markets around

the country as well as driving the diversity and inclusion message to internal stakeholders and lines of business.

Her commitment and leadership role in representing Sodexo in the marketplace continues to promote best diversity practices, as Sodexo ranks #1 in the Diversity, Inc. 50 top companies in the diversity arena. Ms. Díaz also creates linkages between Sodexo's sales/operations teams and community/minority leaders and partners to enhance the company's business development strategies.

Diaz has more than 25 years of experience in marketing and community affairs and has most recently held executive level positions with the National Gay Lesbian Chamber of Commerce (NGLCC) and JP Morgan Chase. During her tenure at JP Morgan Chase, Diaz served as vice president of marketing for the supplier diversity programs. At the NGLCC, she directed the Corporate Relations and Supplier Diversity Department. Under her direction, the team established the first ever Certification Program within the LGBT-A business community and added new corporate and government members.

Raised in inner city Hispanic and African-American neighborhoods in Chicago and Puerto Rico, and having worked in minority markets since, Ms. Díaz gained unique insights into the dynamics of minority communities in America and what it takes for people to emerge successfully, and for those communities to improve their condition. Her energy, passion and insight motivate those around her to impact the world, by working to make a difference.

Ms. Díaz holds a B.A. in Marketing from Loyola University in Chicago.

## ROSANNA DURRUTHY

Chief Diversity Officer / CIGNA



Rosanna Durruthy joined Cigna in 2010 as Chief Diversity Officer, and leads the company's diversity and inclusion center of excellence practice, supporting Cigna's mission to help customers improve their health, well-being and sense of security. Operating with a customer centric

context, Rosanna frames diversity to drive talent engagement, business growth, customer satisfaction and cross-cultural capabilities for Cigna's employees worldwide.

Prior to joining Cigna, Rosanna led an organizational consulting practice to identify and empower emerging leaders, focusing on executive coaching and personal network analysis for women and people of color. Rosanna has held human resources leadership roles in diversity recruiting, staffing, leadership development and human resources technology.

Rosanna attended Harvard College and has been recognized by Savoy Magazine as one of the 2012 Top Influential Women in Corporate America. In 2002, she was named one of the country's leading Hispanic women by both Hispanic and Hispanic Business magazines.

Since Rosanna joined the Cigna team, the company has been recognized as one of the "Best Places to Work for LGBT Equality" by the Human Rights Campaign (HRC) Foundation, scoring 100% on HRC's 2013 Corporate Equality Index (CEI). Additionally, in 2013 Cigna was named to the LATINO 100 by LATINO Magazine, as one of the top companies providing the most opportunities for Latinos.

She presently serves on the national board of directors of the National Society of Hispanic MBAs and is a member of Diversity Best Practices' Thought Leadership Editorial Board.

## DARYS ESTRELLA

Vice President for Corporate Sustainability / VICINI and former CEO / DOMINICAN REPUBLIC STOCK EXCHANGE



Darys Estrella joined The Vicini Group in May 2012 as the Vice President for Corporate Sustainability. Vicini is an asset management firm in the Dominican Republic. Before joining Vicini, Estrella was the CEO of the Dominican Republic Stock Exchange from April 2007 to April

2012. During her five years at the DR Exchange, annual trading volume increased from \$1.5 billion to over \$70 billion and secondary market trading went from 7% of total volume to over 90%. Ms. Estrella moved to the Dominican Republic after spending five years at Goldman Sachs & Co. as a Vice President in the Human Capital Management and Fixed Income divisions in New York City.

Ms. Estrella was awarded "The Best CEO of the Dominican Republic 2011" by European CEO. She was selected as a member of the Young Global Leaders of the World Economic Forum, Class of 2008. She is currently on the Board of Governors of the Stephen Ross Business School at the University of Michigan and a member of the Advisory Board of the Fundacion Dom Cabral in Brazil. From 2008 to 2011, she was



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Secretary of BOLCEN, a consortium of seven stock exchanges representing Central America and the Caribbean.

Ms. Estrella received her BA from Vassar College and her MBA from the Stephen Ross School of Business at the University of Michigan. She has also completed Executive Programs at the Harvard Kennedy School of Government and Yale University.

Ms. Estrella lives in Santo Domingo, Dominican Republic with her husband and three children.

### GRACE FIGUEROADO

Vice President, Workplace Culture, Chief Diversity & Inclusion Officer/ AETNA



Grace Figueredo joined Aetna in late 2012 as vice president, chief diversity & inclusion officer in a dual reporting relationship to the chairman, CEO and president and the executive vice president of Human Resources. In 2014, her role was expanded to include workplace culture. In this

capacity Figueredo is accountable for shaping workplace culture to align with the company's transformation efforts, as the company's operating model shifts to meet the business demands of the future. Figueredo is also responsible for leading Aetna's global Diversity & Inclusion strategy, and ensuring this work is connected to the company's values, brand, culture, business strategy and growth objectives. Figueredo is also responsible for the development and execution of cutting-edge strategies that position Aetna's workplace culture and diversity & inclusion initiatives as a competitive advantage from a talent perspective, to drive innovation, growth and marketplace value.

Figueredo has been recognized as one of Hispanic Business Journal's Top 100 Executives and by Black Enterprise Magazine as one of the Top 100 Chief Diversity Officers. Figueredo was also recognized with a Visionary Award by Nutmeg Big Brothers Big Sisters of Hartford, Connecticut and inducted into the YWCA Academy of Women Leaders in New York City.

Figueredo joined Aetna from The Hartford, where she served as vice president of workforce engagement and inclusion. In addition, Figueredo held various leadership roles in human resources and diversity at United Technologies Corporation. Figueredo holds a master's of science in Organizational Behavior from the University of Hartford and a bachelor's of science from Queens College of the City University of New York.

### TARA JAYE FRANK

Vice President-Multicultural Strategy / HALLMARK CARDS, INC.



Tara Jaye Frank, is responsible for partnering across product development, marketing, and retail to drive growth with an increasingly diverse consumer base. She leads the company's newly established multicultural center of excellence, whose work has inspired a more holistic ap-

proach to leveraging the nuance of culture as a foundational and innovative path to relevance.

Tara began her Hallmark career as a greeting card writer in 1996 and has held both creative and business leadership positions since. She was the youngest person in Hallmark's history to be promoted into executive management, and subsequently became its first African American female vice president.

Tara has served as a knowledge partner for Working Mother Media, NAFE, NEW, and has spoken across the country on a variety of leadership topics. Her first leadership book, *Say Yes: A Woman's Guide to Advancing Her Professional Purpose*, will release in May, 2015.

Tara holds a bachelor's degree in English from Spelman College in Atlanta.

### DR. NJEMA FRAZIER

Physicist / NATIONAL NUCLEAR SECURITY ADMINISTRATION, DEPARTMENT OF ENERGY



Dr. Frazier is a physicist in the Department of Energy's National Nuclear Security Administration (NNSA), managing scientific and technical projects established to ensure that the United States maintains a credible National nuclear deterrent without nuclear testing. While at NNSA, she has led efforts in modelling and simulation of nuclear weapons, weapons physics experiments, and international science and technology collaborations.

Dr. Frazier's previous experience includes three years as a Visiting Professor at the National Defense University, College of International Security Affairs, in Washington, DC; and four years as a Professional Staff Member for the U.S. House of Representatives, Committee on Science.

Dr. Frazier received her Ph.D. in theoretical nuclear physics from Michigan State University in 1997, conducting her doctoral research on "Properties of Shell-Model Wavefunctions at High Excitation Energies." She did her undergraduate work at





Carnegie Mellon University, where she obtained a bachelor's degree in physics.

Her honors and awards include the Joint Civilian Service Commendation Award from National Defense University, the Award for Distinguished Service to the National Nuclear Security Administration, the Black Engineer of the Year, Science Spectrum's Trailblazer Award, appointment to the National Advisory Board of the National Society of Black Engineers (NSBE), inclusion in The Griot's List of 100 History Makers in the Making, participation in the Congressional Black Caucus Science and Technology Brain Trust, and features in Essence, Black Enterprise, Careergirls, and Diverse Faces of Science. She is also the Founder and Chief Executive Officer of Diversity Science, LLC, an expert-based network of scientists and engineers dedicated to broadening participation in science, technology, engineering, and mathematics (STEM).

## CONSTANCE ST. GERMAIN

Executive Dean, Colleges of Humanities & Sciences and Social Sciences / UNIVERSITY OF PHOENIX



As Executive Dean of two colleges at University of Phoenix, Dr. St. Germain's primary focus is on retention and student engagement, as well as ensuring students develop the requisite foundational skills and knowledge they need to be successful in both their personal and professional

lives. Dr. St. Germain has spent almost 15 years in higher education. Prior to joining the University of Phoenix she was Dean of the School of Public Service & Health for American Public University System (APUS). While there, Dr. St. Germain was responsible for 26 degree programs and 27,000 students, where she provided the administrative and fiscal oversight, as well as strategic visioning for the school. Prior to being Dean, she was the Director of the Criminal Justice and Legal Studies programs at APUS. Dr. St. Germain was also a Major in the U.S. Army Judge Advocate General's Corps for almost a decade. While on active duty in the military she held assignments as a family law attorney, administrative law attorney, trial defense counsel, and defense appellate counsel at various posts such as the 82D Airborne Division and XVIII Airborne Corps Fort Bragg, North Carolina; the U.S. Army Trial Defense Service, Fort Riley, Kansas; and the U.S. Army Defense Appellate Division, Rosslyn, Virginia. She also spent two years in private practice in Stowe, Vermont where she concentrated on property and probate law. Dr. St. Germain received her Doctor of Education (Ed.D.) in Higher Education and Organizational Change from Benedictine University and her dissertation research focused on women leaders in for-profit higher education. Her dissertation was titled:

Women Disrupted: Female Academic Leaders' Perspectives and Experiences in For-Profit, Online Higher Education. Dr. St. Germain received her Juris Doctor (J.D.) from the University of Baltimore School of Law and her 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.

## JACKIE GLENN

Vice President , Global Chief Diversity Officer / EMC CORPORATION



Jackie Glenn is a seasoned executive in Strategic Planning, Human Resources, Talent Development, and Diversity and Inclusion. She is currently Vice President/ Global Chief Diversity Officer for EMC Corporation. In this position, she leads the Diversity and Inclusion strategy for the

company's global operations, ensuring not only an innovative and inclusive workforce for EMC's more than 60,000 employees—but also a bottom-line value for the company.

Jackie joined EMC in 2000, as the Director of HR Operations for the Sales Division. In that capacity, she provided strategic and tactical Human Resources support to EMC sales groups, comprising more than 2,000 employees at both domestic and international sites. Overall, in her stellar 20 plus year career across the Human Resources spectrum, Jackie has managed and implemented programs in Employee Relations, Training and Development, Recruiting, Organizational Development, and Consulting and Coaching.

Her leadership as the Global Chief Diversity Officer at EMC includes the development of several groundbreaking efforts, including the design and implementation of an innovative and mandatory D&I curriculum, institutionalization of the company's Transgender Reassignment Program, and the launch and execution of its High Potential Women's Program.

Jackie has been honored for her multiple achievements in the D&I arena. These awards include:

Lawyers' committee for civil rights and economic justice, Black Enterprise: Top 50 Executives in Diversity, YWCA Women Achiever's Award, Top 10 Influential Women in Global Diversity, Girl Scouts of Eastern Massachusetts: Leading Woman Award, EMC: President's Award, National Association of Human Resources: Diversity & Inclusion Award, Diversity Woman : Peer to Peer Award, and Network Journal : 25 Most Influential Woman Award.



