

**Biographical Sketches of Expert Panelists,
Co-Authors, and the Managing Director
of the
2016 Edition, Global Diversity and Inclusion
Benchmarks
(Most bio sketches and photos updated February 18, 2017)**

About the links for additional information on each person: sometimes links don't work. All of these below worked at the time of publishing.

HOW TO USE THIS LIST

This list of short biographical sketches and contact information is provided in alphabetical order for those who want to contact an Expert Panelist, the co-authors, or the GDIB Managing Director. The GDIB is not an organization offering consulting services. The GDIB is free and provided for use by all those who sign the Permission Agreement. If additional information or assistance is desired, we suggest:

- Browse our website -- <http://diversitycollegium.org/globalbenchmarks.php> -- viewing the many pages that provide information on best practices, user tools (including a slide show), past editions of the newsletter and so forth.
- Contact GDIB@diversitycollegium.org and inquire about tutorial webinars that are available for a fee.
- Consider seeking consulting assistance from an experienced consultant who follows a model consistent with the GDIB. Not all of the individuals on this list are available to provide consulting services, but some may be. Please contact them directly as we do not provide referrals.

RACHAEL NYARADZO ADAMS

MSc African Studies; BSocSci Social Anthropology, Media and Writing. Rachel Nyaradzo Adams, a facilitator, speaker, and coach focused on transformational leadership, is the founder and managing director of Narachi Leadership, a Pan-African leadership consultancy based in Harare, Zimbabwe. Narachi Leadership aims to develop deep benches of leaders across the African continent by providing leaders with transformational tools to shift themselves, their followers and their environments. Narachi works with corporates, entrepreneurs, the public sector, universities and high schools. Rachel's focus on diversity started when she wrote her Master's dissertation on race politics and transformation in higher education in South Africa.



Since then her career has been focused in parts on advocating for inclusivity, particularly racial inclusivity, in corporate spaces. Previous roles were with Yale University where she led the launch of its Africa Initiative as Associate Director for Africa. Before that she was with McKinsey and Company (Johannesburg) where she was head of the McKinsey Leadership Program (MLP) which she co-designed, implemented and managed. She was also a founding member of the transformation committee. Prior to this she worked with the Allan Gray Orbis Foundation as Regional Program Manager for leadership and entrepreneurship, Gauteng Region. Rachel is a Mandela Rhodes Scholar, a Desmond Tutu Leadership Fellow, a Mellon Mays Fellow and a Felix Scholar. She is a recipient of the Mellon Mays Leadership and Service Award. She read for her Masters in African Studies at the University of Oxford (St. Anthony's College) and her Bachelor of Social Science in Social Anthropology and Media at the University of Cape Town.

Website: <http://narachileadership.com/>

Facebook: <https://www.facebook.com/narachileadership/>

Email: rachel@narachileadership.com

REDIA ANDERSON

Redia Anderson is a diversity and inclusion strategist, certified executive coach, author and speaker. She is the Founder and Managing Partner of Anderson People Strategies, LLC a Human Resources management consulting and executive coaching firm committed to aligning talent, performance and business results. Nationally recognized as a leader in the field of Diversity & Inclusion, Redia is a senior executive with more than 25 years' experience in Human Resources and change management. As a former Chief Diversity Officer across industry leading organizations recognized for talent management and leadership strength - Deloitte & Touche; Equiva Services (JV Shell, Texaco, and Saudi Aramco); Sears, Roebuck & Co.; and Abbott Laboratories; Redia has successfully engaged and led enterprise-wide change management efforts focused on inclusion and the advancement and retention of top performing talent inclusive of women and people of color. She has coached and engaged highly talented leaders and executives in positive behavioral shifts, which tightly align their performance and business results. She's helped leaders gain greater insight into their leadership strengths, learning edges, and interpersonal skills as they work to succeed in driving global business results. Clients have included leaders from Deloitte, Shell, University of Houston, KPMG, ExxonMobil, AonHewitt, and PwC. Redia received her graduate degree in clinical psychology and holds certifications in multiple leadership and personality assessment instruments. She is co-author of *Trailblazers: How Top Business Leaders Are Accelerating Results through Inclusion and Diversity* and founder of AuthenticAllies®. She has served on numerous boards focused on health, children's and women's issues.

Website: <http://andersonpeoplestrategies.com>

LinkedIn: www.linkedin.com/in/rediaanderson

Twitter: @RediaAnderson



JUANCARLOS ARAUZ, Ed.D.

Dr. JuanCarlos Arauz is one of the most sought after educational experts inspiring and captivating audiences by utilizing his creative storytelling approach. He has mastered the art of addressing the delicate topics of 21st century education, immigration, and Black/Brown male youth development. He has been featured in a documentary that focuses on contemporary civil rights activists and has traveled around the country as an inspirational 'Spoken Word' storyteller. *His fresh and compelling vision is that we cannot have educational excellence without equity.* Dr. Arauz



received his B.A. and M.A. in Social Science Education from the University of South Florida. He received his Ed.D. in International and Multicultural Education at the University of San Francisco. His dissertation focused on the racial identity development of undocumented Latin@ youth. He is the founding Executive Director of E3: Education Excellence & Equity and an adjunct professor at Dominican University. In addition, he has served as a trustee for several independent schools and educational organizations. Fun facts are that JuanCarlos is a proud member of a family that includes his spouse, a woman of grace, and many children (there's a story!). He and his partner have extended their family to include 21 wonderful foster youth. He is bilingual in Spanish/English, was born in Brazil to Nicaraguan parents and immigrated to the U.S. & moving a lot, taught in the classroom and coached female and male high school basketball championship teams of which he is inducted into the Hall of Fame.

Website: <http://www.e3educate.org>

YouTube: www.youtube.com/user/e3education

LinkedIn: www.linkedin.com/pub/juancarlos-arauz-ed-d/0/a90/80/

JANET BENNETT, Ph.D.

After serving as a Peace Corps volunteer in Micronesia, Janet Bennett, Ph.D., has devoted her career to developing theory and training design in intercultural competence. As an educator, Janet created and chaired the liberal arts division at Marylhurst College, creating award-winning interdisciplinary programs for adult learners. She provides consultation in intercultural relations in both the global and domestic arenas, where she designs programs for universities, multinational companies, government agencies, healthcare providers, legal professionals, and international relief organizations. She conducts graduate seminars in Asia and Europe and is a sought-after speaker on intercultural topics at both academic and professional conferences. Since 1987, Janet has been the executive director of *The Intercultural Communication Institute (ICI)*, a private, nonprofit, foundation designed to foster intercultural competence in both the international and domestic arenas. ICI maintains an extensive library, an assessment center, and sponsors the annual



Summer Institute for Intercultural Communication, which draws participants from throughout the world to two weeks of intensive professional development workshops. Janet is the director of the *Master of Arts in Intercultural Relations*, a limited residency graduate program for professionals and other non-traditional students. She also teaches training and organization development as an adjunct faculty member of the Portland State University Department of Education. Most recently, she has written "Intercultural Competence: Vital Perspectives for Diversity and Inclusion." She edited the *Handbook of Intercultural Training* (3rd ed.) with Dan Landis and Milton Bennett, and she is currently editing the *SAGE Encyclopedia of Intercultural Competence*.

Email: jbennett@intercultural.org

Website: www.intercultural.org

JOEL A. BROWN, Esq., CLC

As a cultural competency guru and organizational mastermind, Joel A. Brown, Esq., CLC, works with Fortune 500 companies, governmental agencies, NGOs, and institutions of higher learning to build consciousness, capacity, community, and collective esteem. Through the company he founded, Pneumos, Joel consults with clients in the areas of 1) organizational sustainability, 2) leadership development, 3) cultural intelligence, diversity, and inclusion, 4) conflict resolution, and 5) executive coaching. Joel believes in being a multi-dimensional resource for his clients. Joel is best known for his critical analysis, creativity, humor, and his ability to build consensus. Joel is viewed as a master communicator and disarming mediator, and is skilled in the "Diversity, Difference & Dialogue" process©, which is designed to maximize cross-cultural communication at all levels throughout an organization. Joel approaches people with great conversational dexterity, and is able to reduce complex social and organizational issues to their simplest form. He has written multiple articles, including the widely circulated piece "Black and Gays: Bridging the Cultural Divide." A University of Virginia School of Law graduate, Joel worked six years as a labor and employment litigator focusing on wage and hour disputes, discrimination matters, and sexual harassment cases. He is still licensed with the Minnesota Bar. Joel is a poetic speaker best known for his critical analysis, creativity, humor, and his ability to build consensus. Joel is an Executive Coach who works with emerging leaders, visionaries, senior executives, and "cultural creatives." He is a member of two diversity think tanks, the Diversity Collegium and D2K.

Email: joel@pneumos.com

Telephone: 415.624.5426

Website: www.pneumos.com

Twitter: joelabrown7

Facebook: www.facebook.com/Pneumos

LinkedIn: www.linkedin.com/in/joelanthonybrown/



LILIANA CANTÚ

Liliana Cantú is a native Mexican and has a BS degree in Marketing and a Masters Degree in International. She also holds the Intercultural Foundations Certificate awarded by the Intercultural Communication Institute, is an Expert Panelist for the Global Diversity and Inclusion Benchmarks, and is certified in several global assessment tools. Liliana is the founding and current president of SIETAR Mexico, the Society for Intercultural Education Training and Research in her country. She has professional experience in the fields of human resources, public relations, and relocations services, and specializes in the design, cultural customization and delivery of intercultural, global leadership, conflict management, mediation, team building, ethics and diversity training. She has focuses on diversity and inclusion projects, training and initiatives specific to the Mexico / Latin America business environment. Liliana has participated as a speaker and planning committee member at several international conferences such as the Employee Relation Council, SIETAR USA, and GLOBAL SIETAR, and has served in different global councils. She has also performed as a part time university professor at on the most prestigious institutions in Latin America: the ITESM (commonly known as Monterrey Tech) where she has taught intercultural communication courses to national and international students in Spanish and English. She lives in Monterrey, Mexico with her husband and two young children.

Email: liliana.cantu@icmexico.com.mx

Website: www.icmexico.com.mx

Twitter: @ic_mexico

LinkedIn: mx.linkedin.com/pub/liliana-cantu/10/26/287/



LORELEI CAROBOLANTE, MBA, GPHR, SHRM-SCP, SCRP, SGMS-T

Lorelei Carobolante leads the G2nd Systems team of global HR, instructional design and technology professionals that helps organizations ameliorate workplace challenges encountered by non-native and native English speakers from different countries. An internationally published writer and speaker, Carobolante works in multiple sectors and industries, both profit and nonprofit. She is a Registered Expert to ISO TC/260 HR Management & ISO/TC 176 SC3/JWG20 & 21, SHRM lead subject matter expert (SME), ANSI/SHRM D&I Taskforce lead SME, workforce mobility/relocation SME, and workplace English proficiency TOEIC® testing and benchmarking & communication assessment SME. Carobolante developed an advocacy mentality at an early age, and has devoted her life to helping non-native English speakers address inequity due to cognitive English proficiency, perceptions associated with accents; and serving the needs of abused women. Carobolante is a member of the WBEC-West Board of Directors, WBENC Global Programs & Services Committee, and WBENC Leadership Forum. As a



recipient of the World CSR Day's 2014 Global Women Leader Award (Mumbai, India), three Worldwide ERC Distinguished Service Awards, WBENC Business Enterprise Star, and many other awards, Carobolante is recognized as a thought leader and pioneer, with extensive understanding of applying metrics to improving workforce interaction while strengthening engagement and performance outcomes. Education: B.A. in management from St. Mary's College, a diploma from UCLA, and a global MBA from St. Mary's College (AACSB global accreditation). Professional certifications: GPHR (Global Professional in Human Resources); SCRP (Senior Certified Relocation Professional); SHRM-SCP (Senior Certified Professional); and SGMS-T (Senior Global Mobility Specialist-Talent Mobility). She created the GSL® English 6-Step Model™ and the Global Second Language® approach and is fluent in English and Italian.

LinkedIn: <https://www.linkedin.com/pub/lorelai-carobolante-mba-gphr-scrp-sgms-t/0/951/513>

Website: www.G2nd.com

MARIA CRISTINA (Cris) DA COSTA RODRIGUES DE CARVALHO

Maria Cristina (Cris) da Costa Rodrigues de Carvalho is consultant, mediator, coach and an executive with solid experience in Companies in the Financial, Pension Funds and Technology sectors based in LATAM. She has a BS in Social Service by PUC/SP and Master Degree in Human Resources Management by FOC/SP. She is a coach trained by the Instituto EcoSocial and by The Inner Game International School of Coaching (Tim Gallwey) - California/USA. Associate Certified Coach (ACC) certified by the ICF, Management Councilor by IBGC, and Organizational Mediator by Trigon Entwicklungsberatung. She started professional life as a Technology Trainee. Transferred to the Human Resources Area, where worked for over 25 years in several processes for organization change in multicultural environments. She led programs for M&A and due-diligence in several Banks and Brazilian Companies focusing on equalization of cultures and Benefits/Compensation, Expatriate, Health, Diversity&Inclusion, Mentoring, Work Life Balance and Human Rights policies. For several years, she participated as the Coordinator of the Diversity Subcommittee at the Febraban (Brazilian Bank Federation). She received "Destaque RH" awards in 2007, from "Gestao&RH Magazine" related to the D&I Program. Was a member of the Sustainability Councils of ABN AMRO Real bank and led the Diversity and Social Action Committee at Banco Santander. In that capacity was responsible for implement several Affirmative Actions in the Financial sector. She participated in several international platforms in Europe, The USA and Brazil in Human Resources, D&I themes and diverse cultural environments. She was employer representative in Tripartite Commissions at Febraban, CNF and ILO (International Labour Organization) conferences in Geneva/Switzerland. Has been mentoring and coaching for young executives and diverse audiences in the process for development of competences and career and life transition through her own consulting company and as Partner at InterElo Consultoria. Experienced in



facilitation of group dialogue, being an speaker on diversity, HR issues, work life balance, corporate governance, social investment and conflict mediation. Current 2nd VP at BPW(Business and Professional Women)-SP. She lives in Sao Paulo, Brazil with her husband, a son and a daughter.

Website: <https://www.intereloconsultoria.com.br>

LinkedIn: <https://www.linkedin.com/profile/view?id=73822376>

Email: cristina@intereloconsultoria.com.br

JACQUELINE (JACKIE) CELESTIN-ANDRE

Jackie Celestin-André, is International Diversity Director based at L'Oréal Headquarters in Paris France, reporting to L'Oréal's Chief Diversity Officer. She joined in 2007, with responsibilities to embed the Diversity policy in training, recruitment, career management and communications. Since 2011, she developed a new strategic axe, "Diversity and Marketing", to work on the importance of leveraging the diversity of consumers for sustainable growth. She works with brands L'Oréal Paris, Maybelline, Lancôme, La Roche Posay and across different geographic markets. Jackie develops programs to gain consumer relevancy/knowledge, to detect trends and market changes, product and service innovation, with a strong focus on digital. In 2016, she earned a Master's Degree in Digital Business from the Grenoble School of Management in France. Jackie joined L'Oréal as Marketing Director in the Africa, Orient and Pacific zone responsible for developing and marketing Maybelline in Australia, New Zealand, South Africa, Morocco, India. Following the acquisitions of SoftSheen and Carson companies, Jackie played a pivotal role in integrating these brands within L'Oréal and developing products for international markets. Prior to L'Oréal, Jackie held marketing positions with Colgate-Palmolive in New York, Brussels and Paris. She worked for Warner Lambert and Geer DuBois advertising. An experience in Singapore, researching export business opportunities for US companies to Asia, solidified her interest in working internationally. Born and raised in Brooklyn, Jackie holds a Bachelor's Degree from Cornell University, and a M.B.A. from Kellogg School of Management. Her professional experiences have exposed her to many countries and cultures throughout the world. She has two young bilingual kids, who love both Brooklyn and Paris.

LinkedIn: [Jackie Celestin Andre](#)

L. MEE-YAN CHEUNG-JUDGE

Dr L Mee-Yan Cheung-Judge is an academic-practitioner. Her areas of specialisation and expertise are in Organisation Development; working with complex system change programmes; Senior Leadership Development; and Diversity and Inclusion. She led the world's largest change in BBC – involving 17,000 people to co-construct the future of BBC; she has led on major cultural change in a number of global pharmaceutical organisations; she has turned around a number of retail operations in their efficiency and profitability; she led a team to transform the state-owned multi-media organisation in UAE over 24 months, etc. She is currently supporting and leading Singapore's state-wide public service transformation programme. She is known to build in the D&I value in all her OD

projects. Mee-Yan teaches on major governmental and corporate Top Management Programmes. She is a Visiting Fellow of Roffey Park Institute in UK, a Senior Fellow of the Singapore Civil Service College, the Dean of the UK NTL OD certificate programme, and a faculty of the Duke University Executive Leadership Programme. She is a professional member of the NTL Institute, was an international trustee on the Board of the Organisation Development Network. Currently she is on the editorial board of the journal - Organisation Development Practitioner. In October 2013, she was presented with the Life Time Achievement Award by the Organisation Development Network in recognition of her outstanding contribution to the field of OD globally. In 2014, she was rated as one of the top 10 most influential thinkers in HR by the UK HR magazine.

LinkedIn: uk.linkedin.com/pub/mee-yan-cheung-judge/0/419/509

Website: www.quality-equality.com

KRISTAL MOORE CLEMONS, Ph.D.

Kristal Moore Clemons, a Chicago native, is a 2003 DePaul University graduate with a BA in Women's Studies and Political Science. Her MA from Washington State University is in American Studies, her Ph.D. from The University of North Carolina at Chapel Hill is in Education. She holds a graduate certificate in Women's Studies from Duke University. Her research interests include qualitative research; social foundations of education; women's and gender studies; culture, diversity, and multicultural education; social studies methods; teacher education and development; critical race theory; popular culture/hip hop studies; and U.S. history. Dr.



Clemons' most recent publications include "I've got to do something for my people: Black women teachers of the 1964 Mississippi Freedom Schools," "Service is the rent we pay: A tale of how service learning bridged the gap between theory and practice," "What the music said: Hip Hop as a transformative educational tool," "Here in this place: Write on! of Durham, North Carolina" and "bein' alive & bein' a woman & bein' colored is a metaphysical dilemma: Black female social integration at a predominantly White institution." In 2007, she co-founded the Children's Defense Fund Durham Freedom School at North Carolina Central University. In 2015, she co-founded Young Gifted and Black: Education and Empowerment Institute for Girls at Florida A&M University. Dr. Clemons has served as an assistant professor of history at Tallahassee Community College from 2010-2013. From 2013-2016, Dr. Clemons served as visiting assistant professor of Secondary Education and Foundations and Social Science Education Coordinator at Florida A&M University. With her commitment to the classroom as a site of democratic deliberation, Dr. Clemons is currently an Assistant Professor of Educational Leadership and Policy Studies and Director of the online Ed.D. program at Florida State University.

