

Speakers

WORKPLACES THAT WORK FOR WOMEN

MARCH 20, 2018
2018 CATALYST AWARDS CONFERENCE



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CATALYST
WORKPLACES THAT WORK FOR WOMEN

8:30-9:15 AM

2018 CATALYST AWARDS CONFERENCE KICKOFF AND OPENING REMARKS

Join Caroline A. Wanga, Chief Diversity and Inclusion Officer and Vice President Human Resources, Target Corporation and Tina M. Tchen, Partner at Buckley Sandler and a Leader of the Time's Up Legal Defense Fund as they kickoff this years Catalyst Awards Conference.



CAROLINE A. WANGA

**Chief Diversity and Inclusion Officer
and Vice President Human Resources,
Target Corporation**

Caroline A. Wanga is Chief Diversity and Inclusion Officer and Vice President of Human Resources at the Target Corporation. She leads Target's strategic intent to champion an inclusive society with accountability for inclusive guest experiences, a diverse and inclusive work environment, and societal impact. As a cultural catalyst, she fuels Target's business objectives through the company's first-ever performance-based D&I goals. Since this program launched in 2015, supplier diversity, marketing, philanthropy, retention, hiring, representation, and engagement have significantly improved.

Caroline began her Target career in supply chain in 2005, serving in a variety of transformational leadership roles including modernizing supply chain, business intelligence, digital, and strategy capabilities prior to joining the D&I team in 2014.

Caroline earned her bachelor's degree in business administration from Texas College, and is an inspirational thought leader and public speaker. Her innovative shared-accountability approach to driving business results is featured in *The Innovation Mentality* by Glenn Llopis and *Our Search for Belonging* by Howard Ross.



TINA M. TCHEN

**Partner at Buckley Sandler
and a Leader of the Time's Up
Legal Defense Fund**

Tina Tchen, a partner with Buckley Sandler, draws on more than 30 years of experience at the highest levels of private practice and government service. She provides corporations, boards, and individuals with unique litigation, counseling, and crisis-management skills.

Previously, she served as an assistant to President Obama, executive director of the White House Council on Women and Girls, and chief of staff to First Lady Michelle Obama.

Tina is a leader of Buckley Sandler's Workplace Cultural Compliance practice, counseling companies on issues related to

gender inequity, sexual harassment, and lack of diversity in the workplace. She has been instrumental in spearheading the Time's Up Legal Defense Fund, which provides legal support to women and men who have experienced workplace sexual harassment.



TROY RODERICK

**Executive Ambassador, Australia,
Catalyst**

Troy Roderick has specialized in diversity and inclusion (D&I) for over 20 years. As Catalyst Australia's Executive Ambassador, Troy provides leadership and support to Catalyst supporter companies in Australia, which are 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, Troy has worked at Telstra since 2007, and he currently leads Telstra's D&I function with reach into customer, community, and HR practices. 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. Troy is also an active White Ribbon Ambassador as part of Australia's campaign to end men's violence against women.



ALICIA SULLIVAN

**Senior Associate, Corporate
Engagement, Catalyst**

As a Senior Associate, **Alicia Sullivan** helps leading corporations and firms leverage Catalyst expertise to drive diversity and inclusion internally. She contributes to Catalyst Canada's corporate engagement strategy, developing strong relationships with corporations to further Catalyst's mission of accelerating progress for women in the workplace. Alicia is the project manager of the Catalyst Canada Honours, a program that recognizes champions of gender diversity in corporate Canada. She is also a passionate speaker on issues across gender, race, and ethnicity in the workplace.

Alicia previously worked at Catalyst, where she was a liaison across regions and supported the Executive Director in Canada. She subsequently completed a law degree and returned to Catalyst to pursue her passion for helping organizations make progress towards achieving their diversity and inclusion goals.

Prior to joining Catalyst, Alicia worked internationally as a senior policy analyst with a public agency where she conducted national socioeconomic research and advocated for public policies to improve lives.

Alicia earned an LL.B. from the University of London. She holds an MSc. in Sociology and a BSc. in Psychology and Sociology (Double Major) with First Class Honours from the University of the West Indies, Mona Campus, Jamaica.

9:15-10:30 AM

2018 AWARD WINNER PLENARY

Catalyst Award-winning initiatives are examples of the important role that intentional and inclusive leadership plays in ensuring the success of diversity and inclusion at an organization. Hear from CEOs and leaders of the 2018 Catalyst Award-winning organizations about how they've made workplaces work for women.



MODERATOR
JULIE S. NUGENT

Vice President, Research and Chair, Catalyst Award, 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, Julie distinguishes sound talent-management strategies from programmatic fads and documents best practices. She leads multiple groups in evaluating global corporate and professional strategies to advance diversity, inclusion, and business results. Julie plays an integral role in developing strategies and implementing milestones for the Center. Her work also includes investigating and researching organization-specific diversity programs and workplace environments and providing actionable recommendations.

Julie frequently speaks to corporate and public audiences and the media on topics including women's leadership and advancement, mentoring, diversity and inclusion strategies, LGBT inclusion, and the Catalyst Award, which she chaired for over 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, Julie 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. Julie holds her MA in industrial/organizational psychology from New York University and received her BA in psychology and English from Ohio University, where she graduated with top honors.



PANELIST
RICH LESSER

President & Chief Executive Officer, The Boston Consulting Group

Rich Lesser has been President and CEO of The Boston Consulting Group since 2013; previously he served as Chairman of North and South America. Under his leadership, BCG has continued its strong global growth across all regions and practices, fueled by investments in new offices, digital and analytics, and capabilities to drive innovation and transformation. Rich oversaw the launch of BCG Digital Ventures, a global corporate investment and incubation firm; BCG Gamma, a cutting-edge advanced analytics and machine learning team; and BCG TURN, a turnaround, restructuring, and transformation unit.

Rich has sustained BCG's commitment to diversity and inclusion through innovative organizational initiatives that address recruitment, development, and advancement of individuals, regardless of background, gender, or sexual orientation. In 2017, he was recognized by the Catalyst CEO Champions for Change initiative. Rich is a member of several leading organizations, such as the World Economic Forum's International Business Council and the US Business Roundtable. He has also maintained BCG's strong investments in social impact through its many partnerships, including the World Food Programme, Save the Children, Teach For All, and WWF.

Prior to joining BCG, Rich worked in product development at Procter & Gamble. He received an MBA from Harvard Business School, where he was a Baker Scholar, and a BSE in chemical engineering, *summa cum laude*, from the University of Michigan.



PANELIST
MICHELLE STOHLMEYER RUSSELL
Senior Partner & Managing Director, The Boston Consulting Group, Chicago

Michelle Stohlmeyer Russell is a core member of the People & Organization and Health Care practices at The Boston Consulting Group. Michelle previously led BCG's Health Care practice for the Midwest and Canada, and is a member of the firm's Health Care Practice Scientist Network.

Michelle led *Women@BCG* in North America from 2013-2017, and now leads the firm's global efforts to support women in digital and analytics and other commercial growth areas. She was the leading force behind the development of BCG's Apprenticeship in Action (AiA) program, which focuses on enhancing relationships, building professional development based on strengths rather than weaknesses, and developing and valuing a range of communication styles.

She is the author the *Harvard Business Review* article *How We Closed the Gap Between Men's and Women's Retention Rates*, and her work with AiA has been featured in the *Chicago Tribune* and *Chicago Sun Times*. In 2017, Michelle received a Women Leaders

in Consulting award from Consulting magazine, the industry's leading trade publication, in the category Excellence in Leadership. And in 2016, Michelle was named BCG's Working Mother of the Year by *Working Mother* magazine.

Much of Michelle's client work is focused on academic medical centers, hospital systems, and payers. She has deep client experience in change management and strategy. Prior to joining BCG, Michelle was a researcher at Stanford University. Michelle earned a BA in chemistry, University of St. Thomas, Minnesota, and a PhD in organic chemistry from Stanford University.



PANELIST
DEBORA A. BUBB

HR Vice President and Chief Leadership, Learning & Inclusion Officer, IBM

Debora A. Bubb leads IBM's organization responsible for corporate learning, executive leadership and management development, diversity, and organizational development. Prior to joining IBM, Debora was a vice president and director of global leadership and learning at Intel Corporation. There she was responsible for Intel's corporate leadership and learning strategy and for developing and deploying solutions and systems to unleash the leader inside everyone at Intel, from employee to executive. Debora's background in human resources and leadership includes deep experience in strategic business partnership roles, organizational and leadership development, and HR operations management. Before joining Intel, Debora was an HR manager at Electronic Data Systems, Hicks Consulting Group, and Avocet Inc. She also spent four years as a practicing social worker and independent organizational consultant. Debora holds a bachelor's degree in psychology from Stanford University and a master's degree in social work from Smith College.



PANELIST
GALE V. KING

EVP and Chief Administrative Officer, Nationwide

Gale King is Executive Vice President and Chief Administrative Officer for Nationwide, a Fortune 68 company. She is responsible for Nationwide's Human Resources, Corporate Real Estate, Corporate Security, and Aviation operations. She is also a member of Nationwide's Executive Committee.

Under her leadership, Nationwide has been recognized as an employer of choice for its strong culture, performance orientation, and commitment to diversity and inclusion. The company has received numerous recognitions, including Fortune's 100 Best Companies to Work For (four years), Catalyst Award, 100 percent on Human Rights Campaign Corporate Equality Index (14 years), Fortune's 50 Best Workplaces for Diversity, Black Enterprise Best Companies for Diversity (eight years), LATINA Style's Top 50 Award, and many others.

Gale is active in the community and serves as a board trustee and Vice Chair for the University of Florida Foundation, Vice Chair for the National Urban League, and board trustee for the Executive Leadership Council and Columbus Museum of Arts. She is a graduate of the University of Florida with a bachelor's degree in journalism and a master's degree in public administration.



PANELIST
WES BUSH

Chairman and Chief Executive Officer, Northrop Grumman Corporation

Wes Bush has served as chief executive officer of Northrop Grumman Corporation since January 2010, and as chairman since July 2011. Prior to 2010, Wes served as the president and chief operating officer of the company. Before that, he served as the corporate vice president and chief financial officer, and earlier, as the president of the company's Space Technology sector. Prior to the acquisition of TRW by Northrop Grumman, he had served since 2001 as president and chief executive officer for TRW's UK-based global Aeronautical Systems. Wes joined TRW in 1987 as a systems engineer, and served in engineering, program management, and business development roles in TRW's Space & Electronics business. Prior to joining TRW, he held engineering positions with both the Aerospace Corporation and Comsat Labs.

Wes earned a bachelor's degree and a master's degree in electrical engineering from the Massachusetts Institute of Technology. He also completed the University of California, Los Angeles' Executive Management Program. Bush serves on the board of directors of Norfolk Southern Corporation, as well as the boards of several nonprofit organizations including the Aerospace Industries Association, the Business-Higher Education Forum, Conservation International, the U.S. Naval Academy Foundation, the Inova Health System, and the USO Board of Governors.



PANELIST
DENISE PEPPARD

**Corporate Vice President and CHRO,
Northrop Grumman Corporation**

Denise Peppard is responsible for all aspects of Northrop Grumman's human resources strategy and programs. Her responsibilities include strategy, organizational effectiveness, change leadership, performance management, talent development and acquisition, succession planning, executive development, training, labor/employee relations, and compensation and benefits. These responsibilities extend to the company's international operations as well. She is also a member of the company's corporate policy council.

Denise earned a bachelor's degree in business administration in accounting and a master's degree in business administration, with concentrations in finance and organization behavior from the University of Michigan.

10:45-11:45 AM MORNING BREAKOUT SESSIONS

WORKPLACE CULTURES THAT WORK FOR WOMEN

Do you think your workplace works for women? Some of your coworkers might disagree. Workplace culture affects different groups of employees in different ways, and making your workplace work for everyone is a must both for the bottom line and for employee engagement. We'll bring a real-world case study to life to teach you to assess how your culture can improve, introduce methods for monitoring progress, reveal how to turn inevitable setbacks into opportunities, and show you how to approach difficult conversations when those setbacks arise



MODERATOR
EMILY COHEN

**Director, Information Center and
Project Manager, Catalyst Award,
Catalyst**

Emily Cohen has been a Catalyst Information Center Librarian since 2010. In addition to answering reference questions, she also creates and updates numerous products and resources, including the IC's Pyramids, CEO Lists, and First Steps. Emily also serves as Project Manager for the Catalyst Award, working closely with the Awards Chair to oversee and manage internal planning and operations for the year-long process. Previously, Emily co-led the organization's Work-life Effectiveness Issue Specialty Team and co-authored Flex Works in 2013. She also contributes to the Catalyzing blog.