## PRESENTERS, SPEAKERS & COACHES

### LEAH GOLDSTEIN

World Kickboxing Champion & Author



What happens when a young girl or a woman doesn't believe in limitations? What is possible when her dreams resonate at such a frequency, that they force themselves into reality? Practically anything, as proven by Leah Goldstein's stunning example of an unbounded life.

Prepare to be swept into the mind of a champion – battling bullies, sexism, terrorism and more, as Leah shares intimate details of fear, loneliness and anger amidst an unmatched work-ethic and overwhelming drive to succeed.

By age 17, she was the World Kickboxing Champion. Shortly thereafter, she enlisted in the Israeli Military and became one of the few female instructors of the elite Commando division, specializing in Krav Maga (lethal hand combat). Leah then transitioned into a Special Forces unit, combating terrorism and violent crime. The extreme lifestyle of the secret police eventually took its toll, and she found her salvation on a bicycle.

She convinced Israel to release her, as she pursued a brilliant 10-year career as a professional cyclist in Europe and North America. A 2005 crash almost took her life, but she fought back by not only returning to professional cycling, but completing the most successful year of her career. Another crash in 2010 accelerated her decision to retire from the professional circuit. Switching to ultra-distance cycling, she had an undefeated, record breaking three-year stint, including an epic victory in the world's toughest bike race—the 3,000-mile, Race Across America.

Today Leah shares her story and the lessons she has learned in her stunning memoir, “No Limits”. Through discrimination, self-doubt, and missteps, she shows how astonishing achievements can be reached, one unflinching goal at a time.

Visit [www.LeahGoldstein](http://www.LeahGoldstein) for more.

### DR. NEAL R. GOODMAN

Co-Founder & President / GLOBAL DYNAMICS INC.



Dr. Neal Goodman, co-founder and president of Global Dynamics Inc, (GDI) is an internationally recognized authority on diversity and inclusion, cultural competence, global mindset development, globalization, global leadership and cultural intelligence in organizations. Dr.

Goodman has been a leader in the diversity and inclusion area since 1963 when he led his first diversity awareness program. Over the years he has had the opportunity to work

with leaders in the field including Dr. Martin Luther King. He has delivered diversity workshops to over 250,000 employees and managers of leading organizations and taught diversity and inclusion to over 78,000 university students. In 2011, the Society for Human Resource Management honored Dr. Goodman with the designation of Thought Leader in the area of Cultural Competence for Diversity and Inclusion.

GDI has assisted clients from a wide spectrum of the global economy. A small sampling of clients includes: AT&T, J&J, Citi, Florida Hospital, G.E., Acxiom, BD, Bristol-Myers Squibb, Alcatel-Lucent, The American Hospital Association, Samsung, Bechtel Corp, The N.B.A., Hilton Worldwide, Fujitsu, Federal Reserve Bank, Monsanto, Philips, Sun Micro, Genentech, Bank of Am/Merrill Lynch, Hyundai, Volvo, ConocoPhillips, HP, KLM/Air France/Delta/Alitalia, PwC and The World Bank.

Dr. Goodman is a frequent speaker at professional meetings and associations and has lectured at scores of colleges and universities including Georgetown, N.Y.U., Princeton, American Univ. and U.N.C. Dr. Goodman has authored numerous books and articles on cultural competence and the globalization of organizations.

Dr. Goodman received his Ph.D. from NYU. He is listed in Who's Who in the World, Who's Who in America, and International Who's Who of Contemporary Achievers. He is the recipient of the 1995 Senior Interculturalist Achievement Award from the Society for Intercultural Education, Training, and Research for his lifetime contribution to the field of intercultural understanding. He enjoys travel, scuba diving, snorkeling, and tennis.

### TIANE MITCHELL GORDON

Principal & Founder / SQUARE ONE CONSULTING • Diversity Women Stars Award Committee Member



Principal and founder of Square One Consulting, Tiane Mitchell Gordon serves as an advisory partner, consultant, executive coach and speaker for organizations (profit and not-for-profit) on human resources and diversity & inclusion issues.

Square One Consulting provides HR based consulting services with a focus on the impact of diversity and inclusion on change management, talent/succession management, executive coaching, performance management, organizational development and strategy formulation.

Prior to founding Square One, Ms. Mitchell Gordon had a fifteen year career at AOL, LLC, the last seven as Senior Vice President and Chief Diversity Officer. Ms. Mitchell Gordon spent more than 20 years holding human resources leadership and management positions in the internet, publishing and financial services industries.





Ms. Mitchell Gordon has a Bachelor of Arts degree in Psychology, cum laude, from Wesleyan University; post-graduate studies at Trinity College (USA); and professional development through the University of Michigan Ross School of Business Executive Education and American Management Association. She has been identified by the Society of Human Resource Management (SHRM) as one of its 100 Global Thought Leaders in Diversity & Inclusion, and, has served as a Diversity Expert in Residence for East Carolina University and the University of North Carolina—Chapel Hill. Ms. Mitchell Gordon is also a CookRoss Certified Unconscious Bias Educator.

## MILLETTE GRANVILLE

Director of Diversity & Inclusion / DELHAIZE AMERICA



In this role Millette is responsible for creating and overseeing the implementation of a strategic approach to Diversity & Inclusion initiatives both in the US and Globally. She also provides oversight to the Delhaize Group Diversity Committee, Business Resource Groups, and the

Supplier Diversity Council. Prior to joining Delhaize America Millette was the Vice President of Diversity and Inclusion for Time Warner Cable. In this role Millette was responsible for oversight of the diversity and inclusion strategy, leading the Executive Inclusion Council in partnership with the President and CEO, and providing enterprise-wide oversight to the Employee Networks and local Diversity Councils.

Prior to working with Time Warner Cable Millette was Vice President, Diversity and College Recruiting Manager with Wells Fargo. For five years Millette was President/CEO of Granville & Webb HR Connections, Inc, a human resource consulting and executive search firm.

Millette is a resident of Charlotte, NC and was a recipient of the Charlotte Catalyst award by Uptown Magazine in 2013 and she is a professional speaker and author of the book *The Exceptional Leader*; a quick guide to personal branding and leadership development.

## JEFFERY TOBIAS HALTER

President / YWOMEN



Jeffery Tobias Halter is the country's leading male expert on advancing women through male engagement. Jeffery is a consultant and the President of YWomen, a strategic consulting company focused on engaging men in women's leadership issues. YWomen focuses on driving

actionable business plans and strategies to help organizations

create Integrated Women's Leadership Strategies. Jeffery is the former Director of Diversity Strategy for The Coca-Cola Company. Earlier this year he launched the Father of Daughter Initiative to encourage more fathers of daughters to become more active in the advancement of women in the workplace. A sought after speaker, Jeffery is author of two books, *WHY WOMEN*, *The Leadership Imperative to Advancing Women* and *Engaging Men and Selling to Men, Selling to Women*. He has appeared as a Panelist at the World Diversity Leadership Summit at Harvard University and led workshops at the Global Summit of Women in Athens Greece. His current clients include two Catalyst Award winning companies, The Coca-Cola Company and Kimberly-Clark. He has led best practice work with companies such as McDonald's, Deloitte, Publicis Groupe, GE and Clorox.

## THE HONORABLE LA DORIS "DOT" HARRIS

Director, Office of Economic Impact and Diversity / U.S. DEPARTMENT OF ENERGY



Dot Harris was nominated by President Obama to be the Director of the Office of Economic Impact and Diversity at the United States Department of Energy. She was confirmed by the U.S. Senate on March 29, 2012. Ms. Harris brings nearly 30 years of management and leadership

experience to this position, having served at some of the world's largest firms and leading a successful energy, IT, and healthcare consulting firm.

As an Assistant Secretary at the Office of Economic Impact and Diversity, Ms. Harris leads the Department of Energy's efforts to ensure minorities and historically underrepresented communities are afforded an opportunity to participate fully in our energy programs. Ms. Harris oversees a corporate funding strategy for minority institutions, develops the current and future Departmental workforce, works closely to develop small business contracting opportunities at the Department, and protects the civil rights of Departmental employees and recipients of funding from the Department.

Ms. Harris brings a wealth of knowledge to this work, having been deeply engaged in the energy sector, small business innovation, and strategic partnerships. Previously, Ms. Harris was the President and CEO of Jabo Industries, LLC, a minority-woman owned management consulting firm concentrated primarily in the energy, information technology and healthcare industries.

Ms. Harris has also served as an executive at General Electric Company (GE) and held a number of leadership positions in GE's Energy and Industrial Systems businesses. After



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joining GE in 2000, as the E-Business Leader for Engineering Services, Ms. Harris was critical in expanding GE's business operations and energy sector growth. GE tasked her with key operations roles, including responsibility for the North Region power services businesses, responsibility for the Central U.S./Canada's integrated power generation, and, beginning in 2009, oversight over all marketing for GE's industrial businesses as GE's Global Marketing Leader.

Ms. Harris holds a B.S. in Electrical Engineering from the University of South Carolina in Columbia, South Carolina and a M.S. in Technology Management from Southern Polytechnic State University in Marietta, Georgia

### PATRICIA HARRIS

Global Chief Diversity Officer & VP, Global Community Engagement / MCDONALD'S CORPORATION



Pat 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.

She is a founder and member of the Women's Foodservice Forum and founder and past chair of the Multicultural Foodservice & Hospitality Alliance. Pat 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.

Pat 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. Pat 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.

Pat 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."

Pat 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.

### MARSHA HAYGOOD

President / STEPWISE ASSOCIATES



Author, Talent Development Expert and Empowerment Coach are a few of the many hats that President of StepWise Associates, Marsha Haygood, wears. Former corporate executive and active contributing editor to national publications, Marsha has a rich multicultural

understanding of individuals and organizations that she incorporates in her coaching and presentations. With a Bachelors of Arts degree from Lehman College in New York and a Training and Development Certification from New York University, Marsha ensures that her entire life and mission is dedicated to the success of others.

Marsha is a highly-acclaimed thought leader who encourages success in individuals and corporations alike. Experienced in public speaking and corporate engagement, she knows how to translate leadership theory into practice. Marsha has been featured as one of the elite in Speaking of Success, a book on building leadership, along with best-selling authors Stephen Covey, Ken Blanchard and Jack Canfield.

Co-author of The Little Black Book of Success: Laws of Leadership for Black Women, her wisdom and notes have been combined in a book that provides guidance and support for women. Published by Random House/One World Press in 2010 and dubbed as "A mentor in your pocket," The Little Black Book of Success was nominated for the esteemed NAACP Literary Award. Marsha Haygood has won numerous awards including the prestigious YMCA Black Achievement Award, The Network Journal's Influential Black Women in Business Award and The National Association of African Americans in Human Resources Trailblazer Award. Marsha was recently honored with the Community Service Award for her continued commitment to the success of others and the community she serves. She is 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. She is also a member of the Board of Directors for YouthBridge NY, a non-profit high school leadership development organization, and formerly served as a Senior Advisory Board Member of the



National Association of African Americans in Human Resources of Greater New York.

## DR. GLORIA BOZEMAN HERNDON

Founder, President & CEO / GB GROUP GLOBAL



Dr. Gloria Bozeman Herndon has more than 35 years 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.

Dr. Gloria Bozeman Herndon is a native of East St Louis, Illinois. She attended Southern Illinois University and graduated magna cum laude with Bachelor degrees in Political Science, Philosophy and Music. Dr. Herndon continued on to Johns Hopkins University where she received a Masters 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. Notably, Dr. Herndon also received an honorary mention for the Woodrow Wilson Fellowship. While pursuing her doctorate, Dr. Herndon also worked as a research fellow at the Brookings Institute and was a member of the Council on Foreign Relations at the Carnegie Endowment for International Peace.

