

INTERNATIONAL WOMEN'S DAY  
MARCH 8, 2017 | NYC



REDEFINED

2017 CATALYST AWARDS CONFERENCE

# SPEAKERS

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## MORNING SESSIONS

7:30–8:30 AM

### Together for Change: Working With Catalyst Consulting Services

#### REGENT ROOM

Join this conversation with two organizations that are making sustainable and impactful change as clients of Catalyst Consulting Services. We will hear from an organization that has renewed its focus on change as a result of its Catalyst engagement. You'll also hear from a company further along in its journey. The panel of consultant-client pairs will present their initial issues, discuss strategic solutions, and analyze subsequent and ongoing impact.



#### MODERATOR

**KATHERINE GISCOMBE, PHD**

Vice President and Women of Color  
Practitioner, Global Member Services, Catalyst



#### FACILITATOR

**DEBORAH CAMPBELL**

Senior Director and Consultant, Global  
Member Services, Catalyst

Katherine Giscombe, PhD, designs and directs customized, comprehensive, and solutions-based change initiatives with Catalyst supporter organizations. With a long history at Catalyst and in the corporate world, she helps Supporters use Catalyst knowledge as they create business-driven diversity and inclusion (D&I) initiatives. She led Catalyst's groundbreaking study, *Women of Color in Corporate Management: Opportunities and Barriers*, and several subsequent in-depth research projects on diverse women. Drawing from this unique background, Dr. Giscombe infuses her work with an "insider/outsider" perspective. She raises awareness of, and generates solutions to, the subtle obstacles that still must be overcome for women of color and other marginalized groups to succeed in the workplace. In the process, she strengthens the workplace for all. Dr. Giscombe has extensive corporate work experience, having supported marketing and new product development at a variety of Fortune 500 companies prior to joining Catalyst. She is a highly effective speaker, workshop leader, and Catalyst media spokesperson, having been interviewed by National Public Radio, CNN-FN, CBS Radio, the *Boston Globe*, and ARISE News among others. Dr. Giscombe was selected by *The Network Journal* as one of "25 Influential Black Women in Business" in 2005, received the 2007 "Legacy of Leadership" award from Spelman College Center for Leadership and Civic Engagement, and was named by *Profiles in Diversity Journal* as a "Woman Worth Watching" in 2009. She is currently on the Advisory Board for Women's Inter-Cultural Exchange, a nonprofit organization that builds and bridges social capital among women of diverse cultures. She has a PhD in Organizational Psychology from the University of Michigan and trained at the Institute for Social Research, the world's largest academic social science survey and research organization.

Deborah Campbell enables Catalyst Supporter organizations to increase innovation, improve decision-making, and bolster their competitive position by advancing talented women into leadership. As an experienced consultant, she partners with corporations and firms to design and implement inclusion strategies that deliver business results. With passion and expertise in accelerating progress for women in STEM, Ms. Campbell regularly advises organizations where STEM roles are critical. She is a motivating speaker and workshop facilitator. Prior to joining Catalyst, Ms. Campbell spent 14 years at HP, where she led cross-functional teams to create business strategies that drove business planning and results. As a strategy consultant within HP, she envisioned and led the Business Case for Workforce Diversity, a project involving multiple divisions. Ms. Campbell holds an MPhil in System Dynamics with an emphasis in gender and leadership from the University of Bergen in Norway. She received her Bachelor's in Computer and Information Sciences, with honors, from the University of California at Santa Cruz. She is an avid backpacker, spending time when she can in the wilderness of the Sierras.



#### **FACILITATOR**

**BRANDE STELLINGS, JD**  
Vice President, Corporate Board  
Services, Catalyst

Brande Stellings leads Catalyst's Corporate Board Services, which works to advance gender diversity in corporate boardrooms around the world. She joined Catalyst in 2005 in its global strategic consulting practice, where she conducted engagements for professional services firms and advised Fortune 500 companies on the creation and implementation of business-driven D&I strategies, with a focus on the advancement of women. Ms. Stellings speaks to corporate audiences and is quoted frequently in the media, including *Fortune*, *PBS NewsHour*, *The New York Times*, and the *American Lawyer* as an expert on women's leadership and diversity. She practiced law at NBC Universal Inc., where she served as Vice President, Litigation, and was co-leader of the award-winning New York/New Jersey chapter of the GE Women's Network and a member of NBC Universal's Affinity Council. Prior to NBC, she worked at Cravath, Swaine & Moore as a litigation associate. Ms. Stellings serves on the Advisory Board of DirectWomen (Accelerating Board Opportunities for Women) and on the Board of Directors of Legal Momentum (The Women's Legal Defense and Education Fund) and the Akanksha Fund Inc., which supports education in India. She formerly chaired (2007-2010) Women in the Profession, a committee of the New York City Bar Association. Ms. Stellings received her JD *cum laude* from Harvard Law School and graduated *magna cum laude* from Yale College. She is an avid traveler and has visited over 30 countries.



#### **PANELISTS**

**INGRID JACOBS**  
Head of Corporate Diversity and  
Inclusion, Raytheon Company

Ingrid Jacobs is head of Corporate Diversity and Inclusion for Raytheon Company, a technology and innovation leader specializing in defense, civil government, and cybersecurity solutions. Before joining Raytheon in 2014, Ms. Jacobs headed the Global Office of Diversity and Inclusion for Whirlpool Corporation in Benton Harbor, where she was responsible for developing Whirlpool's D&I strategy in alignment with the company's business objectives and implementing it through the utilization of diversity analytics, diversity training, diversity talent acquisition and management of the seven Whirlpool Employee Resource Groups. Before that, Ms. Jacobs was the Diversity Program Manager at Fifth Third Bank, where she collaborated with line-of-business leaders to develop corporate diversity strategies within Fifth Third Bank in Cincinnati, Ohio. As part of her leadership in this arena, Ms. Jacobs developed and orchestrated the launch of the Fifth Third Diversity Blueprint Initiative, which served as the company's overall diversity strategy and action plan. During her more than 15 years of HR experience, Ms. Jacobs has also worked for organizations such as C.H. Robinson, Bank of America, and The Limited Inc. She earned a Master's degree in education in Human Resource Development from Xavier University and a Bachelor's degree in science in Agricultural Business from the Ohio State University.



#### **PANELISTS**

**JONATHAN BERGER, JD**  
Vice President, Human Relations,  
Bimbo Bakeries USA

In Jonathan Berger's role as Vice President, Human Relations for Bimbo Bakeries USA, he is responsible for the strategic direction of the people systems for Bimbo Bakeries USA, including talent; total rewards; and human resources (HR) systems, field operations, and communications. He has been an architect of the company's cultural transformation, which has been grounded in an authentic and deep commitment to D&I. Mr. Berger began his career in private law practice in New York, specializing in labor and employment law with a focus on affirmative action compliance. He received his Bachelor's in Political Science and History from the State University of New York at Binghamton and his JD from The George Washington University's National Law Center. In addition to his responsibilities within Bimbo Bakeries USA, Mr. Berger is a member of the Catalyst Board of Advisors.



8:30–9:15 AM

**Opening Remarks & Activity**  
**GRAND BALLROOM**

Join Catalyst President and Chief Executive Officer Deborah Gillis and Teresa Finley, Partnering Sponsor Representative, Senior Vice President of Global Marketing at UPS, and Chair of the Catalyst Board of Advisors, for opening remarks and an activity by The Second City Works.



**DEBORAH GILLIS**  
President and Chief Executive Officer,  
Catalyst

Deborah Gillis is President and Chief Executive Officer of Catalyst, the leading research and advisory organization working to change workplaces and improve lives by accelerating progress for women through workplace inclusion. She is the fourth President in Catalyst's 53-year history—and the first from outside the United States. She is also the first internal successor from within Catalyst's ranks to hold this office. Ms. Gillis brings a unique blend of strategic vision, operational savvy, and advocacy to her position. Her distinguished career at Catalyst includes roles as Chief Operating Officer and Senior Vice President, Membership and Global Operations, where she led Catalyst's global growth strategy and expansion into India and Australia. She joined Catalyst in 2006 to lead Catalyst Canada and became Vice President, North America, in 2008, introducing a new global membership model which enabled Catalyst to support members and their operations around the world. Ms. Gillis initiated Catalyst Canada's signature event, the Catalyst Canada Honours, paying tribute to champions of women's advancement to leadership in corporate Canada, and she instituted the Catalyst Connects series of events, in which senior executive women share their inspiring stories. In anticipation of the current attention to board diversity challenges in Canada, she led Catalyst's initiative to increase women in the boardroom, resulting in the successful launch of the Catalyst Accord and Catalyst's first acquisition, Women On Board®, now known as Catalyst Women On Board™. Prior to Catalyst, Ms. Gillis spent more than 20 years advising decisions-makers in the public and private sectors, including management roles in two multi-national firms. A thought leader and advocate, she twice served as a candidate for elected office, and has made coaching and mentoring of women in business and political life a personal priority. As a breast cancer survivor and a woman who has successfully overcome the challenges inherent in high-pressure, male-dominated environments, Ms. Gillis is a recognized advocate and expert on expanding opportunities for women and business. She is frequently quoted in the media globally, including *The Wall Street Journal*, BBC, CNBC, CNN, *The Globe and Mail*, and *Economic Times*, on issues related to talent and women's leadership. She regularly addresses senior leaders around the world in a variety of business, academic, and public policy venues.



**TERESA FINLEY**  
Chief Marketing and Business Services  
Officer, UPS, and Partnering Sponsor  
Representative

Teresa Finley is Senior Vice President, Global Marketing for UPS and a member of the company's executive leadership team. She is responsible for advancing marketing capabilities across 220 countries and UPS territories, and she also leads Public Relations and Global Business Services. Ms. Finley's marketing responsibilities include priority growth strategies, product innovation, segment marketing, pricing, communications, and brand management. She is the chief advocate for the company's United Problem Solvers™ positioning message, which communicates UPS's unique capabilities to solve problems for customers. As head of Global Business Services, Ms. Finley is responsible for global procurement as well as enhancing the customer experience. In addition to her corporate responsibilities, she is chairperson of the Catalyst Board of Advisors where she is instrumental in supporting its mission to accelerate progress for women through workplace inclusion. Ms. Finley also is chair of the board of trustees for the Fernbank Museum of Natural History in Atlanta.



