

# Business Leaders of **COLOR**

Chicago United 2019

*Advancing Multiracial Leadership*



**Chicago United**



# LEADERSHIP PERSPECTIVE

With great pride we present to you the *2019 Chicago United Business Leaders of Color*. Since 2003, we have shared with the Chicago business community a total of 420 individuals who dispel the myth that there is a paucity of qualified, dynamic, visionary and talented executives of color to step into corporate board directorships and other high-profile leadership positions across many industries in this city and beyond.

This year's 50 inspiring individuals join a network of the most influential, diverse, and inclusive leaders in the Chicago community. They provide shareholder value in the changing world of business and inspire others as they continue to build on their successes as leaders.

Chicago United's 2019 theme is **Leading Boldly**, and these 50 individuals, chosen from a highly-competitive field of 182 nominees, are using every bit of their skill, education, rich experience and innovative spirit to boldly lead their teams and their organizations to business success and profitability.

Today, we face messages of racial, ideological and economic divisiveness in our government, the media, and in our communities. It could be easy to become discouraged with our vision of transforming the Chicago region into the most inclusive business ecosystem in the nation. But these business leaders give us hope that, despite forces to the contrary, people of color continue to make strides.

Our 2018 research report, *Inside Inclusion Featuring the Corporate Diversity Profile*, found that the number of *Crain's Chicago Business* Top 50 companies with more than 25% diversity in their executive ranks was higher in 2018 than all preceding years combined. This evidence dovetails nicely with the fact that this year 44% of our new BLCs are women. This is an impressive 46.7% change from 2017, when women made up only 30% of Business Leader of Color honorees.

In this publication, each BLC tells their story in his or her own words. Many of them share about growing up with immigrant parents or being immigrants themselves, which complements *Inside Inclusion's* findings about the increasing contributions of immigrants in the U.S. workforce. Our research found that, for example, college-educated Hispanic immigrants continue to gain traction in the corporate world in upper-level jobs, even at a rate higher than that of their U.S.-born counterparts. Immigrants from Asian countries have become the fastest-growing foreign-born group in the U.S., and educated Asians, both immigrants and U.S.-born, have one of the highest levels of representation in upper-level management and executive positions.

The leaders you will meet on these pages are outstanding examples of what it means to overcome obstacles and biases to navigate the corporate landscape and ascend to leadership with boldness and confidence.

Please join us in welcoming these transformational leaders into the fellowship of Business Leaders of Color.

Sincerely,



Kip Kelley  
Chief Executive Officer -  
Aon Affinity US  
Aon plc  
Chairman of the Board  
Chicago United



Gloria Castillo  
President and  
Chief Executive Officer  
Chicago United

# ACKNOWLEDGEMENTS

Please recognize the extraordinary efforts of everyone who contributed to the development of the *2019 Business Leaders of Color Publication*.

## Nomination Committee

Chicago United would like to extend special thanks to the many 2019 Nominating Committee members, chaired by Martin Cabrera, Founder and CEO, Cabrera Capital Markets, LLC, as well as those who took time to nominate individuals to be featured in this publication. Without their thoughtfulness and insight at identifying a wide variety of best-in-class executives, we could not produce this publication.

### Special Recognition for Extraordinary Efforts Toward Nominations

Martin Cabrera, Founder and CEO, Cabrera Capital Markets, LLC

George Mui, Founder, Asian American Network

Susana Meza, Vice President, Community Impact, Wintrust Financial Corporation

Patricia Mota, President and CEO, Hispanic Alliance for Career Enhancement

Sally Olson, Chief Diversity Officer, Sidley Austin LLP

Anjoo Rai-Marchant, Chief Operating Officer at HighGround

Emma Rodriguez-Ayala, Partner, Faegre Baker Daniels

Arabel Alva Rosales, President and CEO of AAR & Assocs., LTD.

Kristin Slavish, Global Talent Leader, Executive Talent Management & Inclusion, Aon plc

### Ranking Committee

Kendahle Artis, Director of Human Resources, Primera Engineers, Ltd.