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. A year after joining the USDA, she was accepted into the Foreign Service of the U.S. Department of State. Posting as an economic/commercial officer in Lagos, Kaduna, Kinshasa, Monrovia and Nouakchott. Along with her regular duties, she sought to further the U.S.-Nigerian trade relationship by strengthening the Nigerian-American Chamber of Commerce. She received her doctorate in Economics and International Law from Johns Hopkins University.

## SUSAN HODGKINSON

Founder / 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.

In 2005, Hodgkinson published *The Leader's Edge: Using Personal Branding to Drive Performance and Profit with iUniverse*. The book has sold more than 30,000 copies worldwide and received the Pinnacle Book Achievement Award in 2009.

*The Leader's Edge* is now considered to be the defining textbook on personal branding for leaders in the US and abroad.

Hodgkinson's 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 and at other business schools and Leadership Institutes.

## LISSIAH HUNDLEY

Executive Director, Diversity & Inclusion, Corporate Human Resources / COX COMMUNICATIONS



Lissiah Hundley leads the strategic development and management of the Diversity & Inclusion strategy that supports Cox's vision and business objectives. Hundley is the liaison between Cox and key national and local diversity partners, and works closely with senior

executives to advance diversity initiatives and goals. She leads a team that manages Cox's Employee Resource Groups and College Relations program and focuses on enterprise wide change efforts for the advancement and retention of high performing talent inclusive of women, people of color and Millennials. Hundley partners closely with Cox's President and Chief HR Officer to lead the company's National Diversity Council.

Hundley has over 18 years of experience working with diverse segments and equal employment opportunity related initiatives. She has managed corporate federal audits and works with agencies like the Federal Communications Commission and the Office of Federal Contract Compliance





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Programs. Hundley also has experience in global diversity, and has managed technical and business operation centers in Jamaica and the Philippines.

Hundley holds a Bachelor of Arts degree from St. Mary's University, and a Master's degree in Human Resources. She completed her Juris Doctorate law degree at St. Mary's Law School. Hundley serves on various professional and community boards like the Georgia Campaign for Adolescent Power & Potential, and the USBLN Disability Equality Index Advisory Committee. She is a trusted leader in diversity, with a passion for PIE- partnering, influencing and educating individuals around diversity and inclusion in the workplace.

### JO ANN JENKINS

CEO / AARP



Jo Ann Jenkins is Chief Executive Officer of the world's largest nonprofit, nonpartisan membership organization dedicated to social change and helping people 50 and over to improve the quality of their lives.

Jenkins, a proven innovator, joined AARP in 2010 as President of AARP

Foundation, AARP's affiliated charity. She led that organization's far-reaching development and social impact initiatives including Drive to End Hunger, a national effort by AARP and AARP Foundation to help the millions of older Americans who struggle with hunger every day.

She is an award-winning leader and insightful manager known for her ability to set priorities and get things done. She came to AARP Foundation from the Library of Congress, where she had been its chief operating officer, responsible for managing the library's day-to-day operations, its 4,000-person staff and its budget in excess of \$1 billion.

In May 2010, she was recognized by the technology industry with the 11th Annual Women in Technology Award for her innovative leadership on the Library of Congress Experience. She is also a recipient of the Library of Congress Distinguished Service Award.

She received the 2013 Black Women's Agenda Economic Development Award for spearheading investments undergirding innovative social impact programs and is one of the Non-Profit Times Power and Influence Top 50 for 2013 and 2014, recipient of the Peace Corps 2014 Director's Award, and a member of the National Advisory Board of Caring for Military Families. In 2015, she was named one of the NAACP's 100 Most Influential People in Washington, and received SmartCEO's BRAVA award. A native of Mobile, Ala., she earned her B.S. from Spring Hill College there. She is a 1998 graduate of the Stanford Executive Program, offered by the university's Graduate School of Business, and was awarded an Honorary Doctorate in Humane Letters by Washington College in May 2014.

### DONNA JOHNSON

Chief Diversity Officer / MASTERCARD



Donna Johnson is chief diversity officer for MasterCard and is responsible for developing and implementing the company's global diversity and inclusion strategy. In her role, Ms. Johnson is focused on creating a work environment that increases employee engagement; develops the talent pipeline; and drives business results.

Since joining MasterCard in 1995, Donna has held positions of increasing responsibilities in the B2B Marketing Group and the Commerce Development Group. In January 2010, Ms. Johnson was appointed chief diversity officer. Under Ms. Johnson's leadership, MasterCard has scored 100% on the Human Rights Campaign's Corporate Equality Index, has been on Working Mother's Top 100 companies list for the past six years and has steadily risen in the ranks of Diversity-Inc's Top 50 Companies for Diversity.

Ms. Johnson was chosen as one of National Diversity Council's Most Powerful and Influential Women and was selected by Black Enterprise magazine as a Top Executive in Diversity. Ms. Johnson was recognized by Diversity Global Magazine as one of their Top 10 Influential Woman in Global Diversity. Diversity Journal named her a Woman worth Watching and she was one of The Network Journal's 25 Influential Black Women in Business. Uptown Professional magazine has included Ms. Johnson as one of the Top 100 Executives in America.

Ms. Johnson received her Bachelor of Science degree in social psychology from Tufts University in Medford, MA and Masters of Science in Strategic Management and Leadership from Manhattanville College in Purchase, NY. Ms. Johnson is a member of the Manhattanville College President's Advisory Council.

### GEORGE KALOGRIDIS

President / THE WALT DISNEY WORLD RESORT



George A. Kalogridis serves as president of the Walt Disney World Resort. He oversees a workforce of nearly 74,000 Cast Members at four theme parks and 25 resort hotels, all located at the world's premier vacation destination. George currently serves on the boards of the

Metro Orlando Economic Development Commission Governors Council, The Florida Council of 100 and Out & Equal Workplace Advocates.

Prior to this role, George served as president of the Disneyland Resort.



He began his career at Walt Disney World in 1971 as a bus-boy at Disney's Contemporary Resort, working as he attended college at the University of Central Florida, where he earned his bachelor's degree in sociology.

During his tenure, George has held numerous executive positions, gaining a breadth of experience from all aspects of the operation. Prior to his appointment to the Disneyland Resort, George served as chief operating officer for Disneyland Resort Paris and was responsible for leading the daily operations of the Resort's two theme parks, seven hotels and the Disney Village shopping, dining and entertainment district.

Before his role in Paris, George served as senior vice president of Resort Operations for the Disneyland Resort, where he played a significant role in the first expansion of the resort – the opening of Disney California Adventure and Downtown Disney. In addition, he was responsible for the daily operations of both theme parks and three hotels, as well as Downtown Disney.

In addition to his leadership roles in both Paris and Anaheim, George has served as vice president of Travel Operations at Walt Disney World in Orlando. George also served as vice president of EPCOT, where, in addition to overseeing park operations, he led the Millennium Celebration for The Walt Disney Company.

## ANGIE KLEIN

Vice President, Distribution Strategy & Field Sales / VERIZON



Angie Klein is the Vice President for consumer sales strategy and alternate channel distribution for the Verizon Consumer and Mass Business (CMB) organization, which is the wireline division of the telecom giant. In this role she has accountability for sales acquisition

strategy for the US footprint of the Fios division, and also has direct operational ownership of the Verizon retail stores, digital search landscape, door-to-door and 3rd party agent channels, as well as the Verizon Enhanced Communities division for business development and marketing to the multiple dwelling unit segment.

Prior to this new role, Angie was the Northeast Area Vice President where she was accountable for revenue and customer growth strategy for more than 25% of the Verizon CMB unit, covering 3.5 million customers across the states of New York, Massachusetts, Rhode Island and Connecticut. She led a team of more than 2,600 employees with responsibilities ranging from regional advertising and direct field and retail sales, to major call center customer care operations, with accountability for more than \$5B in annual revenue.

Previously, Angie served as vice president of New Product Development and Marketing Operations, where she lead a diverse team of executives and senior managers to define and deliver on product roadmaps for the Verizon FiOS portfolio, in addition to other value-added services. Ms. Klein also managed the strategic partnership with DIRECTV, had oversight of a \$100M+ annual capital development budget, led customer delivery design for major programs, and supported systems execution and performance assurance management for marketing across the voice, Internet and TV businesses.

After joining Verizon in 2001 in a 2-year development program, Angie quickly worked her way up the corporate ladder. Her role as one of the initial members of the Verizon FiOS team served as a career launching pad. She has held roles such as Director of Broadband Solutions overseeing the FiOS customer experience, and Director of Core Product Line Management defining pricing and offer strategy across the Verizon footprint. Ms. Klein also has led the Go To Market function across the Telecom segment, inclusive of execution design and training development for more than 10k sales reps nationwide.

Klein holds bachelor's degrees from the University of Nebraska in both business and journalism. In addition to the College of Business Young Alumni Board, she has served on the Nebraska Alumni Association's Board of Directors and was a two-term member of the Alumni Advisory Council. She is also a member of the Nebraska Women's Leadership Network, a women's mentoring and networking group, and serves on the Lower East Side Girls Club Board of Directors in New York City. Angie was the recipient of the Nebraska Young Alumni Achievement Award in 2011, and honored as a Nebraska Alumni Master in 2014. In 2015, she was presented with the This Woman Means Business award at the annual Marketing to Women Conference.

## JACKIE KRENTZMAN

Editor-in-Chief / DIVERSITY WOMAN & INCLUSION MAGAZINE



Jackie Krentzman is the editor-in-chief of *Diversity Woman*. Jackie spent 20 years in the magazine industry, as the editorial director of DCP, the largest custom publishing group in California. She is the proprietor of Krentzman Communications, which assists companies and

nonprofits with their strategic communication strategies and execution. Her clients have included UC Berkeley (The Haas School of Business and the Division of Equity and Inclusion) Comcast, Stanford University, the California Travel and Tourism Commission, Healthy Cal/California Health Report,





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Sunset Publishing, the San Francisco Giants, Levi Strauss & Co., and of course, Diversity Woman Media. At the beginning of her career, Jackie was a sports beat writer for a newspaper and The Sporting News, covering the San Francisco Giants, Oakland A's and the Golden State Warriors.

Jackie is also the executive producer/producer of the 2014 PBS documentary, *American Jerusalem, Jews and the Making of San Francisco*. *American Jerusalem*, which was her first film, screened at numerous film festivals and was the recipient of a Cine Golden Eagle award.

Jackie, who has taught writing and editing at the UC Berkeley Graduate School of Journalism, her alma mater, is on the board of the Berkeley Community Fund, which provides scholarships and mentoring to low-income first-generation college students.

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### CATHY KRIZIK

Design Director / DIVERSITY WOMAN MAGAZINE & INCLUSION MAGAZINE



Cathy Krizik has been a graphic designer for, well, more years than she cares to admit (think slide-rules, drafting tables and delivery boys on bicycles). She started her career designing marketing and business materials for corporate and nonprofit clients. In 1992, she moved to

Prague to reconnect with her family roots and, in the process, discovered her love for publishing when she was hired as the art director of the *Prague Post*. Upon returning to the United States, she became the art director of *LANTimes*, then creative director at *InfoWorld Magazine*. As an independent designer she has launched *Knowledge Management* and *California Health Report*. Cathy has been the Design Director at *Diversity Woman* since its inception.

At forty-two, she diversified her career by earning a master's degree in career counseling. Today, she works part-time at NOVA Job Center, a public agency serving the unemployed in Silicon Valley and designs communication materials for organizations intent on creating a more inclusion, socially-just and sustainable world.