Prior to working at Catalyst, Emily was a literary agent, working closely with well-known fiction and non-fiction authors. She received her MSLIS from The Palmer School of Library and Information Science at Long Island University and her BS in Communications from Ithaca College.



OPENING REMARKS
S. SHARIQ YOSUFZAI

**Vice President, Global Diversity,
Chevron Corporation**

S. Shariq Yosufzai has been Vice President, Global Diversity, Chevron Corporation since 2013. He is responsible for Chevron's Diversity & Inclusion (D&I) and Ombuds functions, and oversees the company's strategic partnerships with universities and professional societies. In 2015, Chevron received the prestigious Catalyst Award for innovative organizational approaches in the advancement of women. Among many other distinctions, Shariq was selected as one of the 2015 Top 50 Diversity Professionals in Industry worldwide by The Economist's Global Diversity List, and in 2017 was named among the Outstanding 50 Asian Americans in Business by the Asian American Business Development Center.

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

Shariq serves as Chair of the AIChE Foundation Board of Trustees, an advisory board member of the UnidosUS (formerly the National Council of La Raza), and a trustee of the NAACP Foundation. He is also President of the Berkeley Symphony Board of Directors and serves on the boards of the San Francisco Opera and Cal Performances. He was the 2011 Chair of the Board of the California Chamber of Commerce and the 2010 Chair of the Board of The Association of Former Students of Texas A&M University.

Shariq earned a Bachelor of Science in chemical engineering from Texas A&M University, which has recognized him as a Distinguished Alumnus, Outstanding International Alumnus, and Outstanding Engineering Alumnus.



PANELIST
JENN GARCIA-ALONSO

Global Women@BCG Director, The Boston Consulting Group, New York

Jenn Garcia-Alonso is responsible for creating and managing the execution of BCG's gender-diversity strategy across the firm's four regions. She leads the global Women@BCG team charged with strengthening the recruiting, retention, and satisfaction of BCG's women, and tracking results to ensure progress and accountability. In addition, she collaborates with external partners including Catalyst, Women in the World, and TEDWomen.

In her work with clients, Jenn advises on issues related to advancing gender diversity, such as culture and transformation. Jenn oversees BCG's gender-diversity research and has co-authored several recent BCG publications, including *Getting the Most from Your Diversity Dollars*, *The Rewards of an Engaged Female Workforce*, *Five Ways Men Can Improve Gender Diversity at Work*, and *How Millennial Men Can Help Break the Glass Ceiling*. Prior to this role, Jenn was a project leader in BCG's New York office and has served clients on a wide range of topics, including people and organization.

Jenn received her MBA from the Wharton School of Business at the University of Pennsylvania and a master's degree in Spanish language and literature from Middlebury College. Jenn graduated from the School of Foreign Service at Georgetown University with a bachelor's degree in international economics.



PANELIST
HEATHER HOWELL

Global Diversity and Inclusion Leader, IBM Corporation

Heather Howell is the leader and people manager over the eight global and US constituency program managers—including four underrepresented minorities in the United States—as well as women, people with disabilities, LGBT, and work-life globally. She collaborates across all HR functions, integrating diversity into recruitment, leadership, learning, and employee engagement programs and processes to support IBM's global diversity strategy.

Heather has over 20 years' experience as a Human Resources Professional leveraging her skills across numerous HR functions including Talent, Learning, and Diversity. In her most recent role at IBM, she was responsible for IBM's Global Women's Initiatives, which included driving programs that strengthen IBM's brand as an employer of choice for women. She worked with colleagues from around the globe to ensure IBM continues to attract, develop, and retain women across all levels of the corporation. She is a sought-after resource for diversity and talent-management best practices.

Heather holds a Bachelor of Science Degree in Business Administration from California State University, Chico, and lives with her husband and two children in Northern California.



PANELIST
MIA HAIRSTON

Chief Diversity & Inclusion Officer, Nationwide

Mia Hairston is the Chief Diversity & Inclusion Officer for Nationwide. She has enterprise-wide responsibilities for the strategy and execution of the Office of Diversity and Inclusion's initiatives for over 33,000 Nationwide associates. She works closely with senior executives to promote and cascade the D&I strategy throughout the organization. In addition, she oversees 19 Associate Resource Groups—with close to 40% associate participation—and 18 Business Unit Councils across the country, along with a host of national and local partnerships and sponsorships.

Mia is an accomplished business and human resources professional with over 25 years in the insurance and financial services industries. She brings a unique blend of inspirational leadership, business savvy, and advocacy to her position. Throughout her career she has held various leadership positions within marketing strategy and analytics, human resources, financial sales and service operations, and learning and development. Mia has been recognized among top chief diversity officers and leaders by *Smart Business*, *Savoy*, and *Black Enterprise* magazines.

Mia holds a BS in psychology with a minor in business administration from the University of North Alabama. She also holds Senior Professional Human Resources (SPHR) and Certified Diversity Practitioner (CDP) designations, along with a Change Management and White Belt Certification. Mia has previously held the series 6, 26, and Life and Health licenses, and is certified as a Diversity Learning Expert. Mia also serves on the board of the Central Ohio Diversity Council.

Mia believes that we can do more together than apart. She has a relentless passion for seeing all people reach their full potential and feel valued for the contributions they make. Mia and her husband, Dr. Kevin S. Hairston, reside in Columbus, Ohio with their daughter, Kennedy, and are very active in their community and church.



PANELIST
SANDRA J. EVERS-MANLY

Vice President, Global Corporate Responsibility, Northrop Grumman Corporation

Sandra Evers-Manly has a varied range of responsibilities, including enterprise-wide charitable giving, corporate citizenship, diversity and inclusion, the employee assistance program, equal employment opportunity, ethics and business conduct, Operation IMPACT, and workplace accommodations. She was instrumental in founding, and subsequently building, the thriving Northrop Grumman Foundation, of which she is President. The Foundation is committed to promoting STEM-related national education initiatives. Prior to her current appointment, she was vice president of ethics. She began her career with the company as a summer college intern.

Sandra's direct reports sponsor and coordinate a myriad of programs and initiatives, including the International Ethics and Business Conduct conferences, 12 Employee Resource Groups with 220 chapters and 19,000 employees, the Diversity & Inclusion Conference, monthly Employee Assistance Program webinars, and the confidential ethics OpenLine, as well as holiday giving and employee recognition programs. Ten years ago, she successfully organized and continues to oversee the Northrop Grumman Women's Conference, involving women at all levels across the enterprise.

Sandra has greatly enhanced Northrop Grumman's corporate profile and transparency through the Corporate Sustainability Report, which has been published since 2008. Because of her efforts, the company received the Ron Brown Award for Corporate Leadership, given for the exemplary quality of a company's relationships with employees and communities. She is also a member of the Defense Industry Initiative (DII) and a fellow with the Ethics Resource Center.

She has been integral in the company's inclusion in DiversityInc's Top 50 Companies list for its demonstrated use of measurable diversity best practices and results. Northrop Grumman has appeared on the list for the last six years, and was the first defense contractor to earn this recognition.

She is the executive producer of five short films on the impact of gang violence, as well as the Academy Award-nominated short film *Last Breeze of Summer*. She has also developed an animated series, *Imani: the Super Little Engineer*, which introduces girls and students of color to the world of engineering and other STEM fields. She is a graduate of the University of Southern California with a bachelor's degree in public administration, and attended an executive management program at the Wharton School of Business.

10:45-11:45 AM MORNING BREAKOUT SESSIONS

ADDRESSING WORKPLACE ISSUES AT THE INTERSECTION OF GENDER, RACE, AND ETHNICITY

People of color face unique challenges at work and in their lives. The issues facing women of color can be particularly overwhelming. But their distinct perspectives and experiences add tremendous value to organizations. Join us to hear about the specific challenges women of color face, and learn how people at all levels of your organization, especially you, can create a workplace that works for all women.



MODERATOR

TUNI DEJESUS

Director, Corporate Engagement, Catalyst

Tuni DeJesus develops and supports Catalyst member organizations by making them aware of Catalyst resources, research, and events on topics related to opportunities for women and business. Prior to joining Catalyst, she worked extensively in account management, most recently at American Express, and previously with a variety of hotel brands including InterContinental and Hilton Hotels. Tuni received her BS from Michigan State University and has settled with her family in Los Angeles, CA after years spent in Chicago, Toronto, and Hong Kong.



PANELIST

KEDRA NEWSOM

Principal, The Boston Consulting Group, Chicago

Kedra Newsom Reeves is a principal in The Boston Consulting Group's Chicago office and a core member of the Financial Institutions and Social Impact practices. In Financial Institutions, she has consulted across a wide range of topics, with a focus on operating-model design and strategy in the capital markets space. In the public sector, she has contributed to work in K-12 education and collective action for community improvement, including a brief secondment with the University Of Chicago Charter School under the Urban Education Institute.

In addition to her project work, Kedra serves as a co-lead for the Black & Latino Diversity Cadre in the Chicago office, which focuses on the affiliation, performance, and retention of its members. She also sits on the board of BCG Chicago's Center for Illinois' Future—a group that brings BCG's business expertise and capabilities to a diverse set of organizations dedicated to making critical advancements for society.

Kedra started her career at Merrill Lynch as a software developer and architect and IT strategy analyst. She has a BS in computer science and engineering from the Massachusetts Institute of Technology and an MBA from Harvard Business School. Outside of BCG, Kedra serves on the board of America Needs You Illinois and Enlace Chicago. She is also a 2016 Fellow of Leadership Greater Chicago.



PANELIST
JADE NGUYEN STRATTNER

Vice President, IBM Research Think Lab

Jade Nguyen and her team collaborate with pioneering organizations worldwide to invent game changing, first-of-a kind solutions. Jade was previously the Vice President of IBM's Global Client Centers—a network of centers in 124 cities that showcase IBM's solutions and unparalleled expertise to more than 500,000 clients and partners every year.

Jade joined IBM in 2002, and since then has held a variety positions (in addition to the ones listed above), including serving as the Director of Innovation, a Business Development Executive for IBM Global Services, and a Strategist for an Emerging Business Opportunity (EBO). Prior to joining IBM, Jade was a management consultant.

Jade received a Master's in general management from Stanford University, where she was a Sloan fellow. She also holds a Bachelor of Science in industrial engineering and a Bachelor of Arts in English literature from Lehigh University. Currently, she lives with her husband and two daughters in Katonah, NY.



PANELIST
TERRI FORGY

Senior Vice President, Talent, Diversity and Organization Effectiveness, Nationwide

Terri L. Forgy provides strategic leadership and direction for Nationwide's Center of Expertise, responsible for all culture effectiveness and talent development best practices, processes, and tools leveraged across the Nationwide enterprise.

Terri has been with Nationwide for 22 years, and spent 16 of those providing human resources strategic partnership and consultation to the Nationwide Insurance property/casualty business unit. She joined Nationwide in 1996 following a successful human resources career working in a variety of industries and human resources technical specialties.

Terri has a Bachelor of Science degree from Indiana University in Bloomington, Indiana, with a major in administration and a concentration in human resources. She also has earned her Senior Professional Human Resources certification and holds various additional human resources product and tools certifications. Terri has been married for 40 years to her husband Steve and they have three children, two sons-in-law, and five grandchildren.



PANELIST
KYMBERLEE DWINELL

Director, Global Diversity & Inclusion, Northrop Grumman Corporation

Kymerlee Dwinell is corporate director, Diversity and Inclusion for the Northrop Grumman Corporation. She is responsible for the strategic direction, implementation, and alignment of the company's integrated global diversity and inclusion initiatives to build the best company culture, including sustainable development and corporate responsibility strategies that support business growth.

Kymerlee manages programs designed to foster inclusive workplace behaviors, including coaching on diversity challenges, developing educational vehicles for expanding workforce knowledge about diversity, and driving awareness regarding inclusion through company-wide employee networks and communications plans.

Previously, Kymerlee served as sector director, Diversity and Inclusion, within the information systems sector—a role that included EEO/compliance, corporate citizenship, and environmental, health and safety—as part of her management of the Human Resources Center of Excellence. Before that assignment, she was Director, Human Resources, of the former information technology sector's enterprise infrastructure, commercial, state and local, and defense business groups.