Website: <http://about.me/krisclemonsphd>

PRICE M. COBBS, MD.

Price M. Cobbs, M.D. is an internationally recognized psychiatrist and management consultant. His clients range from global corporations to inner city businesses and include government and community agencies. Pacific Management Systems, the company he founded, consults with organizations on leadership, executive development and diversity strategies. Among Dr. Cobbs' writings, best known are *Black Rage* and *The Jesus Bag*, coauthored with William Grier. Both are classics in African American literature. *Cracking the Corporate Code*, was co-authored with Judith L. Turnock. His most recent book is a memoir, *My American Life: From Rage to Entitlement*. He has lectured and published extensively on the psychodynamics of racism. He developed Ethnotherapy, a clinical model capable of changing attitudes and assumptions arising from racial, ethnic and value differences. He was a keynote speaker at the first Diversity Conference in Johannesburg, South Africa and delivered the keynote address in Tokyo at the first Diversity and Inclusion Symposium held in Japan. Dr. Cobbs received his B.A. from the University of California, Berkeley and his M.D. from Meharry Medical College. He is a member of the National Medical Association, a Life Fellow of the American Psychiatric Association, a member of the Institute of Medicine of the National Academy of Sciences and a Fellow of The World Academy of Art and Science. He was a founder of the African American Leadership Institute Anderson School of Business at UCLA, is a Charter Member of the Urban League, a Life Member of the NAACP, on the Advisory Board of The Black Scholar and on the Board of Shared Interest.

LinkedIn: www.linkedin.com/pub/price-cobbs/9/7a6/a78

**CRISTINA (TINA) CRUZ-HUBBARD**

Cristina (Tina) Cruz-Hubbard currently serves as the Chief Diversity Officer for Peace Corps. Prior to her role as CDO she oversaw the Intercultural Competence, Diversity and Inclusion programming and training efforts for overseas staff of the Peace Corps. Her portfolio includes developing a global strategy to jkmmsupport intercultural learning and improving the capacity of overseas staff to support the rich diversity of Peace Corps Volunteers in over 60 countries. She began her D&I career in 1993 at the University of Minnesota and continued on to work in a variety of intercultural and D&I related roles in nonprofit, corporate, education and government settings. These organizations include Walt Disney World Resort, Columbia University, and the US Embassies in Lima, Peru and Dakar, Senegal. As a member of a Foreign Service family, she, her husband and four kids relocate internationally every three to four years. Ms. Cruz-Hubbard finds she "never turns her D&I lens off" as part of an interfaith, intergenerational, multi-ability, multilingual, interracial, intercultural, and globally mobile family. Informed by the health and educational challenges of her children, she has evolving expertise in influencing health and educational systems



to be inclusive of children and families with critical needs. In addition to being a qualified administrator of several intercultural and global leadership assessment tools, she has a Bachelor of Science degree in business with an emphasis in intercultural communication and is completing a Masters of Education in special education. Her passion is working within organizations to build successful D&I efforts driven by a comprehensive long-term strategy customized and owned by all levels of an organization.

Email: cruzhubb@gmail.com

TRACY ANN CURTIS

A recognized global leader and well respected organizational and talent development executive with over 25 years of multinational experience. Tracy Ann brings a sophisticated, creative and pragmatic approach to all of her work. She attributes this to working globally throughout her career as well as having positions within Human Resources, IT Operations and Asia Pacific Sales. Tracy Ann's most exciting role was relocating to Bangalore, India to lead the change management work associated with Cisco's expanding IT Development Center. A six-month assignment in India turned into seven years of Tracy Ann leading Cisco transformation work across the Asia Pacific region. A core focus of Tracy Ann's work is across the fast-changing business regions of Asia Pacific and given her love of the region, splits her time living between India and the United States.

Her work is anchored by the experience and insight of working and living around the globe and her commitment to purpose and meaning. She believes encouraging talent development, building inclusive environments, advancing women and diversity builds healthy cultures and delivers business results.

Email: tracyann@tac-global.net

Phones: +16507409623 (USA) & +91 9845905702 (INDIA)

Website: www.tac-global.net

SHIRLEY DAVIS, Ph.D., SPHR, SHRM-SCP, CSP

Dr. Davis is an accomplished corporate executive, global workforce and talent management expert, and international speaker. She is President and CEO of SDS Global Enterprises, Inc., a strategic development solutions firm (SDS) that provides strategies which enable organizations to build high performing and inclusive cultures that thrive in a competitive and changing environment. She has also worked in more than 12 countries around the world. Dr. Davis has nearly 30 years of business experience and has worked at five Fortune 50 and 100 companies in various senior and executive leadership roles. Most recently, for 8 years she was the Global Head of Diversity & Inclusion and Workplace Strategies for the Society for Human Resource Management (SHRM), the world's largest HR membership association. She has been featured and quoted on NBC's The Today Show, NPR, in the Wall Street Journal, CNN.Com, Essence Magazine, Black Enterprise Magazine, The Washington Post, HR Magazine,



Diversity Woman Magazine and has been honored with numerous awards. In 2015, she was inducted into the National Speakers Association as a Certified Speaking Professional, a designation only held by 12% of speakers worldwide and by only 10 African American females. She holds a Bachelor's in Pre-Law; a Master's in HR Management; and a Ph.D. in Business and Organization Management. She's a former Miss District of Columbia, Mrs. Oklahoma, Ms. Virginia, and in 2000 won the national title of Ms. America United States. She is the author of the new book, "Reinvent Yourself: Strategies for Achieving Success in Every Area of Your Life," and released her second book in 2016, "The Seat: How to Get Invited to the Table When You're Over-Performing and Undervalued."

Website: <http://drshirleydavis.com/>; <http://sdsglobalenterprises.com/>

Email: drshirleydavis@gmail.com

LinkedIn: <https://www.linkedin.com/in/drshirleydavis>

RALPH DE CHABERT

Currently, Ralph de Chabert is Senior Vice-President, Global Chief Diversity Officer for Brown-Forman, Corporation. Prior to Brown-Forman, he has held successive positions in Northern California as Chief Diversity Officer, Vice-President of Employee Relations & Diversity and Head of Executive Development and Diversity for Safeway, Corp; McKesson, Corp; and American President Lines respectively. He also worked for Pope & Associates, a diversity consulting firm out of Cincinnati, OH where he served as the Operations Manager and external diversity consultant in a myriad of organizations ranging from global, Fortune 50 companies to local non-profit organizations. Ralph has also been a nuclear insurance underwriter, a partner in a men's clothing store and a teacher and basketball coach in the Cleveland, Ohio school systems. He also serves on the boards of Wednesday's Child, Sacred Heart Academy High School and Walden School. Additionally, he is the Board Chair elect for Jefferson Community and Technical College, and currently is Board Chair of the Muhammad Ali Center, where he also served as interim Director. Ralph has done graduate work at Middlebury College in Middlebury, Vermont and holds Masters Degrees in Education and Human Resources and Organizational Development from John Carroll University and the University of San Francisco, respectively. Ralph is married with a daughter, son and a nephew and when he is not spending time at work or with the family, he can be found reading and enjoying music.



Email: Ralph_dechabert@b-f.com; reddechabert@aol.com

Phone: 502-774-6883 (office); 502-593-4562 (mobile)

BARBARA DEANE

Barbara R. Deane, M.A., is a writer, editor, consultant and speaker on diversity, inclusion and cross-cultural business issues. She is editor-in-chief of DiversityCentral.com and the Cultural Diversity at Work Archive, an online database of articles, tools and resources. She co-founded *Cultural Diversity at Work* in 1988, one of the first international publications on workforce diversity. She is the author of more than one hundred articles and recently co-edited a new book with Bernardo Ferdman, *Diversity at Work: the Practice of Inclusion* (Jossey-Bass/Wiley, 2014). Barbara serves as vice-president of The GilDeane Group, Inc., a Hispanic and woman-owned firm providing consulting and training services on diversity, inclusion and intercultural effectiveness. She co-founded the NW Diversity Learning Series, a collaborative employer venture to build a world-class diversity education resource in the Greater Seattle Area. Now under new management, the Series continues its 16th year in 2014. Barbara offers the Diversity Learning Series model (DLS) as a limited-term licensing opportunity for other cities and metropolitan regions. She is a member of The Diversity Collegium, a think tank of leading international diversity professionals whose mission is to advance the field of diversity and inclusion. She is also an Expert Panelist for the Global Diversity & Inclusion Benchmarks. She holds a master's degree in interpersonal and intercultural communication from the University of Washington and a bachelor's degree, cum laude, in organizational communication from The Ohio State University. She lives in Seattle, Washington, USA with her spouse, Carlos Gil, along with their extended family.



Email: Barbara@diversitycentral.com

Website: <http://www.diversitycentral.com>

Twitter: @DiversityCentrl

Facebook: <https://www.facebook.com/diversitycentral>

LinkedIn: www.linkedin.com/in/barbara-deane

EMILIO EGEE

Emilio G. Egea is President of E.G.E. Associates, LLC, an organization development and management consulting firm specializing in the areas of leadership development, building effective teams and development/implementation of diversity and inclusion initiatives. Egea is a nationally recognized expert and leader in the field of diversity and inclusion with over twenty years of experience. An experienced lecturer, he has spoken at colleges and is a frequent speaker at professional association conferences. He has been featured in the New York Times, Advertising Age, Hispanic Business, DiversityInc, HR Executive as well as domestic and global network news. He was formerly a Corporate Vice President of Human Resources and Chief Diversity Officer for Prudential Financial where he was responsible for government compliance, employee opinion surveys, data, work-life initiatives as well as the diversity and inclusion function. Prior to that position, he was at AT&T where his career covered assignments in sales, marketing, field operations, information systems, labor relations and human resources. Egea earned his BAs in Business and Economics as well as Spanish from Moravian College and Executive

Education Certificates from Wharton, Cornell and the University of Michigan. He has served on a U.S. Senate Task Force on Education and Employment, as Chair of the Board of Directors for the Equal Employment Advisory Council (EEAC), on the Editorial Board of the Diversity Factor and is a member of the Diversity Collegium. External recognition includes Diversity Best Practices – Diversity Officer Leadership Award, Hispanic Business – 100 Corporate Influentials, Black Enterprise - Top Executives in Diversity and the National Eagle Leadership Award for his contributions to the profession and community.

Email: Emilio.egea@verizon.net

Telephone: (201) 851-2191

MARY FARMER

Former Global Director of Diversity and Inclusion for Philips CHRM in Amsterdam, Mary has long experience as a consultant, executive and thought leader in global business. Her passion is around inclusion, gender balance, leadership, communication, people and talent development. She specializes in workplace innovation, creating high performing teams and inclusive working environments, maximizing organizational effectiveness, organizational learning and development and succession and workforce planning design.



She began her studies in Journalism and went on to study Cultural Anthropology and Traditional Law and Classical Thai. Mary holds an MBA in International Management from Leiden University and her doctoral research focuses on the Systemic Impact of Implicit Bias on Organizations. Most recently she served on the Executive Committee of one of the world's premier hospitality management universities, Glion Institute of Higher Education in Switzerland and London, as Director Online Programs. She has many years of online teaching and curriculum design experience with universities around the globe (including the University of British Columbia) and frequently guest lectures at Business Schools in Europe and North America, anchoring Copenhagen Business School's annual Leading Women program. Holding dual Canadian and Dutch nationality and resident in Switzerland, she has lived and worked globally for most of her career and speaks English, Dutch, Thai, Lao, Bahasa Indonesia, Malay and a smattering of French, Mandarin, Arabic, German and Spanish.

LinkedIn: ch.linkedin.com/in/maryvanderboon/

Email: mary@globaltmc.com

Mobile: +31650692

BERNARDO FERDMAN, Ph.D.

Bernardo is Distinguished Professor of Organizational Psychology, California School of Professional Psychology, Alliant International University, where he has worked since 1993, and a leadership and organization development consultant.

Bernardo serves on the faculty for several executive education programs, including at UCLA Anderson School of Management and UCSD Rady School of Management. Bernardo consults, writes, speaks, teaches, coaches, and conducts research on D&I, multicultural leadership, Latinos/Latinas in the workplace, and bringing one's whole self to work. He has worked in the U.S., Europe, Latin America, and Asia. Bernardo's book, *Diversity at Work: The Practice of Inclusion* (Wiley/Jossey-Bass, 2014), co-edited with Barbara Deane, provides a research-based understanding of inclusion. He has written dozens of articles and chapters, made over 300 presentations, and conducted research with the Workgroup Inclusion Scale he developed with his students. A member of The Diversity Collegium and a Fellow of the American Psychological Association as well as the International Academy for Intercultural Research, Bernardo is past Chair Academy of Management's Diversity and Inclusion Theme Committee and of its Gender and Diversity in Organizations Division, and a past President of the Interamerican Society of Psychology. Awards include the 1991 Gordon Allport Intergroup Relations Prize from the Society for the Psychological Study of Social Issues, the 2011 Trailblazer Award from the Ph.D. Project's Management Doctoral Student Association, and the 2014 Janet Chusmir Distinguished Service Award from the Gender and Diversity in Organizations Division Academy of Management. He earned a Ph.D. in Psychology at Yale University and an A.B. degree at Princeton University.

Website: <http://ferdmanconsulting.com>; <http://practiceofinclusion.com>.

Twitter: @bferdman

LinkedIn: www.linkedin.com/in/ferdman

**CATHY GALLAGHER-LOUISY**

Cathy Gallagher-Louisy is a Canadian diversity and inclusion ("D&I") and Corporate Social Responsibility ("CSR") professional with over 20 years' experience in learning & development, human resources, D&I and CSR roles within corporate, government, and non-profit organizations. She is a co-founder of the non-profit Canadian Centre for Diversity and Inclusion ("CCDI")—the only national organization dedicated to D&I in Canada—where she leads the research and knowledge services portfolio and provides consulting and training services to clients. Cathy is the author of CCDI's ground-breaking report on diversity measurement in Canadian organizations, and co-author of *Supplier Diversity in Canada*, the only national benchmarking study on supplier diversity. She is also the curator of CCDI's toolkits (available free from CCDI's website) and her work has been published in multiple trade magazines including *HR Professional*, *PeopleTalk*, *HR UpDate*, *HUMANCapital*, *HR*



Saskatchewan, Municipal World, Supply Chain Canada, and the UK's Equal Opportunities Review. Prior to joining the CCDI, Cathy was the Canadian leader for D&I and CSR at Hewitt Associates. She has developed and delivered D&I and cultural competence courses and curricula for multiple private and public-sector organizations and she is a qualified administrator of the Intercultural Development Inventory®. Cathy is the lead developer for the Centennial College Certificate in Leadership and Inclusion and a faculty member at the University of Toronto's Certificate in CSR. She has lectured at the University of Toronto, the Ontario Police College, Georgian College, Humber College, the University of Lethbridge, and the Canadian Centre for Ethics and Corporate Policy as well as multiple conferences and corporate events.

LinkedIn: www.linkedin.com/in/cathygl

Twitter: <https://twitter.com/catgl>

Website: www.ccdi.ca

JUDY GREEVY

Judy is an award winning HR Director with deep expertise in diversity and inclusion, culture and organizational change and leadership and talent development. She is also an experienced and respected facilitator, coach and speaker. She believes passionately in the importance of inclusion in delivering long term sustainable business success and is interested in the organizational and leadership development interventions that support this. She has held senior roles in a number of large organizations both in the private sector (NatWest, Centrica and AMP) and also the UK Civil Service (Women and Equality Unit in the Cabinet Office and Her Majesty's Revenue and Customs).

Recently she returned to running her own consultancy and has undertaken work for a wide range of clients including Lloyd's of London, KPMG, Standard Chartered Bank and NHS Scotland. In 2015 Judy won the Business in the Community Opportunity Now Award for Excellence in Practice Directing Diverse Talent. Judy sits on the UK Ministry of Defense Diversity Panel and is a Board member of the Employers' Network for Equality and Inclusion. She has also been a Non-Executive Director of an NHS Trust. She is a graduate of Leeds University.

E mail judygreevy@btinternet.com.

LinkedIn: uk.linkedin.com/pub/judy-greevy/12/116/440



SAEHI HAN, Ph.D

Saehi Han, Ph.D, was born and raised in Korea, and worked and studied in Belgium for 15 years. Since his return to South Korea, he has worked as CEO / Chief Consultant of ITAP Asia-Pacific for 14 years, engaged in leadership/team development and strategic/cultural change of numerous MNCs (Microsoft, PepsiCo, Exxon Mobil, Dell, AMD, Dow Chemical, Johnson & Johnson, Merck, Monsanto, RBS, Samsung, LG, etc.) as well as the Blue House (Korean Presidential Palace), KNOC (Korea National Oil Corporation), etc. in the public sector. While in Belgium, he worked as MD/President of Hitel Express (sales/marketing consulting and tourism/publication) and Expo88/CHJ Group (international trading and exposition) managing subsidiaries in Korea, Belgium and the Netherlands. In his earlier career, he served as Lieutenant Officer in Korean Navy and subsequently as Chief Officer / Captain of merchant marine, visiting some 50 countries in 5 continents. He acquired 4 academic degrees in Belgium (MBA/BS, Brussels University) and Korea (Ph.D./BE, Korea Maritime University). Saehi speaks Korean, English and French currently, but he has also learned Japanese, Spanish and Dutch through his earlier career. He taught Human Resource Management at Kosin University in Korea. He has written some 90 articles/columns on culture and organizational development including "Research on the Impact of Internal Values of Employees to Organizational Culture and on its Diagnosis Frameworks" (Ph.D. thesis), "Mergers and Acquisitions: What to do when communicating more often is just not enough"(Global Forum, USA), and "Embedded Discrimination Factors in Korean Culture"(Korea Social Theory) etc. He lives in Seoul, Korea.

Email: saehihan@gmail.com

Telephone (M): +82-10-7999-5080

Skype: hanfather

**STEVE HANAMURA, MA**

Steve Hanamura is president of Hanamura Consulting, Inc., founded in 1986. Steve brings over 25 years' experience to the consulting, training and speaking profession. He is widely sought after in the areas of leadership development, managing and leading diversity initiatives, building effective teams, working with people with disabilities and managing personal and organizational change. Hanamura Consulting serves businesses, non-profit organizations, government agencies, and academic institutions of all sizes throughout the country. Steve has authored two books, *In Search of Vision* and *I Can See Clearly* and was a contributing author to *Valuing Diversity*.