**TROY RODERICK**  
Executive Ambassador, Catalyst Australia,  
and Conference Emcee

Troy Roderick has specialized in diversity and inclusion (D&I) for more than 20 years. As Catalyst Australia's Executive Ambassador, Mr. Roderick provides leadership and support to Catalyst Supporter companies in Australia committed to more inclusive cultures. In this role he frequently speaks to corporate and public audiences on topics including women's leadership and advancement, flexibility, inclusive leadership, and engaging men. In addition to his role at Catalyst, he has worked at Telstra since 2007, where he currently leads Telstra's D&I function with reach into customer, community, and HR practice. He is a member of the Australian Human Rights Commission's Working Group on Cultural Diversity & Inclusive Leadership, and the global Expert Community of Catalyst's Research Center for Corporate Practice. Mr. Roderick is also an active White Ribbon Ambassador as part of Australia's campaign to end men's violence against women. Prior to joining Telstra, he held senior roles in corporate and organizational development in legal and regulatory, transport, retail, environment, local government, and human services organizations, working mainly in D&I, but also corporate planning, public sector ethics, learning and development, and corporate performance reporting. In October 2015, Mr. Roderick was recognized in the "Top 50 diversity professionals in industry" in the inaugural Global Diversity List, supported by *The Economist*. His work was also recognized when Telstra's initiative, *Next Generation Gender Diversity: Accelerating Change For Women Leaders* won the 2010 Catalyst Award. In addition, he has received the 2011 Australian HR Award for Best Workplace Diversity Strategy, 2012 Australian HR Institute Awards for Gender Equity and HR Champion, and the 2105 Australian HR Institute Awards for Flexibility and Inclusive Workplace.

Activity by The Second City Works

## *The Second City* WORKS



**JASON BALL**  
Lead Facilitator  
The Second City Works



**KATE JAMES**  
Actress and Writer  
The Second City Works

Jason Ball is a Chicago actor and director known for his engaging and dynamic presentation style. His workshops for The Second City Works focus on innovation, communication, teamwork, and presentation skills. He started at The Second City as a teacher while also working as a professional actor in television and at the Chicago Shakespeare Theater, the Lookingglass Theater, and the Congo Square Theater among others. Mr. Ball worked as a Learning and Organizational Development specialist for Blue Cross and Blue Shield and for a consulting firm which specialized in SaaS (Software as a Service) companies. He is certified to teach Insights Discovery, Blanchard's Situational Leadership II, and Partners in Leadership Cultural Transition Process. Mr. Ball is a member of the Screen Actor's Guild/AFTRA and the Association for Talent Development.

Kate James has been writing, performing, and teaching with various divisions of The Second City for the past nine years. Writing credits include: *The Second City Guide to the Opera*, performed at Lyric Opera Chicago, starring Renee Fleming and Patrick Stewart, and *The Art of Falling*, Second City's collaboration with Hubbard Street Dance. She also co-wrote *The Realish Housewives of \_\_\_\_\_! A Parody*, which is currently touring the country. Ms. James is a founding member of the sketch comedy group *Schadenfreude*, with whom she had a two-year stint on Chicago Public Radio and was nominated for a Chicago Emmy. She has appeared on TV shows like *Shameless* (Showtime), *Playing House* (TBS), *Easy* (Netflix) and also in a viral video where she plays a very drunk Cubs fan.

9:15– 10:30 AM

**2017 Catalyst Award Winner Plenary  
GRAND BALLROOM**

Catalyst Award-winning initiatives are examples of the important role that intentional and inclusive leadership plays in ensuring the success of D&I at an organization. Hear from leaders from the 2017 Catalyst Award winners on how they have redefined what D&I programs can be.



**MODERATOR**

**LAURA SABATTINI, PHD**

Vice President, Research, Catalyst and Chair,  
Catalyst Award Evaluation Committee

Laura Sabattini, PhD, has extensive expertise on issues of work-life effectiveness, talent management strategies, and barriers to women's workplace advancement, with a focus on global perspectives and variations. As Chair of the Catalyst Award Evaluation Committee, Dr. Sabattini heads an interdepartmental and cross-functional team that assesses global initiatives through multiple evaluation phases. The Committee considers a range of D&I and business approaches across industries. Since joining Catalyst, she has led and supported a variety of research projects, and authored several Catalyst reports and research tools including *The Double-Bind Dilemma for Women in Leadership* and *Beyond Generational Differences: Bridging Gender and Generational Diversity at Work*. She also authored the series on *Unwritten Rules to Advancement and Expanding Work-Life Perspectives: Talent Management in Asia*. Dr. Sabattini was formerly an adjunct faculty member at the University of California at Santa Cruz, where she taught classes in social and organizational psychology and research methodology. She's currently an Adjunct Assistant Professor at New York University's Robert F. Wagner School of Public Service. Dr. Sabattini received her Bachelor's in Organizational and Work Psychology from the University of Padua in Italy and her Master's and PhD in Social Psychology from the University of California at Santa Cruz.



**PANELIST**

**MARLENE MCGRATH**

Senior Vice President, Human Resources  
3M

Marlene McGrath, 3M Senior Vice President, Human Resources, began with the company more than 20 years ago as a lawyer in Canada. She also served as a director and vice president in HR before being named to head the organization almost five years ago. During her time leading HR, 3M has placed on the Best Companies for Leaders list compiled by *Chief Executive* magazine and ascended other well-known leadership rankings. 3M has also received top scores on equality indices and was named one of the 25 World's Best Multinational Workplaces by Great Place to Work and the No. 1 preferred employer in the National Society of High School Scholars 2016 Millennial Career Survey. Ms. McGrath was named a 2016 Woman of Excellence by the National Association of Female Executives for her leadership in advancing women worldwide and has served as 3M's campaign chair for the Greater Twin Cities United Way.



**PANELIST**

**WILLIAM DOWNE**

Chief Executive Officer  
BMO Financial Group

William Downe was appointed Chief Executive Officer of BMO Financial Group in 2007. Mr. Downe is a director of ManpowerGroup Inc. and is a member of the Rush University Medical Center Board of Trustees. He is a director of Catalyst Inc. and serves as Chair of Catalyst's Canadian Advisory Board. Additionally, he is on the board of the Business Council of Canada. Mr. Downe is a member of the Economic Club of Chicago, served on the board of the International Monetary Conference, and is the Past President of the Federal Reserve Board's Federal Advisory Council. Mr. Downe was appointed as a Member of the Order of Canada and was recognized by the Woodrow Wilson Center's Canada Institute, receiving the Award for Corporate Citizenship.



**PANELIST**

**INGE G. THULIN**

Chairman of the Board, President and Chief  
Executive Officer, 3M

Since 2012, Inge Thulin has served as Chairman, President, and Chief Executive Officer of global science powerhouse 3M. Under his leadership, 3M has consistently ranked among the world's most admired, most respected, and most ethical companies. Over the years, he has assumed key roles in marketing, sales, and management, including leading the Fortune 100 company's international operations and serving as chief operating officer. Mr. Thulin has received the following honors and recognition: National Committee on US-China Relations Honoree (2012), Peter G. Peterson Business Statesmanship Award from the Committee for Economic Development (2015), and the Hendrickson Medal for Ethical Leadership (2016). Most recently, Mr. Thulin was honored by Junior Achievement of The Upper Midwest, Inc., as a 2016 Business Hall of Fame Laureate.



**PANELIST**

**DANIELA O'LEARY-GILL**

Head of Communications, Giving, Government  
& Investor Relations  
BMO Financial Group

Daniela O'Leary-Gill is Head of Communications, Giving, Government & Investor Relations. She has deep banking and regulatory experience, including six years as a National Bank Examiner for the Office of the Comptroller of the Currency in the United States. She has grown with BMO over the last 20 years, principally in Chicago, serving in various senior leadership roles including US Chief Auditor and Chief Community Reinvestment Officer; Senior Vice President of US Personal and Commercial Banking; and, most recently, as Head of US Anti-Money Laundering Program Oversight. A committed D&I advocate who believes inclusive workplace cultures drive business results, she co-chairs both BMO's enterprise Leadership Committee for Inclusion and Diversity and its Employee Giving Campaign. As a long-time personal and commercial banker, Ms. O'Leary-Gill brings together her experience in employee and customer engagement and risk, audit, and regulatory matters to share BMO's story with a wide range of stakeholders, including the news media, BMO investors, government representatives, and BMO employees worldwide. Ms. O'Leary-Gill was named one of *American Banker's* Most Powerful Women in Banking—Top Team Award for the most recent seven consecutive years. She received the 2014 Corporate Woman of Achievement Award from the US National Association of Women Business Owners. Ms. O'Leary-Gill has served on the Ravinia Board of Trustees and Women's Board, focused on Reach-Teach-Play programs to bring music to Chicago public school students. She and her husband are the proud parents of a 14-year-old son.



**PANELIST**

**SUSAN SCHMITT**

Senior Vice President, Human Resources  
Rockwell Automation

Susan Schmitt, Senior Vice President, Human Resources at Rockwell Automation, is responsible for overseeing the company's HR function for its 22,000 employees in 80 countries. As a member of the senior leadership team, she sets the strategy for the company's global HR function, including talent management, organization development, leadership development, employee engagement, culture change, internal communications, compensation, and benefits. With more than 25 years of experience, Ms. Schmitt has brought creative and innovative solutions to the workforce to better enable organizational and people performance. She is sought after as a guest speaker for her insights into helping companies build greater long-term value through leadership, talent, and corporate culture. Ms. Schmitt, a National Academy of Human Resources Fellow, holds a Master's degree in industrial and organizational psychology from Illinois State University and two undergraduate degrees from Albion College. She also attended the University of Grenoble, France.