When she's not making a living, she's writing—a new adventure she wishes she'd begun years ago. She lives in Santa Cruz, CA with her wife and two cats because you can't be a lesbian without owning cats.

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### JOANNA LANE

Talent Engagement / PUBLICIS GROUPE



Joanna is a talent engagement professional with diverse experience in both non-profit and corporate settings. For the past eight years she has worked directly with Publicis Groupe agencies both at the brand and the holding company level. In her current role, she focuses on recruitment, retention, career development, and growing the global business resource group VivaWomen! USA across the country. In 2014 she founded VivaMama, the network-wide initiative for working mothers. With a background and management experience in the US and Latin America, areas of expertise include diversity and inclusion, recruiting, employee relations, business resource groups, professional development, fundraising, program management, CSR, and cause marketing. She is fluent in English, Spanish and Italian.

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### RENESSA BOLEY LAYNE

Founder / DESIGNER LIFE UNLIMITED



Renessa Boley Layne is founder of the company, Designer Life Unlimited, creator of the Success and Happiness Test and author of the book, *Fast Lane, Wrong Direction: Insider Secrets to Redesign Your Success*. Renessa speaks at colleges, companies and associations to help people experience “fast lane, right direction” in their career, leadership, and personal life design.

Renessa brings 20 years of corporate and entrepreneurial success to her keynotes and seminars. Her popular professional programs equip audiences to strategically design and enjoy the highest levels of success and fulfillment possible. When people inevitably reach the personal or professional crossroads where they don't know what to do next, don't like what they are doing, or find themselves succeeding in work at the expense of more meaningful aspects of life, Renessa's messages are a powerful wake-up call - not only to higher quality of success, but a higher quality of living as well. Renessa is currently a consultant to Lee Hecht Harrison, a leading provider of career transition and talent development solutions to organizations worldwide. She has also advised federal government and non-profit clients with a focus on process reengineering, change management, leadership and talent development. Renessa served as Senior Director for the Corporate Executive Board, partnering with the company's largest and most prominent Fortune and Global 500 clients. She has worked as a strategy consultant for Oliver Wyman as



well as with notable companies such as Procter & Gamble and Intel Corporation. Renessa is a dynamic speaker and has appeared as a leading authority on ABC, CBS, NBC and FOX TV affiliates across the country. She has also been featured in publications such as Career Builder, CNN.com, Heart & Soul magazine, and The Washington Post. Renessa holds an Industrial Engineering degree from Stanford University. You can learn more about Renessa, her work and impact on [www.renessaspeaks.com](http://www.renessaspeaks.com).

## WENDY LEWIS

Senior Vice President, Diversity, Inclusion & Strategic Alliances / MAJOR LEAGUE BASEBALL



Wendy Lewis is responsible for implementing game changing Diversity and Inclusion strategic and metric based platforms for Major League Baseball's Club franchises, its Central Office, MLB Advanced Media and MLB Network. She has developed and implemented

the innovative and wildly successful Diversity Economic Impact Engagement (DEIE) model. DEIE is designed to advance League-wide the level of MLB's workforce, supply chain and Club engagement levels of diversity and inclusion leadership and progress. A key and groundbreaking component of the DEIE initiative is MLB's Diversity Business Summit, an unprecedented diversity employment and procurement trade fair event that provides a unique and substantive opportunity for job seekers, business owners, emerging entrepreneurs and community and advocacy leaders to network with MLB Human Resources and Procurement executives. These industry influencers are from all 30 Clubs, Central Office, Advanced Media, the Network, and Minor League Baseball. The Commissioner and other key dignitaries and chief executives are in attendance as well. The Summit was officially launched in 2012, co-hosted by the Chicago White Sox in Chicago. The Chicago Summit would be the first time in professional sports that an event of this nature and scope had been staged. The 2013 MLB Diversity Business Summit was co-hosted by the Houston Astros in Houston, and in 2014 the New York Yankees co-hosted in New York City. The 2014 MLB Diversity Business Summit greatly surpassed all expectations in regards to attendance and outcomes. The "DBS" is transforming the employment and procurement pipelines of MLB.

Wendy is also responsible for the Diverse Business Partners Program, the premier supplier diversity program in professional sports. "DBP" was established to cultivate new and existing partnerships with minority and women-owned businesses. Under Wendy's leadership, a greater number of diverse businesses have had an opportunity to participate in the

procurement process for MLB's desired goods and services. Since its formation, more than \$1 billion has been spent with thousands of minority-owned and women-owned businesses.

Most recently she has supported and continues to direct the Commissioner's appointment of MLB's newest diversity and inclusion role, the Ambassador of Inclusion.

She has been recognized by national and international organizations, is the recipient of numerous awards, frequently selected for publication features and is a highly regarded key note speaker and subject matter expert.

Wendy holds a Bachelor of Science in Psychology from the University of Wisconsin, Oshkosh and an MBA from the J.L. Kellogg Graduate School of Management at Northwestern University, Evanston, Illinois.

## BETTY MARTINEZ LOWERY

Manager, Corporate Citizenship / WALT DISNEY WORLD COMMUNITY RELATIONS



In her role as Manager, Corporate Citizenship with Walt Disney World, Betty and her team of relationship managers develop strategic community outreach and contribution strategies that will make the greatest impact in the community through financial, product and resource

contributions. Since the Walt Disney Company's earliest days, a tradition of community service and "being a good neighbor" has been integral to the company culture. Betty assists organizations that build better futures for children and families through ongoing programming that connects young people with adults, builds strong character, offers constructive uses of free time in safe places, and instills a sense of compassion for others.

Before joining the Community Relations team, Betty was Manager of Minority Business Development at Walt Disney World. Betty proactively provided leadership in establishing key partnerships with minority organizations and developed meaningful, long-lasting and key partnerships within the Hispanic/Latino, Native American and Women markets. She successfully identified opportunities for new and valuable relationships with organizations like NALEO, NAHREP, ALPFA, NSHMBA, ASWA, SWE and more. Betty continually utilized her expertise and passion for diversity and inclusion, education and equal opportunity. Betty collaborated with Walt Disney World and The Walt Disney Company partners to expand support and bring added value in the relationships with the organizations with which she interacted. Betty's commitment and insight paved the way for the advancement of many Hispanic/Latino, Native American and Women based organizations and firms to do business with Disney. She believes



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in the power of relationships and of promoting and nurturing mutually beneficial, fruitful collaboration.

Betty has more than 35 years of experience in education and human and public relations, with an emphasis on cross-cultural communication. Before joining the Disney team, Betty worked as a consultant, specializing in diversity and inclusion training, and organizational development and human resource/relations consulting.

### LISA LUTOFF-PERLO

President & CEO / CELEBRITY CRUISES



Lisa Lutoff-Perlo is President & CEO of Celebrity Cruises, the cruise line whose iconic 'X' is the mark of modern luxury. She was appointed to this position in December 2014.

Prior to serving as President and CEO, Lutoff-Perlo was Executive Vice President, Operations for Royal Caribbean International. Appointed to this position in August 2012, she oversaw several critical areas for the global cruise brand, including Marine Operations which included nautical and technical operations, Global Marine Services and Fuel Efficiency Management, as well as Hotel Operations, which included all areas impacting the guest experience such as Hotel Services, Entertainment and Activities, Food and Beverage Operations and Onboard Revenue. In her role, Lutoff-Perlo also developed and launched the next generation of Royal Caribbean cruise ships, the Quantum class of ships which launched to critical acclaim in November 2014 with Quantum of the Seas.

Lutoff-Perlo has held a variety of roles during her 29-year tenure with Royal Caribbean Cruises Ltd. Prior to serving as Executive Vice President, Operations, Lutoff-Perlo was Celebrity Cruises' Senior Vice President, Hotel Operations, where she played a vital role in shaping extraordinary guest experiences for the brand and spearheaded the introduction of the widely heralded, \$3.7 billion Solstice-class fleet.

In other previous positions with the company, Lutoff-Perlo served as Royal Caribbean International's Associate Vice President, Product Marketing, Strategic Alliances and Multi-cultural Marketing. In that capacity, she led the development of a number of initiatives, including Royal Caribbean's widely praised launch of Freedom of the Seas with the Flowrider surf simulator, and strategic alliances with brands such as: Discovery Television, Seattle's Best Coffee, Johnny Rockets, Fisher Price and Crayola. She also had responsibility for all marketing and advertising initiatives within the domestic African-American and Hispanic markets.

In 2001, Travel Agent magazine named Lisa one of the "Most Powerful Women in Travel."

### DEE MARSHALL

Principal / RAISE THE BAR, LLC



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 who services primarily Fortune 500 corporations and individual 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 launching 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 was pursuing graduate studies with the intent of becoming a first year Doctoral student at Rutgers Graduate School of Applied and Professional Studies in 2007... however her career took off in another direction placing her in a front of the television camera, a life interruption she graciously embraced. She 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.





## FRANK MCCLOSKEY

Diversity Women Stars Award Committee Member



Frank McCloskey recently retired from a 38-year career with Georgia Power, the largest subsidiary of Southern Company. From 2000 to 2010, he served as the first-ever Vice President of Diversity for Georgia Power. In this position, McCloskey oversaw the development and imple-

mentation of long-termed, broad-based management and organizational culture change affecting diversity and inclusion. Strategic initiatives were implemented to achieve higher levels of trust and performance with every employee and manager, creating elevated transparency and fairness in the processes for compensation, hiring, selection, training, and development. The employee concerns program was revamped with establishment of the Workplace Ethics department. Additionally, managers received specialized development in providing meaningful employee performance and career feedback and reducing fear of retaliation. Female and minority representation increased by 8 and 10 percent, respectively, as the overall employee workforce decreased by 31 percent over the previous 16 years. During the past decade, the company also spent more than \$2.2 billion with female, minority- and veteran-owned businesses. Since beginning his career in 1972, Frank held various marketing and supervisory positions within the company's customer operations organization. He is past chair of the Atlanta Urban League, Leadership Atlanta, and the Buckhead Business Association. Currently, he serves on the board of the Anti-Defamation League, the Workplace Program Advisory Council of the Tannenbaum Center for Interreligious Understanding, and the editorial board of live Equal Opportunity Award, and the American Institute for Managing Diversity's 25th Anniversary Diversity Leader Award. He and his wife participated in the March of the Living, an international education program bringing young adults to Poland and Israel to learn lessons from the Holocaust as well as World Pilgrimages to Turkey, Greece, Jordan, and Israel with Jewish, Christian, and Muslim clergy and community leaders from Atlanta.

## MARIA MEDRANO

Senior Manager / CISCO



As a Sr. Manager within the Office of Inclusion and Collaboration (OIC), Maria leads Cisco's global strategic initiatives and I&C Community strategy. She leverages Cisco's collaborative technology to create business-relevant strategies and programs. These include employee-led resource organizations (EROs), business initiated networks,

and a global I&C ambassadors program – all designed to add business value by leveraging the unique talents and energy of Cisco's diverse workforce. Her passion is around programs and technology that drive inclusive behaviors and inspire executives to promote inclusion and collaboration within their own organizations. Maria serves as a mentor to first-generation college students and works with local schools to engage students who have an interest in technology careers.

She is committed to the advancement of women and is a founding member of Cisco's Connected Women ERO. The YWCA recognized her for business excellence and career achievement with the 2012 Emerging Leader TWIN award. In 2013, Maria was also recognized with the Young Hispanic Corporate Achievers award by the Hispanic Association on Corporate Responsibility. Maria 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. She currently resides in Sacramento with her husband and three children where she enjoys spending time outdoors and supporting a number of community and charitable causes.