He writes journal articles for a variety of publications. He has served as past president of the Portland Chapter of the American Society for Training and Development and is an emeritus member of The Diversity Collegium, a group of thought leaders in the field of diversity. Among Steve's professional honors is the Multi-Cultural Network Trainer of the Year presented by the American Society for



Training and Development. He was recognized as one of forty diversity pioneers in the July/August 2007 edition of *Profiles in Diversity Journal* and has received the Meritorious Service Award for the President's Committee on Employment of People with Disabilities. Also, he was privileged to be one of the Torchbearers for the 1996 Olympics. Steve received his master's degree from the University of Oregon and his Bachelor's degree from Linfield College. Though blind, he enjoys running and is an avid sports fan.

LinkedIn: <http://www.linkedin.com/pub/steve-hanamura/6/625/a73>

Website: www.hanamuraconsulting.com

Email: sh@hanamuraconsulting.com

MELANIE HARRINGTON

Melanie Harrington serves as the first President and CEO of Vibrant Pittsburgh, a nonprofit economic development organization that utilizes diversity and inclusion strategies to ensure the growth and long-term economic competitiveness of the Pittsburgh region. Together, with a broad cross section of partners from the government, education, business, and civic sectors, Vibrant Pittsburgh is spearheading initiatives to attract, retain, and elevate a diverse workforce in Southwestern Pennsylvania. From 2001 to 2010 Melanie served as the president of the American Institute for Managing Diversity, Inc. (AIMD), a national nonprofit diversity think tank based in Atlanta, Georgia that was founded by Dr. R. Roosevelt Thomas Jr. 1982. From 1995 to 2001 Melanie served as general counsel for D.J. Miller & Associates, Inc. (DJMA), a national management consulting firm that specializes in serving federal, state and local government agencies. Melanie served as an associate and then senior associate at the Ewing Group Law Firm specializing in employment litigation from 1992 to 1995. She currently serves on various Boards and Advisory Committees including the Boards of the YMCA of Greater Pittsburgh, Sustainable Pittsburgh; the Downtown Pittsburgh Partnership; and the Diversity Collegium. She is a graduate of Leadership Pittsburgh Class of XXVIII and Leadership Atlanta 2004 Class. She received the Pennsylvania National Diversity Council's 2012 "Most Powerful & Influential Women Award," and was recognized by the New Pittsburgh Courier, as one of the "50 Women of Excellence." She received her Juris Doctorate from Emory University School of Law and her B.A. from the University of Pennsylvania.



Email: melanieh@vibrantpittsburgh.org

Website: www.vibrantpittsburgh.org

LinkedIn: <https://www.linkedin.com/in/melanie-harrington-86a5205>

ROBERT HAYLES, Ph.D.

Dr. Hayles assists people and organizations in becoming more effective. He speaks, writes, and consults with a strong foundation in pluralism, diversity, and inclusion. He was also the 1996 Chair of the Board of Directors, American Society for Training and Development. Robert was named a "Pioneer of Diversity" by the Profiles in Diversity Journal in 2007. He has served more than 150 clients in the private, public, and civic sectors located in over 15 different countries. Robert was formerly the Vice President, Human Resources and Diversity with Pillsbury (a Diageo company). His HR responsibilities included the Tax, Treasury and Technology organizations. He also led diversity work worldwide for Diageo's food businesses (e.g., Pillsbury, Green Giant, Haagen-Dazs, etc.). Prior to that Robert was Director, HR for the Pillsbury Technology Center. Before joining Pillsbury he was Manager, Valuing Differences for Digital Equipment Corporation in Sales, Services, Marketing and International. He led strategies in the above roles to leverage diversity for productivity/profitability by working with similarities and differences. Other previous positions include: Associate Professor of Engineering Administration at George Washington University; Director, Research and Human Resources at the Office of Naval Research; and Research Scientist at Battelle's Human Affairs Research Center. Robert was the first behavioral scientist to manage the U.S. Department of Navy Technology Base with an annual budget of more than one billion dollars. Robert has an undergraduate degree in the behavioral and physical sciences, a doctorate in psychology and postgraduate education in business. Coauthor: The Diversity Directive: Why Some Initiatives Fail and What to Do About It, McGraw-Hill, 1997.

Email: rhayles@nehalem.tel.net

Telephone: 503-368-3280

**PEGGY HAZARD**

Peggy Hazard is a Managing Principal and co-head of the Advancing Women Worldwide Practice at Korn Ferry. She specializes in consulting, facilitation and coaching to help executives and top teams achieve business results through improved global talent strategies and more inclusive and agile leadership. A thought leader and problem-solver who has worked with leaders from 80 countries, Ms. Hazard helped develop the Root Cause Funnel Analysis, CrossCultural Agility, Vectors™ and Accelerating Women in Leadership Programs, a 3-part Advancing Women Worldwide Webinar Series and was Managing Editor of an online Global Inclusion University serving 197,000 employees. She is a member of the Avon *Global Women's Think Tank*, the *Global Diversity Benchmarks* and facilitated *The Global Diversity Officer Competency Model*. She is author & contributor of *Career Playbook: Practical Tips for Women in Leadership*, *Best Practice Women in Leadership*, *Crosscultural Agility: The Global Talent Solution*, and *Developing a Global Mindset*. She was adjunct professor at



Cornell's School of Labor & Industrial Relations, guest lecturer at Columbia and Rutgers Universities, India Institute of Management Ahmedabad, and the Mercedes Leadership Institute. Ms. Hazard has 30 years of experience, including positions at Polo Ralph Lauren and Warnaco. She has a BA The University of Pennsylvania, where she studied at The Wharton School. She is certified in ViaEdge, Voices, KFALP, Hogan and HBDI assessments.

Email: Peggy.Hazard@KornFerry.com

Linkedin: Peggy Hazard

Telephone: +1 201.289.7577

HERSCHEL HERNDON

Herschel Herndon is the President and Founder of *HRH Global Connections, LLC (HRHGC)*, a business consulting services firm which focuses on accelerating the performance of people and profits. The firm's primary objective is to bring world class people and organizations together at the highest levels to work on *BIG IDEAS* which create long-term value. This is accomplished by offering strategic guidance and effective implementation approaches; market development to help identify, acquire and retain new customers; and global relationships by leveraging diversity competencies, multicultural markets and other differentiating solutions. *Elevating, aligning and accelerating* key strategic priorities and initiatives of Boards of Directors and executives help them achieve differentiating and sustainable results with MOJO (Momentum and Joy). Herndon has served as Vice President of Local Market Development at Best Buy (BBY), Chief Diversity Officer at Best Buy, Director of Global Communications and Diversity at The Stanley Works Black & Decker (SWK), Director of Corporate Diversity and International Director of Training at Deluxe Corporation (DLX). Herndon was selected as one of the "*Top 40 Inspirers in America for 2010*" by *Inspire Magazine*, a publication designed to enhance the lives of leaders by providing inspirational messages and stories. He is certified at the professional level for completing course work in Child Brain Development at The Institutes for the Achievement of Human Potential in Philadelphia, PA. A native of Corpus Christi, Texas, Herndon graduated from the University of Wisconsin-Madison, with a degree in economics. HRH Global Connections, LLC is the fruition of Herndon's dream to put his vast global experience into building his own business in collaboration with key associates.

Website: www.hrhglobalconnections.com

Telephone: +1.952.221.2023

Twitter: @pennyred75.

Facebook: [herschel.herndon1@facebook.com](https://www.facebook.com/herschel.herndon1).

LinkedIn: [Linkedin.com/in/herschelherndon/](https://www.linkedin.com/in/herschelherndon/)



LUCIE HOUDE

Lucie Houde has a master's degree in the field of intercultural training and is President and founder of Archetypes-Inter, a Human Resources & Diversity management firm established in Montreal in 2001. Working with complementary specialists from around the world, Archetypes-Inter optimizes leadership and diversity in government organizations and industries offering diversity and inclusion benchmarking, training, cross-cultural coaching, conflict management and global competencies assessments. Prior to being an entrepreneur, Lucie worked almost 20 years as an HR senior consultant at Hydro-Québec, a utility firm of 22,000 employees where she was in charge of developing and implementing an employment equity access program. She also created a Cultural Awareness Institute for the same organization, developing cross-cultural skills for employees working with First Nations and with international partners. As a 3CK, she was part of the very first children of cooperants for Canadian International Development Agency, living in Senegal and Mauritania (1968 – 1979). She also experienced diversity while in a boarding school, in England, living with 60 teenagers of which half were from Iran and half from 21 other countries. Furthermore, she is married to an immigrant. Lucie is well aware of the challenges with regards to Inclusion & Diversity in organisations. She is accredited to administer valid psychometric tools to assess intercultural competencies and is a Cultural Correspondent for various international partners. She works both in French and English. Twitter: [@archetypesInter](#). LinkedIn: <https://www.linkedin.com/in/archetypesinter>. Website : www.archetypes-inter.net. Email: lucie.Houde@archetypes-inter.net.



PATRICIA MUSHIM IKEDA

Patricia Mushim Ikeda is an author, diversity consultant, Buddhist teacher, and secular mindfulness teacher based in Oakland, California, USA. She began publishing poetry under the name "Patricia Y. Ikeda" in the late seventies in the U.S. and is one of the major Asian American women poets featured in the 2001 award-winning documentary, *Between the Lines*. After earning an MFA degree from the University of Iowa Graduate Writers Workshop in 1981, she jumped the tracks and veered into Zen Buddhist meditation, entering a period of North American monastic practice under a vow of poverty that culminated in 8 months in Korean monasteries. Returning to California in 1988, she re-entered lay life with the birth of her son in 1989. Assisting teachers in her child's under-resourced public schools in Oakland proved to be a journey of diversity awareness. Mentored by diversity consultant Roberto Almanzán, Mushim began working as a diversity consultant in addition to Buddhist teaching and writing, and since 2007 has become widely recognized for social justice activism and inclusivity work in U.S. Buddhist communities. Mushim received the 2014 Gil A. Lopez peacemaker award from the Association for Dispute



Resolution of Northern California in recognition for groundbreaking work training social justice activists in mindfulness practices at the East Bay Meditation Center. In 2015 she received an honorary doctor of sacred theology degree from Starr King School for the Ministry, and was part of a small group of U.S. Buddhist and Catholic socially-engaged leaders who met with Pope Francis during an interreligious dialogue convened by the Vatican. Mushim is a longtime member of the Diversity 2000 think tank.

Website: www.mushimikeda.com

LinkedIn: www.linkedin.com/pub/mushim-patricia-ikeda/9/727/530/

LOBNA “LUBY” ISMAIL

Lobna “Luby” Ismail, president of Connecting Cultures, LLC, is dedicated to building cultural competence in diverse and global settings. She is an inspirational public speaker and powerful trainer and coach with over twenty years of experience. Luby’s reputation and strong experience is in communication across cultures, Arab cultures, engaging with U.S. Americans, Islamic awareness and Diversity & Inclusion. Luby has published articles and books on Arab Cultures, Islam and American Muslims. Selected as a Peace Fellow for Seeds of Peace and a Malone Fellow in Middle East and Islamic Studies by the National Council for U.S. and Arab Relations, Luby participated in a study visit to Saudi Arabia. She is a keynote speaker and presenter at conferences around the world including Human Capital Forum in South America, the Arabian Society for Human Resource Management Conference and the Society for Human Resources. Luby assisted in the development of My Fellow American, America’s Unofficial Ambassadors and 20,000 Dialogues to stimulate dialogue across faiths. She holds a Master’s degree in Intercultural Relations from Lesley College and a B.A. in International Service from The American University. She has traveled extensively throughout Europe, including Bosnia and Croatia, and Egypt, Saudi Arabia, Bahrain, UAE, Jordan, Palestine, Israel and Peru, Singapore, Colombia, and Mexico. Luby’s clients include Federal and State agencies, educational institutions, nonprofit organizations and private corporations including Microsoft, Walt Disney World, U.S. Departments of Justice and State, CVS, Darden Restaurants, King Abdullah University for Science and Technology, Foreign Service Institute, NIKE. Luby received the 2012 Arab American Anti-Discrimination Honoring the Achievements of Extraordinary Arab-American Women Award.

Email: luby@connecting-cultures.net

LinkedIn: www.linkedin.com/in/lubyismail/

Youtube: luby ismail

Twitter: @lubylouslimail;

Website: www.connecting-cultures.net



KAY IWATA

Ms. Iwata is an internationally recognized leadership, organizational development and diversity management consultant, researcher and author. Her approach is global, strategic and systemic. It focuses on building from a strong business case that is anchored in the values and culture of the organization and its leaders. She has provided strategic planning, organizational cultural assessments, diversity & inclusion planning and implementation, leadership development, team building, conflict resolution, and executive coaching for organizations such as Johnson & Johnson, Dell Inc., Walmart, County of Alameda, County of San Diego, California State University Fresno and Texas A&M at San Antonio. Ms. Iwata's book, *The POWER of Diversity: 5 Essential Competencies for Leading a Diverse Workforce* provides a researched based focus on what specific behaviors and actions diversity and inclusion competent leaders and managers consistently demonstrate. The results also appear in the 2010 ASTD Leadership Handbook. She has been named a Pioneer of Diversity by the Diversity Journal and has published articles with SHRM and Diversity Central. In addition to consulting Ms. Iwata has served on the Leadership California Board of Directors and chaired the Executive Advisory Council. She remains part of the faculty for their flagship program, California Issues and Trends. Ms. Iwata is also on the faculty with the Center for Asian Pacific American Women, where she was a past president. She is also on the Advisory Board for GEWEL, the first diversity and inclusion consulting firm in Japan. LinkedIn: <https://www.linkedin.com/pub/kay-iwata/1/b5b/8b5> Website: www.kiwata.com



HANS W. JABLONSKI

Hans W. Jablonski is an expert on Diversity & Inclusion, Leadership, and Change Management. With more than 20 years practical experience in organisational change as both an internal and external consultant he is committed to working systemically to enable sustainable success. In the course of his career Hans Jablonski has worked with companies of various sectors as automotive, chemical and finance. He was one of the first Diversity Managers in Germany after he had been responsible for the European Leadership Development at a global car company. He also worked on a global diversity team in London leading Diversity Management in Europe for a global energy company. About seven years ago he founded his company *jbd consulting*. Since then he has consulted with companies worldwide in introducing and conducting Change & Diversity Management. About 30% of the German DAX30 companies are working with him. Hans is co-initiator of the Diversity Charter of companies in Germany and other European countries and an active member of various diversity, change and OD organisations. Hans is a much-in-demand keynote speaker on his subjects. He regularly publishes articles in books



and journals. Hans has a first degree in economics and is qualified as an OD consultant, Change Agent and Coach. He is based in Cologne, Germany. .

Website: www.business-diversity.biz

LinkedIn: <http://www.linkedin.com/pub/dir/Hans/Jablonski>

HELEN JACKSON

Helen is a Senior Executive with a strong commercial perspective. She has extensive Organisational Development experience, including transformational cultural change (including diversity and inclusiveness), Organisation Development, Leadership development, and talent and succession management. Her role scopes include contributions at a Global, Regional, National, and State level. Helen holds an Executive MBA (Australian Graduate School of Management), a Bachelor of Commerce (U of Qld), Bachelor of Economics (U of Qld), and a Graduate Diploma in Industrial Relations (QUT). Helen started in Labour Relations in

Queensland, as an associate to the Industrial Commission and Court, moving to the retail industry as an industrial advocate, before taking the role of Manager of Industrial Relations for Queensland Rail. When Helen moved to Sydney with her family in the late 90s, she worked as a consultant in organisational change before moving to Westpac Bank where she held organisational change, executive development, succession management and culture roles. From 2006 Helen moved to Ernst & Young, where she led the Organisational Development and Learning team for Oceania and the Diversity and Inclusiveness and Organisational Change team for the then newly formed Asia Pacific Area. Since 2013, Helen has contributed to a number of New South Wales Government transformation projects to deliver the Premier's key priorities.

LinkedIn: au.linkedin.com/pub/dir/Helen/Jackson



TISA JACKSON

Tisa, head of Global Diversity & Inclusion Practice Management, Microsoft, is a visionary leader with purposeful passion who believes being a diversity and inclusion leader is a privileged obligation. She's a respected strategist, disruptive thought leader, speaker, community builder, and business leader. Tisa has received several accolades personally and for her employers including Global Organization for Leadership & Diversity's Bridge Builder Award, Emerson College 2014 Distinguished Alumni Award, and DiversityInc's Top 10 Regional Companies for Diversity list. Throughout her career she has been a key architect in the creation and transformation of Diversity & Inclusion strategies & functions, provided global strategic direction & consultation, managed human capital departments (e.g., Recruitment, Organization Development), developed & implemented community development & branding programs, built internal & external consortiums, conceived & executed employee engagement initiatives, deployed training & development



programs for the Americas, Asia, the Oceania, and/or Europe, Middle East, and Africa (EMEA) regions. Her work has been performed for diverse companies ranging from Global 100 and Fortune 25 to start-ups and non-profits in the Internet, semiconductor, software, financial services, telecommunications, and management consulting industries for Microsoft, Deloitte, Cisco, Hewlett Packard, Advanced Micro Devices (AMD), and Mitsubishi UFJ Financial Group. Tisa's work has been featured the Wall Street Journal and HR Magazine, and others. Her columns have been published in Diversity Journal, addressing topics such as cultural competency, market intelligence, creating a training plan, and the future of Diversity & Inclusion. Tisa holds a BS in Management and Organizational Behavior and Political Communications from Emerson College in Boston, MA.

LinkedIn: www.linkedin.com/in/tisajackson

NIA JOYNSON-ROMANZINA

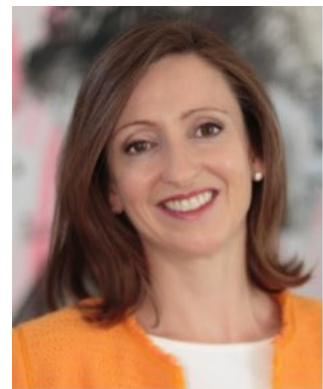
Nia Joynton-Romanzina is an award winning D&I futurist specialising in the emotional power of belonging. She advocates winning hearts and minds to unleash the ROI of D&I: Diversity of Perspectives. Former Managing Director and Global Head of Diversity & Inclusion for UBS and Swiss Re, Nia combines International Development at the United Nations and European Commission, with hands-on FTSE 500 global executive experience. Nia is the brains behind the award winning Own the Way You Work™ positioning trust at the epicentre of agile working and deep flexibility., resulting in higher productivity, elevated engagement, increased retention and lower absenteeism. Named in the Daily Telegraph 2016 Global Diversity list of top 10 Diversity Consultants, Nia is a guest lecturer at IMD Business School, and featured Huffington Post Blogger. She sits on the Harvard's Women Leadership Board, the EDGE Global Advisory Council, the WIN International Board of Advisors and the IMD Strategies for Leadership Advisory Board. She holds a Bachelors in Political Science from the University of Cardiff, an MSc in Development Management and an MA in Mass Communications from Leicester University. She is a Certified Executive Coach (ACC, CPCC) and Certified Change Manager (PROSCI). Originally from Wales, Nia lives in Zurich, Switzerland with her Swiss husband and two, Welsh speaking, daughters. When not actively championing her cause, she enjoys being with and cooking for her family and friends at home overlooking Zurich lake and the Swiss Alps. She loves to keep mentally and physically fit through yoga, hiking and running.