Darlene Austin, Director, Diversity Employee Relations and Corporate Social Responsibility, Quarles and Brady, LLP

Irma Bates, Co-Owner and Vice President, Montenegro

Frank Bauman, Vice President, Human Resources Manager, Bank of America

Pamela Beemer, Vice President and Chief Human Resources Officer (retired), Northwestern University

Cecelia Bolden, Chief Development Officer, SDI Presence LLC

Erinne Brown, Talent Manager CCG Plantinon

Lawrena Columbo, Partner, PwC LLP

Molly Cook, Central Region Community Engagement Leader - Talent Team, EY

Eric Dobyne, Executive Director - Facilities, Sodexo

Lancert A. Foster, Vice President, RGMA

Jose Gamio, Vice President, Diversity & Inclusion Strategies, Macy's

Aida Giglio, Vice President, Human Resources, Chicago Botanic Garden

Chuck Haas, Director of Sales, Tovar Snow Professionals

Christy Harris, Vice President, Human Resources and Inclusive Diversity, Allstate Corporation

Kristina Headley, Director, Human Resources, Northwestern Medicine

Steve Hunter, Partner, Quarles & Brady LLP

Deidra Jenkins, Senior Vice President - Chief Diversity & Inclusion Officer, Americas, Northern Trust

Michael Leong, Managing Director, Head of Diversified Industries - Midwest, Fifth Third Bank

Wil Lewis, Global Diversity & Inclusion, Senior Vice President; Diversity & Inclusion Executive, Bank of America

Kathy Lietz, Senior Manager, Diversity and Inclusion, USG Corporation

Kristina Oderinde, Associate Director, HR Business Advisor, KMPG LLP

Peggy Phillips, Senior Business Analyst, Greeley and Hansen

Sandra Sciulli, Development Manager, CSMI

Toyia Stewart, Associate Vice President of HR, Roosevelt University

Kimberly Sutton, Director of Human Resources, Kairos Consulting Worldwide

Boris Volkov, Executive Vice President, Reyes Group Ltd.

Stephanie Wang, Director, Transactional Procurement for Southern Company Gas, Nicor Gas

Kristen Weirick, Global Head of Talent Acquisition and Chief Diversity Officer at United Airlines

James S. Williams, Jr., Director, Diversity, Inclusion and Equity, University of Chicago Medicine

### Final Selection Committee

Nazneen Razi, Ph. D., Senior Vice President and Chief Human Resources Officer, Health Care Service Corporation

Sandra Som, Partner, Heidrick & Struggles

Lucino Sotelo, Chief Marketing Officer, Kemper Sports

Mary Toomey, SVP Human Resources, Bank of America

Sal Venegas, Vice President, Global Human Resources, Walgreens

### CEO Review Committee

Theodore Dysart, Vice Chairman, Heidrick & Struggles

Luis Sierra, CEO Global Aromatics, BP America Inc.

We thank **Northern Trust** for hosting the 2019 Business Leaders of Color reception.

The following staff and consultants made production of this publication possible. We thank them for their dedication:

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Gloria Castillo, President and CEO, Gail Arrigo, Director of Operations, and Abby Torres, Office Operations Administrator