**PANELIST**

**BLAKE MORET**

President and Chief Executive Officer  
Rockwell Automation

As Rockwell Automation's President and CEO, Blake Moret leads the world's largest industrial automation and information company, dedicated to making its customers more productive and the world more sustainable. He is passionate about Rockwell's vision of The Connected Enterprise and is leading its acceleration through innovation and his in-depth knowledge of Rockwell Automation's customer business needs. Mr. Moret has proven himself to be an exceptional leader with a deep understanding of the company's values, culture, people, technology, and customers. He has more than 30 years of broad experience with the company, including leadership roles in marketing, solutions, services, and product groups. He began his career in 1985 as a sales trainee, subsequently serving in senior positions across the organization, including international assignments in Europe and Canada. Mr. Moret is a graduate of Georgia Institute of Technology, where he earned a Bachelor's degree in mechanical engineering.

**3M**  
*I'm in.*  
**Accelerating  
Women's  
Leadership**

10:45–11:45 AM

**2017 Catalyst Award Winner Breakout Sessions** (Concurrent)  
**BEEKMAN SUTTON NORTH SUTTON CENTER**



**MODERATOR**

**SERENA FONG**

Vice President, Government Affairs  
Catalyst

Serena Fong provides advice and recommendations about the development of Catalyst's public positions on various social and government policies and advocacy strategies to support the advancement of Catalyst's mission, vision, and business objectives. As Vice President, Government Affairs, she monitors government actions and policies on current business issues and helps develop an organizational response to economic, political, and other current events and trends affecting women in business. Prior to working at Catalyst, Ms. Fong was a television news producer, working for a number of broadcast news programs airing on national networks such as ABC, Fox News, and MSNBC. She graduated *cum laude* with a Bachelor's degree in Broadcast Journalism from Syracuse University.



**PANELIST**

**RHONDA GRAVES**

Global Chief Diversity Officer and Head of  
Talent Acquisition, 3M

As Global Chief Diversity Officer and Head of Talent Acquisition, Rhonda Graves leads 3M's global strategy for D&I initiatives, as well as staffing. Initiatives include education and training, driving inclusive culture and mindset, recruitment and retention, and client-driven solutions. Since assuming the role in 2013, Ms. Graves has led a team responsible for deploying the global strategies across 3M in partnership with business leaders and HR partners to ensure an integrated and sustained approach around the world. She has nearly 30 years of HR experience and six years of process engineering experience, all at 3M, and she brings a practical approach to executing on strategy. Ms. Graves holds a Bachelor's in Business Administration and Psychology from Augustana University and a Bachelor's in Process Engineering. She enjoys spending time with family and friends and enjoying the great outdoors.



**PANELIST**

**JOAQUIN DELGADO, PHD**

Executive Vice President, Consumer Business  
Group, 3M

Joaquin Delgado leads 3M's Consumer Business Group—home to some of the company's most iconic brands, including Post-it® and Scotch®—and is executive sponsor of the company's Women's Leadership Forum. Dr. Delgado most recently served as executive vice president of the company's Health Care Business Group. He began his career with 3M in 1987 as a senior polymer chemist in the Adhesive Technologies Center, a laboratory he later led. He has held other leadership roles in research and development and New Business Ventures, Consumer and Office Business. He served as corporate development laboratory manager in Japan, technical director in Singapore for the 3M Asia Pacific region, and managing director of 3M Korea. He also sits on the Board of Directors of the Stepan Company. A scientist at heart, he holds a doctorate in polymer science and engineering.



**PANELIST**

**FELIPE LARA-ANGELI**

Human Resources Director, Industrial Business  
Group, 3M

Joining 3M in 1990, Felipe Lara-Angeli has held a range of progressively responsible positions at 3M across its global businesses, including leading HR development for Latin America and Africa and leading US corporate supervisory and managerial development. A Six Sigma Master Black Belt for Human Resources, he was appointed Human Resources Director, Asia Pacific, in 2005 before assuming leadership of HR for 3M's Display and Graphics Business in 2007. In August 2012 he was named global Employee Development and Learning director and then appointed in 2014 as Human Resources Director for the Industrial Business Group. Over the years he has been an HR sponsor to multiple 3M Employee Resource Networks. Born in Chile, Mr. Lara-Angeli is now a US citizen. He holds a Licentiate degree in Psychology, a Master's equivalent, and a Psychology degree, both from the University of Chile. He is on the Board of Directors for Boys & Girls Clubs in the Twin Cities in Minnesota.





**MODERATOR**

**EMILY COHEN**

Senior Associate, Information Center  
Catalyst

Emily Cohen has been a Catalyst Information Center Librarian since 2010. In addition to answering reference questions from Supporters, the media, academics, and the public, Ms. Cohen also manages and updates numerous products and resources, including the IC's Pyramids, CEO Lists, and First Steps. She co-lead the organization's Work-life Effectiveness Issue Specialty Team and co-authored *Flex Works* in 2013. She currently serves on the Catalyst Award Evaluation Committee and contributes frequently to the *Catalyzing* blog. Prior to working at Catalyst, Ms. Cohen was a literary agent, working closely with well-known fiction and non-fiction authors. She received her Master's in Library Science from The Palmer School of Library and Information Science at Long Island University and her Bachelor's in Communications from Ithaca College.



**PANELIST**

**KONA GOULET**

Director, Inclusion, People Strategies &  
Insights, BMO Financial Group

Kona Goulet is the Director for Inclusion, People Strategies and Insights at BMO Financial Group. She oversees BMO's diversity and inclusion strategies across Canada and supports the enterprise Leadership Committee for Inclusion and Diversity on enterprise governance and oversight. As a Cree Métis professional, she has lived, worked, and studied in more than a dozen countries across four continents over the last 20 years. Ms. Goulet's international experience is across both the corporate and nonprofit sectors with a focus on organizational expansion, business development, and cultural change management. She joined BMO in 2013 after consulting for the Aboriginal Human Resource Council on Indigenous Inclusion policies for international corporations. Prior to that, Ms. Goulet served as Vice President, External Affairs for the White House Project based in New York City and Washington DC, where she advised Fortune 500 companies including Walmart, Google, Bank of America, Ernst & Young, and Toyota on diversity and inclusion strategies across industries. Ms. Goulet is originally from a small Cree community in northern Saskatchewan. She returned to North America in 2010 after working abroad in Europe and Asia for more than a decade. Ms. Goulet received her executive MBA from both St. Gallen University in Switzerland and Rotman School of Management in Toronto, where she graduated as class valedictorian in 2013 after studying abroad in China, India, Brazil, Hungary, and Switzerland.



**PANELIST**

**FRANCOIS HUDON**

Head, North American Customer Contact  
Centres, Canadian Personal and Commercial  
Banking, BMO Financial Group

Francois Hudon joined BMO in 2000 as the Vice-President of P&C, Quebec Division, advancing to Senior Vice President within the year. From 2003 to 2006 he also led the Atlantic Provinces division, and in 2011 was appointed Co-Head of North American Specialized Sales. In June 2014, Mr. Hudon was appointed to lead the North American Customer Contact Centre (NACCC), where he is responsible for leading the strategy and operations of some of BMO's most important channels, including customer calls, online chat, and email. Mr. Hudon graduated from l'École des Hautes Études Commerciales in 1986. He has broad experience in personal and commercial banking as well as experience in HR, sales, marketing, and business development. He received an honorary certificate recognizing his professional accomplishments from the University of Montreal in 2011. What you might not know about Francois? Mr. Hudon is a hockey fan and avid supporter of the Montreal Canadiens. In 2009, he and his wife adopted 19-month-old Shen, who keeps both his parents on the move.



**PANELIST**

**SONYA KUNKEL**

Chief Inclusion Officer and Vice President,  
People Strategies and Insight, Human  
Resources, BMO Financial Group

Sonya Kunkel is Chief Inclusion Officer and Vice President, People Strategies and Insights, BMO Financial Group. She has enterprise-wide responsibility (Canada & the United States) for key enterprise people strategies, including people strategy planning, leadership planning, D&I, careers, and employee insights and engagement. Ms. Kunkel joined BMO as Director, Diversity and Inclusion, in 2011, following a decade of research and consulting where she specialized in understanding the experiences of women, visible minorities, and Aboriginal peoples, particularly their experiences in the workplace. She has led large-scale research projects of diverse communities and has advised on and led organizational and culture change initiatives dedicated to building more inclusive workplaces across the public, private, and nonprofit sectors. Formerly Vice-President and Senior Research Director for Environics Research Group, she led Environics Institute's 2010 *Urban Aboriginal Peoples Study*, a research project that captured the stories and experiences of thousands of First Nations peoples, Métis, and Inuit living in Canadian cities, which generated much national and international attention. Prior to joining Environics, Ms. Kunkel served as Senior Director at Catalyst (2001-2007), where she worked with former President Susan Black to build the Catalyst Canada office. During that time, she was responsible for Catalyst Canada's Advisory Services and key research streams, including the BMO-sponsored 2004 study, *The Bottom Line: Connecting Corporate Performance and Gender Diversity*. This study for the first time established a firm link between gender diversity on top leadership teams and better financial performance. She has an undergraduate degree in Peace and Conflict Studies, a Master's in Political Economy, and an MBA in Strategic Management from the Schulich School of Business.



**MODERATOR**

**MAIGHAN MOODY**

Senior Director, Human Resources  
Catalyst

Maighan Moody plays an integral role in the management of HR policies, programs, and practices at Catalyst. Her functional areas include talent management, compensation, benefits, employee relations, global recruiting and onboarding, and staff engagement. In addition to her position in the HR department, Maighan is a member of the Catalyst Award Evaluation Committee and the Millennial Employee Resource Group. She co-led the development of a Strategic Knowledge Partnership with Levo and supported the creation of a community of Millennial women and men to build engagement for Catalyst research initiatives. Maighan earned a Master's in Human Resource Development at Villanova University. She graduated from the University of Vermont with a Bachelor's in Business Administration and a concentration in Human Resource Management. Prior to joining Catalyst in 2010, she was a Human Resources Generalist at a medical lab in Boston, MA.