Email: nia@icubed3.com

Twitter: @nianiche

Blog: <http://www.huffingtonpost.co.uk/nia-joyntonromanzina/>

LinkedIn: ch.linkedin.com/pub/nia-joynton-romanzina/13/826/655/



JUDITH H. KATZ, Ed.D.

Fueled by passion for addressing systemic barriers, Judith Katz is a thought leader, practitioner, educator, and strategist. Recognized with the Organization Development Network Lifetime Achievement Award (2014) and as a Pioneer of Diversity by *Profiles in Diversity Journal*, Judith has been a leader in inclusion, diversity, and organization transformation for over 40 years. As Executive Vice President of The Kaleel Jamison Consulting Group, Inc.—one of *Consulting* magazine's Seven Small Jewels in 2010—she has helped organizations around the globe to leverage people's differences, increase engagement, and transform workplaces. Together with Frederick A. Miller, she co-created many key concepts, including the 12 Inclusive Behaviors. Her landmark book, *White Awareness: Handbook for Anti-Racism Training* (1978), was the first systematic training program to address racism from a white perspective. Her courageous autobiographical work, *No Fairy Godmothers, No Magic Wands: The Healing Process After Rape* (1984), assists rape survivors in the recovery process. She has co-authored with Fred Miller three books on diversity, inclusion and individual, team and organization performance; most recently, *Opening Doors to Teamwork and Collaboration: 4 Keys that Change EVERYTHING*. Many organizations have honored Judith with awards and accolades: OD Network's Outstanding Achievement in Global Work Award (2012) and the Larry Porter Award for OD Knowledge (2009). International Society of Diversity and Inclusion Professionals named her a Legend of Diversity in 2012. An accomplished speaker, researcher, and educator with over a 100 articles to her credit, she has been a GDIB reviewer since the founding of the Expert Panel.

Email: judithkatz@kjcq.com

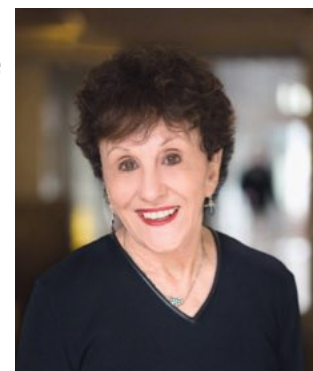
LinkedIn: <http://www.linkedin.com/pub/judith-katz/3/69/453>

Website: <http://www.kjcq.com>

Twitter: @kjcqinc

**BEVERLY KAYE, ED.D.**

Beverly Kaye's name is internationally recognized as one of the most invested, knowledgeable and practical professionals in the areas of career development, employee engagement & retention. A dynamic and committed keynote speaker, Bev's presentations engage participants, stimulate learning and inspire action. With her organization, she has developed a powerful suite of talent solutions that continue to help organizations reduce costs associated with talent loss and underperformance. They are also designed to foster a culture of support for individuals, managers, and leaders. Her first book, *Up Is Not the Only Way*, established career development as an area of practice and Beverly Kaye as a game changer in the field. *Love 'Em or Lose 'Em: Getting Good People to Stay* was released at the height of the talent war, and with more than a half-million copies sold, once again positioned her as a top thought



leader on talent issues worldwide. *Love It Don't Leave It: 25 Ways to Get What You Want at Work* came later and told the employees how to take charge of their own engagement. *Help Them Grow or Watch Them Go: Career Conversations Employees Want* helps managers feel comfortable with the career conversation. Her most recent book titled, *Hello Stay Interviews Goodbye Talent Loss* was published in 2015. Bev's long history with the specialty in development, engagement and retention enables her to apply those insights and learning solutions to diversity and inclusion issues. She is also a frequent speaker on the link between engagement and inclusion.

Website: <http://careersystemsintl.com/>

ELISABETH KELAN, Ph.D.

Elisabeth Kelan is an expert on gender and generational relations in organizations. Elisabeth is a professor of leadership and the director of the Global Centre for Gender and Leadership at Cranfield School of Management. Prior to this appointment she held positions at King's College London, London Business School, the University of Zurich and the London School of Economics and Political Science where she also received her Ph.D. Her research focuses on gender and leadership, generations in organizations, leadership and diversity and inclusion. She has published two books (*Rising Stars - Developing Millennial Women as Leaders* and *Performing Gender*, both with Palgrave) and numerous peer-reviewed articles in academic journals and practitioner reports. She is an associate editor of the journal *Gender, Work and Organization* and is on the editorial board of the *British Journal of Management*. Elisabeth is the Series Editor for Routledge Studies in Gender and Organizations. Her research has been recognized through various academic and practitioner awards. She is also regularly providing thought-leadership to businesses and international organizations. She sits on the advisory board of the Women's Empowerment Principles, a partnership initiative of UN Women and was a British Academy Mid-Career Fellow (2014/15). Specialties: women leaders, men's role in gender change, generation Y, gen Y, millennials, generational diversity, gender, diversity, inclusion, speaking, consulting.

Website: www.elisabethkelan.com

Email: mail@elisabethkelan.com

LinkedIn: uk.linkedin.com/in/ekelan



LISA KEPINSKI

Lisa brings over 20 years' experience working in diverse, global environments in Diversity & Inclusion (D&I), Staffing, Learning & Development, and PR/Communications. Lisa has been a senior Global Diversity & Inclusion executive with AXA, Microsoft, & Hewlett-Packard setting strategic direction internationally. In 2013, Lisa founded, and is the CEO of, the **Inclusion Institute** focused on consultancy, training, coaching & research. Her special expertise in organizational development integrated with inclusive culture make her a unique resource for change at all levels, from the individual to the systems level. She now partners with organizations on how to successfully achieve their goals for creating a more inclusive culture for sustainable business growth. Lisa has been for years on the advisory boards of Catalyst Europe and WIN, was a founding member of a European-based Global D&I Network (now at 60+ D&I heads from multinationals), and has been a faculty member for the Conference Board's D&I Academy. Lisa is currently co-authoring (with Tinna Nielsen) a book on 'Inclusion Nudges', writing culture change articles, teaching a course on OD skills for culture change, and conducting a study of D&I practitioners' change strategies and a study on effective external events engagement strategies. Lisa has lived in 5 countries and travelled extensively in her global roles. She was born and educated in the US (with degrees in Social Psychology and Socio-Linguistics), has worked in Europe for nearly 15 years, and lives in Germany and the US.



Skype: lkepinski

LinkedIn: <http://www.linkedin.com/in/lisakepinski>

LYNN (RUI-LING) KING, MA

Lynn King has over 20 years of professional experience in consulting, training and coaching high performance leaders and teams. Expertise areas include: change management, communication skills, intercultural competency, management and leadership skills, train-the-trainer, creativity and innovation, conflict management, diversity and inclusion, project management. In addition, Ms. King has been committed to socially responsible leadership in the world community: 1) as Vision Mentor for *World Pulse*, enabling high potential women leaders in developing countries, and 2) as Net Impact's Global Asia Fellow and Shanghai's Silver Chapter President. Net Impact is a global network of students and professionals dedicated to changing the world through socially responsible business. Ms. King is also the recent author of "A Disaster-Resilient World Needs a New Kind of Leadership," published in *Rebuilding Sustainable Communities with Vulnerable Populations After the Cameras Have Gone: A Worldwide Study* (2012). With a passion for linking visionary leadership to current reality, Ms. King is now developing her own social enterprise around food, water, energy security and social innovation. She is conversationally fluent in Mandarin Chinese. Past and current clients include: adidas (Shanghai, Guangzhou), Bosch (Wuxi, Shanghai), Carrefour (Shanghai), General Electric (Shanghai), Microsoft (Asia), Phillips (Shanghai), Proctor & Gamble (Beijing, Shanghai), RAE Systems, Roche (Shanghai), Shanghai World Financial Center

Forum, Tesco (Shanghai), United Automotive Electronic Systems (UAES), and more. Ms. King holds a Master's Degree in Organization Development from The Fielding Institute (USA), a Certificate in Organization and Systems Change (OSD) from The Gestalt Institute (USA), and an undergraduate degree from Princeton University (USA).

Email: lynn@sagevision.com.cn

LinkedIn: <http://cn.linkedin.com/pub/lynn-king/1/6b/5b2>

GERALD (JERRY) LANDON, SPHR

One of the original developers of *Bench Marks for Diversity: A Benchmarking and Assessment Guide*, Jerry is an enthusiastic supporter of the *Global Diversity and Inclusion Benchmarks* and continues to serve as an Expert Panelist. Jerry has 20+ years of improving organizations through effective training, organizational development, knowledge management and development of HR policies. He is also a co-author of the Tennessee Valley Authority's award-winning knowledge retention process. His current focus is on building compensation and benefit systems that work for all employees. He is frequent presenter at national psychology, training, and diversity conferences and is a certified Senior Human Resource Manager (SHRM). A graduate of Illinois State University, Jerry completed his graduate work in Industrial/Organizational Psychology at the University of Tennessee-Knoxville. Most importantly, he works and plays well with others.

Email: JerryLandonTN@gmail.com

LinkedIn: www.linkedin.com/pub/jerry-landon/8a/a52/ab1/

RANDALL LANE

Randall Lane is a Global Inclusion & Diversity thought leader, strategist, Conference Board Diversity & Inclusion Academy coach, and supplier diversity expert. A former U.S. Naval Officer, Lane received a B.A. from Case-Western Reserve University, an M.B.A. from New York University's Stern School of Business, and a Certificate in Leadership from UCLA's Anderson School of Business. He has broad functional experience at many companies including Citicorp, Verizon (NYNEX), The Mashantucket-Pequot Tribal Nation, Time Warner Inc., American Express, Weyerhaeuser, and Cisco. Lane has driven many companies' strategic Global Inclusion & Diversity initiatives, including creating and managing supplier diversity programs, designing and collaborating on diversity recruitment strategies, designing and implementing targeted leadership development programs, creating and managing strategic external relationships, managing internal and external diversity communications, and leading participation in diversity-related benchmarking, surveys, and external recognition activities. Lane is the recipient of many Awards: including The Diversity Champion (World Diversity Leadership Council), The Inclusion & Diversity Super Star (Diversity Woman Magazine), The National Black Achiever (Harlem YMCA), The National Hispanic Business Group Corporate Achievement, and The National Minority Media Cornerstone (U.S. Department of Commerce MBDA). He has keynoted, served on panels, written articles in Fast Company "How Cisco Took Me Where No One Has Gone Before", white papers, including Sylvia Ann Hewitt's "Advocacy vs. Mentoring", and has had a leadership development program (IAP) featured on the World Economic Forum

website. Randall's organizational affiliations are broad, including major universities, and many global, cross-industry, and professional groups focused upon diversity and inclusion issues.

Email: lanestar@earthlink.net , lanestar@outlook.com

Website: www.linkedin.com/in/RandallLane

Twitter: lanestar14

JUAN T. LOPEZ

Juan T. Lopez is president of Amistad Associates, an organizational development and management consulting firm that offers Global Multicultural leadership programs, executive coaching, organizational assessments, strategic planning, training and consulting services, and diversity excellence. He is a cofounder of Llead, a senior Latino leadership program. He and his colleagues are currently writing a book on their research based on 15 years of training and coaching. He has developed a global accelerated leadership program for men of color and multicultural men and is a cofounder of Diversity 2000, a think tank focusing on compelling diversity issues now entering its 17th year. He has an M.S.W. from the University of California Berkeley, School of Social Welfare, where he emphasized organizational planning and community health services. He also holds B.A. degrees in Psychology and Latin-American Studies from Sonoma State University. In addition, Mr. Lopez was the co-chair for three years of the National Diversity Conference, which had been one of the premier national events addressing diversity issues. He has been a member of the Collegium (emeritus) since 1993, a diversity think tank of diversity pioneers who develop diversity concepts and leadership models. He was featured in The Diversity Journal as one of the Diversity Pioneers. Juan is a co-author of: The Diversity Calling: Building Community One Story at a Time, published in 2012. He also is a co-author of a chapter: Leading for Diversity in the ASTD Leadership Handbook.

Blog: amistadassociates.wordpress.com/about/



CYNTHIA H. LOVE, Ed.D.

Dr. Cynthia H. Love is CEO for ACPA--College Student Educators International, DC based higher education association in operation since 1924. Love is responsible for strategic plan implementation and global operations. A leading expert in the development and growth of Internet based international communities of knowledge & practice as well as disintermediation due to disruptive innovation, Love is a consultant, author and speaker with interests in development of cultures or climates of advocacy, cultural competency and D&I. She created the national marketing campaign & book, *Would Jesus Discriminate? The 21st Century Question* and is a Huffington Post blogger. She founded an INC 500 company in 1990 later acquired by The TORO Company (NYSE:TTC). She currently serves on the Working Group



Advising the US Secretary of State on Religion & Foreign Policy and is the recent recipient of the Facilitator Award by Stetson College University of Law for helping colleges create reasonably safe climates. Love was a guest on CNN Anderson Cooper 360 with Senior Legal Analyst Jeffrey Toobin to respond to the question of legal liability for pastors who encourage violence against gay children by parents in their congregations and was keynote for the National Religious Broadcasters Convention Public Policy Debate in 2011. She is a graduate of the Harvard Kennedy School Executive Education program for state & local officials and the MIT "Birthing of Giants" inaugural program for INC 500 executives.

Email: drcindilove@famlo.org

Twitter: @drcindilove

Telephone: 972-358-5907

LinkedIn: <https://www.linkedin.com/pub/cindi-love/101/96a/58a>

KELLI MCLOUD-SCHINGEN

Kelli McCloud-Schingen specializes in Global Diversity and Inclusion, Storytelling, Cultural Competence, and Healing Racism. She has facilitated development workshops, trainings and storytelling presentations for educational, non-profit, government and corporate institutions in the USA and internationally since 1989. A certified professional mediator, she holds a Bachelor of Arts degree in Communication from Aurora University and a Master of Arts in Cross-Cultural Studies from the University of Houston-Clear Lake.



Additionally, she is Co-Author of the Cultural Detective:

African American®. She has extensive training and leadership experience in the Intercultural and Diversity fields. Kelli has recently joined the Diversity Collegium, A Think Tank of Diversity Practitioners and has served on the Board of Directors for the premier Intercultural organization, the Society for Intercultural Education, Training and Research (SIETAR USA), since 2002 as well as served on the organizing committee for the Global Community Dialogue on Leadership, Diversity and Change (GCD) since 2003. In the area of Race and Racism, Kelli trained with the Center for the Healing of Racism in Houston, TX and has provided workshops on healing and dismantling racism since 2000. Kelli has studied and researched the topic of racism in-depth and a major part of her research was an internal investigation of self with regard to how racism has impacted her life.

Twitter: KelliMSchingen

Skype: KMS131

LinkedIn: <http://www.linkedin.com/pub/kelli-mcloud-schingen/6/639/359/>

Facebook: <https://www.facebook.com/pages/KMS-Consulting/120818254676501>

Website: <http://www.treasureculture.biz>

JOE-JOE MCMANUS, Ph.D.

An innovative educator and diversity professional, Dr. Joe-Joe McManus serves as Chief Diversity Officer and Associate Vice President for Diversity, Educational Equity & Inclusion at California State University San Marcos (CSUSM). He is also a Senior Associate with the Kingston Bay Group consulting firm. Dr. McManus' experience includes faculty positions at an HBCU and an international university, curriculum development roles at an Ivy League institution and a nonprofit organization, and as a senior university system administrator at the largest urban public university system in the U.S. McManus has had the opportunity to keynote, present and guest lecture widely. Among the many educational institutions where McManus has been a featured speaker are the University of Cambridge (UK), Moscow State University, the University of Malawi, Syracuse University, and the Defense Equal Opportunity Management Institute. Dr. McManus previously served on the National Board of Directors for the National Association for Multicultural Education (NAME), and currently serves on the Board of Directors of Rootstrong and the Board of Advisors for E3: Education Excellence & Equity. The first in his family, McManus earned a B.S. in psychology and an M.A. in Multicultural Education. In 2000, he completed his Ph.D. in Educational Leadership at Florida A&M University.