## GRACIELA G. MEIBAR

Executive Coach & Consultant • Diversity Women Stars Award Committee Member



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.



## PRESENTERS, SPEAKERS & COACHES

### LORI FRIEND MOGER, M.SC.

Writer, speaker and Kinesiologist



Lori is a writer, speaker and Kinesiologist. She is co-founder of No Finish Line Living, a wellness company providing keynotes, seminars and retreats with the sole purpose of pushing people into their best lives possible. She is considerably less crazy. For more information, visit her at

[www.nofinishlineliving.com](http://www.nofinishlineliving.com).

### GERALDINE MORIBA

Vice President of Diversity & Inclusion / CNN WORLD-WIDE



Emmy award-winning producer Geraldine Moriba is the vice president of diversity and inclusion for CNN Worldwide, developing strategic business initiatives to support the full range of American identities in the newsroom and reported content. She is also an original program

development executive producer with CNN covering multiple platforms. Prior to that she served as the executive producer of CNN's award winning In America documentary series that explored who is American, what is essential and how are we changing.

Moriba joined CNN after working at NBC News and MSNBC. During that period she produced network special projects including: Making Your Vote Count election coverage of voting fraud and irregularities with Ann Curry; a report card on Obama's America with Chris Matthews and Tom Joyner; About Our Children education special with Bill Cosby; and the critically acclaimed Father's Promise documentary with Al Roker. She served as senior producer in Broadcast Standards monitoring news on all platforms. She was the co-chair of NBC News's Diversity Committee. And she produced numerous Dateline NBC breaking news and special documentaries reported by Tom Brokaw, Jane Pauley and other anchors.

On the digital front Moriba developed and launched two successful daily news blogs – NBC's The Grio and CNN's In America. Both initiatives earned sponsorship, page view engagement success, social media attention and recognition for news stories that might have otherwise gone unreported.

Moriba has won five prestigious Emmy awards, an Alfred I. DuPont Award and two Peabody Awards. She has also received two RTNDA-Unity Awards, two Newswomen's New York Front Page News Feature Awards, two National Association of Black Journalists First Place Documentary Awards, four

New York Association of Black Journalists awards, four New York Film Festival Awards, the US Films Video Festival Silver Screen Award, two National Headliner Awards, the "Chris" Award of the Columbus International Film and Video Festival and a Nancy Susan Reynolds Informational Documentary Finalist Award.

Moriba has served as a Visiting Ferris Professorship of Journalism at Princeton University. During her tenure she lectured on storytelling and digital journalism. She started her career at As It Happens, a daily current affairs radio program with the Canadian Broadcasting Corporation, covering stories ranging from the LA Riots to the first Gulf War.

### THOMAS MURRAY

Senior Vice President & Chief Talent Officer / EMC CORPORATION



As Chief Talent Officer and Senior Vice President of EMC's Human Resources organization, Tom drives an integrated focus on HR Operations and Talent initiatives, including: Talent Acquisition, Executive Development, Coaching, Learning and Development, Organization

Performance Consulting, Performance Management, and Employee Relations. In addition, Tom supports EMC's Global Sales & Customer Operations (COPS) organization, partnering closely with the senior leadership team as a strategic business partner. Tom leads a team of 600 professionals who ensure that 50,000 employees around the world are able to contribute fully to EMC's future. He is committed to defining EMC as "a people company in the technology business."

Tom guides an extensive portfolio of people investments for EMC, from establishing a vital presence at colleges and universities to recruiting senior leaders and guiding the company's succession planning. Since joining EMC in 2007, he has led integration and retention of talent from multiple acquisitions and built a team to support extensive hiring in Europe and Asia Pacific. Tom was instrumental in expanding EMC's Silicon Valley presence to 12,500 employees in six unique business units. He has evolved the company's employee Learning & Development suite to offer flexible, targeted education and coaches senior leaders extensively to raise organization capability and performance.

As a leader, Tom cultivates an inclusive workforce with targeted outreach to diverse candidates. He works to retain EMC talent through strategic rewards, retention initiatives, employee relations, and compensation. His efforts to develop a smart workforce analytics model have helped EMC make informed decisions and draw some of the best talent in IT. Tom graduated from Bates College and lives in the Boston





area with his wife and three children. He serves on the Board of Directors for Horizons for Homeless Children, one of the few organizations in Massachusetts focused exclusively on the needs of young homeless children and their families.

## ANNE LIM O'BRIEN

Vice Chairman / Global CEO & Board Practice & Global Consumer Markets Practice / HEIDRICK & STRUGGLES



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, Anne 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.

Anne 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, Anne 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.

Anne started her consulting career in Singapore as an Associate with Price Waterhouse focusing on Southeast Asia clients.

In 2008, Anne was recognized by Businessweek Magazine as one of the world's most influential headhunters.

She has served as a member of the Women's Leadership Board at the Harvard University John F. Kennedy School of Government. Anne holds a bachelor's degree from New York University.

## ROSALYN TAYLOR O'NEALE

Senior Consultant & Coach / COOK ROSS INC. • Diversity Women Stars Award Committee Member



Rosalyn Taylor O'Neale has more than thirty years experience leading the diversity and inclusion efforts of businesses and organizations in over twenty five countries, across four continents. She provides transformative consultation to organizations across multiple industries, including

finance, technology, and healthcare.

As a senior consultant and coach at Cook Ross Inc., Rosalyn designs global diversity and inclusion strategic initiatives and identifies diverse talent. Additionally, she provides leadership and executive coaching, team development, and cultural change management programs for multinational, Fortune 500, and mid-sized organizations. From 2008 to 2012, Rosalyn served as Vice President and Chief Diversity & Inclusion Officer at the Campbell Soup Company. She was instrumental in Campbell winning the 2010 Catalyst Award, and led their international diversity and inclusion business efforts in North America, Australia, and Europe. Prior to working with the Campbell Soup Company, Rosalyn was the Executive Vice President of Diversity Initiatives for MTV Network. There, she established Executive Networks, four Global Diversity Councils, and the Executive Development Program. She was also CEO of Barnes O'Neale & Associates between 1990 and 2002. Rosalyn specializes in diversity and inclusion program design, trans and cross-cultural competency assessment and education, and diverse team and group process development. She is skilled in facilitating courageous conversations about race, gender, and sexual identity.

Rosalyn received an MSSW from University of Louisville, and has written numerous articles on leadership, culture, and diversity. Her work has been featured in the ABA Forum and Diversity Journal. She is also the author of "Seven Keys To Success: Unlocking The Passion For Diversity" and has been quoted in Black Enterprise Magazine, Cable World Magazine, and Harvard Business Review. She was named one of the Top 100 Most Influential Blacks in Corporate America, Top Executives In Diversity, 100 Top Executives in America, and received the "Candace Women of Achievement" Award from the National Coalition of 100 Black Women. She is a member of Alpha Kappa Alpha Sorority and is the current Vice-Chair for the Worldwide Board of Directors of Dress For Success.



## PRESENTERS, SPEAKERS & COACHES

### DR. NANCY D. O'REILLY

Clinical Psychologist & Author



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 satisfying 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. Dr. Nancy 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. Dr. Nancy 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.

### TANYA ODOM

D & I Consultant & Facilitator



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

Tanya'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." Tanya wrote the Diversity column for Diversity Woman magazine. She also is a frequent contributor to Insight into Diversity and Work-shifting.

Tanya 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. Tanya has also been trained in the Difficult Conversations methodology at the Program on Negotiation at Harvard Law School.

Tanya was on the faculty of the Human Resources Management program at Georgetown University. 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.

### DR. ROSINA L. RACIOPPI

President & Chief Executive Officer / 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 synch 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's Wharton School Executive Program. 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.

## ANISA H. RASHAD

Founder & CEO / ANISA RASHAD, LLC



Anisa H. Rashad holds an MBA from The Johns Hopkins University. She is the founder and CEO of Anisa Rashad, LLC, an Organizational Effectiveness Manager at Northrop Grumman, a board member for the California Women's Conference, and Adjunct Professor for University of

California San Diego, Rady School of Management.

Rashad yields exceptional business results and has worked with hundreds of executives in Fortune 500 companies and government agencies for over 23 years as an executive coach and leadership strategist. Her key focus areas are driving change, developing diverse talent, particularly women and leading strategic initiatives to accelerate business growth and performance. Anisa's most important values include faith, family, fitness, quiet time, and work that serve others.

Anisa knows firsthand what it is like to experience the realities of business setbacks, financial challenges, divorce, single parenting, blended families, and dreams delayed...but her unwavering tenacity and perseverance demanded that she RISE to the occasion and bounce back with greater agility and zest to live life in all of its fullness and inspire others to do the same!

Contact Anisa and her team today if you are ready to create a career and life you love!

## RIPA RASHID

Managing Director / HEWLETT CONSULTING PARTNERS; Senior Vice President / CENTER FOR TALENT INNOVATION



Ripa Rashid, managing director at Hewlett Consulting Partners and senior vice president at the Center for Talent Innovation, is an internationally recognized expert on gender, global leadership and next generation talent strategies. The coauthor of *Winning the War for Talent in Emerging*

*Markets: Why Women are the Solution* (Harvard Business Press, 2011), *Asians in America: Unleashing the Potential of the "Model Minority"* as well as numerous reports and whitepapers, Rashid has held senior management roles at Time Warner and MetLife and spent over 10 years as a management consultant with leading global firms including Booz & Company (now Strategy&), PwC, and Mitchell Madison Group. She has been featured by Fox News, Bloomberg, Newsweek, The Times of India, Hindustan Times, South China Morning Post and China Radio International, among other international media. An American citizen, she has lived and worked in Asia and South America and speaks four languages. She earned an AB cum laude in astronomy and astrophysics from Harvard University, an MA in anthropology from New York University and an MBA from INSEAD.

## SHAYNA RATTLER

Executive Coach, Author & Speaker



Shayna Rattler, known as The Corporate Attraction Coach, is an executive coach, author and speaker whose mission is to help organizations and corporate leaders excel. She provides coaching, training and keynotes that enables her clients to cultivate leadership skills and achieve

greater success in organizational excellence. Ultimately she empowers corporations to be attractive to and attract top talent, while simultaneously empowering leaders to be attractive to and attract top employers.

Whether engaging Shayna as a consultant to enhance your company culture, as a coach to strengthen your leadership team, or to speak to your audience, avail yourself to her relevant and abundant resources and knowledge. As a result, you will be better equipped to step through the door of opportunity for enhanced performance and greater profits than ever before.

If you seek lasting change and growth, Shayna Rattler is the missing link. Her passion, vision, wisdom, and "get-it-done"





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attitude are the keys to your success. Over the years Shayna has empowered thousands to enhance performance, and to connect and do business for greater impact and profits. By combining knowledge and experience she has built a reputation based on results.

Shayna has a BS from the University of Tennessee and is a certified Diversity and Inclusion facilitator. She was chosen as the National Association of Professional Women 2012 Woman of the Year for her industry and has been featured in many publications including the Wall Street Journal, Black Enterprise, and Enterprising Women.

### DR. SHELLEY RECINIELLO

Founder / SRA CONSULTATIONS



Dr. Shelley Reciniello has provided psychological consultation to organizations since 1982 through her two companies SRA – Shelley Reciniello, Ph. D and Associates (1982-2002) and later SRA Consultations (2002-2012). Long-term clients were Morgan Stanley, First Boston, Credit

Suisse, Deutsche Bank, as well as many other diverse organizations such as Avon, divisions of Exxon, Eastman Kodak, General Electric, in national and global locations. Today Dr. Shelley, as she is popularly known, works closely with senior management, boards of directors, human resources, and diversity departments to provide organizational consultation, executive coaching, and senior leadership development to a wide variety of businesses including fashion, advertising, education, journalism, law, technology, finance, entertainment, and the arts.