**PANELIST**

**MIKE HUTCHINGS**

Vice President, North America Western  
Region, Rockwell Automation

Mike Hutchings is Vice President, North America Western Region, Global Sales and Marketing, which is part of Rockwell Automation's North America sales organization. He provides leadership and strategic direction for the sales force in the North America Western Region and is responsible for driving the accelerated growth sales model and current growth initiative performance while positioning the sales organization for future accelerated growth and improved sales force effectiveness. Mr. Hutchings joined Rockwell Automation in 2008, most recently serving as District Sales Manager in Detroit while also being responsible for the North America Automotive Global Account teams. He closely supports the Culture of Inclusion initiatives and is the executive sponsor for the Women in the Field (RAWiFi) employee resource group. He holds a Bachelor's degree in electrical and computer engineering from the University of New York at Buffalo and completed an Executive Management Program with Carnegie Mellon University.



**PANELIST**

**RACHEL HEIDENREICH**

Vice President, Quality and Continuous  
Improvement, Rockwell Automation

Rachel Heidenreich is Vice President, Quality and Continuous Improvement, as part of the Operations and Engineering Services organization at Rockwell Automation. In this role, she manages engineers supporting field quality, quality assurance in the design of new products, supplier quality, and operations quality. She also leads the Operations and Engineering Services Inclusion Change Team and serves as the executive sponsor for the Rockwell Automation Supporting Women in Engineering (RASWE) employee resource group. Prior to this role, Ms. Heidenreich worked for more than 20 years at General Motors Corporation and Delphi, an automotive supplier company. There, she served in a variety of engineering and business leadership roles that included a three-year assignment in Wuppertal, Germany. She holds an MBA from the University of Virginia and a Mechanical Engineering degree from Penn State.



**PANELIST**

**MICHELE MATTHAI**

Director, Culture of Inclusion  
Rockwell Automation

Michele Matthai is Director, Culture of Inclusion at Rockwell Automation. In this role, she leads the Culture of Inclusion Center of Expertise and designs, implements, and integrates global processes and programs that drive the strategic direction and evolution of Culture of Inclusion across the enterprise. Ms. Matthai joined Rockwell Automation in 1994 and has held positions of increasing responsibility in procurement, HR strategic planning, and talent management. During a short career hiatus in 2006 to focus on her family, she started a consulting practice centered on coaching, facilitation, and HR strategy. She became engaged in the Culture of Inclusion work at Rockwell Automation as an external consultant in 2008 and project managed several aspects of this initiative leading up to her return to Rockwell Automation in 2015. Ms. Matthai holds an MBA from Marquette University and a Bachelor's in International Relations and Political Science from the University of Wisconsin-Madison.

# L

## LUNCHEON PANEL

12:00–1:45 PM

### Networking Luncheon and Keynote Panel: Redefine Leadership, Redefine the World GRAND BALLROOM

Through its Sustainable Development Goals, the United Nations seeks to achieve gender equality and empower all women and girls by 2030. One proposed target is to ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life. As Catalyst knows, the impact of more women in leadership is immense, and the effects extend beyond the workplace. Truly, when you redefine leadership, you redefine the world. Join us for an inspiring discussion among leaders with various perspectives for how to accelerate toward the goal of 50/50 gender equality by 2030 through policy, philanthropy, and corporate initiatives.



#### CAROLINE A. WANGA

Vice President of Diversity & Inclusion,  
Target Corporation, and Lead Sponsor  
Representative

Caroline Wanga is responsible for facilitating Target's intent to champion an inclusive society via consulting on inclusive guest experiences, facilitating the evolution of an inclusive work environment, supporting the diversity of the workforce, and Target's role in external partnerships and communities. Ms. Wanga began her career at Target in 2005 as an intern in its Distribution group, subsequently serving in a variety of roles in Target's distribution centers, including supporting the design, development, implementation, and evaluation of operational systems and training for a series of Target's perishable food distribution centers. In 2009, she moved into HR and served as an HR generalist in a variety of individual contributor and leadership roles supporting Property Development, Business Intelligence and Analytics, and the Target.com and Mobile and Enterprise Strategy. In 2015, she was promoted into her current role as Vice President of Diversity & Inclusion. Prior to joining Target, Ms. Wanga served in youth development positions as a nonprofit 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. She has one daughter, who is currently studying Integrated Digital Media with a concentration on Interaction Design & Engineering Ethics at New York University. She is also the proud aunt of several nephews and a niece. A Kenyan citizen, she resides in Minneapolis, Minnesota with her longtime significant other, Rasheen.



#### MODERATOR

DEBORAH GILLIS,  
President and CEO, Catalyst  
*See page 3 for biography.*



#### PANELIST

DR. PHUMZILE MLAMBO-NGCUKA  
United Nations Under-Secretary-General and  
Executive Director of UN Women

Phumzile Mlambo-Ngcuka is United Nations Under-Secretary-General and Executive Director of UN Women. Sworn into office in August 2013, she brings a wealth of experience and expertise to the position, having devoted her career to issues of human rights, equality, and social justice. Dr. Mlambo-Ngcuka has worked in government and civil society with the private sector, and was actively involved in the struggle to end apartheid in her home country of South Africa. From 2005 to 2008, she served as Deputy President of South Africa, overseeing programs to combat poverty and bring the advantages of a growing economy to the poor, with a particular focus on women. Prior to this, she served as Minister of Minerals and Energy from 1999 to 2005 and Deputy Minister in the Department of Trade and Industry from 1996 to 1999. She was a Member of Parliament from 1994 to 1996 as part of South Africa's first democratic government. Dr. Mlambo-Ngcuka began her career as a teacher and gained international experience as a coordinator at the World YWCA in Geneva, where she established a global program for young women. She is the founder of the Umlambo Foundation, which supports leadership and education. A long-time champion of women's rights, she is affiliated with several organizations devoted to education, women's empowerment, and gender equality. She holds a PhD in education and technology from the University of Warwick, United Kingdom.



**PANELIST**

**LA JUNE MONTGOMERY TABRON**  
President and CEO  
The W.K. Kellogg Foundation

La June Montgomery Tabron is the president and CEO of The W.K. Kellogg Foundation (WKKF) in Battle Creek, Michigan, one of the largest private foundations in the United States. As a champion for vulnerable children and for creating the conditions necessary for them to thrive, Ms. Tabron leads WKKF and its work to ensure the optimal development of young children from birth to age 8, heal the profound racial inequities in communities, and cultivate community leaders and community-led solutions that support educated kids, healthy kids, and economically secure families. Prior to becoming the first African American president and CEO to lead the foundation in its 84-year history, she served in a variety of positions at WKKF after joining the organization as its Controller in 1987. Most recently, she was the Executive Vice President of Operations and Treasurer, playing a pivotal role in connecting and integrating WKKF's leadership committees: the Executive Council, Program Leadership Council, Talent Board and Organizational Advisory Team, ensuring unified execution of the organization's mission and strategic framework across all programmatic and priority place areas. She also provided leadership for WKKF's place-based grant-making in Mississippi and New Orleans since 2011, launching a significant effort to help set young men of color on the path to success in 2013. Ms. Tabron has played an active leadership role in the WKKF's racial equity and D&I work for more than two decades, both internally through work with its board and staff and externally through its work with grantees, partners, and vendors. Throughout her more than 30 years in philanthropy, Ms. Tabron has participated in numerous sector efforts to enhance philanthropy, including the policy and annual conference committees for the Council on Foundations and the board development and transparency committees for Independent Sector. As a community and civic leader, she serves on Detroit Workforce Development Board, the Alumni Association of the University of Michigan Board, and is a member of the Kalamazoo Chapter of the Links, Incorporated. She also serves on the boards of Battle Creek Community Health Partners, Bronson Healthcare Group, and the Kellogg Company and is the chair of the W.K. Kellogg Foundation Trust. Ms. Tabron holds a Bachelor's in Business Administration from the University of Michigan–Ann Arbor and an MBA from the Kellogg Graduate School of Management at Northwestern University. She also received an honorary Doctorate of Humane Letters from Marygrove College in Detroit and an honorary Doctorate from Union Institute & University. She is a certified public accountant and certified management accountant licensed in Michigan. Ms. Tabron is also a graduate of the inaugural class of the Council on Foundations' Career Pathways Program.



**PANELIST**

**MARK A. WEINBERGER**  
Global Chairman and CEO  
EY

Mark Weinberger is the Global Chairman and CEO of EY, a leading global professional services organization that provides assurance, tax, transaction, and advisory services. In addition to his time at EY, Mr. Weinberger previously served as the Assistant Secretary of the United States Department of the Treasury (Tax Policy) in the George W. Bush administration. He was also appointed by President Clinton to serve on the US Social Security Administration Advisory Board, which advises the President and Congress on all aspects of the Social Security system. He has also held other US government and policy positions, including Chief of Staff of President Clinton's 1994 Bipartisan Commission on Entitlement and Tax Reform; Chief Tax and Budget Counsel to US Senator John Danforth (R-Missouri); advisor to the National Commission on Economic Growth and Tax Reform; and Commissioner on the National Commission on Retirement Policy. Mr. Weinberger was co-founder of Washington Counsel, P.C., a Washington, DC-based law and legislative advisory firm that merged into EY and now operates as Washington Council EY. He plays an active role in the World Economic Forum, serving as a member of its International Business Council and as a Global Agenda Trustee for Economic Growth and Social Inclusion. He co-chairs the Russia Foreign Investment Advisory Council with Prime Minister Dmitry Medvedev and is Chair of the International Business Leaders Advisory Council (IBLAC) to the Mayor of Shanghai. He is an Executive Committee member of the Washington, DC-based Business Roundtable and chairs its Tax and Fiscal Policy Committee; a member of the International Advisory Board of British-American Business; a member of the International Integrated Reporting Council; and a member of the Board of Advisors for the American Council for Capital Formation. Mr. Weinberger sits on the Board of Directors for Catalyst, where he chairs the Audit Committee, and he is on the Boards for the Tax Council and the Bullis School in Potomac, Maryland. He is also a member of the Board of Trustees for Emory University and Case Western Reserve University. In December 2012, he was presented the prestigious Achievement Award by the Anti-Defamation League. Cornell University honored him in September 2015 with the Robert S. Hatfield Fellowship in Economic Education Award, the highest honor Cornell can bestow on someone from the private sector. In 2015, he also received the Tax Council Policy Institute's Pillar of Excellence Award. He has an honorary doctorate from the Kogod School of Business at American University in Washington, DC; holds a Bachelor's from Emory University; an MBA and JD from Case Western Reserve University; and a Master of Laws in Taxation from Georgetown University Law Center.