Prior to that role, Kymerlee served as HR director for a number of divisions within Northrop Grumman's former mission systems sector, including surveillance and reconnaissance, and information and technical services. Kymerlee joined Northrop Grumman in 1991.

Kymerlee holds a bachelors of arts from Wheaton College, and has attended postgraduate courses at Cornell, Fordham, the University of Virginia, and the University of Michigan. She also holds the Senior Professional in Human Resources (SPHR) certificate from the Human Resources Certificate Institute. She completed the advanced leadership program, Creating the Future, at the Darden Graduate LEAD1NG One Northrop Grumman leadership program.

Kymerlee also has a number of certifications, including certified coach for the Personnel Decisions International Profiler 360, Myers-Briggs Type Indicator qualified, certified to facilitate the Drexler-Sibbet Team performance model, Prosci change management learning systems, William Bridges, and Associates Leading Organizational Transition.

10:45-11:45 AM MORNING BREAKOUT SESSIONS

ENGAGING MEN AS CHAMPIONS TO HELP WOMEN ADVANCE AND SUCCEED

Hear firsthand the innovative ways leading organizations are engaging men as gender champions. Be inspired by personal stories of lessons learned and programs that made a difference. Leave with concrete tools proven to engage men in championing women; that help women develop male allies; and empower all employees to create workplaces that work for everyone.



MODERATOR
EMILY ZUCKERMAN, JD, PhD
Vice President, Global Administration & Legal Affairs, Catalyst

Emily Zuckerman leads Catalyst's legal affairs, directing the organization's contract, employment, intellectual property, governance, and other legal matters in six countries. She also leads Catalyst's efforts to establish entities in new global locations. Emily is a member of Catalyst's Work-life Effectiveness Issue Specialty Team; served as one of the content creators for the edX MOOC, Inclusive Leadership Training: Effective Communication; and served for two years on the Catalyst Award Evaluation Committee.

Outside of Catalyst, Emily serves on the Consortium for Advancing Women Lawyers and the Work and Family Researchers Network's (WFRN) Committee to Connect Research, Policy, and Practice. She is admitted to practice law in New York, New Jersey, Texas, and the District of Columbia.

Prior to joining Catalyst in 2012, Emily practiced labor and employment law for almost 15 years and taught undergraduate courses in legal and US history. She earned a PhD in women's, labor, legal, and modern US history from Rutgers University, a JD *cum laude* from George Washington University, and a BA with honors in history from Northwestern University. Emily has written extensively on the history of social movements, civil rights policy, second-wave feminism, discrimination, and work-life balance, including in essay collections with the University Press of Kentucky and University of Illinois Press. She has presented to business and academic audiences on women's workplace and work-family issues, including the North American Labor History Conference and American Society for Legal History. Emily has received fellowships from the Radcliffe Institute for Advanced Study's Schlesinger Library and the Organization of American Historians.



PANELIST
JUSTIN DEAN
Partner & Managing Director, Head of BCG's Washington DC office, The Boston Consulting Group, Washington, DC

Justin Dean joined The Boston Consulting Group in 2008. He leads the firm's Washington DC office. He is also a member of BCG's Power and Gas utilities practice, leading a variety of efforts across regulated, unregulated, and renewables clients. In his role leading the BCG Washington DC office, Justin actively supports several diversity & inclusion efforts, with a focus on *Women@BCG*.

Prior to joining BCG, Justin worked for the Nevada Power Company as a senior regional engineer in distribution services, managing the construction and maintenance of distribution infrastructure in Las Vegas and coordinating engineering standards across other local gas and water utilities. He also worked as a design engineer for ALSTOM Power, overseeing steam turbine and generator maintenance and engineering projects.

Justin received an MBA from the Kellogg School of Management. He also holds a master's of engineering management with a concentration in manufacturing operations from Northwestern University, and a BS in mechanical engineering from the University of Virginia.



PANELIST
LUKAS STANISZEWSKI
Senior Managing Consultant—Digital Strategy, IBM

As Senior Managing Consultant (Engagement Manager) at IBM based in NY, **Lukas Staniszewski** leads the delivery of digital and analytics strategies and solutions for clients. Lukas is responsible for architecting and managing the creation, development, and delivery of digital experiences and analytics products.

Lukas has worked throughout Europe, South America, North America, and Asia, and has lived in Poland, Norway, the United Kingdom, and the United States. He has been with IBM for five years, previously having worked as a researcher on behalf of the Norwegian Government. He has a master's in economics from the Norwegian Business School.

Lukas and his partner Maria live in NY with their 11-month-old daughter Mila.



PANELIST

E.J. "GENE" FRASER

Vice President, Programs, Quality and Engineering, Northrop Grumman Corporation

E.J. "Gene" Fraser leads Northrop Grumman's program management, quality, and engineering activities.

Gene leads the company's Corporate Program Management Council, conducts special program reviews, and takes responsibility for the company's non-advocate review process. He also leads the Corporate Quality Council and the company's efforts to continually enhance quality management systems across the enterprise. In addition, Gene heads the Corporate Engineering Council, providing leadership for engineering collaboration efforts across the company.

Previously, Gene oversaw engineering for the three divisions of Northrop Grumman's aerospace systems sector (AS)—unmanned systems, military aircraft systems, and space systems—and advanced development programs. He oversaw global product development, leading the team responsible for maximizing the use of already-developed, common enterprise products and solutions.

Gene also served as sector vice president of Aerospace Engineering, and sector vice president and general manager for the AS sector's former AP&T division. Earlier in his career, he served as vice president and deputy for the AS sector's former Strike and Surveillance Systems division. He also served as vice president and Integrated Product Team leader, Long Range Strike, and program manager for the B-2 Spirit bomber.

Gene is a member of the board of advisors for Scaled Composites. In addition, he currently serves as president of the board of directors for the Association for Unmanned Vehicle Systems International (AUVSI) Foundation. He is a member of the Defense Acquisition Board of Visitors and a board member for the Royal Aeronautical Society Washington, DC Branch. He is a life member of the Society of Women Engineers and recipient of the Rodney D. Chipp national award recognizing men who have made significant contributions to the acceptance and advancement of women in engineering. He is also a life member of the Society of Experimental Test Pilots.

Prior to joining Northrop Grumman, Gene served more than 27 years in key leadership positions on government programs in the US Marine Corps, including command of an F/A-18 strike fighter squadron. His final active duty assignment was as the commanding officer of the US Navy's Atlantic Test Wing.

Gene earned a bachelor's degree in chemical engineering from the University of Florida and is a graduate of the California Institute of Technology Program for Strategic Marketing of Technology. He is also a graduate of the US Naval Test Pilot School, and has more than 6,000 flight hours in 87 models of fixed-wing aircraft and helicopters.

10:45-11:45 AM ADVANCING WOMEN ADVANCES COMPANIES

Listen to a panel of senior leaders from 2018 Catalyst Award-winning companies discussing the benefits of inclusion and how advancing women yields business results.



MODERATOR

ANNA BENINGER

Senior Director, Research and Corporate Engagement Partner, Catalyst

Anna Beninger conducts global research on talent-management practices to develop actionable solutions that organizations, leaders, and individuals can leverage to achieve equality for women and diverse employees. She engages with international Fortune 500 companies across industries, as well as academic and governmental institutions, to create diverse and inclusive workplaces. To amplify the impact of this work, Anna designed and successfully implemented a new function leading internal learning programs and providing one-on-one coaching focused on practical, research-based insights to drive change on the ground in our over 800 supporter organizations globally.

Prior to joining Catalyst, she was a Research Associate at the Harvard Business School, where she conducted social psychological research applied to a business context. Anna earned her MSc in Social and Cultural Psychology from the London School of Economics on a U.S. National Science Foundation Graduate Research Fellowship. Her dissertation, *Women in Academia: A Cross-Cultural Perspective on Work/Life Balance*, evaluated the role of institutional and governmental policies, as well as culture, on women's ability to find work/life effectiveness in Sweden, the United Kingdom, Australia, and the United States. Anna graduated *summa cum laude* from Claremont McKenna College with a BA in psychology.



PANELIST

MATT KRENTZ

Senior Partner & Managing Director, Global People Team Chair, The Boston Consulting Group, Chicago

Matt Krentz is a senior partner and managing director in The Boston Consulting Group's Chicago office and head of the Global People Team. In that role, Matt leads the effort to attract, develop, and retain top talent across all cohorts, including Women@BCG, and drives the firm's sustainability initiatives. He is also a member of BCG's Executive and Operating Committees, as well as the Consumer and People & Organization practices.

Matt has delivered several workshops at TEDWomen, is frequently quoted in the media citing BCG's research around gender and diversity, and has coauthored several recent BCG publications, including *How Diverse Leadership Teams Boost Innovation*, *How Millennial Men Can Help Break the Glass Ceiling*, *Five Ways Men Can Improve Gender Diversity at Work*, *Getting the Most from your Diversity Dollars*, *Women on the Move: Forging Leaders Through Overseas Postings*, *Dispelling the Myths of the Gender "Ambition Gap,"* and *The Rewards of an Engaged Female Workforce*.

Since joining BCG in 1983, Matt has advised numerous chief executives and senior management teams on a variety of strategy, corporate development, organization, marketing and sales, and pricing issues across a broad range of industries.

Matt earned his MBA from the Harvard University Graduate School of Business Administration, where he was a George F. Baker Scholar, and earned his BA in economics, cum laude, with distinction in his major, from Yale University.



PANELIST
PHIL GILBERT

**General Manager, Design,
IBM Corporation**

Beginning in 2012, **Phil Gilbert** reinvigorated the legendary IBM design program, establishing a modern standard for the role of arts in business. The program is based on two principles: adding formally trained designers into IBM at an unprecedented scale, and reskilling its global workforce in design thinking and agile practices. Through 2017, more than 1,600 professional designers have been added, and IBM has certified more than 100,000 others in Enterprise Design Thinking. The program was most deeply captured in *The New York Times* (*IBM's Design-Centered Strategy to Set Free the Squares*) and in a documentary film produced by InVision as a part of its *Design Disruptors* series. Phil also serves as co-chair of IBM's Global Executive Women's Council.

Phil is an acknowledged expert and thought leader on topics of corporate change, enterprise design governance, strategy, and culture. He graduated as a Pe-et (top ten) senior from the University of Oklahoma in 1978 and lives in Austin, Texas. You can find Phil on Twitter @philgilbertsr.



PANELIST
AMY SHORE

**President P&C Sales and Distribution,
Nationwide**

Amy Shore leads retail and direct-to-consumer sales and distribution for Nationwide P&C. Her team members lead staff sales supporting all channels, field sales operations for exclusive and independent agents, and relationship management for larger national agencies/brokers. In addition, her team leads Nationwide Sales Solutions, the direct-to-consumer phone and Internet sales organization.

In addition, Amy is the executive sponsor for the All Women's Associate Resource Group, the largest ARG at Nationwide.

Amy has 31 years of experience in the P&C industry, including 20 years in varying leadership positions across Nationwide. She has leadership experience in a variety of business functions including sales, underwriting, product/pricing, customer service, and general management.

Amy holds a bachelor's degree in business administration from Bowling Green State University. She also is a Chartered Property/Casualty Underwriter (CPCU) and Chartered Life Underwriter (CLU). Amy is actively involved in her local community. She currently serves on the boards of the Columbus Symphony, the Columbus chapter of the American Heart Association, and the capital campaign committee for Bowling Green State University.

Amy and her husband, Alan, have been married for 31 years and have two children, ages 28 and 23.



PANELIST
SHAWN PURVIS

**Corporate Vice President and
President, Enterprise Services,
Northrop Grumman Corporation**

Shawn Purvis leads the company's Enterprise Services organization, an integrated shared service that provides operationally focused and high-quality services across Northrop Grumman. She is also a member of the Corporate Policy Council.

Shawn most recently served as vice president and chief information officer (CIO) for Northrop Grumman. She led and executed all aspects of Northrop Grumman's internal information technology (IT) strategy, and provided direction as the IT organization partnered with customers and suppliers on innovative solutions for value delivery, user experience, and risk management.

Shawn has more than 20 years of experience in the intelligence, information systems, and defense industries. Prior to serving as CIO, she served as sector vice president and general manager for Northrop Grumman's former Information Systems' cyber division.