## Business Leaders of **COLOR** Chicago United 2019

- 4 AURORA ABELLA AUSTRIACO**  
*Partner/Shareholder, Valentine Austriaco and Bueschel, P.C.*
- 5 ISAAC AKRIDGE**  
*Vice President of Operations, Exelon*
- 6 ANNE L. ALONZO**  
*President and Chief Executive Officer, American Egg Board*
- 7 VICTOR ALVARADO**  
*Vice President, Global Manufacturing Petrochemicals, BP*
- 8 TERI ARVESU**  
*Vice President of Content, Univision Chicago*
- 9 DANIELLE BROWN**  
*Vice President and Chief Information Officer, Brunswick Corporation*
- 10 LEVOI K. BROWN**  
*Managing Director, BMO Wealth Management*
- 11 JOHN H. CAMPBELL**  
*Senior Vice President, Managing Director – Wealth Planning, U.S. Bank Private Wealth Management*
- 12 CARLOS R. CARDENAS**  
*Group Senior Vice President, Wintrust Commercial Banking*
- 13 MARTA CARREIRA-SLABE**  
*Americas Chief Compliance Officer, Chief Counsel – Latin America, Aon plc*
- 14 HAMILTON CHANG**  
*Chief Executive Officer, Ballparks of America*
- 15 MANUEL CUEVAS-TRISÁN**  
*Former Chief Human Resources Officer and Corporate Vice President, Employment Law and Data Protection, Motorola Solutions, Inc.*
- 16 REMBERTO DEL REAL**  
*Chief Marketing Officer, DeVry University*
- 17 JOSEPH DOMINGUEZ**  
*Chief Executive Officer, ComEd, An Exelon Company*
- 18 MIGUEL EDWARDS**  
*Chief Information Officer, Kemper Life and Health*
- 19 TALITA RAMOS ERICKSON**  
*General Counsel (Americas) & Chief Executive Officer (Restaurants), Barilla Group*
- 20 KIMBERLY EVANS**  
*Senior Vice President, North America Head of Private Capital Administration, Northern Trust*
- 21 JOSE FELICIANO**  
*System Vice President, Environmental Services and Linen Distribution, Advocate Aurora Health Care*
- 22 LORI FLORES ROLFSON**  
*Vice President – Operations, Peoples Gas & North Shore Gas*
- 23 MARION K. GROSS**  
*Senior Vice President and Chief Supply Chain Officer, North America, McDonald's Corporation*
- 24 LEO HARMON**  
*Managing Director, Mesirow Financial*
- 25 DOUG HARRIS**  
*Chief Executive Officer, The Kaleidoscope Group*
- 26 STEPHANIE HICKMAN**  
*President and Chief Executive Officer, Trice Construction Company*
- 27 ADRIENNE D. HUGHES**  
*Associate Market Executive, Bank of America Merrill Lynch*
- 28 FRANCIS O. IDEHEN**  
*Chief Operating Officer, GCM Grosvenor*
- 29 PARRISH IVY**  
*Principal, Deloitte Tax LLP*



- 30 PRAN JHA**  
*Partner, Sidley Austin LLP*
- 31 KEVIN JOHNSON**  
*Regional Chief Operating Officer, Aon plc*
- 32 TOMOKO KIZAWA**  
*Partner, Deloitte*
- 33 KATHERINE KOHATSU**  
*Partner, PwC LLP*
- 34 BRIAN LEE**  
*Design Partner, Skidmore, Owings & Merrill*
- 35 JUAN LEYVA**  
*General Manager, LondonHouse Chicago*
- 36 VINCENT A. MARIN**  
*Global Chief Information Officer, Sidley Austin LLP*
- 37 SANDRA CORDOVA MICEK**  
*President and Chief Executive Officer, WTTW and WFMT*
- 38 DAVID OLIVENCIA**  
*Managing Director, Accenture Cloud, Health and Public Service, Accenture*
- 39 REBECCA MARTINEZ O'MARA**  
*Vice President of Service and Solutions, Grundfos*
- 40 NICHOLE OWENS**  
*Vice President of Customer Channels, ComEd, An Exelon Company*
- 41 SANKAT PATEL**  
*Senior Vice President and Treasury Management National Sales Director, Fifth Third Bank*
- 42 REAZ RASUL**  
*General Manager, Global Acute Therapies, Baxter International Inc.*
- 43 MICHELE BAKER RICHARDSON**  
*Founder and President, Higher Education Advocates, LLC*
- 44 SUSAN MARIE SANTIAGO**  
*Senior Vice President, Miraval Resorts, Americas, Hyatt Hotels Corporation*
- 45 KARRIEM SHAKOOR**  
*Senior Vice President – Chief Information Officer, UL*
- 46 OMER SULTAN**  
*Vice President, Finance, Northwestern Memorial HealthCare*
- 47 LYNN SUTTON**  
*Owner/Managing Principal, Kairos Consulting Worldwide*
- 48 RUSSELL E. TONEY**  
*President, Specialty Products Group, Dover Corporation*
- 49 MANIKA M. TURNBULL**  
*Vice President, Workforce and Business Engagement Health Care Service Corporation (new title as of Sept. 19, 2019)*
- 50 PALLAVI VERMA**  
*Senior Managing Director – US Midwest, Accenture*
- 51 CHAD E. WALKER**  
*Vice President, General Counsel and Secretary, Morton Salt, Inc.*
- 52 ROOPA WEBER**  
*Chief Marketing Officer, Ariel Investments*
- 53 TIANYI JOE ZHU**  
*Managing Partner, Playground Capital*
- 54 CHICAGO UNITED MEMBER LISTING**
- 65 BUSINESS LEADERS OF COLOR**  
*2003—2019*