Pm

## AFTERNOON SESSIONS

### LISTEN, LEARN, AND LEAD

2:00–3:15 PM

**Afternoon Breakout Sessions (Concurrent)**

**Listen, Learn, and Lead: Engaging in Conversations about Gender, Race, and Ethnicity in the Workplace**  
**REGENT**

Differences don't have to create divides. Effectively communicating across genders, ethnicities, races, and other aspects of our identities can potentially be difficult, yet the benefit to inclusion is worth the challenge. Learn how organizations and individuals set up conversation ground rules and take action to create productive dialogues in this illuminating session.

Session Sponsor: **Edward Jones**



#### MODERATOR

**ALIXANDRA POLLACK**

Director, Research, and Regional Director,  
Mexico & Latin America, Catalyst



#### MODERATOR

**DNIKA J. TRAVIS, PHD**

Vice President and Center Leader, Catalyst  
Research Center for Corporate Practice,  
Catalyst

As a member of the Catalyst Research Department, Alix Pollack focuses on corporate change strategies and the role of organizational and societal culture in creating inclusive workplaces. She conducts research on organizational practices, examining D&I efforts and the experiences of women and men throughout the talent pipeline. She has a strong focus on global work and cross-cultural themes, in particular through her management of the *Culture Matters* research series, including co-authorship of the reports *Think People, Not Just Programs, to Build Inclusive Workplaces* and *The Day-To-Day Experiences of Workplace Inclusion and Exclusion*. Her work also includes development and facilitation of the CatalystX Inclusive Leadership Training: Leading With Effective Communication course on edX, research on organizational strategies related to LGBT inclusion, and a role in Catalyst's Practices team. As the Regional Director for Mexico & Latin America, Ms. Pollack plays a lead role in extending Catalyst's work and mission of accelerating progress for women through inclusion to Mexico and other emerging markets in Latin America. Her research in the region includes *Corporate Landscape in Mexico: Understanding Approaches to Talent Management and Women's Inclusion*. Prior to joining Catalyst in 2011, she was an Advisor for the Permanent Mission of the Cote D'Ivoire at the United Nations. Ms. Pollack holds a Bachelor's from Brandeis University and Master's of Public Health in Global Public Health from George Washington University. She is fluent in Spanish and has traveled to more than 20 countries across five of the seven continents.

Dnika J. Travis is a researcher, educator, and expert in leadership and communication effectiveness, organizational change, and workplace D&I. She leads Catalyst's research on gender, race, and ethnicity in the workplace. She also serves as a Center Leader for the Catalyst Research Center for Corporate Practice. In both areas, Dr. Travis develops and delivers recognized research agendas, serves as a primary investigator on selected Catalyst studies, and leads large, multi-year research projects. She has been widely published, and her research has been funded by several foundations and government branches. Prior to joining Catalyst, Dr. Travis was an assistant professor at the University of Texas at Austin (UT) School of Social Work. She maintains an affiliation with UT as a Fellow, leading research on employee voice, inclusion, and retention in health and human services. She is also a consulting editor for *AFFILIA: Journal of Women and Social Work*. She earned her PhD in Social Work from the University of Southern California, her Master's in Social Work in Community Organization and Program Evaluation from the University of Michigan, and her Bachelor's in Sociology from Hampton University.

**PANELIST****JENNIFER ALLYN**Managing Director, Office of Diversity  
PwC

Jennifer Allyn is a Managing Director in the Office of Diversity for the US Firm of PricewaterhouseCoopers LLP. As an executive and thought leader promoting diversity initiatives, she is responsible for designing programs to retain, develop, and advance diverse professionals. Ms. Allyn also serves on PwC's global diversity council, which drives alignment among member firms across territories. She is a recognized subject matter expert on gender, LGBT, and work-life issues. A frequent public speaker, she has been widely quoted in the media including *The Wall Street Journal*, *The New York Times*, *The Washington Post*, and *Forbes.com*. Among her many accomplishments, Ms. Allyn spearheaded PwC's enhanced parental leave policy and launched Full Circle, a program assisting parents who want to "on-ramp" after taking extended time off from work. She was instrumental in developing the firm's first PwC Talks interview with Sheryl Sandberg and is a featured expert on LeanIn.org's Communicating with Confidence discussion. PwC has been recognized by Catalyst, DiversityInc, *Fortune*, the Human Rights Campaign, Out & Equal, and *Working Mother* magazine as a best-in-class employer. Prior to joining PwC, Ms. Allyn was a senior consultant at Catalyst where she advised a diverse group of Fortune 500 clients, among them PwC. She is a recipient of the 2016 Ted Childs Life Work Excellence Award from *Working Mother* Media, the Diversity Champion Award from the American Conference on Diversity, and the 2008 Crossing Borders Award from The Feminist Press. From 2007 to 2009, she served on the Executive Committee of the Women's Leadership Board at the Harvard Kennedy School and is currently a member of Barnard's Athena Leadership Council. Ms. Allyn is a graduate of Brown University and earned her Master's in Public Policy from the Harvard Kennedy School.

**PANELIST****SUSIE NAM**Chief Operating Officer  
Droga5

Susie Nam joined Droga5 in 2009, and she has held a variety of roles, including Head of Account Management and General Manager of the New York office. In 2015, she was named Chief Operating Officer, overseeing business operations, including driving influence for clients on their businesses, marshaling departments to adapt to growth, and designing culture and systems to deliver breakthrough ideas. Prior to joining Droga5, Ms. Nam worked for *George* magazine and as Features Editor for *The New York Times*' first-ever online edition. She then moved into advertising at Deutsch NY, before stepping out to attend London School of Economics for a Master's in Urban Planning. After her studies, she consulted on economic and transport planning in England. Upon returning stateside, she headed back to advertising and found a home at Fallon. Though Ms. Nam has lived in 10 cities in three countries and has had three completely different professions, she considers Minneapolis—and her advertising career—home.

**PANELIST****EMILY PITTS**General Partner  
Edward Jones

Emily Pitts joined Edward Jones in 1995, becoming a General Partner in 2004. She leads the firm's D&I strategy and rolled out the firm's first cross-cultural development program, Women's and Minority Leadership Forum, and its Inclusion and Reverse Mentoring Programs. She graduated from Clark Atlanta and earned an executive MBA from Washington University. Ms. Pitts serves on the diversity committee for the Securities Industry and Financial Markets Association and is a member of the Executive Leadership Council. She also serves on the boards of St. Louis Urban League, YMCA, Boys and Girls Club, and Diversity Awareness Partnership. She received the St. Louis Community Women's Leadership Award and was named to the *St. Louis Business Journal's* 25 Most Influential Business Women. *Savoy Magazine* named Ms. Pitts one of the 2014 Top Influential Women in Corporate America. In 2016 she received a Lifetime Community Service Award in St. Louis signed by President Obama.

**PANELIST****LAURA FUENTES**Senior Vice President, Talent and Rewards  
Hilton

Laura joined Hilton in 2013 and is currently Senior Vice President of Talent and Rewards. In her role, Ms. Fuentes oversees learning and development, global compensation, benefits, recognition, and D&I programs, as well as all people analytics for Hilton Team Members across 80 countries. Prior to joining Hilton, she spent six years at Capital One Financial in various corporate strategy and Human Resources roles, leading workforce analytics, recruitment, and compensation functions for the organization. Prior to Capital One, she worked at McKinsey & Company in its Madrid, New York, and Washington DC offices, where she served clients across financial services and nonprofit sectors. Ms. Fuentes holds a Bachelor's in Civil Engineering from the University of Virginia, a Master's in Structural Engineering from the University of Texas at Austin, and an MBA from Columbia University. She lives in Arlington, Virginia, with her husband and two children.

**PANELIST****CHRIS BLUM**Principal  
Edward Jones

Chris Blum leads the Edward Jones Investment Research department, consisting of the firm's research and strategy teams that develop advice and guidance tailored to the firm's individual investor clients. He also co-chairs Edward Jones' Investment Policy Committee. Mr. Blum joined Edward Jones in 1996 and has been an investment analyst in both the Product Review and Research departments. In 2004, he was named *Fortune* magazine's all-star analyst in financial services. Mr. Blum has more than 20 years of experience in investments and research, including working with individual clients as a trust portfolio manager and as a bank examiner with the Federal Deposit Insurance Corporation. Originally from Kansas City, he graduated from the University of Missouri-Columbia with a Bachelor's degree in Economics and Finance. He is a Chartered Financial Analyst, a member of the CFA Institute, and a member and past president of the CFA Society of St. Louis.

**REDEFINE  
YOUR  
CAREER**

**2:00–3:15 PM**

**Afternoon Breakout Sessions (Concurrent)**  
**Negotiate Your Role, Redefine Your Career**  
**NASSAU**

It's all about the money, except when it isn't. While salary is important, ambitious employees negotiate many aspects of their careers, including more satisfying and challenging roles. In this session, you will gain insights from a panel of experts to confidently negotiate your way to success.