Shawn joined Northrop Grumman in 2012 as vice president of the integrated intelligence systems (IIS) business unit in the Information Systems' intelligence systems division. She was responsible for all aspects of the IIS business.

Prior to joining Northrop Grumman, Shawn held management positions at SAIC, including serving as senior vice president of the Intelligence Systems business unit. She earned a bachelor's degree in computer science from Hampton University and a master's degree in information systems from George Mason University, where she is also Northrop Grumman's executive sponsor, serves on the university's Board of Visitors, and is an active member of its Executive Leadership Council.

Shawn also serves on the board for the National Action Council for Minorities in Engineering. In 2014, she received the Managerial Leadership award at the 19th annual Women of Color STEM Conference.

12:00-1:30 PM NETWORKING LUNCH AND FIRESIDE CONVERSATION

Deborah Gillis, President & CEO, Catalyst, discusses the importance of intentional leadership in creating workplaces that work for women with Brian Cornell, Chairman & CEO, Target Corporation; Member, Catalyst Board of Directors; and a Catalyst CEO Champion For Change.



DEBORAH GILLIS

President & CEO, Catalyst

Growing up in a tiny village in rural Nova Scotia, far from any center of power,

Deborah Gillis was inspired by a group of women who successfully advocated for gender equality rights to be included in the Canadian constitution. As a result, her high school debate topic was, “be it resolved that women earn the same as men.” And so began a career dedicated to giving everyone equal opportunity to succeed.

Her early work in the public sector focused on social justice policy issues: employment equity, anti-racism, and LGBTQI rights. As a consultant and practice leader for two global professional services firms, she advised clients on strategies for aligning talent and business priorities, and championed initiatives to mentor women. Then as a candidate for elected office, Deborah first truly understood the power of role models to inspire girls and young women. That experience and surviving breast cancer motivated her to seek out more deeply meaningful work.

Deborah found it at Catalyst, a global nonprofit that works with some of the world’s most powerful CEOs and leading companies to help build workplaces that work for women. Joining in 2006 as Executive Director of Catalyst Canada, she became Chief Operating Officer in 2012, and then President and CEO in 2014.

She now puts her passion to work as a tireless advocate, opening doors for other women so that we can change the world—one fair, diverse, and inclusive workplace at a time. A recognized thought leader and global influencer, in 2016 Deborah was named as one of Canadian Business magazine’s 10 most influential Canadians, and that same year she received the Foreign Policy Association Medal. Most recently, in 2017, Deborah accepted an honorary Doctor of Laws *honoris causa* from Cape Breton University for dedicating her life’s work to advocating for women’s rights and equality. She serves on the Board of Governors of St. Francis Xavier University.



BRIAN CORNELL

Board Chairman & CEO, Target Corporation; Member, Catalyst Board of Directors; and a Catalyst CEO Champion For Change

Brian Cornell is board chairman and CEO of Target Corp. He is responsible for Target’s global business, including the company’s more than 1,800 US stores, its digital properties, and its 323,000 team members.

Brian joined Target in August 2014 after more than 30 years in escalating leadership positions at leading retail and global consumer product companies, including three CEO roles and more than two decades doing business in North America, Asia, Europe, and Latin America. His past experience includes time as both a vendor partner and a competitor to Target, and he brings insights from those roles to the company today.

Brian currently serves as chairman of the Retail Industry Leaders Association (RILA), and he is a member of the board of directors for Yum! Brands. He previously served as a director for other global brands, including The Home Depot and Polaris Industries.

Brian is also a board member for Catalyst and the Smithsonian’s National Museum of African American History and Culture. He earned a bachelor’s degree from UCLA in 1981, and attended its Anderson School of Management.

2:00-3:00 PM AFTERNOON BREAKOUT SESSIONS

WORKPLACE CULTURES THAT WORK FOR WOMEN

Do you think your workplace works for women? Some of your coworkers might disagree. Workplace culture affects different groups of employees in different ways, and making your workplace work for everyone is a must both for the bottom line and for employee engagement. We'll bring a real-world case study to life to teach you to assess how your culture can improve, introduce methods for monitoring progress, reveal how to turn inevitable setbacks into opportunities, and show you how to approach difficult conversations when those setbacks arise.



MODERATOR **BETSY BAGLEY**

Senior Director and Consultant, Advisory Services, Catalyst

As a Senior Director and Consultant for Advisory Services, **Betsy Bagley** is committed to helping organizations tap into the full potential of their talent by working through the difficult conversations that D&I efforts often entail. She is skilled in facilitating sessions with executives that allow them to understand and address how unconscious biases can unwittingly undermine the equity of talent development in their organization. In addition to her work in organizational change, sponsorship, and women in leadership, Betsy specializes in diagnostics and strategy development.

She has partnered with global clients across industries—from professional services firms to energy, manufacturing, and defense companies—to provide insightful, customized guidance for designing breakthrough solutions.

Betsy joined Catalyst after an extensive career in marketing research and strategic planning with consumer products companies and nonprofit organizations. She draws upon this expertise when investigating opportunities for impact and identifying key leverage points for creating more diverse representation in leadership.

Betsy received her BS in Marketing from Auburn University, her MS in Marketing Research from the University of Georgia, and her Business Executive credentials from the Tuck School of Business at Dartmouth Executive Education Program.



MODERATOR **KATHERINE GISCOMBE, PhD**

Vice President and Women of Color Practitioner, Advisory 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 members use Catalyst knowledge as they create business-driven diversity and inclusion initiatives. She led Catalyst's ground-breaking 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, Katherine 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.

Katherine 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. Katherine 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.

Katherine 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.



PANELIST **LAURA FUENTES**

SVP, Talent & Rewards, Hilton

Laura Fuentes joined Hilton in 2013 and is currently SVP of Talent and Rewards.

In her role, Laura oversees learning and development, global compensation, benefits, recognition, and diversity & inclusion programs, as well as all people analytics for Hilton Team Members across 80 countries. Prior to joining Hilton, Laura 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 their Madrid, New York, and Washington DC offices, where she served clients across financial services and nonprofit sectors. Laura holds a BS in Civil

Engineering from the University of Virginia, an MS in structural engineering from the University of Texas at Austin, and an MBA from Columbia University. She lives in Arlington, VA with her husband and two children.



PANELIST
BRIAN PAULEN

Managing Director and Leader, Seattle Office, West Monroe Partners

In addition to his role as Managing Director and the leader of West Monroe Partners' Seattle office, **Brian Paulen** is a member of the firm's executive leadership team. He is responsible for strategy and performance of the firm's second-largest office, and for its delivery of business solutions built on an uncommon blend of business consulting and deep technology expertise. He is also West Monroe's executive sponsor for the firm's inclusion and diversity initiatives. Brian began his career with Andersen Consulting, and in 2005 founded Madrona Solutions Group, a consulting firm acquired by West Monroe.

In 2009, the *Puget Sound Business Journal* recognized Brian as one of its 40 under 40—business professionals under the age of 40 who have harnessed their entrepreneurial spirit to become leaders in their business, their industry, and their community at an early age. Brian Paulen is a 19-year Seattle resident. He attended Lehigh University in Pennsylvania.



PANELIST
SUSAN STELTER

Co-Founder and Chief People Officer, West Monroe Partners

Susan Stelter is a founding member of West Monroe Partners. Since the firm's inception in 2002, Susan has been responsible for overseeing key functions that shape the firm's fast-growing workforce of nearly 1,000 business consultants and deep technologists. Susan has more than 25 years of experience as a consultant and professional services leader. She has contributed to developing virtually every aspect of the firm's operations. In particular, she has played a key role in shaping and nurturing the firm's distinctive, award-winning people-centric culture.

Tapping Susan's passions for culture and professional development, West Monroe Partners elevated her to the role of chief people officer in January 2017. In this role, Susan oversees an array of people-related matters, including talent acquisition, development, and management; HR operations; and corporate communications. She also oversees the firm's commitment to maintaining an inclusive work environment that attracts diverse talent.

2:00-3:00 PM AFTERNOON BREAKOUT SESSIONS

ADDRESSING WORKPLACE ISSUES AT THE INTERSECTION OF GENDER, RACE, AND ETHNICITY

People of color face unique challenges at work and in their lives. The issues facing women of color can be particularly overwhelming. But their distinct perspectives and experiences add tremendous value to organizations. Join us to hear about the specific challenges women of color face, and learn how people at all levels of your organization, especially you, can create a workplace that works for all women.



MODERATOR
JENNIFER THORPE-MOSCON, PhD

Senior Director and Panel Manager, Research, Catalyst

Jennifer Thorpe-Moscon, PhD, is a researcher and expert in the leadership behaviors and organizational practices that contribute to or inhibit inclusion. 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. As Senior Director of Research, she co-leads Catalyst's research on gender, race, and ethnicity to ensure that workplaces are inclusive for all women, and works directly with companies to help them identify practices that can drive inclusion. She also serves as a resource for participant outreach and analytics.

Prior to joining Catalyst, Jennifer 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. In addition, 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 BA in both psychology, with honors, and computer science from Columbia University, where she graduated *magna cum laude*.



OPENING REMARKS
DNIKA J. TRAVIS, PHD

Vice President, Research, Catalyst

Dnika J. Travis, PhD is a researcher, educator, and expert in leadership, communication effectiveness, and workplace inclusion. Dnika leads Catalyst's research on organizational change and gender, race, and ethnicity in the workplace. In both areas, Dnika is responsible for developing and delivering 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. Most recently, Dnika was named a 2017 “Woman Worth Watching” by *Profiles in Diversity Journal*.

Prior to joining Catalyst, Dnika was an assistant professor at the University of Texas at Austin School of Social Work, where she holds an affiliation as a faculty fellow. She earned her PhD from the University of Southern California, MSW from the University of Michigan, and BA from Hampton University.



PANELIST
DIANNE GREENE

Division Vice President and General Manager—ADP, Norfolk

As the Division Vice President and General Manager of ADP’s new facility in Norfolk, VA, **Dianne Greene** leads the joint delivery of business unit and function operational objectives, service innovation strategies, process standardization, and continuous improvement for the entire “OneADP” site as it rapidly grows to over 2,200 associates.

Dianne has over 26 years of service leadership experience including the creation, expansion, and deployment of domestic and international service organizations for ADP, Citigroup, and Merrill Lynch. In her 13-year career at ADP, Dianne has held several leadership roles of increasing responsibility, including Vice President of Strategic Workforce Planning, Vice President of Client Migration Services, Vice President of Enablement, Client Relations Executive, and Senior Director of GlobalView Client Service.

Her educational background includes an MBA in management from Howard University (with honors) and a BS in economics and finance from Fairleigh Dickinson University.



PANELIST
ILEANA MUSA

Managing Director, Morgan Stanley Private Bank, N.A International Wealth Management, Morgan Stanley

Ileana Musa is the head of International Banking & Lending for International Wealth Management at Morgan Stanley. Prior to joining Morgan Stanley, she was the Global Client Segment and Strategy executive for Merrill Lynch Wealth Management. In this capacity, Ileana focused on international financial and international high-net-worth and ultra-high-net-worth clients.

Prior to Bank of America, Ileana held several leadership roles in the domestic, international, and affluent banking platforms at JPMorgan Chase, where she lent her talent in growing the cross-border business for high-net-worth clients. Ileana received her BBA degree, with a concentration in finance, from the University of Miami and an MBA degree in finance from Florida International University.



PANELIST
BRIAN K. REAVES

Chief Diversity & Inclusion Officer, Dell Technologies

Brian Reaves is responsible for Dell’s global diversity and inclusion initiatives. In this role, he partners with leaders and team members across the organization to deepen and advance Dell’s culture of inclusion as a fundamental business imperative.

Brian is an experienced technology executive with a track record of success in advancing diversity and inclusion within the tech industry. Prior to joining Dell, Brian was a Senior Vice President (SVP) within SAP’s Office of the CEO organization, where he led Diversity & Inclusion (D&I) initiatives for the company. In that role, Brian focused on the development and implementation of D&I strategies and tactics that drove sustainable business value.

While at SAP, Brian was the key innovator for two of SAP’s major diversity initiatives: Project Propel, which provided trainings on the latest technologies to a variety of groups, including minority service institutions (MSIs) and historically Black colleges and universities (HBCUs); and Project Dream, which aimed to increase exposure of SAP products to a more diverse range of consumers.