# AURORA ABELLA AUSTRIACO

Partner/Shareholder, Valentine Austriaco and Bueschel, P.C.

*“Hard work, honesty, creativity, service, respect of people and individual’s ideas, and diversity and inclusion are ingredients to inspire and move people.”*



If you were to ask me back in 1983, as a newly arrived immigrant from the Philippines, whether I would one day serve as the only woman and Asian board member of Attorneys’ Title Guaranty Fund, Inc., one of the largest private title insurance companies in the country; or be elected CEO of one of its subsidiaries; serve as president of one of the largest funding organizations for legal aid organizations in the state — or that I would be one-third owner of a successful all-women owned law firm — I would have told you that you’re out of your mind. But, I’ve done all of the above.

In my role as CEO of ATG Legal Serve, the subsidiary company, I work closely with the president of the organization as well as the president and CEO of the parent company to ensure that the subsidiary’s goals are met, profitability and sustainability are achieved, and that the right person is leading the company.

As a leader, I believe that challenges, barriers and crisis are disguised opportunities and it’s all just a matter of how you view it.

Growing up, my parents not only ingrained in us the importance of hard work and not giving up when difficulties arise — but to always analyze the problem, find solutions and be man- or woman-enough to admit when help is needed.

An example of this principle is when, in the beginning, the subsidiary company was bleeding money and kept going back to the parent company for additional capital infusion. Instead of closing the subsidiary, we looked at other businesses that provided the same or similar services to see if there was synergy in the culture and in the business products, and then developed the business.

This led to the acquisition of a competing company with great talent and an effective marketing system and book of business. This took a long time to complete, and it was a difficult process to navigate, but it was clearly the right choice. As a result, we turned the subsidiary around and it is now operating with a profit margin.

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- Chairman of the Board, ATG Legal Serve Inc., Finance Committee, Executive Council (2010 – present)
  - Founding director, Filipino American Bar Association
  - Director, Attorneys’ Title Guaranty Fund/Lawyers’ Trust Fund of Illinois, Claims, Membership, Legal Education committees (2006 – present)
  - “Top 100 Women in Consumer Law” Attorneys in Illinois (2012 – 2019)



# ISAAC AKRIDGE

Vice President of Operations, Exelon

*“The basis for my leadership success is rooted in an ability to engage and empower the workforce.”*

With more than 20 years of experience across 12 roles at ComEd in Operations, Strategy Development, and Regulatory, I have built an effective platform for connecting the dots between tactical operations and execution of strategy with an emphasis on leadership influence and change management.

I am responsible for driving operational performance/efficiencies, integration of industry best practices, and operational execution of long-term strategies across four operating companies with a combined 16,000 employees serving nearly 10 million electric and gas customers. This role affords me the opportunity to live my passion for people, process, and accomplishment.

Prior to this role, I was part of the executive leadership team for ComEd, responsible for overseeing more than 600 ComEd employees and a \$200-million budget associated with engineering, constructing, and maintaining the electrical infrastructure serving the nearly 2 million electric customers in Chicago and its neighboring municipalities.

Humble beginnings and my participation in athletics taught me some of the most important things about leadership and fostered my interest in strategy, driving accountability, resiliency, and healthy competition. As a scholarship athlete, I spent years training and working on the field towards a goal of becoming a professional baseball player.