Website: www.drjoejoe.com

LinkedIn: www.linkedin.com/in/drjoejoe

email: mcmanus@kingstonbaygroup.com

**DONNA MCNAMARA, Ph.D.**

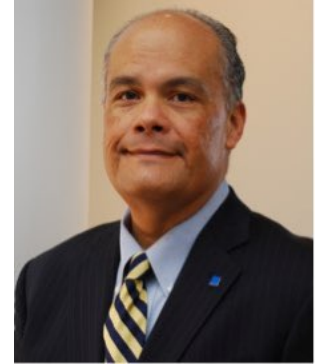
Donna McNamara, Ph.D. consults with organizations to help them achieve improved results through learning, leadership and organization development. Formerly the vice president of global education and training for Colgate-Palmolive Company, she developed and implemented Colgate's world-wide learning strategy, designed the company's business goal alignment process, and built leadership capability in accelerating effective change. Prior to Colgate, she was an executive with AT&T in human resources, education, and strategic planning. Donna is a Past President ASTD, American Society for Training and Development, now ATD, Association for Talent Development, a recipient of the Gordon M. Bliss Award for distinguished contribution, a former member of the Society's Board of Directors and Board of Governors, and past Chairperson of ASTD's Editorial Advisory Board. She is a member of the International Adult and Continuing Education Hall of Fame and for many years served on the National Nuclear Training Accreditation Board for INPO (Institute of Nuclear Power Operations). Currently, Donna is a Senior Fellow, Human Capital, with The Conference Board, a Senior Consultant with the National Executive Service Corps, and an Advisory Board Member for the Chief Learning Officer graduate program at the University of Pennsylvania. She is a Trustee at the College of St. Elizabeth, a Board Member with Cornerstone Family Programs, and a Grants Committee



Member with Impact 100: Garden State. Donna received her doctorate in education and human resources from Peabody College of Vanderbilt University. Email: dbmcnamara@aol.com

CHRIS MICHAEL MENDOZA, D.B.A., LUTCF

Dr. Chris Mendoza is Visiting Research Affiliate at Massachusetts Institute of Technology (MIT), in the MIT AgeLab where he is a consultant on diversity and cultural marketing studies and projects. Most recently he was at Massachusetts Mutual Life Insurance Company (MassMutual Financial Group) responsible for leading and implementing the business strategy to reach diverse consumers and recruit cultural producers to its distribution system. He held similar positions at Allstate and Nationwide Insurance Companies. In addition to being a certified diversity trainer, he serves on the National Hispanic Advisory Council for Big Brothers Big Sisters of America and is a board member of the Girl Scouts of Central and Western Massachusetts. With 28 years of experience in the financial services industry, Chris started his career as a multiline agency owner for Allstate in his hometown of El Paso, Texas. Over his career, he has progressed through various levels of management and responsibility in sales, operations, and administration. Chris is a graduate of the University of Texas at El Paso and holds advanced degrees in business administration. His thought leadership and research about the Hispanic market and minority small business owners is published in academic, business, and industry trade publications. Chris teaches marketing and management courses through the University of Phoenix, and mentors doctoral students as they pursue their degrees. LinkedIn: <http://www.linkedin.com/pub/chris-mendoza/7/5b8/257/> Email: chrismendoza1214@gmail.com



NENE MOLEFI

Nene is a Diversity & Inclusion consultant, facilitator & CEO of Mandate Molefi Consultants. As a South African who has a lived experience of the devaluing impact of Apartheid, Nene has designed a model of dialogue that highlights the complexity & interplay between participant and observer in a system designed to perpetuate exclusion. She has facilitated large scale transformation processes to help organisations create a culture where shareholder value and stakeholder expectations are mutually inclusive. As a strategist, she works with listed companies and assists directors and executives to co-create a solid Vision for D&I. She prepares a safe space for crucial conversations between diverse teams that are conflicted and need to create a high performance culture. As a D&I systems consultant, she helps clients to identify self-defeating narratives embedded in the system and designed strategies to achieve sustainable change. While the majority of her work is with local and multinational private sector companies, Nene is also regarded as a thought leader in the public sector and has led social context discussion with the SA Judiciary across



all the High Courts, Supreme and Constitutional Courts on D&I. She has documented case studies from her client experiences and authored publications. She is a speaker at various conferences around the world, including Malaysia, Bangladesh, USA, Zimbabwe, Namibia & Zambia. She is an associate lecturer for GIBS and Stellenbosch Business School on Diversity and Transformation respectively & Thabo Mbeki African Leadership Institute. She sits on the advisory board of the Auditor General of South Africa. (BA Social Work :University of Fort Hare),(B Soc Sc Honours: University of Cape Town), (Masters in Leading Change & Innovation :York St J University, UK)
Website: <http://www.mandatemoilefi.co.za/>

EDDIE MOORE, JR., Ph.D.

Dr. Eddie Moore, Jr. has pursued and achieved success in academia, business, diversity, leadership and community service. In 1996, he started America & MOORE, LLC [www.eddiemoorej.com] to provide comprehensive diversity, privilege and leadership trainings/workshops. Potential workshops include, The N!gga(er) Word; 21st Century Workplace Issues; The Opportunity/Achievement Gap, Not in My School: How White Supremacy, White Privilege and other Forms of Oppression Undermine Best Intentions; Diversity, Power, Leadership & Moore; and White Privilege 101. Dr. Moore is recognized as one of the nation's top motivational speakers/educators especially for his work with students K-16. He is CEO of The Privilege Institute, a nonprofit that engages people in research, education, action and leadership through workshops, conferences, publications and strategic partnerships and relationships and Founder/Program Director for the White Privilege Conference (WPC), [www.whiteprivilegeconference.com]. Under the direction of Dr. Moore and his inclusive relationship model the WPC has become one of the top national and international conferences for participants who want to move beyond dialogue and into action around issues of diversity, power, privilege, and leadership. Dr. Moore is co-founder of the on-line journal *Understanding and Dismantling Privilege*, co-editor of *Everyday White People Confront Racial and Social Injustice: 15 Stories*, the forthcoming on-line workbook, *The White Women's Guide to Teaching Black Boys* and featured in the film "I'm Not Racist.....am I? His interview with Wisconsin Public Radio won the 2015 Best Small Interview in Medium Market Radio, First Place. Dr. Moore received his Ph.D. from the University of Iowa in Education Leadership and Social Foundations.

Twitter: @eddieknowsmoore

LinkedIn: www.linkedin.com/in/eddiemoorej



STELLA M. NKOMO

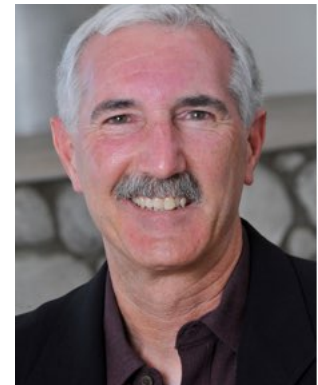
Professor Stella M. Nkomo is a Professor in the Department of Human Resource Management in the Faculty of Economic and Management Sciences at the University of Pretoria. She holds an MBA and Ph.D. in Business Administration. Professor Nkomo is a former Scholar-in-Residence at the Bunting Institute of Harvard University and Visiting Scholar at the Tuck Business School of Dartmouth College (USA). Her internationally recognized research appears on diversity, human resource management, and leadership and in organizations has been published in numerous journals and edited volumes. Professor Nkomo is co-author of the critically acclaimed Harvard Business School Press book, *Our Separate Ways: Black and White Women and the Struggle for Professional Identity*. Her most recent research focuses on diversity practices in Africa and the relationship between diversity ideologies and practices. She is listed in the *International Who's Who in the Management Sciences* and received the 2009 Sage Scholarly Contributions Award from the Gender and Diversity in Organizations Division of the Academy of Management. Professor Nkomo is a sought after speaker and consultant to many organizations in South Africa, Europe and the United States. She is also the President of The Africa Academy of Management and was recently elected to the Academy of Science of South Africa.



LinkedIn: <https://za.linkedin.com/pub/stella-nkomo/1b/8a5/23a>

KENNETH NOWACK, Ph.D.

Dr. Kenneth M. Nowack is a licensed psychologist (PSY 13758) and President/Chief Research Officer of Envisia Learning Inc. (www.evisialearning.com), a leading international provider of leadership/talent assessment, training and development tools to coaches and consultants and President of LifeHub Inc. (www.getlifehub.com) a corporate health and wellness provider. Ken has conducted research and published extensively in the areas of 360° feedback, leadership, health psychology, survey research, assessment and coaching and serves as a member of the Consortium for Research on Emotional Intelligence



(<http://www.eiconsortium.org/members/nowack.htm>). He is co-author of the new book *Clueless: Coaching People Who Just Don't Get It*

(http://www.envisialearning.com/clueless_book). He received his B.S. and M.S. degrees at the University of California, Davis, and his Ph.D. in Counseling Psychology from the University of California, Los Angeles where he serves as a guest lecturer in the Anderson School of Management. Ken also serves as the Associate Editor for the American Psychological Association publication *Coaching Psychology Journal: Practice and Research*.

Twitter: <http://twitter.com/envisia>

Blog on leadership: <http://blog.envisialearning.com/>

KATHERINE (KATHY) PHILLIPS, Ph.D.

Prof. Katherine W. Phillips is the Paul Calello Professor of Leadership and Ethics and Senior Vice Dean at Columbia Business School. Before Columbia she was Associate Professor of Management and Organizations at the Kellogg School of Management, Northwestern University and Founding Co-Director of Northwestern's Center on the Science of Diversity. She has also been a Visiting Professor at the Stanford Graduate School of Business and Visiting Scholar at the Center for Advanced Studies in Behavioral Sciences. Professor Phillips received her Ph.D. in Organizational Behavior from Stanford and her Bachelors in Psychology from the University of Illinois in Urbana-Champaign. You can find insights in Prof. Phillips' research regarding issues of diversity, status, information sharing, minority influence, decision-making, and performance in work groups. Recent interests tackle issues around the intersection of race and gender stereotypes, the relationship between diversity and perceptions of morality, and insights on how homogeneity affects group processes just as much as diversity itself. Professor Phillips is the recipient of numerous professional awards, including recognition from the International Association of Conflict Management, and the Gender, Diversity and Organizations Division of the Academy of Management. Poets and Quants named Professor Phillips one of the Top 40 Business School Professors under the Age of 40 and her work has been featured in numerous media outlets and scholarly journals. She is a coveted speaker and regularly engages with corporations on advancing their diversity and leadership training efforts.

LinkedIn: https://www.linkedin.com/profile/public-profile-settings?trk=prof-edit-edit-public_profile

Twitter: @ProfKWPhillips

Website: <http://www8.gsb.columbia.edu/cbs-directory/detail/kp2447>

HEATHER PRICE

Heather Price is CEO of Symmetra, an international diversity and inclusion consultancy, delivering end-to-end solutions that transform leadership and culture. Heather began her career in the D & I space by establishing one of the first and most successful diversity consultancies in South Africa during the dismantling of apartheid. She launched Symmetra, Head Office in Australia, in 2003 which, under her leadership, has grown to become a highly respected name amongst many global companies. She is a regular presenter at international conferences and to executive leadership teams around the world; the author of numerous publications and regarded as a thought leader in this space. Heather brings invaluable international insights into emerging diversity issues, designing and implementing strategic inclusion interventions and unique diagnostic tools. She is renowned for her 'out of the box' approach to effective and measurable transformation within workplace cultures, utilizing unique technological innovations, assessment tools and up-to-the-minute research, along with her exceptional ability to communicate, challenge and engage with all levels of the organisation from the C-suite to the front line. In recognition of her ongoing achievements, Heather was selected as a NSW finalist for the Telstra Business



Women's Awards in Australia, Symmetra's Conscious Decision Making program has been nominated as a finalist for the Workplace Excellence Awards by the Australian Psychological Society (2016) and her client, CBA, won the global Catalyst award in 2012 attributing the accelerated traction in its gender agenda to Symmetra's Unconscious Bias program – a blended solution of education, assessment, coaching and systemic change.

LinkedIn: au.linkedin.com/pub/heather-price/9/760/459

Website: www.symmetra.com.au

FARRAH QURESHI

CEO of Global Diversity Practice Ltd., Farrah is recognised as one of the foremost experts on Global Diversity and Inclusion Consultancy and Training. She has successfully delivered award-winning D&I interventions for an impressive portfolio of clients spanning both corporate and public sectors around the world. Farrah pioneered global diversity training: her delivery footprint extends to clients and participants from 140+ countries. Synthesising 25 years of D&I experience, Farrah aligns her outputs to Organisational Transformation, Leadership Behaviours, Culture Change and Behavioural Economics, combining each with a strategic business focus. She specializes in working at Board, CEO and Leadership Levels. Farrah led the consultancy team responsible for designing the Diversity Strategy, and delivering all the Diversity training, to ensure that D&I were embedded at the heart of the 2012 Olympic Games. She is a regular global keynote speaker on topics such as D&I Leadership, Gender Intelligence, Effective Cross-Cultural Collaboration and Unconscious Bias. Acclaimed for her presentations to the World Bank during their World Diversity Celebrations in Washington DC, Farrah has also presented to the EU on International Best Practice in D&I, and to Erasmus University Business School on Women in Leadership. She pioneered the first diversity learning module delivered to International MBA students representing over 70 nationalities at Warwick Business School. Congruent with its values, Farrah's company supports several not-for-profit organisations working with disadvantaged communities around the world. Farrah is the author of 'Understanding Diversity – An Organisational Guide' and she contributed to 'Understanding Dignity @ Work'.

Email: farrah.qureshi@globaldiversitypractice.com

Email: info@globaldiversitypractice.com

SIDALIA REEL, Ed.D.

Dr. Sidalia (Sid) G. Reel joined the University of California Equity & Inclusion Division in 2008 as the first incumbent in the Director of [Staff Diversity Initiatives](#) role. Reporting directly to the Vice Chancellor for Equity & Inclusion, Sid leads efforts to: engage staff and management in increasing staff diversity at all levels of employment; develop and launch a leadership development program for staff of color; continue to expand the campus-wide Multicultural Education Program (MEP); implement the Next Opportunity at Work (NOW) staff career development conference; develop staff programs and events to foster an inclusive workplace environment with a welcoming climate;



implement action plans to address the recent staff campus climate survey results; sponsor staff organizations (employee resource groups); and link staff diversity efforts to the public mission of the university as part of the Strategic Plan for Equity, Inclusion and Diversity. Sid's previous experience includes leading the Diversity & Inclusion organization at the Hewlett-Packard Company where she consulted with company leaders worldwide on developing and implementing diversity and inclusion strategies, programs and policies. Prior to joining HP, Sid was the Diversity Manager at Pacific Bell. Her background includes more than 25 years of corporate and consulting positions in human resources, instructional design, teaching, and management. She is a member of the [Diversity Collegium](#) think tank, Diversity 2000, and an Expert Panelist for the Global Diversity & Inclusion Benchmarks. Sid earned an Ed.D. in Human Performance from the University of Southern California, a Masters of Education Administration from [Harvard University](#) and a bachelor's degree in sociology from [Scripps College](#). SKYPE: Sidalia Reel.

LinkedIn: www.linkedin.com/in/sidreel

MARGARET REGAN

Margaret Regan is a futurist and global diversity consultant with 25-years experience. She is the President and CEO of The FutureWork Institute, a global consulting firm that translates future trends to transform organizations. Her focus is on helping clients achieve a MindShift, HeartShift and SkillShift in creating a more future-focused, inclusive and flexible work environment. Margaret has studied HR practices in Japan, keynoted generational conferences in Asia and North America, worked on European-American mergers and global diversity summits, educated executive teams on cross-cultural differences, and conducted women's studies on four continents. Margaret is also Chair of the International MultiCultural Institute (iMCI), a 30-year-old D&I consulting organization with a focus on diversity and inclusion in the not-for-profit sector. Margaret was formerly a Partner at Towers Perrin, where she founded and led the Global Diversity Practice. In her earlier career, she was the first woman executive at two organizations. She has appeared on NBC's Today Show, CBS This Morning, NBC Nightly News, and CNN, to comment on emerging workforce trends. Currently, she is featured on Close-Up TV as the CEO of "one of the most innovative businesses in the US," in Diversity Journal as a pioneer of the profession, in CNN/Money Magazine as the expert on future workplace trends and in Business Week for FWI's creative approach to "my-job my-way", "my-business our way" and "my perks my-way." She was awarded the Diversity Innovation Award by AIMD for these innovative approaches to work and for her ground-breaking work on diversity education in the virtual world.

Website: <http://www.futureworkinstitute.com>

Twitter: <https://twitter.com/fwi2020>

LinkedIn: www.linkedin.com/pub/margaret-regan/5/71/398

Website: www.imciglobal.org



JENNIFER "JAE" PI'ILANI REQUIRO

Jennifer "Jae" Pi'ilani Requiró is the National Manager of Diversity and Inclusion at Toyota Financial Services. Her responsibilities focus on diversity and inclusion education, executive accountability, mentoring and employee resource groups. In addition, Jae develops North American strategies to enhance Toyota's reputation around diversity and inclusion and increase partnerships with certified diverse suppliers. Jae also leads Toyota's North American Diversity and Inclusion Communication Strategy, in support of One Toyota. Her work at Toyota has resulted in invitations to present at numerous conferences, workshops and educational forums. In addition, she has been invited to speak at large corporations to provide guidance in launching large-scale diversity and inclusion change initiatives. She has participated on multiple panels at diversity conferences to discuss insights on employee resource groups and generational diversity. In May 2014, Jae was awarded a "California Multicultural Leadership" Award from the National Diversity Council. Jae earned a bachelor's degree in sociology with a specialization in stratification, race, and ethnicity and an emphasis in business administration from UCLA. Jae also served on the board of Kaulana Ka Hale Kula O' Na Pua O' Ka 'Aina, a school whose purpose is to instill in the hearts of youth the special heritage and traditions of the Hawaiian people, to be perpetuated and preserved for future generations. In her spare time, Jae performs hula; paddles outrigger canoes; kicks and punches on the dojo floor; and is a single mother to a teen-aged daughter, her source of inspiration and perspiration.

LinkedIn: <http://www.linkedin.com/in/pjrequiro>

Twitter: @JPRequiró



JACQUELYN VALERIE REZA

Dr. J. V. Reza is an internationally recognized consultant in the areas of diversity, inclusion, culturally responsive education, social justice and equity. Her clients range from George Soro's, Open Society Institute to all levels of education and industry. Among Dr. Reza's writings are articles on Latina Leadership in Higher Education, Latina identity and Self-Transformation through Critical Literacy, Reflections and Actions. Dr. Reza has written a book for the Open Society Institute, *Anti-biased Curriculum for the Heart*, which has been translated into 22 languages of the Eastern Block European countries. Dr. Reza received her doctorate in International & Multicultural Education from the University of San Francisco. She holds degrees from San Francisco State University in La Raza Studies (BA) and two Masters Degrees in Counseling (Rehabilitation Counseling and Marriage and Family Therapy). She has a BS from Ahmadu Bello University, Nigeria in Zoology. Dr. Reza has served her various communities by testifying before the California State Legislature regarding the needs of minority and first time college students, helped



draft state policy mandating qualifications counseling faculty need to acquire in order to effectively work successfully with diverse student populations. In 2014, Dr. Reza received the League for Innovation, John & Suanne Roueche Excellence Award. Other honors include Northern California Chicana Scholarship Foundation for her leadership within the Latina/Chicana communities, Golden Torch Award from San Francisco State University's Alumni Association, is a recipient of the Women Leaders in Education Award from Santa Clara County Women in Education Assn., the National Woman of the Year Award and the National Outstanding Young Woman of America Award.

Contact information via her website is <http://www.consultingbyjackie.com/>

HOWARD ROSS

Howard Ross, one of the world's seminal thought leaders on unconscious bias, is a social justice advocate, Founding Partner of Cook Ross, Inc., and author of *ReInventing Diversity: Transforming Organizational Community to Strengthen People, Purpose and Performance*, (published by Rowman and Littlefield in conjunction with SHRM in 2011), and the Washington Post best seller, *Everyday Bias: Identifying and Navigating Unconscious Judgments in Our Daily Lives*, (published by Rowman and Littlefield in 2014).



Cook Ross programs focus on corporate culture change, leadership development, and managing diversity in a variety of sectors. Howard served as the 2007-2008 Johnnetta B. Cole Professor of Diversity Professor of Diversity at Bennett College for Women, the first time a white man had ever served in such a position at an HBCU. He has been published by Harvard Business Review, the Washington Post, the New York Times, Fast Company, Diversity Women, Forbes, Fortune and others. He appears regularly on National Public Radio. Having served on numerous boards, he currently serves on the Diversity Advisory Board of the Human Rights Campaign, the board of the Dignity and Respect Campaign, and the National Women's Mentoring Network. Awards received include Operation Understanding Award for Community Service (2009); Winds of Change Award from the Forum on Workplace Diversity and Inclusion (2012); Diversity Peer Award from Diversity Women Magazine (2013); Catalyst Award from Uptown Professional Magazine (2014); Catalyst for Change Award from Wake Forest University (2014); Trendsetter in HR by SHRM Magazine (2015); and Leadership in Diversity Award by the World Human Resources Development Conference in Mumbai, India (2016).