Over the past 30 years, Brian has held senior executive software development and management roles in a number of industries and technology sectors, including cloud computing, supply chain, healthcare, finance, telecommunications, and utilities.

Brian began his career as a software developer at Xerox Corporation, and had the opportunity to participate in groundbreaking technology innovation at locations across the globe including the Palo Alto Research Center (PARC), which is well known for key innovations including laser printing, Ethernet, the modern personal computer, and object-oriented programming.

Brian’s passions include design thinking, international travel, and professional/amateur sports. Brian holds a BS in mathematics and computer science from UCLA, and grew up in the South-Central Los Angeles area.

2:00-3:00 PM AFTERNOON BREAKOUT SESSIONS

ENGAGING MEN AS CHAMPIONS TO HELP WOMEN ADVANCE AND SUCCEED

Hear firsthand the innovative ways leading organizations are engaging men as gender champions. Be inspired by personal stories of lessons learned and programs that made a difference. Leave with concrete tools proven to engage men in championing women; that help women develop male allies; and empower all employees to create workplaces that work for everyone.



**MODERATOR
ANDREW R. GRISSOM**

Associate Librarian, Information Center, Catalyst

Andrew Grissom has been a librarian with the Catalyst Information Center since 2016. Andrew answers complex reference questions and creates IC knowledge products, including Quick Takes and the My Career Toolkit. He conducts trainings and assists staff in upholding Catalyst’s knowledge management standards. He is also a member of the Catalyst CEO Champions For Change project team and Catalyst’s Social Media Team.

Before joining Catalyst, Andrew was a librarian at the Paul Barret, Jr. Library at Rhodes College. He received his Master of Science in information sciences from the University of Tennessee, Knoxville, and his Bachelor of Arts in religious studies from Rhodes College. Recently, Andrew was selected by the American Library Association as a member of the 2017 Class of Emerging Leaders.



**MODERATOR
MARTHA FEEDBACK**

Senior Director, Corporate Engagement, Catalyst

Martha Feedback is the Senior Director, Corporate Engagement, for Catalyst. Martha develops and supports Catalyst supporter organizations by making them aware of Catalyst resources, research, and events on topics related to opportunities for women and business. She is responsible for helping supporter organizations engage in diversity initiatives and raise awareness of unconscious biases in the workplace. As a public speaker, Martha’s areas of expertise at Catalyst include the business case for diversity, the barriers to advancement of women in the workplace, and inclusive leadership.

Martha’s prior work experience includes a strong background in consumer products and corporate marketing with The Coca-Cola Company, Tele-Communications Inc., and Procter and Gamble. Martha earned her BS in business from Miami University in Ohio and her MBA from the University of Washington.



OPENING REMARKS

S. Shariq Yosufzai

Vice President, Global Diversity, Chevron Corporation

S. Shariq Yosufzai has been Vice President, Global Diversity, Chevron Corporation since 2013. He is responsible for Chevron’s Diversity & Inclusion (D&I) and Ombuds functions, and oversees the company’s strategic partnerships with universities and professional societies. In 2015, Chevron received the prestigious Catalyst Award for innovative organizational approaches in the advancement of women. Among many other distinctions, Shariq was selected as one of the 2015 Top 50 Diversity Professionals in Industry worldwide by *The Economist’s* Global Diversity List, and in 2017 was named among the Outstanding 50 Asian Americans in Business by the Asian American Business Development Center.

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

Shariq serves as Chair of the AIChE Foundation Board of Trustees, an advisory board member of the UnidosUS (formerly the National Council of La Raza), and a trustee of the NAACP Foundation. He is also President of the Berkeley Symphony Board of Directors and serves on the boards of the San Francisco Opera and Cal Performances. He was the 2011 Chair of the Board of the California Chamber of Commerce and the 2010 Chair of the Board of The Association of Former Students of Texas A&M University.

Shariq earned a Bachelor of Science in chemical engineering from Texas A&M University, which has recognized him as a Distinguished Alumnus, Outstanding International Alumnus, and Outstanding Engineering Alumnus.



PANELIST

FRANK C. CASSULO

President, Chevron Canada Limited

Appointed President of Chevron Canada Limited in February 2018, **Frank Cassulo** is responsible for the company’s upstream interests in Canada, including oil sands, unconventional resource assets in Alberta and British Columbia, interests offshore Newfoundland and Labrador, the proposed Kitimat LNG Project, and assets in the Northwest Territories and Yukon.

Frank joined Chevron in 2000 and has held numerous operations and management positions of increasing responsibility in Kazakhstan, Thailand, and the United States. He was president of Chevron Pipe Line Company (CPL), a wholly owned subsidiary of Chevron Corporation, from June 2016 to January 2018. In this role, he was responsible for managing an extensive network of crude oil, natural gas, and refined product pipelines, as well as storage facilities in North America. Frank was deputy managing director, Eurasia Strategic Business Unit in Kazakhstan, where he was responsible for operational excellence, exploration, manufacturing operations, reinvestment, and Chevron's interest in Azerbaijan and the Karachaganak joint venture. He also served as the West Area Operations Manager for the Gulf of Mexico Business Unit, responsible for shelf operations from Louisiana to Texas.

Frank received a bachelors' degree in mechanical engineering from North Carolina State University in 1994 and an MBA from Wake Forest University in 2000. He and his wife, Aimee, have two children.



PANELIST
KAT HOFFMAN

Earth Scientist, Energy Technology Company, Chevron

Kat Hoffman is an earth scientist working for Chevron Corporation in Houston. As a Learning Solutions Specialist in the Enterprise Technical Learning department, Kat provides instructional design to the Earth Science, Petroleum Engineering, and Operations and Maintenance training portfolios. She also integrates technologies, models, and best practices that support adult learning into Chevron's training and learning plans.

Before taking on her current role in 2015, Kat served as a geologist within both Chevron North America Exploration and Productions (CNAEP) and the Energy Technology Company (ETC). She worked in a variety of technical areas including steam flood asset development, integrated interpretation and modeling, and frontier exploration. Kat joined Chevron in 2008 after graduating from Indiana University with a master's degree in biogeochemistry.

In addition to her responsibilities as a Learning Solutions Specialist, Kat serves on the Women's Network Executive Committee as its global MARC director. She is the primary contact and subject matter expert for the MARC initiative at Chevron, responsible for engaging Women's Network site leaders globally to encourage and support the program's deployment enterprise-wide. She also leads the team that develops and maintains the MARC toolkit that local teams leverage to execute MARC programs.



PANELIST
GADI SAARONY

Senior Vice President, Clinical Research Services, PAREXEL

Gadi Saarony is responsible for the operational delivery of PAREXEL's clinical research services. His global remit includes site strategy and selection, patient recruitment, data management, biostatistics and programming, clinical operations, project management, and resourcing. In his role, Gadi also works closely with PAREXEL's strategic partnerships and key accounts. He is a member of the Business Review Committee (BRC), the company's most senior leadership team. He was also instrumental in launching PAREXEL's Gender Partnership Committee and serves as Executive Sponsor.

Prior to assuming his current role, Gadi held several senior-level positions at PAREXEL. He was instrumental in achieving rapid growth in sales and revenue and driving consistently strong profitability performance in the consulting business. He joined PAREXEL in 2003 in strategy development.

Before joining PAREXEL, Gadi served as Director of Consulting Services for Habama, Inc. and Associate Director, Strategy, with Ernst & Young, LLP, Inc. He graduated from Rider University with a Bachelor of Science in economics, and holds a Master's degree in international business from The American Graduate School of International Business (now Thunderbird School of Global Management)



PANELIST
JOHN TOWEY

Managing Director, Enterprise Resolution Execution Office, Operational Readiness, Bank of America

John Towey is Enterprise Resiliency leader at Bank of America responsible for preparing the Operations, Technology, and Shared Services teams to be operational ready in the event of a situation that has the potential to inhibit the company's ability to operate effectively and serve its clients. Prior to his current role, John led several organizations across Bank of America Global Technology & Operations.

Before joining Global Technology & Operations, John held a variety of roles within Merrill Lynch over 17 years, including Managing Director of Wealth Management Client Services, where he helped develop and implement the integrated banking and brokerage service delivery model, and Managing Director of Client Relationship & Reporting Services, which provided brokerage client support services.

John has a Bachelor of Fine Arts degree from the College of New Jersey, and holds Six Sigma certification and Series 7 Financial Industry Regulatory Authority registration.

3:00-4:15 PM CLOSING KEYNOTE

Carla Harris, Vice Chairman, Managing Director and Senior Client Advisor at Morgan Stanley delivers closing remarks.



CARLA HARRIS

**Vice Chairman, Managing Director
and Senior Client Advisor at
Morgan Stanley**

Carla Harris is Vice Chairman of Wealth Management and Senior Client Advisor at Morgan Stanley. She was Chair of the Morgan Stanley Foundation from 2005 to 2014, and sits on the boards of several community organizations. In August 2013, Carla was appointed by President Barack Obama to chair the National Women's Business Council. She is a gospel recording artist and a popular public speaker who gives impactful career guidance to corporate audiences based on her book, *Expect to Win*. Carla joined Morgan Stanley in 1987 after completing an AB in economics from Harvard University and an MBA from Harvard Business School.

Carla has been named to many prestigious lists including *Fortune Magazine's* list of The 50 Most Powerful Black Executives in Corporate America and The Most Influential list, *American Banker's* Top 25 Most Powerful Women in Finance (2009, 2010, 2011, 2012), *Black Enterprise's* Top 75 Most Powerful Women in Business, *Black Enterprise Magazine's* Top 75 African Americans on Wall Street, and *Essence Magazine's* list of The 50 Women Who Are Shaping the World.

Carla's passion lies in helping others. As she says, "we are blessed, so that we can be a blessing to others." While climbing the corporate ladder, Carla experienced her own personal missteps amid numerous victories. She vowed that when she reached senior management and people came to her for advice, she would provide them with the tools, strategies, and pearls of wisdom honed by her own experience.

Carla is an accomplished singer who has delighted audiences around the world with her soulful renditions of new and old gospel favorites. Starting young with a love of singing, she quickly migrated towards choral music and gospel choirs at age 13.

While at Harvard, Carla continued to pursue her music, singing with the world-renowned Radcliffe Chorale Society, the oldest women's singing group at Harvard, and in her own band Rhythm Company. She has performed four sold-out concerts at Carnegie Hall and released several albums.

7:30 AM-1:30 PM OPTIONAL MORNING SESSIONS

To learn more about the featured session speakers, see pages 2-12.



EMCEE

SVETLANA MOSTOVSKY

Vice President, US Strategy & Development, Catalyst

Svetlana Mostovsky is responsible for managing Catalyst's major accounts and strategic engagement opportunities. Svetlana develops, plans, and implements a corporate strategy for managing relationships with key accounts which offers corporations, foundations and philanthropists the opportunity to invest in the Catalyst mission.

Prior to becoming Vice President of Development, Svetlana held roles as Director and Senior Director, Development and Member Relations, in the organization. She contributed to the growth of Catalyst supporting organizations, organized supporter-hosted events throughout the United States on topics related to Catalyst research, and served on the Catalyst Award Evaluation Committee.

Svetlana holds a Master's degree in History from Brooklyn College and is a member of Women in Development (WID), New York, serving on the Special Programming Committee.

Fun Fact: Svetlana has a strong Brooklyn accent and disguises it in professional settings.

1:45-2:35 PM

ACCELERATING CHANGE FOR WOMEN: SPOTLIGHT ON SODEXO

Michel Landel, Retired CEO & Member, Board of Directors, Sodexo, and Lorna Donatone, CEO Geographic Regions, Region Chair for North America, Sodexo, speak with Rohini Anand, PhD, Senior Vice President and Global Chief Diversity Officer, Sodexo, about how to drive inclusion and advance women through intentional leadership, accountability, and sponsorship. Learn from their personal anecdotes of failure, overcoming resistance, and persevering to positive impact.



MICHEL LANDEL

Retired CEO & Member, Board of Directors, Sodexo

Michel Landel is an international leader who has traveled the world. His 25-year career with

Sodexo began in 1984 when he accepted the position of Chief Operating Manager of Eastern and North Africa.

By 1986 he had been promoted to President of the Group's entire operations of remote sites in Africa. In 1989, he took charge of the Group's North American operations, and lived in the United States for over 18 years. Under his leadership, Sodexo became a premier provider of food and facilities management services in North America, which currently generates 38% of the Group's consolidated revenues and employs more than 120,000 people.