Session Sponsor:



**MODERATOR**

**TANYA VAN BIESEN**  
Executive Director  
Catalyst Canada

Tanya van Biesen is Executive Director of Catalyst Canada. In this capacity, Ms. van Biesen is responsible for leading the growth of Catalyst's operations in Canada, shaping strategies to advance Catalyst's mission with supporters, corporate partners, professional organizations, CEOs, senior leaders, and stakeholders. A recognized leader and influencer with deep experience in the executive search sector at the most senior levels of corporate Canada, she brings more than two decades of corporate leadership and diversity experience to Catalyst. Most recently, Ms. van Biesen co-led the Financial Services Practice at Spencer Stuart and was a key member of the Canadian Boards Practice, focusing on executive search assignments at the board, CEO, and general management levels. She also led the firm's Canadian Diversity Practice, specializing in the placement of chief diversity officers and diverse slates of candidates across all search assignments. Ms. van Biesen began her career at Procter & Gamble, working in both Toronto and Calgary in regional and national sales leadership roles. A sought-after speaker on the topic of diversity in the boardroom, she has contributed to several research studies and articles analyzing leadership trends and attributes. She holds an MBA from the University of Toronto's Rotman School of Business and a Bachelor's of Commerce from Queen's University. She speaks English, French, and Dutch.



**FACILITATOR**

**ANNA BENINGER**  
Director, Research  
Catalyst

Anna Beninger is a co-author of Catalyst's global longitudinal study of high-potential employees, and speaks extensively on this research in both virtual and in-person events. She is taking a lead role in developing new research on the challenges and opportunities for women in STEM industries. Ms. Beninger is also leading the creation of a community of Millennial women and men—people born between 1980 and 2000—to separate myth from fact about these future leaders. In addition to her position in the Research department, she is also a member of the Work-Life Issue Specialty Team, an internal group that builds knowledge and fields expertise requests on the topic. Prior to joining Catalyst, Ms. Beninger was a Research Associate at the Harvard Business School, where she conducted social psychological research, co-authored a book chapter for *Research in Organizational Behavior*, and managed a 10-person research lab. She earned her Master's in Social and Cultural Psychology at the London School of Economics on a United States National Science Foundation Graduate Research Fellowship. She presented her dissertation, "Women in Academia: A Cross-Cultural Perspective on Work/Life Balance," at international conferences in Canada, the United Kingdom, and Australia. She graduated *summa cum laude* from Claremont McKenna College with a Bachelor's in Psychology, where she co-authored "Sex Differences in Intelligence," a chapter for the *Cambridge Handbook of Intelligence*.

**PANELISTS****NATALIE SCHILLING**

Vice President, Human Resources  
Arconic

Natalie Schilling brings more than 30 years of global HR experience spanning multiple industries. Currently, she oversees HR for Arconic's Corporate Resource Units. Since joining the company in 2003, Ms. Schilling has served as Vice President of Human Resources for the Engineered Products and Solutions Group during which she supported all aspects of HR in the company's downstream business. Prior to that, she served as Global Director of Compensation and Benefits, leading the company's global compensation and benefits center of expertise; provided direction on total reward strategies; developed expatriate policies and programs for global mobility, and managed HR support for mergers, acquisitions, and divestitures. She also served as Compensation Manager, overseeing executive compensation and as Chief Talent Officer with responsibility for talent acquisition, performance management, leadership development, and succession planning. She led the development and implementation of human resource strategies, policies and programs for the company's Global Primary Products segment with \$13 billion in revenues and 20,000 employees, including talent management, succession planning, employee engagement, inclusion and diversity, performance management, employee relations. Ms. Schilling also supports the business segment's global growth initiatives. Prior to Arconic, Ms. Schilling served in HR management roles at the former Unocal Corporation (Chevron) and Discovery Communications. She holds an Executive Master's Degree in Human Resource Leadership from Rutgers University and a Bachelor's in Business Management from the University of Phoenix. She is currently a Board Trustee for the Manufacturing Institute.

**PANELISTS****JAMIE LEE**

Negotiation Consultant  
She Negotiates

Jamie Lee is a She Negotiates consultant dedicated to teaching women how to negotiate for themselves. She Negotiates is a negotiation consulting, training, and executive coaching company that helps women design and negotiate powerful careers and businesses. Earlier in her career, Ms. Lee negotiated on behalf of multi-million dollar enterprises and secured cost savings that directly impacted the bottom line. As a negotiation consultant, she has helped working women secure \$20,000 in raises and more. As a workshop leader, she facilitates hands-on learning experiences that help women of all backgrounds become confident negotiators who can advocate for the value they bring to the table.

**PANELISTS****RACHEL THOMAS**

President  
Lean In

Rachel Thomas currently serves as President and board member of the Sheryl Sandberg & Dave Goldberg Family Foundation, the nonprofit organization that runs LeanIn.org. Under her leadership, LeanIn.org has brought the messages of Facebook COO Sheryl Sandberg's bestselling book to a global audience and become a destination for women seeking daily inspiration and information. In addition to overseeing the organization's business operations, Ms. Thomas shapes the strategy, content, and technology development that drives its large-scale public awareness campaigns and powers a community of more than 33,000 peer support groups called Lean In Circles in 154 countries. Previously, Ms. Thomas cofounded and served as President and Chief Marketing Officer of Subtext, the first collaborative reading platform for K-12 classrooms. Prior to Subtext, she served as Vice President of Marketing for Playdom, an online gaming company acquired by The Walt Disney Company. Ms. Thomas has also led large-scale strategy and marketing initiatives for a number of well-known consumer and technology brands and founded and ran a successful Web 1.0 recruitment firm called BrainTrust. Ms. Thomas graduated with honors from Georgetown University. She lives in Palo Alto with her husband and two young children.

**PANELISTS****GALE KING**

Executive Vice President and Chief  
Administrative Officer, Nationwide

Gale King is Executive Vice President and Chief Administrative Officer (CAO) for Nationwide, a Fortune 69 financial services company. She assumed the CAO role in 2012, previously serving as the Chief Human Resources Officer. She is responsible for Human Resources, Corporate Real Estate, Corporate Security, and Aviation. Under her leadership, the company has been recognized for its leading HR practices supporting Nationwide's more than 34,000 associates, its engaging culture, and the innovative workplace environment of its 200 facilities across the country. Ms. King is a results-driven leader, an engaging and motivating business executive, and a dedicated associate advocate. She is active in the community and currently serves on the board of directors for the National Urban League, the University of Florida Foundation, the Columbus Museum of Art, and the Executive Leadership Council. She is also an education advocate. Believing that education changes lives, she has endowed the Gale King Excellence Fund at the University of Florida and scholarships at Santa Fe Community College. She holds a Bachelor's degree in Journalism and a Master's degree in Public Administration from the University of Florida.



## REDEFINING COLLABORATION

2:00–3:15 PM

**Afternoon Breakout Sessions** (Concurrent)

### **Redefining Collaboration: How Partnerships With Purpose Pay Back SUTTON SOUTH**

Intentional investment, whether in organizations that support women and girls or in the career of a talented protégé, is crucial for moving toward gender equality. With the recent adoption of the United Nations' Sustainable Development Goals, a new era of international development has begun, with gender as a central feature. Hear from a varied panel of partners in the business, nonprofit, and philanthropic communities who recently announced specific Clinton Global Initiative Commitments to Action.



#### **MODERATOR**

**TERRI MCCULLOUGH**

Chief Executive Officer, No Ceilings: The Full Participation Project, Clinton Foundation

Terri McCullough is the CEO of No Ceilings: The Full Participation Project, a Clinton Foundation initiative. No Ceilings brings together partners to evaluate and share the progress made by women and girls since the UN Fourth World Conference on Women in Beijing and chart the path forward for full participation by women and girls in the 21st century. Ms. McCullough previously directed the Tory Burch Foundation, working to support US women entrepreneurs. She served as Chief of Staff and women's issues advisor to House Democratic Leader Nancy Pelosi and held positions at organizations, including NARAL Pro-Choice America, PENCIL, and Anna Deavere Smith's Institute on the Arts and Civic Dialogue.



#### **PANELIST**

**GINA LIV TESLA**

Director, Corporate Citizenship Initiatives  
IBM Corporate Headquarters

Gina Liv Tesla is an executive in the IBM Corporate Citizenship leadership team. In her current position, Ms. Tesla leads the Corporate Service Corps (CSC). She has focused much of the CSC contribution to provide transformational consulting for organizations supporting women through education, health, safety, and economic development. Ms. Tesla was recognized as "Best of IBM 2013," one of the 500 employees identified among more than 400,000 people worldwide. Through her leadership, IBM and the Peace Corps formed an innovative public-private partnership to implement First Lady Michelle Obama's Let Girls Learn Initiative in Ghana, helped increase food security in the Philippines, and helped protect the environment in Mexico. Ms. Tesla has held roles at IBM in consulting and marketing. She holds an MBA from the Johnson Graduate School of Management at Cornell University, is a returned US Peace Corps Volunteer, and previously had a successful career in advertising focused on technology.



#### **FACILITATOR**

**SERENA FONG**

Vice President, Government Affairs, Catalyst  
*See page 7 for biography.*



#### **FACILITATOR**

**BRANDE STELLINGS, JD**

Vice President, Corporate Board Services,  
Catalyst  
*See page 1 for biography.*



#### **PANELIST**

**ELIZABETH VAZQUEZ**

President, CEO & Co-Founder  
WEConnect International

Elizabeth Vazquez is the CEO and Co-Founder of WEConnect International, a corporate-led nonprofit that helps empower women business owners to succeed in global markets. She is a world leader in women's economic empowerment and global supplier D&I. WEConnect International identifies, educates, registers, and certifies women's business enterprises that are at least 51% owned, managed, and controlled by women, and then connects them with member buyers. The WEConnect International eNetwork supports and promotes women-owned businesses based in more than 100 countries. WEConnect International corporate member buyers represent more than \$1 trillion in annual purchasing power. Ms. Vazquez is the co-author of the book *Buying for Impact: How to Buy from Women and Change Our World*, sits on the UN Secretary-General's High Level Panel on Women's Economic Empowerment, and has a Master's in Law and Diplomacy from the Fletcher School.