Email: lookingforanswers@cookross.com.

AMIDA MENDEZ RUSSELL

Armida Mendez Russell, has earned an international reputation for her work in the field of Organization Development and Diversity Management. She is co-author of The Diversity Directive, Why Some Initiatives Fail and What to Do About It, and author of several organizational climate assessment tools. Armida is the originator of the Head (Knowledge), Heart (Understanding) Hand (Skills/Application) model, which is the basis for her work. Ms. Mendez Russell spearheaded and co-authored

the Discovering Diversity Profile® and co-authored the Global Diversity Survey® among others. Armida is the Co-Founder and president of DiversityFIRST Consulting. Prior to holding that position, she was the Head of Global Diversity at BMC Software and Founder/CEO of Mendez Russell Training & Development, Inc. Ms. Mendez Russell was recently recognized by Profiles in Diversity Journal as a diversity pioneer and for her work in the field. Armida has worked in partnership with several major organizations to assess their strategies, structures and processes to improve organizational effectiveness and performance. Most recently, Ms. Mendez Russell worked with a group of internationally known and respected Diversity and Inclusion Practitioners to update the field's renowned Global Diversity and Inclusion Benchmarks (2016). Armida has developed numerous initiatives designed to manage change in a complex business environment. Clients include numerous Fortune 500 companies, Educational Institutions and Government. Ms. Mendez Russell currently partners with the National Diversity Council as a Senior Consultant and as a facilitator for the organization's Diversity and Inclusion Certification Program.

Email: armidaruss@gmail.com

Website: www.diversityfirstconsulting.com

ANN SADO

From 2013-2015 at the Sasakawa Peace Foundation, she has done executive coaching to Executive Directors and all directors/program officers under A TO Z Sado Enterprises Ltd. (consultancy in D&I management/PR/communications/marketing/public speaking) for success principles as D&I leaders and managers. From 2016, she has continued to do executive coaching at the Institute for Strategic Leadership among managers of various Japanese companies to recruit international graduates for effective D&I implementation. She has also been instrumental in bringing the Global Summit of Women (GSW) to Japan this year from May 11-13th as one of the core members of the Japan Host Committee for 2017 GSW Tokyo Summit, welcoming 1000 women leaders from both public and private sectors, as well as from civil society (NPOs/NGOs) and some male CEOs from over 70 nations after successful founding of NPO Women Help Women because of the 3.11 tsunami/earthquake devastation to assist women entrepreneurs and business owners in Tohoku, the Northeast region of Japan. She has been awarded the Outstanding Service Award 2011 Community/Organizations from the Women's Information Network and has been appointed the PR Goodwill Ambassador of CID-UNESCO-TOKYO World Dance Congress in May 2014, a multi-cultural D&I event in the medium of dance to be staged for the first time in Japan and Asia with 26 nations' representatives performing, lecturing, or giving workshops. She has also been recognized as Distinguished Toastmaster with triple crown award from Toastmasters International in April, 2015. She has served as an Expert Panelist for the Global Diversity & Inclusion Benchmarks since 2006.

Website: www.gewel.org (Japanese/English)



Website: www.womenhelpwomen.org (Japanese/English)

Website: www.atoz-sado.com (mainly in Japanese)

LinkedIn: [linkedin.com/in/annsado2010/](https://www.linkedin.com/in/annsado2010/)

SHIRLEY JOHANA SAENZ

Shirley works together with the HR, development and diversity departments to help organizations in Latin America to transform cultural diversity into a competitive strength. Shirley's specialties include global virtual teams, intercultural communication, expat training and D&I. She is certified on Methods of Intercultural Training, Collaboration in Global Virtual Teams, Personal Leadership for Effective Intercultural Teamwork, Intercultural Communication and Cultural Intelligence for Leaders. Shirley has applied her skills training and advising global teams, regional leaders, international business managers, expatriates and professionals with international exposure in several industries such as pharmaceutical, IT, oil & energy, education, people care, banking, and others. She has also applied her skills working across cultures virtually and face to face in different kind of projects at Iceberg Cultural Intelligence, SIETAR Argentina, and in her previous working experiences in six different countries.

LinkedIn: co.linkedin.com/in/shirleyjsaenz

Blog: www.bloginteligenciacultural.com



DIANNE HOFNER SAPHIERE, M.S.

Dianne Hofner Saphiere is Founder and Director of *Cultural Detective*, a system for developing intercultural competence, where she leads a team of over 130 experts worldwide. She is an organizational development practitioner who has been active in the field of intercultural and global diversity consulting and training since 1979. Dianne has consulted at the executive levels of Fortune 200 firms; has conducted large-scale research projects; trained trainers; has served as a process consultant in a broad range of negotiations, and as a facilitator of long-term team development efforts. She spent twelve years working in Japan, has lived in Spain, and currently lives in Mexico. She speaks Japanese, Spanish and English, holds an M.S. in Organization and Human Resource Development, and a B.A. in International Studies. Dianne has been on the faculty of the Summer Institute for Intercultural Communication since 1990, of the Intercultural Development Research Academy in Milan since 2012, and of the Universität de Valencia Masters in International Business program since 2014. In 1994 she received the Interculturalist Award for Achievement from the International Society for Intercultural Education, Training and Research (SIETAR International). She is the author of several internationally acclaimed cross-cultural simulations (*Ecotonos: A Multicultural Problem-Solving Simulation*, *Redundancia: A Foreign Language Simulation*, among others), a co-author of *Communication Highwire: Leveraging the Power of Diverse Communication Styles*, and has penned



numerous book chapters, encyclopedia entries, published exercises and learning methodologies.

Website: <https://www.culturaldetective.com>

Blog: <http://blog.culturaldetective.com>

Twitter: @CulturalDetect

LinkedIn: https://www.linkedin.com/profile/preview?locale=en_US&trk=prof-0-sb-preview-primary-button

JANELLE SASAKI

Ms. Sasaki serves as the Executive Director of Diversity & Inclusion Services at Ernst & Young Advisory Co., Ltd. (EYA) based in Tokyo, Japan. She advises on state of the art Diversity & Inclusion (D&I) practices in the workplace for Japan and the Asian Pacific Region. As a well-known D&I expert, she helps top Japanese and multi-national clients on designing and executing workforce, work style and marketplace solutions to create an inclusive culture. Ms. Sasaki is a frequent international speaker on Diversity & Inclusion. Prior to EYA, she served as the Inclusion &



Diversity Leader for Cisco Systems Japan G.K. and the Asia Pacific Region, where she launched the company-wide Inclusion & Diversity business strategy and solved workplace challenges. In 2013, Cisco Japan won the Bridge Builder Award from the Global Organization for Leadership & Diversity (GOLD). Before her transfer to Japan, she worked in Silicon Valley for over eight years. Most recently, Ms. Sasaki was selected as a mentor for the 2015 Global Ambassador Program (GAP) Japan sponsored by Bank of America. She is a member of the C-Suite network called Women in Leadership Committee at the American Chamber of Commerce Japan. Ms. Sasaki serves in leadership roles for the US Japan Council and is the Co-Founder of the Japan D&I Business Round Table Network. She volunteers as a career coach for the next generation of leaders. Her passion for health and fitness was shaped by her training as a former competitive gymnast. Ms. Sasaki graduated from the University of California, Berkeley and holds her Professional in Human Resources (PHR) Certification.

Email: Janelle.Sasaki@jp.ey.com

LinkedIn: <https://www.linkedin.com/pub/dir/Janelle/Sasaki>

SRIMATHI SHIVASKANAR

Srimathi Shivashankar is one among the Future Leaders' Team set up by the World Business Council for Sustainability Development. She was a member of the advisory council of the Global Reporting Initiative (GRI), a working committee member of the Global Gender Parity Group of the World Economic Forum, and continues to be an active member of the Diversity & Inclusion core committee of NASSCOM - India. Srimathi is also on the Women Empowerment task force of Confederation of Indian Industry. She assisted in preparing the first Affirmative Action Council report lead by the Confederation of Indian Industry-India and has served as an advisory member for various councils to establish CSR guidelines. She has also published and presented papers in international forums on diversity and sustainability and has

been a panel speaker at the World Investment Conference 2012. A Computer Science engineer, Srimathi holds an MBA in International Business. At HCL, she heads the global Diversity and Inclusion practice, employee engagement, and partner programs. She leads CSR activities of HCL Technologies Foundation and oversees all Sustainability audits and reporting requirements of HCL.

LinkedIn: <https://www.linkedin.com/profile/view?id=74131043>

GEORGE F. SIMONS, MA, DMin

Consultant and trainer specializing in diversity, intercultural communication and negotiation, he holds a master's degree from Notre Dame University and a psychology doctorate from Claremont Graduate School. He designed and conducted leadership coaching for managers working in BNP Paribas Bank and in the United Nations High Commission for Refugees (UNHCR) as well as delivered negotiation training for numerous corporations, humanitarian NGOs and the Asian Development Bank. A staunch supporter of benchmarking and gamification, Dr. Simons has authored and collaborated in such books as *Seven Ways*, *Putting Diversity to Work*, *EuroDiversity*, *Global Competence*, *Men & Women*, *Partners at Work*, *Transcultural Leadership*, *Questions of Diversity* and the *Cultural Diversity Fieldbook* and *Sourcebook*, *Working Together* (multimedia for the Canadian Department of National Defence). *Not my Type*, a UK video diversity training program. A major contributor to *Cultural Detective*® training instruments, his articles, reviews and free resources can be found at www.georgesimons.com. He is the creator and Editor of the *diversophy*® series of intercultural learning tools and has developed online and customized versions of these training games. George was born in the USA and has lived in Germany, The Netherlands, and now in France and has worked in over 45 countries around the world. He sits on the governing boards of *SIETAR France* and *Europa*. He speaks fluent English, German, French, Spanish; some Dutch, Russian, Indonesian and Italian. He manages the LinkedIn group of *SIETAR Europa* as well as his own personal site.



Facebook: Personal, diversophy, Seven Ways Group

Email: diversophy@gmail.com

Facebook: <https://www.facebook.com/diversophy>

<http://gmail.com/LinkedIn>: <https://fr.linkedin.com/in/georgefsimons>

Twitter: @diversitweet

DUNCAN SMITH

A pioneer of diversity work in Australia, Duncan Smith is internationally recognised for his ability to link Diversity and Inclusion initiatives with core business issues: increasing productivity; attracting and retaining top talent; developing more effective leaders; improving team and organizational capabilities, and working globally. Duncan's work includes executive education and coaching, designing, implementing, and evaluating organizational D&I strategies, generating culturally appropriate diversity solutions for multinational organizations, and in-depth work in unconscious bias, gender and cultural diversity. In 2014 Duncan celebrates 25 years in the diversity field, having run successful programs for corporations and governments in the United States, Europe, Australia, and the Asia-Pacific region in the banking and finance, IT, legal, mining, oil and gas, and professional services industries. He has been Regional Diversity Advisor for Asia-Pacific and Japan for Hewlett Packard and led the Asia-Pacific faculty group delivering Inclusive Leadership programs for BP. Other selected clients include the Australian government, BHP Billiton, Boston Consulting Group, Cadbury Schweppes, Goldman Sachs, IAG, Leighton Contractors, Mobil, Qantas, the Reserve Bank of Australia, Shell, Target, Towers Watson, and Toyota. A native of Boston (USA), and based in Australia since 1991, Duncan holds a BA in Comparative Religion from Trinity College and a M.Ed. from Harvard, focusing on Organizational Behaviour and Adult Learning. An Honorary Fellow of Melbourne Business School, he has lectured in Management, Organisational Behaviour, and Diversity at several Australian universities, and has published articles in both Australian and U.S. periodicals including *Cultural Diversity at Work*, where he has also been guest Editor.

Website: www.adc-assoc.com

LinkedIn: <https://www.linkedin.com/in/duncan smith>



TATIANA REVILLA SOLÍS, Ph.D.

Tatiana Revilla, Ph.D. in public policy with specialization in gender equality public policy. She's in a Pos - doctoral research fellowship at the University of Edinburgh, Scotland, about the impacts of the Welfare State through family policies in the gender stereotypes view of the society. Graduated with honors at the Instituto Tecnológico y de Estudios Superiores de Monterrey (high rank university in the Mexico) and she was within five finalists of the thesis gender issues contest in Mexico (2014), by the National Institute of Women. Is founder of *Gender Issues* (2016) and *Aequalitas Politika* SC (2011) (Gender equality policy societies) in Mexico, and has over 10 years of experience in Gender Consulting, Gender Mainstreaming, and Gender Institutionalization in public organizations. Tatiana has served as a consultant in local and federal government to certificated organizations by the Mexican standard for equality and legislative homologation with equality principles. She also served as teacher at the Instituto Tecnológico de Monterrey in courses and



diplomas for government officials of how to develop the gender issues at the Public Administration. Tatiana has participated as a speaker at the International Congress for Public Administration and Public Policy GIGGAP. She was Member of the Jury for the Thesis Contest Dictamination of the Mexican Youth Institute, and also was member of Citizenship, Education, and Equity Chair at ITESM- CEM University and collaborator in the nationwide Project CONACYT- ITESM: Public Health Policies mainstreaming with gender perspective. The most important challenge for her is to operationalize the gender mainstreaming in Mexico and have some influence with the decision makers to design public policies that do not reinforce gender stereotypes.

LinkedIn: <https://www.linkedin.com/profile/view?id=7193364>

Email: tatiana.revilla@outlook.com
tatiana.revilla@ed.ac.uk

Twitter: @tatianarevilla

JEREMY SOLOMONS

Jeremy Solomons is the UK-born and USA-naturalized founder and president of Jeremy Solomons & Associates, which helps current and future leaders to connect and communicate effectively across all cultures – geographical, organizational, professional and individual. From his base in Austin, Texas, he coaches, consults, designs curriculum, facilitates and trains in the areas of: Career/Life Planning; Creative and Whole-Brain Thinking; Cultural Excellence; Difficult Conversations; Diverse and Dispersed Teams; Empathetic Negotiations; Everyday Inclusion; Global Leadership; Influencing and Persuading; Performance Feedback and Evaluation; and Well-Dressed Presenting and Naked Facilitating. In the area of Cultural Excellence, he tries to blend the international focus of the intercultural field with the social justice lens of domestic diversity. Jeremy is adjunct faculty at the University of Texas' International Office in Austin, TX; the Intercultural Management Institute at American University in Washington, DC; and the Centre for Intercultural Communication at the University of British Columbia in Vancouver, BC. In the past, Jeremy managed a diverse staff and worked with clients and colleagues from all over the globe, while employed as a full-time Banker, Educator and Journalist in six multinational institutions: Citibank, JP Morgan, Lloyds Bank International, Reuters News Agency, United Press International and the World Bank. He has lived, studied and worked for extended periods in eight countries: France, Germany, Hong Kong (and China), Israel, Italy, Switzerland, the UK and the USA. He has also traveled and done business in some 40 countries around the Asia-Pacific, Europe and North America. Born in Manchester, England, Jeremy holds MA and BA Honors degrees in French from the University of Oxford (Brasenose College).

Email: jeremy@jeremysolomons.com

Website: <http://jeremysolomons.com>

LinkedIn: www.linkedin.com/in/jeremysolomons16



DONNA STRINGER, Ph.D.

Donna M. Stringer, Ph.D. is a Cross-Cultural Consultant. She was founder and President for 27 years of a successful organization development company specializing in cross-cultural issues, located in Seattle, WA. A social psychologist with over 40 years' experience as a manager, teacher, researcher, and writer, Donna specializes in cross-cultural instructional design, cross-cultural communication and value systems, team building, and culture change strategies for organizations in the U.S., Asia, Latin America, and Europe. She has co-authored three books: *52 Activities for Exploring Values Differences*, *52 Activities for Improving Cross-Cultural Communication*, and *52 Activities for Successful International Transitions*. She has written articles on preparing the next generation of diversity trainers for the *2007 Pfeiffer Annual Training Series* and on preparing global leaders for the *2012 Pfeiffer Annual Training Series*. Her most recent publications include a chapter on Diversity and Inclusion for the Multicultural America Encyclopedia and chapters on Generational Diversity and Global Diversity Management for the Encyclopedia of Intercultural Competence both published by Sage. Donna currently lives and works as a solo practitioner in Seattle, WA.
Email: donnastringer42@gmail.com

**CHARLOTTE SWEENEY**

Charlotte Sweeney, CEO, Charlotte Sweeney Associates, Ltd., headquartered in the UK, has specialised in large-scale change programmes with a focus on diversity, inclusion, engagement and wellbeing for over 15 years. She is seen as an expert thought leader in her field and works with companies and executives from the private and public sectors to drive leadership and cultural change. Charlotte worked for Blue Chip companies in the Financial Services sector for 25 years (Barclays, Barclays Capital, HBOS and Nomura International) before creating her own consultancy. Charlotte is also the founder of the 'Creating Inclusive Cultures' Programme which is a collaboration of companies driving sustainable change on Inclusion in cities across the UK. It is heralded as 'the first serious programme that gets companies to collaborate on D&I issues in the UK regions'. Charlotte is Deputy Chair at the Mid Yorkshire NHS Trust in the UK. She conducted an independent review on the Voluntary Code for Executive Search firms in relation to getting more women onto boards for the Secretary of State Dr. Vince Cable, which is now referred to as "The Sweeney Report". She is Vice-Chair of the Department of Business, Innovation and Skills external Diversity & Inclusion Advisory Panel and led the Lord Mayor of the City of London's Diversity Programme "The Power of Diversity" on behalf of Dame Fiona Woolf, CBE. In 2014, she became a Liveryman of the Worshipful Company of Management Consultants as well as gaining the Freedom of the City of London. Over the years Charlotte has



won many awards, including from Harvard, for her work in the Diversity and Inclusion field and was recognised by The Global Diversity List and The Economist as in the Top 50 Diversity Professionals in the world. Charlotte writes for a number of professional publications as well as presenting and chairing at international conferences. She is also a regular expert contributor on TV and Radio such as SkyNews, BBC Radio Five Live and ITV. Her co-authored book on Diversity and Inclusion Strategies will be published later this year.