In 1996 Michel initiated the STOP Hunger Sodexo Foundation, where he remains the president today. With over 229 major initiatives active in 22 countries throughout the world, STOP Hunger is a growing force that continues to help children and families battle malnutrition. In 1999, Michel was named President and Chief Executive Officer of Sodexo Inc North America. In 2000 he was appointed Vice President of the Sodexo Executive Committee. He was named Chief Operating Officer in 2003, and he went on to become Chief Executive Officer in 2005. In January 2009, Michel was appointed to the Sodexo Board of Directors.

Throughout his career, Michel has been the honored recipient of many prestigious awards. Recognized as a champion of diversity, he received the CEO Leadership Award for Diversity Best Practices and the CEO Advocate of the Year by Asian Enterprise Magazine. In 2007, he accepted the distinguished inclusion into the French Order of Knights of the Legion of Honor: chevalier dans l'Ordre national de la Légion d'Honneur.

Michel is a graduate of the European Business School and has studied in France, the United Kingdom, and Germany. A father of three children, in his personal life he enjoys traveling with his wife and spending time preparing inventive cuisine for his family and friends.



LORNA C. DONATONE
**CEO Geographic Regions, Region
 Chair for North America, Sodexo**

Lorna Donatone is Sodexo’s CEO for Geographic Regions and Region Chair for North America. She is a member of the Sodexo Group Executive Committee and Chair of the North America Regional Leadership Committee. As CEO for Geographic Regions, Lorna is responsible for the coordination of businesses around the world.

Before moving to her current role, Lorna was CEO for Schools worldwide, managing the K-12 business in 42 countries. Prior to that, she served as Chief Operating Officer and President of Sodexo’s US Education market, which includes 500 public school districts and more than 850 college and university campuses. She has held several other key leadership roles in the company, including President of School Services and President of Spirit Cruises. Lorna has been instrumental in developing Sodexo’s Employee Business Resource Groups, with a commitment to diversity, inclusion, mentorship, and training employees. She began her career in public accounting with Deloitte & Touche and has worked in the airline, banking, and high-tech industries.

Lorna demonstrates her leadership through community and industry involvement. She is on the Sodexo Stop Hunger Foundation Board. She has served as on the boards of the National Restaurant Association since 2005, became a trustee of the National Restaurant Association Educational Foundation in 2011, and is past Chair of the Board. Lorna is also Past Chair of the Board of Directors of the Women’s Foodservice Forum. She was elected as a member of the Board of Trustees for The Culinary Institute of America in 2008. She is a member of the Board of Directors of Jamba Juice, Inc. Lorna also chairs the Texas Christian University Neeley School of Business International Board of Visitors, and is a member of the Tulane University Business School Council. She previously served as a member of the Board of Directors for Entertainment Cruises. She has a Bachelor of Science in management from Tulane University and an MBA from Texas Christian University.



DR. ROHINI ANAND
**Senior Vice President and Global Chief
 Diversity Officer, Sodexo**

Dr. Rohini Anand is responsible for the strategic direction, implementation, and alignment of Sodexo’s integrated global diversity and inclusion initiatives, as well as Sodexo’s corporate social responsibility and wellness strategies. Rohini is also a member of the North America Regional Leadership Committee for Sodexo.

Under Rohini’s leadership, Sodexo received the prestigious 2012 Catalyst Award and has ranked in the top 10 for nine consecutive years on the DiversityInc business index of Top Companies for Diversity and Inclusion. In addition, The Human Rights Campaign has given Sodexo a 100% rating on its Corporate Equality Index for

nine years, and Sodexo was named Global Sustainability Industry Leader in its sector for the 13th year in a row by the Dow Jones Sustainability Index (DJSI).

Widely considered a leading expert on organizational change and diversity and inclusion, Rohini has been featured in several articles in trade magazines as well as CNBC, *The Boston Globe*, *The New York Times*, and the *Washington Post*. She has authored several manuals and has been published in numerous trade journals. Rohini has appeared on CNN, Bloomberg, and CNN Money as well on National Public Radio. She has received many prestigious awards and honors including the *Mosaic Woman Leadership Award*, the Women’s Foodservice Forum Trailblazer Award, the American Institute for Managing Diversity’s *Individual Leader Award*, the Who’s Who in Asian American Communities Award (WWAAC), and Ascend’s inaugural *Excellence in Diversity & Inclusion* award.

Rohini received her PhD from the University of Michigan. She chairs the Catalyst Board of Advisors, and serves on the boards of several organizations including the Gay, Lesbian & Straight Education Network (GLSEN), Community Wealth Partners, the National Organization on Disabilities (NOD) and Sodexo’s Stop Hunger Foundation. She also serves on the Charter Communications External Diversity and Inclusion Council.

2:35-3:45 PM

**RESPONDING TO SOCIAL MOVEMENTS
 STRATEGICALLY AND AUTHENTICALLY**

No company builds its culture in isolation. Larger social concerns—like #MeToo, #BlackLivesMatter, and the polarized political environment—are bound to intrude and affect both employees and your business. To keep up, you must be able to anticipate and respond to these movements in a way that feels authentic and aligns with your organizational goals. Find out how to lead your organization to greater gender equity during social flux.



MODERATOR
SUSAN SILBERMANN
Global President, Pfizer Vaccines

Susan Silbermann, Global President of Pfizer Vaccines, oversees an international business and is responsible for the commercial development of a visionary pipeline portfolio of vaccines to address unmet medical needs for serious and life-threatening conditions.

Susan leads a team that partners with government and global civic organizations to maximize Pfizer’s impact on public health. Pfizer is proud to collaborate with Gavi, the Vaccine Alliance, as we have a shared objective to protect the world’s most vulnerable children through a sustainable vaccine program.

Throughout her nearly 30-year career at Pfizer, Susan has held numerous leadership positions in marketing, commercial development, and general management.

Susan is a member of the Board of Gavi, the Vaccine Alliance, representing the International Federation of Pharmaceutical Manufacturers & Associations member companies. She is also Chair of the IFPMA Vaccine CEO Steering Committee, and serves on the board of advisors for Catalyst Inc.



OPENING REMARKS CAROL ZACHARIAS

**SVP, Underwriting Counsel,
QBE North America**

Carol Zacharias, SVP, Underwriting Counsel

is responsible for leading product development for QBE North America's Specialty Insurance and Property & Casualty lines on a cross-commercial platform. Carol also drives continuous product innovation and oversees development of thought leadership.

Carol attended New York University School of Law, where she received a master's degree in corporate law. She is a member of the board of the Association for Cooperative Operations Research and Development (ACORD). Carol has served as Chairman of the American Bar Association Business Law Section's Business Insurance Committee and Vice Chairman of the Professional, Officers' and Directors' Liability Law Committee of the Tort and Insurance Practice Section. She also served as co-chair of the insurance subcommittee of the American Bar Association Litigation Section's Committee on Corporate Counsel. Carol is a member of the United States Supreme Court bar, the Federal and New Jersey bars, as well as the American Bar Association and the American Corporate Counsel Association.

She has been published in a securities law textbook and a variety of periodicals including the *Journal of Commerce*, *National Underwriter*, *Global Reinsurance*, *Bank Director*, *Professional Agent*, *Journal of Accountancy*, *John Liner Review*, *Professional Agent*, *Insights*, *BNA's Tax Management & Compensation Planning Journal* and *Liability Corporate Analyst*. Carol has been quoted in various publications, including the *Wall Street Journal* and *Business Insurance*. She is a frequent speaker at events and taught professional liability at New York's College of Insurance, now part of St. John's University.



PANELIST MICHELLE EDKINS

**Managing Director, Global Head
Investment Stewardship, BlackRock**

Michelle Edkins is a Managing Director at

BlackRock and Global Head of its Investment Stewardship team of over 30 specialists. Michelle is responsible for the team's engagement and proxy voting activities in relation to the companies in which BlackRock invests on behalf of clients. She also serves on the firm's Global Operating, Human Capital, and Government

Relations Steering Committees. An active participant in the public corporate governance debate, she was named in the NACD Directorship 100 Governance Professionals list for the past seven years. She is also a fellow of the Aspen Institute's First Movers program and a former chair of the Board of Governors of the International Corporate Governance Network. She currently serves on a number of industry initiatives to enhance governance and sustainable business practices, including the US chapter of the 30% Club, a market initiative to increase the number of women on boards and in senior management, the Sustainability Accounting Standards Board (SASB) Investor Advisory Group, and the CECP's Strategic Investor Initiative. An economist by training, Michelle has also worked in the UK in a number of investment stewardship-related roles, as well as in government roles in her native New Zealand.



PANELIST ANN M. FUDGE

**Retired Chairman & CEO,
Young & Rubicam Brands**

Ann Fudge is the former chairman and

CEO of Young & Rubicam Brands, a global network of marketing communications companies. Prior to that, Ann served as president of the Beverages, Desserts, and Post Division, a \$5 billion unit of Kraft Foods. Before joining General Foods, she spent nine years at General Mills. She currently serves as chair of the US Programs Advisory Board of the Gates Foundation, and trustee of the Brookings Institution and of WGBH Public Media, in addition to serving as a member of the State Department's Foreign Affairs Policy Board.

Ann is a former trustee of the Rockefeller Foundation and the Council on Foreign Relations, and was formerly on the boards of General Electric and Infosys. She is currently on the boards of Novartis, Unilever (vice chair), and Northrop Grumman, in addition to serving on the Harvard Corporation Finance Committee, the board of the Smithsonian National Museum of African American History and Culture, and the HBS Visiting Committee.

A committed philanthropist focused on education and youth, Ann has served as a trustee at Morehouse College and on the boards of the Boys and Girls Clubs of America, Harvard Overseers, and Simmons College.

The former President of the Executive Leadership Council, Ann was honored in 2005 with the establishment of the Ann Fudge Scholars program. More than 50 young women have received the Ann Fudge Scholarship since its inception in 2005. She helped establish the H. Naylor Fitzhugh Chair at HBS, and she and her husband have also set up scholarships at Bowdoin College and Simmons College. Ann has two sons and five grandchildren and lives in Chestnut Hill, Massachusetts.



PANELIST
JEFF GRANGE

**President of Specialty Insurance,
QBE North America**

Jeff Grange is the President of QBE North America’s Specialty Insurance business, and he also provides oversight to the Global Credit & Surety practice. He serves on the QBE North American Executive Management Board, is a member of QBE’s Group Underwriting Committee, and sits on the Advisory Board of Risk Capital Partners.

He is a highly experienced insurance executive with over 25 years of industry experience. Prior to joining QBE in 2013, Jeff was the Chairman of the Group Underwriting Committee and Global Practice Leader for Management & Professional Liability at Torus Insurance. He also spent over 20 years with the Chubb Group, where he held various global senior management positions.

Jeff earned a Bachelor of Science in human physiology and a Bachelor of Arts in political science from McGill University, Montreal.

He also served on the board of directors for Caltex Australia Limited and GS Caltex Corporation in South Korea. Mike was executive vice president of Downstream & Chemicals from 2006 to 2015. Prior to that, he served as president of Global Supply and Trading from 2003 to 2006.

Mike serves on the board of directors and executive committee of the American Petroleum Institute, and is a member of the National Petroleum Council, Business Roundtable, and The Business Council.



PANELIST
JACQUELINE HINMAN

**Former Chairman & CEO,
CH2M HILL Companies Ltd.**

Jacqueline (Jacque) Hinman most recently served as the Chairman and Chief Executive Officer of CH2M, a purpose-driven engineering and consulting firm focused on delivering infrastructure, energy, environmental and industrial solutions for clients and communities worldwide. CH2M, headquartered in Denver, is a Fortune 500 leader with \$5.4 billion in annual revenue and more than 20,000 employees. The company merged with Jacobs Engineering in December 2017, and after overseeing the transaction, Jacque exited the business to pursue other opportunities.

During her almost 30-year tenure with CH2M, Jacque stressed operational excellence aligned with the purpose and values that defined CH2M’s culture. Under Jacque’s leadership, CH2M was recognized among the world’s top engineering firms in annual *Engineering News-Record* industry rankings, and listed among the Ethisphere Institute’s World’s Most Ethical Companies for nine consecutive years. The company is also a previous winner of the Catalyst Award. CH2M was recently recognized as one of the top 50 Fortune Companies that Change the World, as a Forbes Best Employer for Diversity and Best Large Employer, and as a Women on Boards 2020 Leading Company.