But what I had in talent couldn't overcome what I lacked in work ethic. This — one of my greatest failures — was also an inspiration for my future successes. Former U.S. Secretary of State Colin Powell said, “There are no secrets to success. It is the result of preparation, hard work, and learning from failure.” I learned to better optimize my skills and developed a relentless commitment to preparation, ability to drive execution, and willingness to share my experiences through mentorship and volunteerism.

Staples of my leadership style include availability, authenticity and integrity. Early in my career, professional mentors served as a heavy influence and taught me the value of creating a legacy of capable and ambitious leaders to follow behind me. I have offered mentorship and professional support to more than 30 people inside and outside the energy industry. I encourage networking and reflection, sharing these as two of the most powerful tools for personal and professional development.

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- Director, Governors State University Advisory Council Board (2017 – present)
  - Director, American Association of Blacks in Energy Executive Advisory Board Chicago Chapter (2015 – present)
  - Director, Safer Foundation Board (2016 – present)
  - Former director, United Way of Metropolitan Chicago (2016)



# ANNE L. ALONZO

President and Chief Executive Officer, American Egg Board

*“Focus and dedication are essential to success; humility and gratitude for the people and leadership positions I’ve been entrusted with is paramount.”*



So, what came first; the chicken or the egg? My money’s on the egg, of course. As President and CEO of the American Egg Board, I’m responsible for leading the marketing board for the \$9 billion U.S. egg industry. I direct national campaigns in advertising, public relations, (remember the “Incredible Edible Egg?”), consumer education, retail, food service, export marketing, and egg nutrition, all designed to increase demand for U.S. eggs and egg products. In my three-plus years at the helm, I have energized and transformed the organization’s strategic targets and revised all aspects of the Egg Board’s human resources, financial and administrative processes.

When the American Egg Board directors recruited me as only its third President and CEO in its 40-year history, they tasked me with transforming the organization from a mom-and-pop-type entity to a more modern, efficient and high-performing organization. It’s been challenging, but our efforts are paying off: Egg consumption is at historic

levels at both retail and per capita consumption, with an enviable 90%-plus penetration rate in U.S. households. My organization is increasingly recognized for the quality of our advertising and marketing campaigns, and I’m reaching my quest to make this organization “best in class.”

Wherever I go, I leave my mark as a transformative leader driving positive organizational change and results. For example, prior to joining the Egg Board, I was appointed by the White House to lead the marketing agency at the U.S. Department of Agriculture — a \$3.5 billion, 4,300-person organization concerned with facilitating the marketing of U.S. agricultural products.

While serving as Vice President, Global Public Policy, Corporate Affairs at Kraft Foods, I led all global corporate affairs work in the areas of sustainability, health and wellness, and trade, as well as directed the Global Issues Management team.

My career has been punctuated with many “firsts.” I was appointed as the U.S. Environmental Protection Agency’s first diplomat; first to start up a global environmental trade promotion program for the U.S. Department of Commerce, credited with increasing exports by 50%; and the first woman to chair the World Cocoa Foundation, representing more than 85% of the global chocolate industry.

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- Director, USA Poultry & Egg Export Council (2017 – present)
  - Director, The Chicago Network (2019 – present)
  - Director, Federal Reserve Bank of Chicago, Agriculture, Small Business and Labor (2018 – present)
  - Director, National Association of Corporate Directors (2018 – present)



# VICTOR ALVARADO

Vice President, Global Manufacturing Petrochemicals, BP America Inc.

*“You must rely on your team and their individual strengths to balance your own in order to accomplish shared objectives and goals.”*

In the last 10 years, I've led three manufacturing plants in the United States and United Kingdom, leading to my current role as Vice President of Global Manufacturing. I oversee an organization of 1,500 people in the U.S., Belgium, China, the U.K. and Indonesia. Within this role, I manage a capital investment portfolio with an annual budget of approximately \$200 million. I find great satisfaction in creating a vision and strategy for the businesses I lead and making it a reality. In doing so, I have built a track record of turning around manufacturing plants.