LinkedIn: <https://www.linkedin.com/in/charlottesweeney>

Website: www.charlottesweeney.com and www.creatinginclusivecultures.com

Email: info@charlottesweeney.com

PARAG TANDON, MBA, ITIL

Parag Tandon is a Canadian D&I strategist and practitioner with specialization in organizational development through equity in the workplace. Parag is a sought after speaker on D&I and multi-generation newcomer integration. He possesses a successful track record of over 18 years of international leadership roles in various not-for-profit and private sector organizations where he has effectively led initiatives encompassing community advocacy, organizational effectiveness, strategic planning, diversity management and community giving. Parag is a proactive member of his community and through his commitment to social responsibility he has worked extensively with ethnically, economically, historically marginalized and socially diverse community groups helping them integrate effectively into the social and business world. Parag has facilitated and hosted multi-day leadership workshops and sessions at various corporate/ social profit and educational enterprises. In 2012, Parag was named One of Canada's Top Diversity Thought Leaders on twitter. Parag gained the distinct honour of being named one of the Top 25 Canadian Immigrants in Canada for 2010. In 2004, The South Asian Professionals of Canada recognized Parag's outstanding contribution to the community by presenting him with an award for "Excellence in Business and Management". Parag sits on various board and committees, is past Co-Chair of the Association of Fundraising Professionals Diversity Committee, has been a judge at assessing the Diversity Value Index in 2013, and has been a GDIB EP since 2011. Parag holds a Bachelor's in business and MBA. He has a Post Graduate Diploma in HR and possesses Information Technology Infrastructure Library (ITIL) and A+ Certification. He is often called upon by media as a thought leader on inclusion and has coined the quote- Diversity is skin deep; Inclusion is soul deep! He speaks Hindi, Punjabi and Urdu.

LinkedIn: <http://ca.linkedin.com/in/tandonp>

Twitter: @ParagTandon

Website: www.tandon.ca



HIROKO TATEBE

In 2006, Hiroko founded Global Organization for Leadership and Diversity (GOLD), a non-profit organization based in Los Angeles, to advance the status of women in leadership across the Pacific by promoting diversity initiatives in the workplace and society to increase inclusion. GOLD is dedicated to develop global women leaders and build leadership bridges by providing educational, inspirational and motivational programs in the U.S. and Japan. Hiroko oversees program development and is responsible for all aspects of operating the organization. She has successfully orchestrated inspirational and motivational events both in the U.S. and Japan that continue to promote cross-continental exchanges. Hiroko is the former Director, Executive Vice President and Treasurer of Dai-Ichi Kangyo Bank of California (DKBCAL). During her tenure at DKBCAL, she was the first and only woman on the Board of Directors. Her extensive banking experience includes management in finance, investment, domestic and international operations, product development and compliance. Hiroko successfully led professional teams with diverse technical and cultural backgrounds. She is the recipient of many honors including the 2013 Legend of Diversity Award from the International Society of Diversity and Inclusion Professionals and the 2014 Legacy of Leadership Award from Spelman College. Hiroko is a founding member of and advisor to GEWEL (Global, Engagement, Wellbeing, Excellent, Leadership), a sister non-profit organization of GOLD, headquartered in Tokyo, Japan. She is a native of Tokyo and currently lives in Los Angeles, CA.

Email: htatebe@goldleaders.org

Website: www.goldleaders.org



TANYA CRUZ TELLER

Tanya Cruz Teller is a passionate, creative leader of systemic change processes founded on principles of personal transformation, and appreciative inquiry. She has over 20 years of experience as an innovative learning and management professional in international, organisational, community and youth development. She specializes in strategic planning, leadership and partnership development/coaching—building bridges in particular across diverse and often divergent stakeholders. As a consultant, Ms. Cruz Teller works to advance principles of whole systems thinking and technologies as the value-added framework for organisational, and leadership change processes. Currently her work is expanding into promoting social enterprises and managing diversity, inclusion and transformation in corporates. In her previous role as Country Director of the Synergos Institute, she engaged sectoral leaders and philanthropists in collaborative partnerships to create a more equitable society in South Africa and the region. Ms. Cruz Teller was formerly with the South African government for 8+ years, directing a leading-edge center of excellence in youth development practice in SA. She steered the Learning &



Development Community of Practice in SA and in the USA was a member of the Diversity Collegium, Diversity 2000 and help found the Diversity Leadership Forum. Ms. Cruz Teller holds a Master of Intercultural & International Management from the School for International Training; a Bachelor of Arts (Psychology & Sociology) from Brandeis University, USA. She is the learning Director for the South African OD Network, Gauteng Province and is accredited by the South African Qualifications Authority in Training & Assessment.

Email: tcruzteller@me.com

LinkedIn: za.linkedin.com/in/tanyacruzsteller

Twitter: tcruzteller

SONDRA THIEDERMAN, Ph.D.

Sondra Thiederman is a consultant, trainer, and speaker in bias reduction, cross-cultural business, and diversity & inclusion. The recipient of a doctorate from UCLA in Cross-Cultural Studies, she began her career helping health care providers deliver more effective care to patients and clients of all backgrounds. From that foundation, she branched out to the corporate world where her emphasis eventually shifted to providing skill-based programs and materials on bias reduction and techniques for diffusing workplace tension. Her work has taken her into the offices and training rooms of organizations as varying as The Boeing Company, Motorola, General Motors, Xerox Corporation, Pfizer Pharmaceuticals, Marriott Corporation, the Mayo Clinic, Century 21 Real Estate, American Express, and AT&T. Her work has also exposed her to the inner workings of notable associations including the American Immigration Lawyers Association, the Mortgage Bankers Association, the American Society of Association Executives, and the Arthritis Foundation. She has consulted for the University of California and has served on the Diversity Cabinet of the American Red Cross. She has authored numerous articles, books, and videos designed to provide the practical tools for which she has become known. Her books include: *Bridging Cultural Barriers for Corporate Success: How to Manage the Multicultural Workforce*; *Profiting in America's Multicultural Marketplace: How to Do Business Across Cultural Lines*; *Getting 'Culture Smart': Ten Strategies for Making Diversity Work*; *Making Diversity Work: Seven Steps for Defeating Bias in the Workplace*; *The Diversity and Inclusion Handbook*; and, *3 Keys for Defeating Unconscious Bias: Watch, Think, Act*.

Website: <http://www.thiederman.com>

Telephone: +1-619-583-4478

E-mail: stphd@thiederman.com

LinkedIn: www.linkedin.com/in/sondrathiederman



ZAIDA MORALES TORRES

Maria Zaida Morales Torres, is Project Consultant, United Nations Womens Guild, Peru; President of the Standing Committee Women in Engineering and Technology in Peru-WIE; involved in the World Federation of Engineering Organizations; an Accredited Educational Agency in Peru; and a Member of Educational Agents of

English UK, ICEF and Alphe Director's Club. A Peruvian citizen with a degree in Industrial Engineering from the University of Lima-Peru and a Masters Degree in Research & Development Projects from the Tokyo International Centre, she is proficient in Spanish, English, and French. With more than 20 years experience leading international development projects throughout Peru, her main areas of expertise include Training Programmes, Business Process Re-engineering, Total Quality, Environmental Awareness and Strategic Change. She has led Development Programmes sponsored by NGO's, PNUD, USAID, ONU, BID, AECI, Swiss Co-operation & Development Agency and local financial institutions. Since 1994, her main focus has been performance improvement projects within small and medium enterprises guided by an adequate training with specialized workshops improving working practices, productivity, and performance that have resulted in reduced operational costs and increased profits. She was in charge of tailoring special courses for the small and medium enterprises with its respective monitoring in order to get the correct feedback of the target market. She says: "I think the best way to eradicate poverty here in countries like mine is creating micro enterprises managed by people who have been educated not only in the technical field, but also in financial awareness. Therefore I made changes in our educational system to educate our population in technical careers that they can apply in our market, not traditional careers."

LinkedIn: <https://www.linkedin.com/in/zaida-morales-513b6225?trk=hp-identity-name>

ADAM TRAVIS

Adam has more than 15 years HR experience. He currently works as a Senior Advisor, Global Diversity & Inclusion for Shell. His last role was as Senior HR Business Partner with Aon Hewitt based in London. Prior to that, Adam was HR Director Global Diversity & Inclusion with Nokia Corporation, where he led a significant programme to further develop retail sales channels for female customers as well as leading initiatives on change management and building high performing teams. Prior to Nokia, Adam was Vice President, Talent Management for ABN AMRO Bank and before that he was Head of D&I at



TNT. Adam has a passion for helping business grow profitably by developing talent and building cultures that promote diversity and inclusion. Adam holds a Bachelor of Business degree with a focus on HR, Psychology, and Marketing from Swinburne University in Australia and has also completed post graduate studies. He thoroughly enjoys travelling and has lived in multiple countries over the course of his career.

LinkedIn: <https://uk.linkedin.com/in/adamktravis>

LILLIAN A. TSAI

Lillian A. Tsai is a former global marketing and corporate communications executive and expat with 11 years as a cross-cultural competency trainer, facilitator, coach, and consultant. Born and raised in Malaysian Borneo, Ms. Tsai has worked with a plethora of industries on three continents, including academia, aerospace, consumer products, footwear/sportswear, healthcare, law enforcement, manufacturing, mental health/healthcare, semiconductor, government/public agencies at the City, County, State and Federal levels, non-profits, software, supply chain, transportation, steel, and oil. For the past decade, she has been working with diversity councils, facilitated cross-cultural team interventions, coached executives and managers with diverse work teams and foreign-/U.S.-born persons of color. She also specializes in workshops, onboarding and consultations for working with China, Singapore, Malaysia, Hong Kong, Taiwan, and the U.S.A. Her work in diversity and inclusion, change management, global communications, organizational assessment, and cross-cultural competency has contributed significantly to affecting change in global and local organizations. She has served on the boards of multiple non-profits including the Portland Human Resources Management Association (PHRMA), the Oregon Organization Development Network (OODN) and co-chair of PHRMA's Global HR Special Interest Group, having also served as Director of Diversity and Inclusion. She also served as co-chair of the 2014 Conference of the Society for Intercultural Education, Training and Research (SIETAR) held in Portland, Oregon.



Website: www.tsaicomms.com

LinkedIn: www.linkedin.com/pub/tisa-jackson/6/408/461

DAVID TULIN

David Tulin is President of The Tulin Group & Founder of Tulin DiversiTeam Associates, an interracial, inter-gender, cross-cultural training, coaching, & consulting firm that, for more than 25 years, & has worked with hundreds of U.S. & global clients. His team specializes in Diversity & Inclusion, Executive Coaching, Social & Emotional Intelligence, Mindful Leadership, Contagious Empathy, Talent Development and Cultural Competency best practices training, coaching, leadership development, strategic consulting, organizational assessments, investigations, conflict resolution, talent development & e-learning for Fortune 500 companies, law firms, government agencies, schools, universities and non-profits. Some of his clients have included: U.S. Attorney's Office, Fulbright & Jaworski, LLP, Comcast, NASA Astronauts, Conference Board, Coca-Cola, United Technologies, Macy's, U.S. Postal Service, University of Michigan Health System, Georgetown University, Federal Reserve Bank, Philadelphia & West Hartford Police Departments, Abington Hospital, Loews Hotels, Philadelphia Inquirer, multiple U.S. School Districts, Port Authority of NY/NJ, UAW, OSHA, U.S. Department of Energy, New York Governor's "Office of Quality Through Diversity," Human Resources Executive Magazine, Urban League, Lawrence Livermore National Lab, The Blue Man Group and the IRS. He is the recipient of a number of awards in intergroup human relations, education and

mediation, is an Expert Panelist for the Global Diversity & Inclusion Benchmarks, co-presenter for the LRP-HR Executive Diversity Metrics Webinar, SIOP's Evaluating Diversity Business Impact panel, Recipient of The Hay Group's Social & Emotional Intelligence Certification, & is a graduate of Jefferson University's Mindfulness Institute. He is known for spirited, engaging, innovative training, coaching and consulting designed to advance the professional and organizational values, vision, mission and strategic goals of his clients.

Email: dtulin@thetulingroup.com

Phone: 215-870-0349

LinkedIn: www.linkedin.com/in/DavidTulin

LORIE VALLE-YAÑEZ

Lorie Valle-Yañez serves as VP, Chief Diversity Officer for MassMutual Financial Group; a Fortune 100 financial services company based in Springfield, MA. Lorie helps the company leverage its human capital, solve challenges, grow in new markets and innovate. Under her guidance and leadership, MassMutual has earned a place among the leading companies for diversity and inclusion. Lorie has over 25 years of experience in the diversity arena, and over the years has served on several thought leadership groups, including the Diversity Collegium. Prior to MassMutual, Lorie was the Senior Director for Diversity, Work/Life and Wellness at ESPN, Inc.

Designing ESPN's first diversity and inclusion strategy, she successfully led initiatives to impact diversity, inclusion, engagement and wellness, garnering prestigious industry awards for the company. Prior to ESPN, Lorie led Diversity and Work/Life Programs at Lawrence Livermore National Laboratory. Lorie holds a B.S. degree in Organizational Behavior from the University of San Francisco. She is the recipient of several awards, including Latina Style Top 10 Latina Executives (2016), Black Enterprise Top 100 Executives in Corporate Diversity (2014 & 2016), and Uptown Professional Top 100 Executives (2012 & 2014).

Email: LValleYanez@MassMutual.com



TOM VERGHESE

Dr. Tom Vergheze is an internationally renowned consultant, presenter, executive cultural coach, author and founder of Cultural Synergies. Tom's expertise is cultural intelligence, inclusive and ethical leadership and the promotion of sustainable global leadership and high performing international teams. Tom has 25 years of experience working in the field of cultural intelligence, taking him to over 40 countries. Working with diverse business leaders around the world has provided Tom with an international perspective and experience as a specialist consultant who equips organisations and their teams with the skills to effectively work within and across cultures. With



an extensive client base of Fortune 500 companies, he successfully works with a broad range of industries, including oil and gas, pharmaceuticals, automotive, manufacturing, higher education, entertainment, FMCG's and financial services. Tom holds a Doctorate in Business Administration, Graduate Diploma and Masters in Education and Training and a Diploma in Management. Tom is the author of 'The Invisible Elephant – Exploring Cultural Awareness 2nd edition' and the co-author of 'The Pillars of Growth - The Keys to Getting Exponential Growth in Your Business Today.' Tom conveys his knowledge and expertise through passion, humour, stories and a level of authenticity that resonates with his clients and brings meaning and relevance. Dr. Tom Verghese was born and raised in multi-ethnic Malaysia and is of Indian origin. He speaks a number of Asian languages. Tom moved to Melbourne, Australia as an international student over 30 years ago where he continues to reside with his English born wife and two children.

Website: <http://www.culturalsynergies.com>

LinkedIn: www.linkedin.com/in/culturalsynergies

KATE VERNON

Kate Vernon is Director, Strategic Programmes at Community Business, a leading not-for-profit organisation whose mission is to lead, inspire and support businesses to improve their positive impact on people and communities. In this role she oversees strategic initiatives, research and special projects. Kate works closely with the CEO in defining Community Business' direction across all of lines of business – with a particular focus on diversity and inclusion. As a leading member of Community Business since 2005, Kate has played an instrumental role in building Community Business as an organisation and establishing and strengthening its position as a thought leader. Kate leads Community Business' research work and has authored numerous publications relating to all aspects of diversity and inclusion in the workplace in Asia - from gender and culture to disability and LGBT. She has also led the development and implementation of benchmarks, frameworks and indexes to drive the adoption of best practice in the region. Prior to Community Business, Kate worked for 12 years in the private sector, holding senior international marketing positions for global companies such as Reed Elsevier, Aspect Telecommunications, Cable & Wireless and PeopleSoft. Kate has always had a passion for Asia, and holds a first class degree in Chinese Studies from Durham University.

Website: www.communitybusiness.org

Email: kate.vernon@communitybusiness.org



YVES VEULLIET

Yves is Global Disability & Inclusion Program Manager at IBM located in Belgium. He joined IBM in 1992 and after a series of promotions, in 2005, he joined the IBM Europe Middle East Africa Diversity team as Program Manager. In 2007, in addition to his role with the persons with disabilities community he took up the role of Generational Program Manager. He worked on building a framework that facilitates the creation of values for IBM and its clients through employee engagement, collaboration effectiveness, career paths and knowledge management for all of the generations in the workforce. From 2011 until early 2013 Yves was Diversity leader of IBM Canada, he defined the diversity business case, formulated the strategy and oversaw actions that delivered results in line with the Global Diversity strategy. In 2014, Yves was appointed Global Disability & Inclusion Program Manager - to facilitate the inclusion of employees with different abilities, to improve IBM's existing programs as well as identifying existing inhibitors to a successful work experience. Yves is member of the Corporate Advisory Board of the US Business Leadership Network, IBM representative within the International's Labor Organization's Business & Disability Global network, International Associate with Business Disability Forum, External collaborator of the University of Liege – Belgium for the Academic Years 2011 – 2017, Expert panelist with the GDIB and author of 'Turning Point – The fall and rise' in which he explains, through his own experience, the psychological consequences of acquiring a disability and the impact on the social and professional life, and how to make other people, including employers, disability confident. Available at on-line retailers such as Amazon in both eBook and hard copy formats.

Contact information: yveulliet@hotmail.com

In French: <http://www.editions-harmattan.fr/index.asp?navig=catalogue&obj=livre&no=32532>

LinkedIn (English):

https://www.linkedin.com/profile/view?id=66523786&locale=en_US&trk=tab_pro



ILENE WASSERMAN, Ph.D.

Dr. Wasserman, President of ICW Consulting Group, works with leaders and teams to enhance communication and collaboration by leveraging multiple dimensions of domestic and global diversity. She takes a whole systems narrative approach based on the principle that we transform organizational cultures through engaging the whole system, and the stories people tell, live and perpetuate through organizational structures and processes. Dr. Wasserman has worked with health care systems, Fortune 100 companies, financial institutions, institutions of higher education, and community-based groups, working closely with, and providing coaching to, senior executives and boards of directors. In addition to consulting and coaching Ilene has



taught at the graduate level. Dr. Wasserman received her Ph.D. from the Fielding Graduate University. She has written extensively on topics related to building interpersonal and organizational competencies in diversity and inclusion. In addition to several articles and book chapters, she has just published a new book:

Communicating Possibilities: A Brief Introduction to the Coordinated Management of Meaning She holds Masters Degrees in both Counseling Psychology and Social Work from Washington University, and a Bachelors from Cornell University. Dr. Wasserman has conducted foundational and advanced workshops in Appreciative Inquiry, is certified in the Organization Workshop, and other coaching assessments and is an Executive in Residence for the Center of Creative Leadership, a Senior Leadership Fellow for the McNulty School of Leadership at the Wharton School at the University of Pennsylvania. She currently is a Fellow of The Taos Institute and The Lewin Center, and serves on the Boards of the CMM Institute and the Public Dialogue Consortium and is a Member of NTL. Dr. Wasserman is active in her community, serving on the Lower Merion Township Human Relations Commission, and the Support Center for Child Advocates.