An active advocate for infrastructure innovation, STEM education, and diverse workforce development, Jacque served on the Business Roundtable Executive Committee and chaired its Infrastructure Committee. She is also a member of the Business Council and served on the World Economic Forum Global Advisory Council on Infrastructure.

Jacque earned her bachelor’s degree in civil and environmental engineering from Pennsylvania State University and received the Distinguished Alumni Award in 2015. A graduate of the Stanford University Executive Program, Jacque also is a registered professional engineer and accredited by the US Green Building Council’s Leadership in Energy and Environmental Design (LEED) program. Jacque currently serves on the Board of Directors of International Paper, and on the Board of Directors and Executive Committee of Catalyst.

4:00-4:55 PM

**CHAMPIONS FOR CHANGE:
CEOS SHAPING OUR FUTURE**

In this unique and unprecedented opportunity, hear directly from CEOs on the Catalyst Board of Directors and from Supporter companies on how they lead through tumultuous times, how they personally champion gender equity, and what they are doing to build a future with workplaces that work for women.



MODERATOR
MIKE WIRTH

**Chairman of the Board &
Chief Executive Officer,
Chevron Corporation**

Mike Wirth was elected Chairman of the Board and Chief Executive Officer by Chevron’s board of directors in September 2017, and assumed the roles on February 1, 2018. Prior to his current role, Mike served as vice chairman of the board in 2017 and executive vice president of Midstream & Development for Chevron Corporation from 2016-2018. In that role, he was responsible for supply and trading, shipping, pipeline and power operating units, as well as corporate strategy, business development, and policy, government, and public affairs.

Mike joined Chevron in 1982 as a design engineer. He earned a bachelor’s degree in chemical engineering from the University of Colorado in 1982. In 2001, Mike was named president of Marketing for Chevron’s Asia/Middle East/Africa business, based in Singapore.



PANELIST

NV "TIGER" TYAGARAJAN

President & CEO, Genpact

Based in New York, [NV "Tiger" Tyagarajan](#) is credited as one of the industry leaders who pioneered a new global business model and transformed a division of GE (formerly GE Capital International Services) into Genpact, a global professional services firm focused on delivering digital transformation for its clients. Genpact has over 77,000 employees and annual revenues of \$2.74 billion as of December 31, 2017.

In his current role, Tiger spends a lot of his time with the C-Suite of large global corporations, helping them drive change globally and get more competitive in their industry. Over his career, Tiger has held several global roles in sales, operations, risk, and Six Sigma at Unilever, Citi, and GE. Tiger is an engineer and MBA by training.

Tiger frequently writes and speaks about digital disruption, global talent issues, continuous skill development, and the importance of building a strong corporate culture. He is also passionate about diversity, serving on the Boards of Catalyst and the Center for Talent Innovation (CTI) and as one of the founding supporters of the US chapter of the 30% Club. Tiger is also a member of the WSJ CEO Council.

8:30-9:15 AM

2018 CATALYST AWARDS CONFERENCE KICKOFF AND OPENING REMARKS

Join Caroline A. Wanga, Chief Diversity and Inclusion Officer and Vice President Human Resources, Target Corporation and Tina M. Tchen, Partner at Buckley Sandler and a Leader of the Time's Up Legal Defense Fund as they kickoff this years Catalyst Awards Conference.



CAROLINE A. WANGA

**Chief Diversity and Inclusion Officer
and Vice President Human Resources,
Target Corporation**

Caroline A. Wanga is Chief Diversity and Inclusion Officer and Vice President of Human Resources at the Target Corporation. She leads Target's strategic intent to champion an inclusive society with accountability for inclusive guest experiences, a diverse and inclusive work environment, and societal impact. As a cultural catalyst, she fuels Target's business objectives through the company's first-ever performance-based D&I goals. Since this program launched in 2015, supplier diversity, marketing, philanthropy, retention, hiring, representation, and engagement have significantly improved.

Caroline began her Target career in supply chain in 2005, serving in a variety of transformational leadership roles including modernizing supply chain, business intelligence, digital, and strategy capabilities prior to joining the D&I team in 2014.

Caroline earned her bachelor's degree in business administration from Texas College, and is an inspirational thought leader and public speaker. Her innovative shared-accountability approach to driving business results is featured in *The Innovation Mentality* by Glenn Llopis and *Our Search for Belonging* by Howard Ross.



TINA M. TCHEN

**Partner at Buckley Sandler and a
Leader of the Time's Up
Legal Defense Fund**

Tina Tchen, a partner with Buckley Sandler, draws on more than 30 years of experience at the highest levels of private practice and government service. She provides corporations, boards, and individuals with unique litigation, counseling, and crisis-management skills.

Previously, she served as an assistant to President Obama, executive director of the White House Council on Women and Girls, and chief of staff to First Lady Michelle Obama.

Tina is a leader of Buckley Sandler's Workplace Cultural Compliance practice, counseling companies on issues related to

gender inequity, sexual harassment, and lack of diversity in the workplace. She has been instrumental in spearheading the Time's Up Legal Defense Fund, which provides legal support to women and men who have experienced workplace sexual harassment.



TROY RODERICK

**Executive Ambassador, Australia,
Catalyst**

Troy Roderick has specialized in diversity and inclusion (D&I) for over 20 years. As Catalyst Australia's Executive Ambassador, Troy provides leadership and support to Catalyst supporter companies in Australia, which are 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, Troy has worked at Telstra since 2007, and he currently leads Telstra's D&I function with reach into customer, community, and HR practices. 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. Troy is also an active White Ribbon Ambassador as part of Australia's campaign to end men's violence against women.



ALICIA SULLIVAN

**Senior Associate, Corporate
Engagement, Catalyst**

As a Senior Associate, **Alicia Sullivan** helps leading corporations and firms leverage Catalyst expertise to drive diversity and inclusion internally. She contributes to Catalyst Canada's corporate engagement strategy, developing strong relationships with corporations to further Catalyst's mission of accelerating progress for women in the workplace. Alicia is the project manager of the Catalyst Canada Honours, a program that recognizes champions of gender diversity in corporate Canada. She is also a passionate speaker on issues across gender, race, and ethnicity in the workplace.

Alicia previously worked at Catalyst, where she was a liaison across regions and supported the Executive Director in Canada. She subsequently completed a law degree and returned to Catalyst to pursue her passion for helping organizations make progress towards achieving their diversity and inclusion goals.

Prior to joining Catalyst, Alicia worked internationally as a senior policy analyst with a public agency where she conducted national socioeconomic research and advocated for public policies to improve lives.

Alicia earned an LL.B. from the University of London. She holds an MSc. in Sociology and a BSc. in Psychology and Sociology (Double Major) with First Class Honours from the University of the West Indies, Mona Campus, Jamaica.

9:15-11:45 AM

EMERGING LEADERS MORNING PROGRAM

Networking With a Purpose

Get to know what you have in common with other emerging leaders.

Spotlight on Emerging Leaders

Young, high-potential leaders from Arconic and UPS will share their vision of the future workforce, exploring the intersections of generational differences, gender, and career advancement.

Take Charge Of Your Career

Explore your current career advancement strategies, learn the top advancement strategies and how they pay off differently for men and women, and discuss why we see these differences in the workplace.

Inspiration From Catalyst Award Winners

Gain advice, ideas, and insight from this panel of emerging leaders from the 2018 Catalyst Award-winning companies, who will share how their stories of success, failure, and growth have been influenced by their company's Catalyst Award-winning initiative.

Lunch Objectives

Get ready for a networking lunch with goals that might earn you a special award!



FACILITATOR EMERGING LEADERS TRACK

AUDREY GALLIEN
Senior Director, Business
Development, Catalyst

Audrey Gallien, today's Emerging Leaders Track Facilitator, has been with Catalyst since 2011, holding a variety of positions from account management in the Western United States, to marketing, to global event management. As of 2018, Audrey leads Catalyst business development as a Senior Director in the Learning Products & Programs Department, responsible for the marketing, sales, and development of customized speaking engagements and workshops for organizations globally. Audrey frequently speaks on the topics of unconscious bias, inclusive leadership, career advancement strategy, and LGBT workplace allyship.

Audrey graduated *magna cum laude* with a bachelor's degree in anthropology and gender and women's studies from the University of Illinois Urbana-Champaign. Outside of Catalyst, Audrey is a contributing editor to event-planning podcasts GatherGeeks and #EventIcons, and runs a Brooklyn-based Star Wars book club.



MODERATOR SPOTLIGHT ON EMERGING LEADERS

KRISTA BROOKMAN
Vice President, Inclusive Programming &
New Product Strategy, Catalyst

Krista Brookman transforms diversity research and expertise into innovative, skill-building learning experiences. Her work includes the Catalyst Inclusive Leadership Initiative courses and CatalystX. Under her direction, the Inclusive Leadership Initiative has grown from concepts to actionable learning solutions.

In her 20 years in business, Krista's most recent role prior to joining Catalyst was at Deloitte. She directed the marketing efforts for Deloitte's national manufacturing practice where she created the Women in Manufacturing initiative. In addition, she was the local marketing leader for Deloitte's women's initiative and Diversity & Inclusion programs.

Krista has presented, moderated panels, and led workshops with organizations on women in business, inclusion, unconscious bias, and other diversity topics. In addition, she has presented at the Global Competitiveness Forum in Riyadh, Saudi Arabia. Krista received a BA and MBA from the University of Wisconsin-Milwaukee.



PANELIST SPOTLIGHT ON EMERGING LEADERS

NICOLE CAPITULO
Area Sales Manager, UPS

Nicole Capitulo began her career at UPS in 2006 in Los Angeles, California as an account executive. She has served in many sales roles at UPS, from handling multi-million national accounts to managing sales teams. Currently, she is responsible for managing the sales team for the east of Manhattan and Queens.

Nicole's passion is volunteerism. She is a founding member of the UPS Emerging Leaders Group. This group fosters the professional and personal development of UPS employees, while providing, networking, exposure, and leadership opportunities. They have cultivated an environment which encourages like-minded UPSers to increase their charitable endowments and service contributions, and have implemented a mentorship program for new hires.

Nicole graduated with a BA in global studies, with an emphasis in socioeconomics and political science, and a minor in Spanish from the University of California, Santa Barbara. She is an active alumna of Delta Gamma, where she was president.



**PANELIST
SPOTLIGHT ON EMERGING LEADERS**

LUISA CHINCHILLA
Forging Design Engineering Lead
at Alcoa Wheel and Transportation
Products, Arconic

Luisa Chinchilla is the Tooling Supervisor and Forging Launch Manager for Arconic Wheel and Transportation Products in Cleveland, OH. In her role, Luisa develops improvements to die manufacturing, die capabilities, and die coordination through cost management, quality, delivery, and forging productivity enhancements. She also identifies and oversees implementation of cost-savings opportunities through global yield and scrap improvements in forging design. She began her career at Alcoa (Arconic) in 2010 as a forging design engineer.

Luisa holds a bachelor's degree in mechanical engineering from Ohio Northern University, as well as an MBA from Baldwin Wallace University. In addition to her responsibilities in the forging team, she enjoys leading the wellness and engagement committees to bring more fun to the workplace.



**PANELIST
SPOTLIGHT ON EMERGING LEADERS**

RAJ SENGUPTA
Commercial Manager Chemicals,
Shell Oil Company

Raj Sengupta is currently Higher Olefins Commercial Manager - Americas in Shell's Houston-based chemical business. In this role, he has sales, business development, product management, and P&L responsibilities. Higher Olefins products are used in a variety of household consumer products such as stronger and lighter polyethylene plastic for packaging and bottles, laundry detergents, lubricants, and drilling fluids. As part of this role, his team is also responsible for all commercial aspects of Shell's fourth alpha olefin unit currently in construction at its chemicals manufacturing site in Geismar, Louisiana, making the site the largest AO producer in the world. In his prior role, he was Business Development Manager for the Pennsylvania Chemical Project, a world scale ethane to polyethylene facility bringing the project to a positive final investment decision.