Most recently, I developed and led a strategy that transformed the Acetyls European business from lagging to first-quartile performance. This included a divestment of a chemical park, the transfer of 50 employees, all associated equipment, service agreements, preparation of marketing materials, and management presentations. I also led the negotiation of sale and service agreements,

employee consultation, final transfer actions, and deal closure. These activities helped to improve fixed cost performance by 20%.

My ability to connect and develop relationships with employees, customers and partners has helped me reach successful outcomes throughout my career. When one of our largest customers declared bankruptcy, I served as chairman of the Creditors Committee, negotiating the entire \$46 million owed, and serving the other companies that were impacted fairly.

My focus on relationships also served me well in a former role as Sales Manager at BP, responsible for external-facing leadership and sales generating \$1.5 billion a year in revenue.

I credit much of my success to the values my mother instilled in me at a young age. As a single mother of three, she emigrated from Mexico to

the United States to provide an opportunity for her family. My mother envisioned a better life for us and made it happen through hard work, passion and focus on education. I take this work ethic and passion to learn into every new role. It has taken me from engineering, project management, sales, marketing, product and business management into a greater span of control as an executive leader.

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- Former board chairman (2016 – 2017) and former director (2014-2015), Manufacture Alabama Executive Board/Saltend Chemical Park Board, Remuneration Committee.
  - Former director, Bay Area Boy Scouts (2010 – 2014)
  - Former director, Texas City-La Marque Chamber of Commerce, Risk Assessment Committee (2011-2012),
  - Established BP's U.S. manufacturing women's network at all three manufacturing and commercial locations





# TERI ARVESU

Vice President of Content, Univision Chicago

*“I love the power and the responsibility of our business to create perceptions and build community.”*

Where others see competition, I see opportunity to collaborate and create an intersection where all parties and stakeholders win. My role at Univision Chicago puts me smack in the intersection between revenue, operations, marketing and service to the community.

This role allows me to leverage partnerships to drive both the business-to-business as well as the business-to-consumer messaging. I have developed several key partnerships across English-language television and media to better position the company with bilingual and non-Spanish speakers who are key decision makers in the market.

Throughout my career, I have pioneered and launched new content efforts and news programming across media platforms, always with a keen strategic vision toward forging partnerships that maximize opportunities for all stakeholders, drive revenue, and control costs.

Under my leadership, Univision Chicago won the Emmy for Best Evening Newscast in the Chicago market in 2014, the first Spanish language television station ever to achieve this distinction. During my time in Chicago, I successfully launched Univision’s first midday show.

In 2018, I launched the first-ever Sunday morning political show in Spanish in Chicago and also launched, in January 2019, the first two-hour morning show in Spanish in the market.

As the daughter and granddaughter of Cuban exiles, I have always held an acute awareness of the media’s crucial role in a democratic society and the fragility of that democracy. Media is one of many industries being profoundly disrupted today.

I have been key to Univision’s success at transforming traditional newsrooms into multiplatform content operations by combining radio, TV, and digital resources. During this

process, my change strategies have lengthened the careers of many people in my newsroom who have embraced the changes to the industry.

Univision’s success in reaching 70% of the Latino population weekly is proof that my leadership has helped secure a sustainable leadership position in the market, regardless of the disruption in the industry.

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- Governor, National Academy of Television, Arts and Science Chicago/Midwest Chapter (2013 – present);
  - Advisory Council Member, Chicago Ideas Brain Trust (2017 – present)
  - Governor, Dean’s Advisory Board, DePaul University School of Journalism (2017 – present);
  - Governor, Chicago Headline Club (2016 – present)
  - Edward R. Murrow award, two Lisagor awards and 13 Emmys



# DANIELLE BROWN

Vice President and Chief Information Officer, Brunswick Corporation

*“Leadership is all about creating other leaders; to do so, you have to be bold, authentic, and create a learning environment.”*



In 2016, I was appointed Vice President and Chief Information Officer at Brunswick Corporation, a global leader in the development, manufacture and distribution of marine engines, marine parts and accessories, and recreational boats. Brunswick's 2018 revenue and sales were approximately \$5.2 billion, and the 174-year-old company has 13,000 employees around the world.