Twitter: [IleneCWasserman](#)

Website: www.icwconsulting.com

LinkedIn: www.linkedin.com/in/ilenewasserman

MICHAEL L. WHEELER

Michael Wheeler is founder of The Diversity Performance Factor Project™ and president and founder of GD&I Enterprises. He also serves as President of The Diversity Collegium. Named a "Pioneer of Diversity" by Profiles in Diversity Journal, Michael has nearly three decades of globally recognized D&I thought leadership and experience as a corporate executive, author and entrepreneur. Michael is a builder. As Chief Diversity Officer at Omnicom Media Group in New York City and Director of Global Diversity & Inclusion for Merck & Co. Inc., he successfully built and led global



corporate D&I strategies. As Program Director and Research Associate at The Conference Board, Michael envisioned, built and led their Diversity & Inclusion area of expertise which included authoring seminal research, directing global conferences and launching the nation's first Fortune 500 corporate executive Council on Workforce Diversity. Known for a number of "firsts," he authored the first special sections on Diversity for both Business Week and Harvard Business Review. Seminal research and articles include:

- "Diversity: The Performance Factor," Harvard Business Review, March, 2005
 - "Diversity: Making the Business Case," Business Week, December, 1996
 - The Diversity Executive: Tasks, Competencies and Strategies for Effective Leadership, Conference Board report, 2002
 - Corporate Practices in Diversity Measurement, Conference Board report, 1996
- He is a contributing author to the newly published book, "Diversity: The Practice of Inclusion," by Ferdman and Deane. Michael is a graduate of the Milano Graduate School of Management, New School University and the California State University

where he received his B.A.

Email: Michael@michaelwheelerdiversity.com.

Website: <http://www.michaelwheelerdiversity.com>

LinkedIn: <http://www.linkedin.com/pub/michael-wheeler/1/402/288/>

Telephone: + 786-390-9823

LYNDA WHITE

Lynda White is President, McLeod White & Associates, headquartered in Canada, a company providing organization development consulting in the areas of change, systems thinking, strategic planning, employment equity/affirmative action, diversity & inclusion, and leadership, in North America and globally. She works with companies in the public, private and non-profit sectors. Prior to her consulting role of the last 15 years, Lynda was global diversity leader for RBC Financial, Canada's largest financial institution, with operations in over 30 countries, where her team did foundational work leading to the organization receiving awards for their work, and being benchmarked by others, with a continuing presence as a leader today. She has Chaired a banking industry Committee, been a member of numerous federal government Task Forces and Committees, represented and spoken globally and in North America as a representative of the banking industry, employers' associations, in her corporate role on diversity and inclusion, and in her current thought leader role, and been a frequent guest lecturer at universities on change, and diversity. She has written for many publications and text books. In addition she has expertise in disability issues through years of work on boards and project work in the area. Board membership in the not-profit sector has included YWCA of Metropolitan Toronto; Centre for Research Action on Race Relations, Montreal; Canadian Centre for Disability Studies; Canadian Council on Rehabilitation and Work. She has participated, presented, and helped shape recommendations, in and for UN agencies conferences and working groups. Lynda has travelled extensively, spending some time on most of the continents of the world. Today she divides her time between Canada, the US, and Europe and continues to polish her proficiency with French, her second language.

Email: lynmcwhite@aol.com

LinkedIn: [linkedin.com/pub/lynda-white/19/b64/250](https://www.linkedin.com/pub/lynda-white/19/b64/250)



TONI WILSON, MBL, SPHR, SHRM-SCP

Toni Wilson is the Principal of AquaInternational Leadership Consulting specializing in the design, development and strategic cultural integration of diversity & inclusion. She has over 25 years of experience in human resources and has been consulting to Fortune 100 companies including McKesson, Visa, Inc., UPS, Highmark Health, UC Berkeley and the University of Pittsburgh Medical Center (UPMC). Her areas of expertise include executive management of the HR function, organizational values and culture change, strategic diversity management, leadership development, business ethics and organizational effectiveness. She has been an instructor of HR Analytics at University of California at Berkeley Extension and is a

part-time instructor in the HR Management Certification Program at the University of Texas in Austin. Prior to consulting, Ms. Wilson held senior executive and senior management positions in HR, Diversity, Organizational Development and Learning & Development with Syntex Pharmaceuticals, The Gap, Inc., the California State Automobile Association (AAA) and Levi Strauss & Co. Ms. Wilson has worked in over 15 countries focusing on business practices effecting organizational commitment to responsible leadership, diversity, and ethics. She recently collaborated with Dr. Fons Trompenaars and KPMG London in developing a virtual learning program for reconciling cultural differences. She has a a Master's in Business Leadership from Charles Sturt University in New South Wales, Australia, a B.S. degree in Organizational Behavior from the University of San Francisco, and Senior HR Professional certifications from SHRM (SHRM-SCP) and HRCI (SPHR). She is a former Fellow of the Australian Human Resources Institute and currently a Doctoral research candidate at Charles Sturt University. Ms. Wilson resides part-time in Queensland, Australia and the U.S.

Email: twilson2007@sbcglobal.net

LinkedIn: www.linkedin.com/in/tonilwilson

MARY-FRANCES WINTERS

Dr. Mary-Frances Winters, President, The Winters Group, Inc., is a master strategist with over 30 years' experience in strategic planning, change management, diversity, organization development, training and facilitation, systems thinking and qualitative and quantitative research methods. She has extensive experience in working with senior leadership teams to drive organizational change. Described by clients as highly creative, collaborative, visionary and results oriented, she is a sought-after keynote speaker and workshop leader. Dr. Winters is the author of three books, *Only Wet Babies Like Change: Workplace Wisdom for Baby Boomers*; *Inclusion Starts with I* and *CEO's Who Get It: Diversity Leadership From the Heart and Soul* and numerous articles and reports. Clients include Mars, Cisco, Aon Hewitt, Old National Bank, EMC, Honda, Society of Human Resource Management (SHRM), Sodexo, Freddie Mac, Wells Fargo, Fifth Third Bank, Kaiser Permanente, Blue Cross Blue Shield Michigan, Blue Cross Blue Shield Florida, International Monetary Fund, Iberdrola, and Vibrant Pittsburgh among many others. Recipient of numerous awards and honors, Dr. Winters was named a diversity pioneer by *Profiles in Diversity Journal* in 2007. She was the first African American women to be named to the board of trustees of her alma mater, The University of Rochester in New York and holds an honorary doctorate from Roberts Wesleyan College. She was twice named by the Small Business Administration Business Person of the Year and the March of Dimes awarded her the distinction of Mother of the Year in 2001. Website:

www.wintersgroup.com,

LinkedIn: www.linkedin.com/in/maryfwinters

Twitter @maryfwinters.



CATHERINE WONG

Catherine Wong joined the Lynch School of Education at Boston College in 2007. As Director of Urban Outreach Initiatives, Catherine oversees the Donovan Urban Teaching Scholars' Program, an intensive one year master's degree cohort program in teacher preparation for urban schools, the College Bound Program, a pre collegiate youth centered out of school time program that uses scientific inquiry to address social and environmental justice issues, as well as facilitates a series of cross university, school and community collaborations. Catherine leads teams of faculty, college students, community activists, K-12th grade students and their families to build innovative partnerships addressing urban issues in their schools and communities. Catherine is a cross-cultural consultant bringing together interdisciplinary teams to enhance their capacity to lead from a culturally competent, social justice and equity stance. Highlighted consultancies have included; academic director, Teacher Education Institute-University of the Middle East Project, visiting professor, School of Education-Queen's University, Belfast, Northern Ireland, the Domestic Violence Unit-Massachusetts Department of Social Services, WGBH-PBS Television, and the Human and Civil Rights Division-National Education Association. Prior, Catherine was a public school counselor and director, School Counseling Program at the University of Massachusetts, Boston. Catherine earned her graduate degree in Counseling Psychology with a specialization in Cross Cultural Counseling from Boston University. Catherine was raised on the island of Oah'u, Hawai'i and grew up with the dramatic storytelling of her great grandmothers and extended family. Their stories of bringing disparate groups together despite prejudice and stereotypes instilled in her the desire to become a cultural bridge builder.

Email: catherine.wong.2@bc.edu

RITA WUEBBELER

Rita Wuebbeler, President & Founder, Interglobe Cross-Cultural Business Services, Inc., consults, facilitates and coaches in the areas of Cultural Competence Building, Global Team Effectiveness, Personal Leadership and Diversity and Inclusion. She works with leaders of global organizations and global virtual teams to help them reach their highest performance potential. She conducts cultural awareness programs for groups and individuals to support them in building their cultural competence, and she coaches global executives to maximize their leadership skills. Rita founded her company Interglobe Cross-Cultural Business Services, Inc.

in 1990 and works with clients in North and South America, Europe and Asia including BMW North America, Commerzbank, Evonik Industries, Kraiburg TPE, Porsche, Purdue Pharma, RandomHouse, RKW-Group, Siemens, Solvay Advanced Polymers, and UCB. Rita is a Certified Integral Coach and holds an ACC designation from the International Coach Federation. She is a Senior Facilitator with Personal Leadership Seminars, a Qualified Administrator for the Intercultural Development Inventory (IDI), and a certified administrator of the DISC Profile. She is the co-author of *Cultural Detective: Germany* as well as *Cultural Detective: Lesbian, Gay,*



Bisexual, Transgender, an on-line educational tool analyzing cultural core values based on critical incidents. She has contributed to a number of collections of intercultural training activities including *Building Cultural Competence. Innovative Activities and Models* (Berardo/Deardorff, eds). A native German with a Master's Degree in Applied Linguistics from Mainz University, Rita holds two passports (US/German) and is bi-cultural and bi-lingual.

LinkedIn: <https://www.linkedin.com/in/ritawuebbeler>

Website: <http://www.interglobeweb.net>

Telephone: +1-404-915-2340.

URSULA WYNHOVEN

Ursula Wynhoven is the General Counsel as well as the Chief, Governance and Social Sustainability for the United Nations Global Compact, the UN's corporate sustainability initiative. She is a member of the office's Executive Committee. In addition to managing legal affairs and governance matters, Ursula founded and is overall responsible for the office's work programmes on the various dimensions of social sustainability, including human rights and labour principles, women's empowerment, business and children, indigenous peoples' rights, and human trafficking, and on business and the rule of law. Ursula joined the UN Global Compact in 2002. Ursula worked in private legal practice and government human rights agencies in both Australia and the US before joining the UN. Ursula has also worked for the Secretariat of the Organisation for Economic Cooperation and Development on the Guidelines for Multinational Enterprises, the OECD's corporate responsibility initiative. Among other academic qualifications, Ursula has two Masters of Law degrees - from Columbia Law School, where she was also a Human Rights Fellow, and from Monash University Law School in Australia. She has been an Adjunct Professor in Corporate Sustainability, Transnational Business and Human Rights at Fordham Law School in New York since 2007. She is admitted to practice law in jurisdictions in Australia, United States (California), and England and Wales. Ursula is also a Trustee of the Parker School of Foreign and Comparative Law, a Member of the Governance Committee of the Teaching Business and Human Rights Forum, and a Girl Scout troop leader.

Linked In: <https://www.linkedin.com/pub/ursula-wynhoven/59/2a9/5488>



NADIA YOUNES

Nadia Younes is the Diversity Advisor for The International Monetary Fund and is charged with further integrating cross-cultural competency, equity and fairness into the core business practices, policies and systems worldwide. Passionate about influencing positive changes that bring about better business performance while serving the greater good for both employees and communities, Nadia has led D&I efforts across many sectors for the last 20 years. Prior to joining The International Monetary Fund, Nadia led D&I efforts in the mining, financial, consumer product, biotech and



pharmaceutical sectors. She has also taught conflict prevention and management and cross-cultural communication in universities and in the public sector. These sessions have included training doctors and nurses in culturally competent healthcare and working with policemen, gang units and military personnel on culturally competent conflict prevention. Nadia sits on the board of several D&I think tanks and has been an active volunteer in many community programs working with women, immigrants, at-risk youth, elderly, interfaith and GLBT groups. Born in Canada to an American mother and Egyptian father and raised as a "Canyptian" in a multicultural family spanning continents, cultures and religions, she has a personal drive and mission toward improving global, organizational and interpersonal relations across cultures.

LinkedIn: <https://www.linkedin.com/in/nyounes>

RENÉE YUENGLING, MBA, Ph.D.

Renée Yuengling is one of the foremost diversity practitioners working with the US Department of Defense. Dr. Yuengling has over 30 years' perspective working with leaders in the private and government sectors in the US and Europe. She is a published author on the leadership competencies required to effectively lead a diverse workforce, as well as how to conduct rigorous diversity analyses and development of appropriate metrics for accountability. She has developed and delivered training sessions to U.S. and international audiences on managing diversity for high-performance/ high reliability environments, including cross-cultural communications, multi-cultural teams, and the creation of inclusive work environments. In addition, she possesses significant experience advising senior military leaders on cross-cultural leadership, communication, high performance, integration, and followership issues. Dr. Yuengling serves as adjunct faculty at the Naval Postgraduate School, and has provided consulting to military branches of the British, Canadian, French and Australian defense forces. Dr. Yuengling served on the ANSI/ISSO Standards Board for establishing qualifications and competencies for diversity practitioners. Holding an MBA in international finance as well as a Ph.D. in Organizational Development, Dr. Yuengling possesses a unique blend of strong business management skills, and deep understanding of organizational processes. Dr. Yuengling is the researcher/author of the Diversity and Inclusion Competency Model© developed at the request of the DoD. These behaviorally anchored competencies have been validated both in military and civilian environments, and are currently being applied in selected military commands.

LinkedIn: <https://www.linkedin.com/pub/renee-yuengling-phd/48/300/193>

Website: www.reneeyuengling.com

Email: renee@reneeyuengling.com



THE AUTHORS

JULIE O'MARA

Julie O'Mara, president of O'Mara and Associates, an organization development consulting firm, specializes in leadership and managing diversity and inclusion. She is considered a pioneer for her work having been engaged in numerous successful initiatives with major clients. She is active in several diversity organizations and often collaborates with others to advance the field. She is currently curating the D&I Collection for BKPedia, a digital subscription service of Berrett-Koehler Publishers. The D&I Collection will be released in 2017. She is a shareholder and former member of the Board of Directors of Berrett-Koehler Publishers and is an Authorized Partner for Wiley's DiSC® and Five Behaviors products. A former National President of the American Society for Training and Development (now ATD), Julie was instrumental in developing professional competencies for the training and development field. She is co-author of *Managing Workforce 2000: Gaining the Diversity Advantage*, a bestseller published by Jossey-Bass, and author of *Diversity Activities and Training Designs*, published by Pfeiffer and Company. She has received several awards for her leadership and diversity work, including named to the Economists Global Diversity List 2015; a Diversity Legacy Leader by The Forum on Workplace Inclusion; Pioneer of Diversity by the Diversity Journal; ASTD's Torch Award for outstanding service; the ASTD Women's Network Professional Leadership Development Award; the Honored Instructor award for outstanding service from the University of California Extension, Berkeley; Ben Bostic Trainer of the Year Award from ASTD's Multicultural Network; and ASTD's Valuing Differences Award. A volunteer in several standards organizations, she lives in Las Vegas, Nevada, USA. Email: julie@omaraassoc.com
Telephone: +1-702-541-8920
Website: www.omaraassoc.com



ALAN RICHTER, Ph.D.

Alan Richter, the founder and president of QED Consulting, has consulted to organizations for over 30 years in multiple capacities, and specializes in the areas of leadership, ethics and values, diversity and inclusion, culture and change. He has designed and developed innovative curricula for global diversity and inclusion and intercultural effectiveness, using assessments, simulations and games, videos, and case studies. He is the author of the award-winning Global Diversity Game and the Global Diversity Survey as well as the Global Gender Intelligence Assessment. In addition to the GDIB, he has also co-authored the Global Ethics and Integrity Benchmarks, which follows an approach similar to the GDIB. Alan is also the coeditor of the recent study: *An Inquiry into Global Values* (Hart 2015). Alan has been a presenter at many conferences and has delivered workshops on D&I and



ethics around the world for a wide variety of clients both for-profit and nonprofit. The United Nations and many of its agencies have been major clients for decades. He has an M.A. and a B.A.B.Sc. from the University of Cape Town, and a Ph. D. in Philosophy from Birkbeck College, London University. He currently lives in New York City, New York, USA.

Email: alanrichter@qedconsulting.com

Telephone: +1-212-724-2833

Website: www.qedconsulting.com

GDIB MANAGING DIRECTOR

JESSAMINE M. MONTERO-MICHAELS, D.Ed.

Jessamine Montero-Michaels, President and Chief Strategist of M3Competencies, LLC, and Managing Director of Global Diversity & Inclusion Benchmarks, has over twenty years of administration and leadership responsibilities in the corporate, higher education, social service, and mental health sectors. Focused on maximizing diversity and inclusion capabilities through the competencies of measurement, motivation, and mobilization – M3Competencies specializes in the identification, education, and development of individual, group, organizational, and community assets. She is a trained workshop facilitator for handling controversial issues and prejudice reduction work, providing professional consultations in diversity, curriculum mapping, change and organizational behavior management, and educational design. Previously, Jessamine provided D&I consultation at Highmark Health, served as the chief diversity officer and faculty at Slippery Rock University of Pennsylvania, was the Residential Programs Supervisor and Therapist at Three Rivers Youth, and was also the Community Support Services Supervisor and Team Leader of Case Management Services at Prestera Center for Mental Health Services. Jessamine earned her Doctor of Education, Administration and Leadership Studies from Indiana University, her Master of Business Administration from Point Park University, and both a Master of Arts and Bachelor of Arts in Psychology from Marshall University. Her research areas include: organizational diversity capabilities, learning communities, inclusion and benchmarking, socioeconomic status, curriculum design, instruction and student learning outcomes, first generation and low-income students, peer mentoring effects, first-year and transitional student experiences, academic advising, and help-seeking behaviors.



Website: <http://m3competencies.com/>

LinkedIn: <https://www.linkedin.com/in/m3competencies>

Email: jessamine.montero-michaels@diversitycollegium.org;
m3competencies@gmail.com

Telephone: +1.412.407.3338

FORMER EXPERT PANELISTS

We are grateful to the following for the help they provided, and their contributions continue to be felt as the work evolves.

Rohini Anand
Jeya Ayadurai
David Benton
Fleur Bothwick
Stacey Cunningham
Maria Dupras
Kim Farnham
Richard Gaskins
Jacey Graham
Kimiki Horii

Edward E. Hubbard
Betsy Jacobsen
Prasad Kaipa
Margo Murray
Rosalind Sago
Cynthia Scott
Johanna Sherriff
Roosevelt Thomas (1944 – 2013)
Josephine Van Zanten
Avivah Wittenberg-Cox