Dr. Shelley has been researching and writing about women in the workplace since 1995. She has helped thousands of women through corporate programs, coaching, and psychotherapy to understand their internal playing field and how it interacts with what goes on externally in the workplace. She created a corporate seminar for client companies entitled “Breaking the Glass Ceiling Within©” focusing on helping professional women overcome external and internal barriers to success, health, and fulfillment. She has written academic papers that were praised for her unique perspective and insight, including “Is Woman the Future of Man: An Exploration of the Potential of Women in the Knowledge Economy and of the Problem of Gender Inequality in the Workplace,” (British Journal of Organisational and Social Dynamics 2011)

Her book *The Conscious Leader: 9 Principles and Practices to Create a Wide-awake and Productive Workplace* was named

a finalist by USA Best Books of 2014. Principle #6 focuses on how unconscious bias undermines women and minorities and diversity initiatives. Making the roots of these attitudes conscious will go a long way toward make diversity and inclusion a reality. [www.drshelley.com](http://www.drshelley.com)

### ANNETTE RICHARDSON

Senior Advisor Office of Partnerships / UNITED NATIONS



Ms. Richardson focuses on building strategic activities and facilitates the establishment of linkages and development of long-term relationships with private sector partners, high net-worth individuals, social investors and foundations. Responsible for public affairs and

external relations, Ms. Richardson implements global multi-stakeholder advocacy and outreach campaigns in support of the UN Secretary-General global development priorities and the Millennium Development Goals.

Ms. Richardson is currently a Special Advisor to the Under-Secretary-General and Executive Director of UN Women for Beijing +20 and a Special Advisor to the Under-Secretary-General and the Special Representative of the Secretary-General for Sustainable Energy for All and CEO of the Sustainable Energy for All Initiative. In 2005, Ms. Richardson founded Richardson Rogers & Associates LLC, a New York and Washington, DC-based consulting firm which counsels clients on public-private partnerships, cause marketing campaigns and resource mobilization.

Prior to launching her venture, Ms. Richardson was Director of International Relations for the New York City 2012 Olympic Bid Committee. She also served as Chief of Staff to the Chairman and CEO of Vivendi Universal (1999-2002). Ms. Richardson is an Honorary Ambassador of the University for Peace (UPeace). She was awarded the 2010 Global Citizen Award and the 2010 Professional Woman of the Year Award by the National Association of Professional Women (NAPW). In 2013 and 2014, she was selected as one of Forbes Woman’s 200 most powerful minds, from multiple spheres of influence, who are redefining the notion of power through innovation and disruption.



## DEBORAH ROBERTS

News Anchor & Emmy Award Recipient / ABC NEWS



An award-winning reporter and media veteran, Deborah Roberts is a highly respected, versatile journalist with a broad range of experience and expertise. Roberts reports regularly on a myriad of stories for ABC News' 20/20 and has served as substitute anchor on Good Morning

America, World News Weekend and for 20/20. Roberts has also appeared as a co-host on The View.

Roberts' coverage at 20/20 has consistently produced extraordinary narratives such as an intimate profile of first lady Michelle Obama and an award-winning investigation into abuse within the Amish community. She has reported from Africa on the HIV/AIDS crisis and orphans, historic coverage of the inauguration of President Barack Obama. She has been awarded multiple Emmy awards for her international and national coverage of world events, including her in-depth reporting on an Ethiopian American woman's emotional journey back to her African village to discover her long lost mother and inauguration of President Barack Obama. Roberts reports consistently for ABC 20/20, Good Morning America, World News Tonight and Nightline. She has been with ABC News for 20 years and makes her home in Manhattan with her husband and two children.

sold. Faced with relocation, she resigned from the company to pursue a long awaited dream - to launch a professional magazine for women seeking career advancement opportunities. As an African-American woman Sheila was no stranger to adversity, and she was strongly committed to providing what she thought to be a much needed resource for women.

Sheila is a graduate of North Carolina Central University in Durham, North Carolina with a Bachelor of Arts degree in Pre-Law. In 2011, Sheila graduated with Beta Gamma Sigma honors in the Entrepreneurship & Innovation Masters Program at Western Carolina University, and was selected as the "Most Outstanding Student" by the College of Business faculty.

Sheila is a graduate of Leadership Greensboro (2006), and Leadership North Carolina (2007) and holds certificates from Stanford University's Professional Publishing Program (2007) and Wharton's School of Business Chief Learning Officer Program (2013).

In 2009 she was honored with the MEAC Image Award for her career achievements and as a positive role model for young women. Other honors include the 2011 Minority Business Person of the Year by the Greensboro Chamber of Commerce, one of the 2012 Diversity MBA Top 100 Leaders by Diversity MBA Magazine and most recently during the 50th March on Capital celebration she received Kingonomics's Corporate Diversity Award for Innovation and Entrepreneurship.

Sheila has been featured on the cover of *Publishing Executive Magazine* and named as one of 50 Top Women in Magazine Publishing for the significant contribution she has made in her industry. She is currently pursuing an Executive Doctorate in Leadership at the University of Pennsylvania (2015).

## SHEILA ROBINSON

Diversity Women's Business Leadership (DWBL) Conference Founder, Publisher & CEO / DIVERSITY WOMAN MAGAZINE



Sheila Robinson is Owner and Publisher of Diversity Woman Magazine, a professional business magazine for women leaders, executives and entrepreneurs of all races, cultures and backgrounds. Due to the overwhelming national response to her first magazine, North Carolina Career

Network, the publication expanded nationally in April of 2008 becoming Diversity Woman.

Ms. Robinson is a former Marketing Director with the textiles division of global chemical giant DuPont, where she traveled throughout the U.S. and abroad tracking apparel trends displayed at industry events including Essence magazine's annual "Essence Award Show", GQ magazine's "Men of the Year Award", and New York's "7th on Sixth" fashion shows.

Sheila achieved early career success at DuPont but after she had been with the organization for 14 years, her division was

## ALFREDO RODRIGUEZ

Jazz pianist



Discovered at the 2006 Montreux Jazz Festival by Quincy Jones, Cuban-born Alfredo Rodríguez has rapidly risen to stardom under the tutelage of the famed producer. Since arriving to the US in 2009, Rodríguez has appeared on prestigious stages such as the Playboy

Jazz Festival at the Hollywood Bowl, the Gilmore Keyboard Festival, Detroit, Umbria and Vienna Jazz Festivals. During his first tour in China, Rodríguez was asked to work with Academy Award winning Chinese Composer, Tan Dun, Grammy® Award winning songwriters Siedah Garrett and Quincy Jones to compose the English-version of the theme song, "Better City, Better Life," for the 2010 Shanghai World Expo. Additionally, he was asked to perform the song at the closing ceremony of the Shanghai International Film Festival, granting him to





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become the first non-Chinese artist to be bestowed this honor. On *The Invasion Parade*, the follow-up album to his stunning debut on Mack Avenue, *Sounds of Space*, Rodríguez explores his memories of Cuba, the people and culture he left behind, and finds his new place. Co-Produced by Quincy Jones and featuring a superb ensemble that includes bassist/vocalist Esperanza Spalding and percussionist/vocalist Pedrito Martínez, the record is comprised of nine tracks including originals by Rodríguez as well as evergreens such as “Guantanamera,” Maria Teresa Vera’s “Veinte Años,” and “Quizás, Quizás, Quizás.” Following the success of the album, Rodríguez was nominated for a 2015 Grammy® in the category of “best arrangement, instrumental or a capella,” for the track “Guantanamera.” Quincy Jones expresses, “Alfredo is very special and I do not say that easily because I have been surrounded by the best musicians in the world my entire life. He is without doubt one of the best young pianists I’ve ever seen and with the enormous skills that he already possesses, his potential is limitless.”

### HOWARD ROSS

Founder & Chief Learning Officer / COOK ROSS, INC.



As founder & Chief Learning Officer of Cook Ross Inc. Howard Ross has served more than 25 years as an influential business consultant to hundreds of organizations across the United States and in 21 other countries, specializing in leadership, diversity, and organizational

transformation. He is a recognized thought leader on the topic of exploring and addressing Unconscious Bias. Howard is also the architect of award-winning training and awareness programs, notably CultureVision and The Diversity Toolkit. Howard was the 2007-2008 Johnnetta B. Cole Professor of Diversity-in-Residence at Bennett College for Women, the first time a white man has ever served in such a position at an HBCU. He is the recent author of *ReInventing Diversity: Transforming Organizational Community to Strengthen People, Purpose & Performance*, published by Rowman Littlefield in association with the Society for Human Resource Management. Howard can be heard monthly on NPR, as a regular guest on The Kojo Nnamdi Show.

### CANDI CASTLEBERRY SINGLETON

Leader / DIGNITY & RESPECT CAMPAIGN



Candi Castleberry Singleton is the Chief Inclusion and Diversity Officer at UPMC, an \$11 billion, 21-hospital global health enterprise. She oversees employee engagement and community initiatives involving more than 62,000 employees and the diverse communities served by

UPMC. In 2008, Ms. Castleberry Singleton launched the UPMC Center for Engagement and Inclusion. Her recent efforts include the Dignity & Respect Campaign, now a national initiative, founded on 30 Tips that remind us to be mindful of how we treat others; the Cultural Competency Initiative, a practical approach for helping employees learn to interact with others in a culturally appropriate manner; 365 Initiative, a multifaceted UPMC effort to motivate the community to become partners in their healthcare; and serving as a co-chair of the Regional Health Literacy Coalition, a community collaboration focused on improving patient and provider communications. Ms. Castleberry Singleton’s business acumen enhances her approach to coaching and partnering with senior executives, key business process owners, and community leaders to build sustainable inclusion practices for the workplace, marketplace, and workforce. She has implemented successful initiatives at Motorola, where she was Vice President of Global Inclusion and Diversity, and at Sun Microsystems, where she led the Global Inclusion Center of Expertise. She has led teams in operations and talent development, and acquired extensive experience in sales management, product marketing, training, and major account sales at Xerox Corporation. An experienced strategist, Ms. Castleberry Singleton created The Integrated Inclusion Model™, a systems integration model that helps companies transition from compliance-driven processes led by human resources, to integrated activities that shift the responsibility for achieving an inclusive culture to every employee. The model and her philosophy on inclusion are featured in *Crossing the Divide: Intergroup Leadership in a World of Difference* (Harvard Business School Press, August 2009). An international speaker, teacher, mentor, Ms. Castleberry Singleton has delivered inspiring keynotes and lectures from Budapest to Beijing, serves as adjunct professor at Carnegie Mellon University, and maintains a steadfast commitment to helping women negotiate the challenges and politics of modern corporate culture.



## DARLENE R. SLAUGHTER

Chief Diversity Officer / UNITED WAY WORLDWIDE



Darlene Slaughter is leading efforts to expedite and advance worldwide diversity and inclusion strategies, partnerships and initiatives working closely with community-based United Ways, as well as corporate and community partners.

Prior to joining United Way Worldwide, she served as the Principal Consultant and Chair of Linkage Institute for Leading Diversity and Inclusion where she trained corporate leaders on developing and leading diversity and inclusion initiatives in the workplace. Before Linkage, she led an integrated strategy to utilize and support the talents at Fannie Mae and designed the first Executive Diversity Council as its Chief Diversity Officer.