**PANELIST**

**SHELLEY ZALIS**

**CEO**

**The Female Quotient**

Shelley Zalis has gone against the grain most of her career, starting in 2000 when she left the corporate world to pioneer online research. She created OTX (Online Testing Exchange), which in just nine years became one of the largest and fastest-growing research companies in the world. Ms. Zalis sold OTX to Ipsos in 2010, where she led global innovation in more than 80 countries. As the first female chief executive ranked in the research industry's top 25, she changed the game, brought emotion and passion to the boardroom, and has devoted herself to becoming a mentor and friend to women and leaders in her industry. Her most recent endeavor includes launching The Female Quotient and The Girls' Lounge, which support and mentor women to find their voice, embrace their feminine leadership powers, and work together to transform corporate culture for this and future generations of women. Ms. Zalis will also be the host of a new Bloomberg series titled "Walk The Talk" focused on gender equality and the critical importance of women in executive leadership. She is a strategic partner of the ANA's AFE #SeeHer initiative and a board member of AWNY, I Am That Girl, Dress for Success, The Women Economic Forum, ColorComm, The Foundation for Exxcellence in Women's Health, and the Women's Military Symposium. Ms. Zalis has been awarded the Ernst & Young Entrepreneur of the Year award, Global Marketing Leadership Award, ARF Great Minds in Innovation Award, and AWNY's Game Changer Award. She has also been inducted into the IRTS Hall of Mentorship and has been honored by Girls Inc. for her achievements as a business leader. A pioneer, a wife, and a mother of three, she successfully juggles being a CEO and a mom.

## REDEFINING CHAMPIONSHIP

2:00–3:15 PM

**Afternoon Breakout Sessions** (Concurrent)

**Redefining Championship: Engaging Men in Gender Equality**

**BEEKMAN SUTTON NORTH**

Men have a broad spectrum of experiences in the workplace. In male-dominated, male-led workplaces, some men gain certain advantages from being part of the group that holds the majority of positions of power. Yet at the same time, many also report feeling excluded due to other core aspects of their identities. We invite all to attend this session to learn more about how diverse men—including men of color, LGBTQI men, and others—are bringing their distinct experiences and perspectives to bear in their efforts to champion inclusion.

Session Sponsor:



**MODERATOR**

**SHACHI IRDE**

Executive Director  
Catalyst India WRC



**MODERATOR**

**ALLYSON ZIMMERMANN**

Executive Director  
Catalyst Europe AG

Shachi Irde is the Executive Director of Catalyst India WRC. Prior to joining Catalyst, she served as the Head of Diversity at Infosys, where she helped develop and manage the organization's D&I initiatives, including the first leadership development program for women and D&I Councils. She also played an integral role in launching the organization's ground-breaking employee resource group for India-based LGBTQI employees. In addition, she conceptualized and delivered successful employee engagement programs focusing on communication, health, and safety. Ms. Irde has also held HR leadership roles within Wipro e-Peripherals Ltd. She is currently a member of the Advisory Council of D&I at NASSCOM, a frequent speaker and facilitator at D&I events in India, and is often quoted in the media. In addition to writing articles and blogs, Ms. Irde has also co-authored a book chapter in the book *Globalization of Professional Services* published by Springer. A strong advocate for women's empowerment, she works with voluntary organizations supporting under-privileged women in her spare time.

As Executive Director, Allyson Zimmermann leads the Catalyst Europe office and is responsible for shaping the strategy for Catalyst's continued growth and Supporter engagement in Europe. Since 2007, she has been instrumental in building Catalyst's presence and Supporter base in Europe. Working with leading global organizations, she helps Catalyst Supporters create more inclusive workplaces so all talent can advance. Ms. Zimmermann is a recognized authority on workplace issues, including women on boards, the gender pay gap, and women in leadership and is often sought after and quoted in European and world media. She regularly contributes opinion pieces to top media outlets, including *The Huffington Post*, and other influential organizations including the *London School of Economics Business Review* blog. She is a frequent speaker on the topics of sponsorship, engaging men, gender/unconscious bias, inclusive leadership, employee resource groups, and work-life effectiveness. Working across all industries, her areas of expertise include women in leadership, talent management, organizational change, and leadership engagement. Having lived and worked in more than five countries, Ms. Zimmermann has extensive global experience to offer Catalyst Supporters. As a citizen of Switzerland and the United States, she currently resides in Zurich, Switzerland. Ms. Zimmermann holds a Bachelor's in Communications and German from the University of Minnesota. Outside of Catalyst, she is also a personal and professional coach.

**PANELIST****STEPHEN CAULFIELD**

Vice President, GM Dell Bratislava  
Dell

Stephen Caulfield is responsible for Dell's Global Field Services business and manages the delivery of warranty break fix services and Partner Delivered Deployment services for Dell's customers globally. He also provides executive leadership for Dell's Bratislava, and he acts as General Manager for the site. Mr. Caulfield plays an active role in promoting diversity within Dell and is one of the founding executive members of Dell's MARC program globally. His professional career in the information technology services industry spans more than 25 years and includes IT training, operations, managed services, and warranty services. He joined Dell in 2002 and, prior to his current role, led EMEA Field Services business as well as holding a number of other leadership roles in Dell Services. Prior to joining Dell, Mr. Caulfield held numerous Program Management positions at Bank of Ireland, Compaq, and Digital. He received his Management Diploma from Limerick University and is a certified Prince II practitioner. Mr. Caulfield currently lives in South Moravia in the Czech Republic with his wife and three daughters.

**PANELIST****RAVI KARKARA**

Senior Advisor on Strategic Partnerships and  
Advocacy to the Assistant Secretary General  
and Deputy Executive Director, UN Women

Ravi Karkara is Senior Advisor on Strategic Partnerships and Advocacy to the Assistant Secretary General and Deputy Executive Director, UN Women. With more than two decades of experience, he is an expert in various development-related fields, driving innovation, building strategic partnerships, and promoting advocacy and programming in the areas of human rights, gender equality, accountability, and social justice.

**PANELIST****BRAD KHO**

Sales Director  
Procter & Gamble

Brad Kho leads a team of 25 people responsible for the \$800 million Procter & Gamble business with BJ's Wholesale Club. He was born and raised in a small town in Indiana to Chinese-Filipino immigrants. A graduate of Yale, Mr. Kho has been with Procter & Gamble for 23 years in a wide variety of selling roles. He began his Procter & Gamble D&I journey with the Asian Pacific American Sales Network in 1995. He has served as a leader of the group since 1997 and as senior sponsor since 2010, when he was the first Asian-American appointed to the Director level in Sales. Mr. Kho is also a sponsor of the Gay, Bisexual, Lesbian Employees (GABLE) Sales group and leads Procter & Gamble's corporate Boston APA group. He is also an alumnus of Catalyst's MARC program. Mr. Kho believes the best way to leverage the power of diversity is to ensure all members of the organization are fully included.

**PANELIST****CLIFF JONES**

Senior Consultant  
White Men as Full Diversity Partners

Cliff Jones is a Senior Consultant with White Men as Full Diversity Partners and an organizational development consultant working in the nonprofit, corporate, government, and labor sectors. His academic background is in social psychology focused on community organizing, community education, and eliminating oppression. He has worked in the areas of health education, welfare rights advocacy, administrative law representation, coalition building and organizing, neighborhood organizing, eliminating racism, building alliances across differences, leadership and organizational development, conflict resolution, and mediation. His volunteer experience includes several years of service on boards of directors, more than 15 years of activism in gay and lesbian liberation particularly related to people of color, and nearly 40 years of involvement in an international project for liberation and the elimination of oppression. He holds a Bachelor's in Community Services and Public Affairs from the University of Oregon.

**PANELIST****ALYSIA REINER**

Actress, Producer, Activist

Best known for her Screen Actors Guild Award-winning performance as "Fig" on the Netflix show *Orange Is the New Black*, Alysia Reiner is an actress, producer, and activist. Ms. Reiner starred in and produced *Equity*, which recently garnered a Women's Image Network (WIN) Award for Outstanding Film Written by a Woman. Ms. Reiner feels blessed to have acted in so many critically acclaimed, award-winning films and shows, including more than 50 television episodes and more than 30 features. She has been invited to the White House, the United Nations, the SHE Summit, Google, and Cannes Lion to speak about breaking barriers for women. Ms. Reiner is the recipient of the Sarah Powell Huntington Leadership Award, the Voice of a Woman Award, the Moves Power Women Award, the Pioneer in Filmmaking Award, and the Founders Award for Support.



## REDEFINING INCLUSION

2:00–3:15 PM

**Afternoon Breakout Sessions (Concurrent)**

**Redefining Inclusion: How and Why Measuring Inclusion Matters**

**SUTTON CENTER**

Exclusion is the problem. Inclusion is the solution. Catalyst's global inclusion work gauges what inclusion looks like, what drives it, and what its outcomes are. At this session, thought leaders whose organizations piloted the Catalyst Inclusion-at-Work Survey and academic experts will discuss how to create and sustain inclusive norms and behaviors and why this matters. Attendees will also share insights and real-world approaches that work in global settings with the panel and Catalyst experts.



### MODERATOR

**JULIE S. NUGENT**

Vice President & Center Leader, Catalyst  
Research Center for Corporate Practice



### MODERATOR

**JENNIFER THORPE-MOSCON, PHD**

Director and Panel Manager, Research  
Catalyst

Julie S. Nugent examines organizational diversity efforts, change models, career experiences, and perceptions of women and men professionals across various levels and industries. As Vice President and Center Leader of the Catalyst Research Center for Corporate Practice, Ms. Nugent distinguishes sound talent management strategies from programmatic fads and documents the best practices. In her position, she leads multiple groups in evaluating global corporate and professional strategies to advance diversity, inclusion, and business results. She plays an integral role in developing strategies and implementing milestones for the Center. Her work also consists of investigating and researching organization-specific diversity programs and workplace environments and providing actionable recommendations. Ms. Nugent frequently speaks to corporate and public audiences and the media on topics, including women's leadership and advancement, mentoring, D&I strategies, LGBTQI inclusion, and the Catalyst Award, which she chaired for more than six years. She has authored numerous external book chapters as well as many Catalyst publications, including a suite of company practices and Catalyst Award-winning initiatives; *Making Mentoring Work* and related tools; and *Global Lesbian, Gay, Bisexual, and Transgender Inclusion: Advocating Change Across Contexts*. In addition to her extensive consulting, research, and public speaking experience, Ms. Nugent taught a course on gender in the workplace as a former Adjunct Assistant Professor at New York University's Robert F. Wagner School of Public Service. She holds her Master's in Industrial/Organizational Psychology from New York University and received her Bachelor's in Psychology and English from Ohio University, where she graduated with top honors.