Raj holds a B.S. degree in Chemical Engineering from the University of Illinois where he also serves as campus manager for recruitment to bring more Fighting Illini into Shell. He started his career as a process engineer at Shell's manufacturing site in Geismar, Louisiana. He then moved to Strategy & Portfolio working on a wide range of projects, including growing the Chemicals footprint globally and strategic asset reviews. His next role was in product management. Raj is married with two boys. In his free time, he enjoys playing sports and rooting for his Chicago teams, the Cubs, Bulls, and Bears.



**MODERATOR
INSPIRATION FROM CATALYST
AWARD WINNERS**

JARED CLINE
Community Manager, MARC
(Men Advocating Real Change)

Jared Cline is the Community Manager of MARC (Men Advocating Real Change), an online learning community created especially for professional men who are committed to building inclusive workplaces. In his role, he supports new and existing MARC members with relevant content and materials, maintains the site's editorial schedule, moderates content across MARC platforms, and conducts outreach to sustain MARC membership growth.

Prior to joining MARC, Jared worked as associate editor and web editor for *Time Out Beijing* magazine. He graduated from Truman State University in 2011 with a BA in English and currently resides in New York City.



**PANELIST
INSPIRATION FROM CATALYST
AWARD WINNERS**

KATIE ABOUZAHAR, MD
Principal and Women@BCG Fellow,
The Boston Consulting Group,
Philadelphia

Dr. Katie Abouzahr is a principal at The Boston Consulting Group and the Global Women@BCG Fellow. A former medical doctor, she spent the first few years of her career practicing emergency and internal medicine. Katie joined BCG in London in 2007 and was a principal in the firm's health care practice before transferring to Philadelphia in 2016. She now runs BCG's proprietary research and thought leadership on advancing gender diversity.

Katie has coauthored several BCG publications on gender and diversity, including: *How Diverse Leadership Teams Boost Innovation*, *How Millennial Men Can Help Break the Glass Ceiling*, *Five Ways Men Can Improve Gender Diversity at Work*, *Proven Measures and Hidden Gems for Improving Gender Diversity*, *Women on the Move: Shaping Leaders Through Overseas Postings*, *Dispelling the Myths of the Gender "Ambition Gap."* Katie graduated from Imperial College School of Medicine and completed membership to the Royal College of Physicians.



**PANELIST
INSPIRATION FROM CATALYST
AWARD WINNERS**

CRYSTAL FILES
Director, Agency Marketing Solutions,
Nationwide

Crystal Files has over 11 years of diverse experience spanning both the service and business sector, including technical marketing roles and general management, at Fortune 100 companies and

start-up ventures. She is currently the Director of Nationwide's Agency Marketing Solutions team. In this role, Crystal is responsible for designing marketing solutions that help our agency partners succeed in the rapidly changing P&C marketplace. These solutions include the company's cooperative marketing program as well as its retail brand and agency content strategy.

During her time in marketing, Crystal led cross-enterprise teams to develop new concepts, defined marketing strategies to solve business problems, and created frameworks to measure the effectiveness of Nationwide's marketing spend. In the business, Crystal served as Chief of Staff for Nationwide Growth Solutions, a \$1.5 billion portfolio of businesses that extended Nationwide's reach into new, high-growth markets with unique solutions.

Crystal is an active member of the Nationwide community and served as president of the Associate Resource Group for African American Women. Since launching and selling a start-up in 2016, she has remained active in the start-up community, and recently accepted the invitation to become an advisor to WeVote, a start-up in the civic space.

Crystal joined Nationwide organization in 2008 as a member of the Marketing Leadership Rotational Program. Prior to Nationwide, she worked as an assistant brand manager at Scotts Miracle-Gro. She earned a bachelor's degree in agricultural business and applied economics, and an MBA in marketing and strategy from The Ohio State University. She is married to Tejuan Files and a proud parent of Christian, Peyton, and Morgan.



**PANELIST
INSPIRATION FROM CATALYST
AWARD WINNERS**

ARTI THUMAR
Program Manager, AirborneC4ISR
Division, Communications Business
Unit, Northrop Grumman Corporation

Arti Thumar is currently a Program Manager in Northrop Grumman's Mission Systems Sector, Airborne C4ISR Division, and Communications Business Unit. She leads, executes, and delivers programs, and assists in the development of solutions for customer capability gaps.

Arti is a Technical Fellow and the Deputy Program Manager and Chief Engineer executing large multi-million dollar Advanced Platforms programs involving hardware and software development of airborne and ground communications products with a geographically dispersed team. She also supports the strategic growth of the Advanced Platforms Operating Unit, including several capture and business development pursuits. She collaborates across the corporation, leveraging the best Northrop Grumman technologies to address customer gaps and meet mission requirements. In addition to technical leadership, Arti mentors junior engineers, supports standards development, and has over 11 years of experience in systems engineering processes and defining systems-level architecture in the command and control, communications, and networking domains.

Arti has been the Chief Engineer, Project Manager, Control Account Manager, and Integrated Product Team lead for a ground communications product providing secure air to ground networks to enable Battle Management Command and Control (BMC2) applications across multiple security classification levels.

Arti has a background in modeling and simulation for communications systems. She was a lead developer in building OPNET models of the Multifunction Advanced Datalink (MADL) advanced tactical waveform. She also has experience developing coverage models for line-of-sight communications systems using the AGI Systems Tool Kit (STK). She joined Northrop Grumman after completing her Master of Science in electrical and computer engineering in 2006, and Bachelor of Science in electrical and computer engineering in 2005 at Carnegie Mellon University. Recent awards include: 2016 Northrop Grumman President's Award for Excellence—Proposal Win and the 2016 Women of Color Rising Star.

**12:00-1:30 PM NETWORKING LUNCH AND FIRESIDE
CONVERSATION**

Deborah Gillis, President & CEO, Catalyst, discusses the importance of intentional leadership in creating workplaces that work for women with **Brian Cornell**, Chairman & CEO, Target Corporation; Member, Catalyst Board of Directors; and a Catalyst CEO Champion For Change.



DEBORAH GILLIS
President & CEO, Catalyst

Growing up in a tiny village in rural Nova Scotia, far from any center of power, **Deborah Gillis** was inspired by a group of women who successfully advocated for gender equality rights to be included in the Canadian constitution. As a result, her high school debate topic was, "be it resolved that women earn the same as men." And so began a career dedicated to giving everyone equal opportunity to succeed.

Her early work in the public sector focused on social justice policy issues: employment equity, anti-racism, and LGBTQI rights. As a consultant and practice leader for two global professional services firms, she advised clients on strategies for aligning talent and business priorities, and championed initiatives to mentor women. Then as a candidate for elected office, Deborah first truly understood the power of role models to inspire girls and young women. That experience and surviving breast cancer motivated her to seek out more deeply meaningful work.

Deborah found it at Catalyst, a global nonprofit that works with some of the world's most powerful CEOs and leading companies to help build workplaces that work for women. Joining in 2006 as Executive Director of Catalyst Canada, she became Chief Operating Officer in 2012, and then President and CEO in 2014.

She now puts her passion to work as a tireless advocate, opening doors for other women so that we can change the world—one fair, diverse, and inclusive workplace at a time. A recognized thought leader and global influencer, in 2016 Deborah was named as one of Canadian Business magazine's 10 most influential Canadians, and that same year she received the Foreign Policy Association Medal. Most recently, in 2017, Deborah accepted an honorary Doctor of Laws *honoris causa* from Cape Breton University for dedicating her life's work to advocating for women's rights and equality. She serves on the Board of Governors of St. Francis Xavier University.



BRIAN CORNELL

Board Chairman & CEO, Target Corporation; Member, Catalyst Board of Directors; and a Catalyst CEO Champion For Change

Brian Cornell is board chairman and CEO of Target Corp. He is responsible for Target's global business, including the company's more than 1,800 US stores, its digital properties, and its 323,000 team members.

Brian joined Target in August 2014 after more than 30 years in escalating leadership positions at leading retail and global consumer product companies, including three CEO roles and more than two decades doing business in North America, Asia, Europe, and Latin America. His past experience includes time as both a vendor partner and a competitor to Target, and he brings insights from those roles to the company today.

Brian currently serves as chairman of the Retail Industry Leaders Association (RILA), and he is a member of the board of directors for Yum! Brands. He previously served as a director for other global brands, including The Home Depot and Polaris Industries.

Brian is also a board member for Catalyst and the Smithsonian's National Museum of African American History and Culture. He earned a bachelor's degree from UCLA in 1981, and attended its Anderson School of Management.

1:30-3:00 PM

EMERGING LEADERS AFTERNOON PROGRAM

Build Your Skills: Gaining Access to Power and Influence

It's a lot easier to advance when you have mentors and sponsors. But what's the difference? How can you find a sponsor? Practice asking your sponsor for the new opportunity that you want.

Leader Spotlight

Jessica Tarlov, Senior Director of Research, Bustle and Fox News Contributor will share career advancement stories and advice in a Ted Talk-style presentation.

Build Your Skills: Making Your Achievements Visible

It's not only what you know, but who knows what you know. Practice bragging about yourself so you can talk about your work more strategically to people with the power to bump you up to the next level.

Leader Spotlight

Liz Gray, Executive, CAA Brand Consulting and Former Chief Mindset Officer, The Female Quotient will tell her story of advancement and championing women in a Ted Talk-style presentation.



JESSICA TARLOV

Senior Director of Research, Bustle

Jessica Tarlov is the Senior Director of Research at Bustle Digital Group, where she leads the Bustle Trends Group. Prior to joining

Bustle, Jessica was a senior strategist with Schoen Consulting and worked as a democratic pollster. Her book, co-authored with Doug Schoen, *America in the Age of Trump*, was released in July of this year. Jessica holds a PhD from the London School of Economics and is a Fox News Contributor.



LIZ GRAY

Executive, CAA Brand Consulting and Former Chief Mindset Officer, The Female Quotient

Liz Gray is an Executive at CAA Brand

Consulting, a division of leading entertainment and sports agency Creative Artists Agency (CAA). Liz is based in the New York office, and oversees the agency's Cultural Insights practice, which services brand clients by combining the agency's unique position at the epicenter of popular culture with the most innovative research.

Prior to CAA, Liz was the Chief Mindset Officer at The Female Quotient, where she headed the strategy team and provided brands with consumer insights, cultural analysis, and strategic marketing. Previously, she was President of Trendera, a leading research consulting and trend analysis company. Liz began her career in sales and marketing at ESPN, Condé Nast, and Creative Artists Agency. She re-joined CAA in 2018. Liz graduated from the University of Richmond with a degree in sociology.

3:00-4:15 PM CLOSING KEYNOTE

Carla Harris, Vice Chairman, Managing Director and Senior Client Advisor at Morgan Stanley delivers closing remarks.



CARLA HARRIS

Vice Chairman, Managing Director and Senior Client Advisor at Morgan Stanley

Carla Harris is Vice Chairman of Wealth Management and Senior Client Advisor at Morgan Stanley. She was Chair of the Morgan Stanley Foundation from 2005 to 2014, and sits on the boards of several community organizations. In August 2013, Carla was appointed by President Barack Obama to chair the National Women's Business Council. She is a gospel recording artist and a popular public speaker who gives impactful career guidance to corporate audiences based on her book, *Expect to Win*. Carla joined Morgan Stanley in 1987 after completing an AB in economics from Harvard University and an MBA from Harvard Business School.

Carla has been named to many prestigious lists including *Fortune Magazine's* list of The 50 Most Powerful Black Executives in Corporate America and The Most Influential list, *American Banker's* Top 25 Most Powerful Women in Finance (2009, 2010, 2011, 2012), *Black Enterprise's* Top 75 Most Powerful Women in Business, *Black Enterprise Magazine's* Top 75 African Americans on Wall Street, and *Essence Magazine's* list of The 50 Women Who Are Shaping the World.

Carla's passion lies in helping others. As she says, "we are blessed, so that we can be a blessing to others." While climbing the corporate ladder, Carla experienced her own personal missteps amid numerous victories. She vowed that when she reached senior management and people came to her for advice, she would provide them with the tools, strategies, and pearls of wisdom honed by her own experience.

Carla is an accomplished singer who has delighted audiences around the world with her soulful renditions of new and old gospel favorites. Starting young with a love of singing, she quickly migrated towards choral music and gospel choirs at age 13.

While at Harvard, Carla continued to pursue her music, singing with the world-renowned Radcliffe Chorale Society, the oldest women's singing group at Harvard, and in her own band Rhythm Company. She has performed four sold-out concerts at Carnegie Hall and released several albums.