Her work in diversity and inclusion has been recognized in various ways. She has won many awards and honors including SAVOY's 2012 Top 100 Influential Women in Corporate America, Profiles in Diversity Journal's list of Women Worth Watching, Black Enterprises' Top Executives in Diversity and Heart & Soul's Women of Substances in Finance. She is also a frequent speaker on topics such as changing management, women's initiatives, financial literacy, leadership development and concepts on diversity and inclusion.

She holds a M.S. in Human Resource Management and Organizational Development from American University and a B.S. in Elementary Education from Howard University.

## MAY E. SNOWDEN

Founder / SNOWDEN & ASSOCIATES • Diversity Women Stars Award Committee Member



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 developing new conscious awareness of thoughts, values, biases and actions that lead to injustice and inequality among people.

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.

May is a nationally recognized diversity and inclusion

“voice” with significant experience as a C-level human resources leader with major P&L operating experience. May has delivered world class HR strategies and diversity initiatives and reengineered organizations to improve efficiency and productivity, while reducing costs. She has worked for leading corporations, including VP of Global Diversity for Starbucks Coffee Company, Chief Diversity Officer for Eastman Kodak Company and Executive Director of Diversity for US WEST. May has senior-level experience as a corporate relations liaison with state and local governments and the US Senate.

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.

## KRISTINE A. SNOW

President / CISCO SYSTEMS CAPITAL CORPORATION



Kristine (Kris) A. Snow is President of Cisco Systems Capital Corporation, a wholly-owned subsidiary of Cisco Systems, Inc., where she leads the company's global captive finance business. Cisco Capital is focused on delivering premier solutions in Technology Financing,

Channel Financing, and Cisco Refresh. Managing over \$9 Billion in assets with a presence in over 100 countries, Snow balances sales enablement for Cisco with overall lease and loan portfolio risk to drive profitability for Cisco Capital.

Snow joined Cisco from CIT Group, Inc. in 2009. As President of Global Vendor Finance at CIT, she led operations in over 30 countries. In this capacity, Snow oversaw office products, technology, and diversified vendor financing with over \$15 Billion in managed assets.

Prior to CIT, Snow spent over 17 years at Sun Microsystems, Inc. in roles of increasing responsibilities, most recently as the General Manager and Senior Vice President for Sun's captive finance business, Sun Microsystems Global Financial Services. In this role, she provided worldwide leadership to its three operating units.

Given Snow's extensive experience in the technology industry and being a female executive, she remains very passionate about the career growth and acceleration of women in technology. Over the past years, she has participated in several women's networking groups and mentor circles to help make a positive impact. Snow was honored and recognized for Exemplifying Excellence as a Female Executive as a recipient of the 2012 YWCA Tribute to Women (TWIN) Award for the Silicon Valley. Kris is currently an Executive Sponsor for the Women's Finance Network at Cisco Systems, Inc.



## PRESENTERS, SPEAKERS & COACHES

Snow is a former Board Director of the Equipment Leasing and Finance Association (ELFA) as well as the Board's Executive Committee. She is a past Chair of the Vendor and Captive Business Council of ELFA. Snow is currently serving on the Board's Nominating Committee.

### DR. CHRISTIE SMITH

National Managing Principal / DELOITTE UNIVERSITY LEADERSHIP CENTER FOR INCLUSION



Christie's responsibilities include markets, clients, talent and community for more than 2,400 consulting practitioners and more than 250 Principals and Directors. She is also a Lead Consulting Partner and Advisory Partner on several of Deloitte's largest clients.

With more than 25 years of experience, Christie has a passion for serving clients and bringing innovative and effective solutions to their most important business, market and talent issues. Christie focuses her work with clients on aligning business strategy with the requirements of organizational structure, talent, leadership development and global workforce planning.

In addition to her management and client responsibilities Christie leads the Deloitte University Leadership Centers for Inclusion and Community Impact. Both roles provide a platform for developing solutions with our people, clients, academics and non-profits about how the business world can fundamentally redefine how it approaches issues including inclusion, transitioning veterans, and education.

Because of Christie's varied accomplishments and commitment to Inclusion she has been identified by Diversity Journal as a 2013 "Woman to Watch". In addition, she has been recognized in 2012, 2013 & 2014 as one of San Francisco's Most Influential Women by the Business Times.

She is a frequent lecturer and author on topics including corporate values, leadership, culture, inclusion, and talent. Her work has been featured in Fortune, Harvard Business Review, The New York Times, Forbes, Fast Company, NPR, CNN, and at TEDx: It's Time to Get Under the Covers

Christie is a Board member at Seattle Children's Hospital and Advisory Council for New America's Caregivers & Breadwinners.

Christie has a MSW from Rutgers University, and a Ph.D. in Social Work/IO Psychology from New York University.

### SYNTHIA SAINT JAMES

World renowned artist



Synthia SAINT JAMES is a world renowned multicultural visual artist, an award winning author and/or illustrator of 17 children's books, author of 3 poetry books, 2 affirmation books, a cookbook, a play, and the autobiographical book titled Living My Dream: An Artistic Approach to

Marketing, which was nominated for the 2012 NAACP Image Awards for Outstanding Literary Work - Instructional.

She is also a popular speaker, educator and architectural designer who has garnered numerous awards, including the prestigious Trumpet Award, a Coretta Scott King Award, and an Honorary Doctorate Degree from Saint Augustine's University. SAINT JAMES also serves as a Global Ambassador for Susan G. Komen for the Cure's "Circle of Promise".

She is most celebrated for designing the first Kwanzaa Stamp for the United States Postal Service in 1997, for which she received a History Maker Award, and for the international cover art for Terry McMillan's book Waiting to Exhale. But few know that her artwork has been internationally featured in several United States Embassies through the Art in Embassies Program since the 1990's.

SAINT JAMES, a highly commissioned artist, continues to create paintings for private collectors, colleges, universities, corporations and for non-profit organizations. In 2014 she began creating commissioned signature paintings for the inaugurations of college and university presidents.

Her most celebrated collector's include Johnnie L. Cochran, Jr., Alice Walker, Glynn Turman, Brenda Russell, Regina Taylor, Charles Fuller and Jenifer Lewis. Awards created by Synthia SAINT JAMES include the "We See You Award", the "Mosaic Woman Award", and "The Lifetime Achievement Award" especially created for His Excellency Nelson Mandela from Africare in 2010.

Dr. Synthia SAINT JAMES is currently booking her 2015/2016 College and University Tour, which includes lectures, master classes, workshops, solo art exhibitions, artist-in-residencies, commencement speeches, and fine art commissions.





## ANGELA L. TALTON

Senior Vice President, Global Diversity & Inclusion / NIELSEN



Appointed to this role in January 2012, Angela leads Nielsen's global strategy for new and ongoing diversity and inclusion initiatives, including supplier diversity, education and training, diverse organizational development, recruitment and retention; and client-driven solutions.

Since assuming this role, Nielsen has progressively improved its ranking to become one of the top companies for diversity and inclusion (# 42 on DiversityInc's 2015 Top 50 Companies for Diversity and # 5 on Diversity MBA's 2015 Best Companies for Diversity and Inclusion).

In 2007, Angela joined Nielsen as Senior Vice President for Global Call Center Operations, COE where she chartered a major transformation agenda for the Call Centers that focused on customer service, associate engagement, simplifying work activities and operational excellence. Angela received the Arthur C. Nielsen Chairman's Award in 2009 for the operational excellence demonstrated by this transformation.

Angela has over 17 years operations, two years IT, and six years financial reporting experience. She came to Nielsen from Sears Holdings Corporation in Hoffman Estates, IL, where she served as Divisional Vice President, Inbound Services & Operations. Prior to joining Sears in 2001, she was Vice President, Business Processes at ALLTEL Communications, Inc. in Little Rock, AR. Angela was elected Executive Committee Chair to The Conference Board's Council of Global Diversity & Inclusion Executives for the 2015-2016 term having served as Vice Chair 2014-2015. In 2012, she was recognized by Diversity MBA Magazine among the Top 100 under 50 Diverse Executive Leaders; also in 2012 and 2014, she received recognition from Savoy Magazine being named one of Top Influential Women in Corporate America.

She holds a Masters of Business Administration degree from the Kellogg School of Management, Northwestern University in Evanston, IL, and a Bachelor of Science degree in Business Administration from the University of North Carolina at Chapel Hill. Angela is a native of Greensboro, NC.

## MICHELLE THORNHILL

Senior Vice President & Diversity & Inclusion Integration/Strategy Manager / WELLS FARGO



Michelle Thornhill is the SVP & Diversity and Inclusion Integration/Strategy manager at Wells Fargo. In this position, she is responsible for providing proactive and strategic leadership consulting to our key stakeholder groups to support the development of a diversity and inclusion

strategy and execution model that is supported by all lines of business. Michelle previously served as the African American segment manager for Enterprise Marketing Diverse Segments and has extensive experience in navigating and influencing multiple stakeholders to gain alignment. She has over 15 years of experience developing consumer initiatives for diverse audiences in the financial services and non-profit sector, and has traveled extensively, both domestically and internationally, in support of these goals. She firmly grasps the multi-faceted nature of the African American segment from her work with the NAACP, teaching at a Historically Black College and University, developing and implementing financial education programs, and consulting with African American business owners. Michelle was recognized by Uptown Professional in 2012 as one of the Top 100 Executives and received the Network Journal's "Twenty Five Influential Black Women in Business Award" in 2011. She currently serves as Chair of the advisory board for New Leaders in Charlotte. Michelle's educational credentials blend finance and public policy, with a Bachelor of Science from Virginia Polytechnic Institute and State University, a Master of Science in Administration from Central Michigan University, and a Master of Public Administration from Harvard University Kennedy School of Government. A native of Richmond, Va., Michelle resides in Charlotte, N.C. with her husband, Dr. Wayne L. Thornhill, Esquire, and her two sons, Kwame and Kwasi.

## ADRIENNE C. TRIMBLE

General Manager / TOYOTA MOTOR ENGINEERING & MANUFACTURING NORTH AMERICA, INC. (TEMA)



Adrienne Trimble 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. From

2005 – 2012, Ms. Trimble was Manager of Supplier Diversity for TEMA's Purchasing Division, where she directed the





## PRESENTERS, SPEAKERS & COACHES

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 (2007-2011) and Tri-State KY/IN/WV (2007-2011).

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, Supervalu and Blue Chip Broadcasting.

A graduate of Wilberforce University, Ms. Trimble earned her Bachelors of Science degree in Organization Management.

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### DR. INES TRIAY

Executive Director / APPLIED RESEARCH CENTER (ARC), FLORIDA INTERNATIONAL UNIVERSITY (FIU)



Dr. Ines Triay, is the Executive Director of the Applied Research Center (ARC) at Florida International University (FIU). The Center's focus is to solve real-world problems in partnership with government and private industry through multi-disciplinary research collaborations within the

University's increasingly talented applied and basic research units. Dr. Triay joined FIU in October 2012 after a distinguished history as scientist and administrator at the Department of Energy (DOE), which includes positions as Assistant Secretary for the DOE's Office of Environmental Management.

In her role as Assistant Secretary, she led the largest, most diverse, and most technically complex environmental cleanup program in the world with an annual budget of \$6 billion, a workforce of more 30,000 federal and contractor employees, and originally involving more than 2 million acres at 107 sites located in 35 states.

Under her vision and leadership, EM made unparalleled progress in cleaning the United States' Cold War nuclear waste, materials, and facilities at sites across the country, reducing its footprint nationwide by 464 square miles--50 percent of the total amount to be cleaned up under the program when she became the Assistant Secretary. This cleanup was accomplished years ahead of schedule and millions of dollars under budget.