Jennifer Thorpe-Moscon has been Director and Panel Manager at Catalyst since 2013. As Panel Manager, she develops and expands Catalyst's research panels globally as a part of the effort to extend progress for women and business around the world. She also works with Dnika Travis to plan and execute Catalyst's research on Gender, Race, and Ethnicity to ensure that workplaces are inclusive for all women. She works across the Research department to grow its longitudinal projects and uncover solutions to get to inclusion for all. Dr. Thorpe-Moscon also serves as a resource for participant outreach and analytics. Prior to joining Catalyst, she worked as a biostatistician at Mount Sinai as well as an instructor of Master's-level statistics at New York University. She has led several research labs of up to 13 researchers in both corporate and academic settings. Additionally, she authored the book *How Geek Girls Will Rule the World* (2013). Jennifer received her PhD in Social Psychology from New York University. She earned a Bachelor's in both Psychology, with honors, and Computer Science from Columbia University, where she graduated *magna cum laude*.



### PANELIST

**DR. ETHAN BURRIS**

Associate Professor of Management,  
McCombs School of Business at the University  
of Texas at Austin

Dr. Ethan Burris is an Associate Professor of Management and the Chevron Centennial Fellow at the McCombs School of Business at the University of Texas at Austin. He is also the Graduate Advisor (Director of the PhD program) for the Management Department and Co-Director of the Center for Leadership and Ethics for the McCombs School. He earned his PhD in Management from Cornell University and has served as a Visiting Scholar at Google. Dr. Burris' current research focuses on understanding 1) the antecedents and consequences of employees speaking up or staying silent in organizations, 2) leadership behaviors, processes, and outcomes, and 3) the effective management of conflict generated by multiple interests and perspectives. His research has appeared in several top management and psychology journals and has been covered in major media outlets such as the *Harvard Business Review* and *The New York Times*. Dr. Burris has collected data from and served as a consultant for a variety of professional firms, ranging from small startups to large Fortune 500 companies in technology, insurance, financial services, casual dining, healthcare, commercial real estate, and other retail organizations.

**PANELIST****CATHY MEDEIROS****Vice President, Global Inclusion and Diversity  
Eaton**

Cathy Medeiros is Vice President, Global Inclusion and Diversity, for Eaton, a power management company. She was appointed to this position in 2012 when Eaton established its first office of inclusion and diversity (I&D). She is responsible for providing leadership in guiding Eaton's global strategy to achieve the company's strategic business objectives and its goal of being a model of inclusion and diversity in its industry. Under her leadership, Eaton has had many successes around the world that include advancing people across genders and cultures by recognizing, valuing, and fully leveraging different perspectives and backgrounds to achieve business goals. These include increasing the diversity of Eaton's board of directors to 53.5% total diversity, representation among Eaton's senior executive leadership to 27% female and 31% minority, uncommon within Eaton's industry peer group. Eaton's strategy for increasing diversity has also been supported through the launch of seven employee resource groups with 7,500 members across six global regions. Ms. Medeiros also spearheaded the launch of a global mentorship program for women and people of color that has allowed over 500 mentor/mentee pairs to connect, build relationships, and provide pathways to advancing learning and career development. In addition, more than 2,000 Eaton leaders have completed a required leadership development training to help them build cultural awareness, personally connect across differences, and understand unconscious bias. Ms. Medeiros also established a flexible working system offering employees the opportunity to work in a way that supports work and life effectiveness. Ms. Medeiros holds a Bachelor's degree in Organizational Development from the University of San Francisco and an MS in Business and Human Resources Management from Chapman University.

**PANELIST****AIDA SABO****Vice President, Diversity and Inclusion  
PAREXEL**

As Vice President of Diversity and Inclusion for PAREXEL, Aida Sabo is responsible for the global D&I strategy and for finding creative ways to execute it. PAREXEL's strategy consists of building awareness and launching culture change to ensure D&I is part of PAREXEL's DNA. Some elements of this strategy include gender partnerships to promote an inclusive environment that allows all genders to flourish at PAREXEL. It also includes engaging men as advocates and champions, empowering a diverse workforce, and identifying and addressing institutional blind spots and barriers. Prior to joining PAREXEL, Ms. Sabo worked at Cardinal Health, where her innovative approaches to promoting D&I and engaging men as advocates of change are still recognized as trailblazing by many organizations nationally and regionally. Prior to working at Cardinal Health, Ms. Sabo led the launch of the corporate diversity functions at EMC and Agilent Technologies. While at Agilent, she was the first in Silicon Valley to link D&I to innovation. The child of Mexican immigrants, Ms. Sabo moved to the United States when she was three years old. With a passion for learning, she earned a Bachelor's in Electrical Engineering from the University of California at Davis. She then completed

engineering graduate work at the University of California at Berkeley and at Georgia Tech. She also has participated in programs in Executive Education at Harvard's John F. Kennedy School, Harvard Business School, Stanford University, and UCLA. In 2006, Ms. Sabo was selected as a Fellow with the National Hispana Leadership Institute and received the *Santiago Rodriguez Diversity Award* from the Hispanic National Engineers Association. In 2012, the National Association for Female Executives recognized Ms. Sabo as a *Woman of Excellence*. She serves on various boards, including the Partnership Inc., the Howard University College of Pharmacy Board of Visitors, and Harvard's John F. Kennedy School's Women's Leadership Board. She is a member of the Catalyst Expert Community and a taskforce member of Sylvia Ann Hewlett's organization the Center for Talent Innovation. While her current office is at the headquarters of PAREXEL in Waltham, Massachusetts, her home is in the San Francisco Bay Area, and her heart lives in the quest for the inclusion of all under-represented groups in our society.

**PANELIST****KARYN TWARONITE****Global Diversity & Inclusiveness Officer  
EY**

Karyn Twaronite is responsible for maximizing the diversity of EY professionals by striving to continually enhance the organization's culture of inclusion across 150 countries in areas including the Americas, EMEA, Japan, and Asia Pacific. Ms. Twaronite is a member of the EY Global Practice Group, the EY Global Talent Committee, and the US Executive Committee. She frequently consults with clients on D&I matters, serving as an EY thought leader in these areas. Her insights have been featured in *The Financial Times*, *The Economist*, *Reuters*, *CNBC.com*, *The New York Times*, *Forbes*, *Fortune*, *CNNMoney*, *Bloomberg Businessweek*, *Fox Business*, *The Huffington Post*, *The Washington Post*, *U.S. News & World Report*, *the Harvard Business Review*, *DiversityInc*, *Fast Company*, and *Business Insider*. Recently, Ms. Twaronite led the EY Global D&I work stream and partner advisory group that created a new EY global framework for D&I progress among EY's 230,000 employees, *Winning Through Diversity and Inclusiveness: A Roadmap for Success*. She leads the EY Global D&I team, co-chairs the EY Global Diversity & Inclusiveness Steering Committee, and also serves as the EY Americas Inclusiveness Officer, a position she has held since 2011. In addition to leading the EY Americas D&I team, she serves on the EY Americas Talent Executive Committee, and co-chairs the EY Americas Inclusiveness Advisory Council. Ms. Twaronite joined EY more than 20 years ago as a tax professional, serving clients for the first half of her career before moving into the talent team. Prior to her current role, she led human resources for the Northeast Region, the United States, and Canadian member firms. She has also served on advisory councils for numerous EY professional networks, including Unity (EY's lesbian, gay, bisexual, transgender, and ally professionals network), the Professional Women's Network, the Black Professional Network, the Pan Asian Professional Network, and the Latino Professional Network. She serves on the Catalyst Board of Advisors. Ms. Twaronite also serves on the Board of Directors of the United Way of New York City. She is an active graduate of the David Rockefeller Fellows program, sponsored by the Partnership for NYC for senior executives. She received her Bachelor's in Accounting from Miami University (Ohio) and her Master's in Taxation from Fordham University. Upon her rotation into talent leadership, she earned a certificate in Strategic Human Resource Management from Harvard Business School. She is a licensed CPA of New York. Ms. Twaronite lives in New York City with her husband and son.

3:45–4:30 PM

**Closing Remarks and Activity: A Commitment to Redefining Leadership**  
**GRAND BALLROOM**

It's a journey. Sustaining a culture of inclusion requires intentional and consistent commitment—a commitment to accelerating change, a commitment to creating new opportunities for women, and a commitment to consistently stressing the critical connection between inclusion and business results. Learn more about Chevron's journey.



**MICHAEL K. WIRTH**

Vice Chairman of the Board of Directors and  
Executive Vice President of Midstream and  
Development, Chevron Corporation; and  
Partnering Sponsor Representative

Michael (Mike) K. Wirth is Vice Chairman of the Board of Directors for Chevron Corporation, a position he has held since February 2017. He is also Executive Vice President of Midstream and Development for Chevron Corporation, a position he has held since 2016. Mr. Wirth is responsible for supply and trading and the company's midstream operating units engaged in transportation and power. He is also responsible for corporate strategy, business development, and policy, government, and public affairs. Previously, Mr. Wirth was Executive Vice President of Downstream and Chemicals. Prior to that he served as President of Global Supply and Trading. He was responsible for leading the organization's worldwide supply and trading operations as well as its aviation, marine, and asphalt businesses. Mr. Wirth has held a number of engineering, construction, and operations positions of increasing responsibility. In 2001 he was named president of Marketing for Chevron's Asia/Middle East/Africa marketing business unit in Singapore and served on the Boards of Directors of Caltex Australia Limited and GS Caltex Corporation. Mr. Wirth joined Chevron in 1982 as a design engineer. He earned a bachelor's degree in chemical engineering from the University of Colorado in 1982.

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**WORKS**



**JASON BALL**

Lead Facilitator, The Second City Works  
See page 2 for biography.



**KATE JAMES**

Actress and Writer, The Second City Works  
See page 2 for biography.