Prior to her appointment as the head of EM, Dr. Triay served as the cleanup program's Principal Deputy Assistant Secretary, Chief Operations Officer, and Field Manager of the Carlsbad Field Office, where she played a pivotal role in establishing the disposal operations of transuranic waste to the Waste Isolation Pilot Plant in New Mexico.

Prior to coming to DOE, Dr. Triay was a scientist and leader at the Los Alamos National Laboratories for fourteen years where she did seminal work in the areas of environmental remediation and radioactive waste management. In her distinguished career, Dr. Triay has received numerous honors, including the Presidential Rank Award, the DOE Secretary Exceptional Service Award, the National Award for Nuclear Science, and the Dixie Lee Ray Award from the American Society of Mechanical Engineers, among others.

Dr. Triay earned her Ph.D. in Physical Chemistry at University of Miami, FL in 1985. She holds a Bachelors of Science degree in Chemistry from the University of Miami (Magna Cum Laude).

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### ELIZEBETH VARGHESE

Principal/Partner / E&Y



Elizebeth is a Principal/Partner at Ernst & Young, who focuses on the development of integrated consulting solutions. Prior to this, she ran the P/L for the Americas HR Performance Improvement Practice, and has also been the Americas Talent Management Consulting leader.

Currently located in New York, she has lived and worked around the world, and brings extensive experience in executing business strategy through people and talent initiatives. She consults on talent strategies and people management initiatives, functional optimization, and organization effectiveness.

Elizebeth enables business leaders navigate through changes in global business conditions, by leveraging their talent pool. She helps organizations navigate through changes in global business conditions, by leveraging their talent and data. She helps companies develop metrics and scorecards to estimate progress and helps them understand employee



issues by developing frameworks to evaluate information.

She represents EY on Asia Society's Talent and Diversity Leadership Council and is a judge for the 2015 Best employer awards. Elizebeth is active in identifying and developing new leaders – she mentors emerging leaders in EY's Career Watch program (and previously in Hewitt's Mentoring Program). She is a frequent speaker and writer on the topic of Human Capital strategies.

Elizebeth has two MBAs – graduating with honors in several subjects - from the Columbia Business School, New York and the London Business School, UK. She also has a Masters in Personnel Management from the Tata Institute of Social Sciences and a bachelors degree in Pharmaceutical Sciences is from the University of Bombay, India.

Elizebeth was born and raised in Mumbai, India. Elizebeth recently ran the York City marathon and is currently setting up an organic farm in Easton, Ct.

## CAROLINE A. WANGA

Senior Director of Diversity & Inclusion / TARGET



Caroline Wanga is responsible for developing strategies, initiating action and driving organizational change in support of the Target's diversity and inclusion priorities, as part of Target's corporate social responsibility initiatives.

Caroline began her career at Target in 2005, as an intern in its Distribution group, subsequently serving in a variety of roles in their distribution centers including supporting the design, development, implementation and evaluation of operational perishable food distribution centers. In 2009, she moved into Human Resources and served as a HR generalist in a variety of individual contributor and leadership roles supporting Property Development, Business Intelligence & Analytics, and Target.com & Mobile and Enterprise Strategy. In 2014, Caroline was promoted into her current role as Director of Diversity & Inclusion.

Prior to Target, Caroline served in Youth Development positions as a non-profit professional in a variety of organizations, including the YMCA, Camp Fire Boys and Girls, Lutheran Social Services, Turning Point Inc. and The Boys and Girls Club. Caroline is a member of Kwanzaa Community Church and currently serves on the board of directors at Penumbra Theater Company, in St. Paul, MN. She has previously served on the board of the UNCF National Alumni Council, been a member of the NAACP, BAE0 and is a member of the Texas College National Alumni Association.

Caroline has one daughter, who is currently studying Computer Engineering with a concentration Integrated Digital Media, at New York University (NYU.) She is also the proud

aunt of three nephews, Aiden, Evan, and Xavier. Caroline is a Kenyan citizen and currently resides in Minneapolis, Minnesota with her longtime significant other, Rasheen.

## MARILYN WAGNER

Global Diversity & Inclusion / VERIZON



A Rutgers University Grad, Marilyn began her career as an On-Air Promotion producer for A&E Television Networks. From there, most of her career spanned the creative side of the house. Given the opportunity to live on both coasts, Marilyn worked on various projects for the

Hollywood studios as well as cable networks such as AMC, Bravo, and MTV. Her career at Verizon started in the Hispanic Media department in Marcom and expanded to partnerships and branded entertainment. Her two biggest accomplishments included managing and creating the campaign for the World Cup 4 years ago when the live games streamed to VCAST and most recently creating the app for X FACTOR and changing consumer voting behavior. Marilyn recently joined the Global Diversity and Inclusion team at Verizon where her focus is event marketing. Her biggest loves are dancing, sailing and spending time with her husband and 3 children.

## DR. SUZAN WASIK

Professor of Counseling / NORTH CAROLINA CENTRAL UNIVERSITY



Dr. Suzan Wasik is the Director of Leadership Development at SalesPro Connect - an executive recruiting firm specializing in building sales teams. She is an executive coach and leadership development expert who helps leaders bring out the best in themselves as they bring out the

best in others. Dr. Wasik's work focuses on team building, communication, performance, and productivity - especially as it relates to sales.

Dr. Wasik earned her Ph.D. in Counseling and Counselor Education from the University of North Carolina at Greensboro and has over 18 years experience in the field of counseling psychology and leadership development. She has served as a college professor and maintained a private clinical practice. She works with high achieving individuals and high performing groups in the areas of positive psychology in the workplace, peak performance, negotiations, and the successful navigation of change.

Learn more: <http://www.dr.suzanwasik.com>



## PRESENTERS, SPEAKERS & COACHES

### ANISE D. WILEY-LITTLE

Chief Human Capital & Diversity Officer for KELLOGG SCHOOL OF MANAGEMENT / NORTHWESTERN UNIVERSITY • Diversity Women Stars Award Committee Member



Anise has more than 25 years of experience in developing and executing human resources and diversity & inclusion strategies. She has provided strategic counsel to Fortune 100 organizations and non-profits and has written and spoken extensively on the topics of HR, diversity

and worklife. Recent leadership positions include serving as corporate vice president of Human Resources and the first chief diversity officer for Allstate Insurance Company. In addition, Anise has authored the book *Profitable Diversity: How Economic Inclusion Can Lead to Success*, is the Chair of “Stars Who Mean Business Awards” for Diversity Woman Magazine and named by the Society for Human Resource Management as one to the top 100 global diversity and inclusion thought leaders. Anise holds an MPA from the University of Illinois and a BA from Illinois State University. Anise is a member Kellogg’s senior leadership team as Chief Human Capital and Diversity Officer with leadership of the Human Capital, Diversity and Inclusion, and Community functions. This type of leadership is a first for a business school as Kellogg seeks to develop brave leaders who inspire growth in people, organizations and markets.

### TUJUANNA WILLIAMS

Vice President & Chief Diversity & Inclusion Officer / FANNIE MAE



Williams is responsible for leading the development, implementation, management, and evaluation of Fannie Mae’s corporate diversity and inclusion strategy, policies, and programs. Before joining Fannie Mae in August 2014, Williams was co-founder and managing partner of New

Season Coaching and Consulting Group, LLC, a management consulting and executive coaching firm.

Prior to that, Williams was Vice President and Chief Diversity Officer for Freddie Mac. Her previous positions include Director – Diversity and Recruiting Strategies, Verizon Business; Director – Workplace Diversity, MCI; and Director – Diversity and Work Life Programs, US Airways Group.

Williams has a bachelor of arts in advertising and public relations from Middle Tennessee State University and an executive coaching certificate from the Coaching and Positive Psychology Institute (CaPP).

### ANDREA GRANT WRIGHT

Consultant / LEE HECHT HARRISON



Andrea 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 Andrea to improve performance resulting in higher engagement today and tomorrow.

Andrea brings over 15 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 Andrea 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. Andrea has a heart for others and is very active with Special Olympics, Chesapeake Human Resources Association (CHRA), Society of Human Resource Management (SHRM), Northern Virginia Society of Human Resource Management (NOVA SHRM), and Washington Technical Professional Forum (WTPF). She currently sits on the Judging and Nomination Committee for Human Resources Leadership Award (HRLA) and Adecco’s Diversity and Inclusion Committee. Within that Committee she is a leader in the Diversity as a Differentiator and Corporate Social Responsibility Committees.

Most recently Andrea 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 have 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.



## JACKIE WYNN

Vice President of RSA, Security Division / EMC



Jackie Wynn is responsible for leading the strategy and 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 strategies through improved business processes, and implementation of complex strategic projects and partnerships at the global level.

Prior to joining RSA, Jackie held senior management roles within EMC Global Professional Services where she led the Global Residency Practice for two years and provided cross functional leadership, P & L management and revenue growth of over 15% higher than market. She also helped to implement the Global Services Sales Enablement Function across the cloud, trust and big data solution platforms which resulted in cross functional collaborative growth of over 20% with targeted field programs.

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.

Jackie has been frequently recognized for her dynamic leadership and performance. She is an advocate for community service and education programs for the youth with a strong focus on leveraging an early technology framework as part of STEM education.

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.

## S. SHARIQ YOSUFZAI

Vice President, University Partnerships & Association Relations (UPAR) / CHEVRON CORPORATION



S. Shariq Yosufzai is Vice President, Global Diversity, Ombuds and University Partnerships and Association Relations, Chevron Corporation, a position he has held since 2013. He is responsible for Chevron's diversity, inclusion (D&I), and Ombuds functions, and oversees the company's strategic partnerships with universities and professional associations. Under Shariq's guidance, Chevron applied for and won the 2015 Catalyst Award for its innovative organizational approaches to the advancement of women engineers. In the last year, Chevron has also received top awards from the Human Rights Campaign (HRC) for LGBT Equality, Business Insider, and Glassdoor for its commitment to promoting a diverse and inclusive work environment.

From 2004-2010, Shariq served as President of Chevron Global Marketing where he led Chevron's fuels marketing, commercial and industrial marketing, and convenience retailing operations across 90 countries for the company's three world class brands (Chevron, Texaco and Caltex). In 2003, he co-lead Chevron Products Company, responsible for Chevron's North America Refining and Marketing Operations. He has also served as President of Global Lubricants, Corporate Vice President of Caltex and as Vice President supporting Chevron's CEO & Chairman on the National Petroleum Council (NPC) 'Future Fuels' Study.

In May 2015, the World Affairs Council of San Francisco honored Shariq as an outstanding foreign-born leader who has made outsized contributions to Bay Area economy and culture. As a Fellow of the American Institute of Chemical Engineers (AIChE), Shariq was honored with the Fuels & Petrochemicals Division Award 2014 for substantial contributions in the advancement of the fuels and petrochemicals industries. In 2012, "Upwardly Global" named Yosufzai the 2012 Outstanding Corporate Leader for his contributions to Diversity and Economic Development in California. In 2011, he was honored as an Outstanding Alumnus of the College of Engineering at Texas A&M. Previously he was recipient of the AIChE's Inaugural Industry Leadership Award (2010) and the Robert L. Jacks Memorial Award (1995). He serves as Vice-Chair of the AIChE Foundation Board of Trustees, an Advisory Board Member of the National Council of La Raza and a member of the Special Contribution Fund (SCF) Board of Trustees of the NAACP. Shariq also serves on the boards of the San Francisco Opera and Cal Performances.





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