My role is to fashion a world-class information technology function that creates enterprise value through the use of technology, while managing investment and operational spend to improve Brunswick's connection to customers, operating efficiency and the organization's ability to utilize analytics to provide a base for further innovation.

I lead a 300-person global IT organization and an \$85-million budget to design and deploy large-scale technology modernization. I provide vision for optimizing IT investment to improve

connection to customers, operating efficiency, cycle time, and responsiveness to market trends.

Upon arriving at Brunswick, I found that, although IT was now at the leadership table, it was clear we needed a shift in our mindset, capabilities, and strategy to be a valuable contributor. Therefore, we took bold actions. The first thing was establishing core operating values: Trust, Candor, Lifelong Learning, and Collaboration. We then developed our vision, strategy, and three-year roadmap/plan.

Within months of executing our three-year plan, a spin-off was announced. This meant simultaneously creating two modern environments and organizations, ultimately accelerating the IT strategy. By so doing, we not only reduce cost, time and risk, but also position both Spin-Co and Brunswick to grow, innovate, increase margins, and create greater shareholder

value. IT has become a true business partner with a voice and a seat at the table.

I have been in the information technology industry for over 20 years, focusing on the design and delivery of cross-functional transformational programs and technology initiatives that directly impact financial and operational performance. My greatest success is creating an environment where IT staff have the freedom and opportunity to contribute to their highest potential.

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- Director, PRA Group (January 2019 – present)
  - Executive Leadership Council (2017 – present)
  - Member, The Chicago Network (2018 – present)
  - *Savoy Magazine's* Top 100 Influential Black Executives



# LEVOI K. BROWN

Managing Director, BMO Wealth Management

*“As a leader, I believe in the power of the collective and finding the strengths or value proposition within each team member.”*

In 2015, I joined BMO and led the turnaround of a commercial real estate unit in the Midwest. The portfolio experienced significant growth with a remarkable upgrade in credit quality and overall profile of sponsors. My newest opportunity led me to run a team in BMO’s Wealth Management unit with more than \$2 billion in assets under management.

At the onset of my career, I was an individual contributor generating revenue-modeling-structured finance transactions, and quickly transitioned to large commercial real estate transactions. I am proud to have worked on deals that enabled the development of affordable housing projects throughout the U.S., leading to the completion of the first Leadership in Energy and Environmental Design-certified project in Stamford, Conn.

Right before the 2008 recession, I decided to pursue an MBA at the University of Chicago,

catapulting me into my first leadership assignment at Urban Partnership Bank (UPB) during a time of uncertainty in the financial industry. While at UPB, I managed a team of 13, rebuilt a lending platform, and led a retail transformation, which changed our client service model for the entire institution. This success prompted my promotion to lead all customer-facing initiatives and manage over 90 employees and branches in Chicago, Cleveland and Detroit.

My experiences have led me to board positions at non-profits with an emphasis on housing and development, education for high achievers with limited financial resources, and the homeless population.

Growing up, my parents were my biggest supporters, even going as far as to sign birthday cards and emails with the line, “We are your biggest supporters,” so I would never forget it. They remain incredible influences in my career by

instilling in me high expectations and the drive to achieve at the highest levels, never compromising a strong work ethic.

Having lived and worked in three major cities, I view life, and more specifically my career, as a journey through an amusement park. While in the park, I want to enjoy as many meaningful experiences as possible to drive me towards sensory overload. To date, this has served me well, as I am not afraid to take a chance. Worst-case scenario, I do not succeed and have to try again.

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- Director/treasurer, Chicago Low Income Housing Trust Fund, Finance and Allocations committees (2014 – present)
  - Director, Teen Living Program, Finance and Governance committees (2013 - present)
  - Member, Business Leadership Council
  - Fellow, Leadership Greater Chicago (2014)
  - Diversity MBA’s Top 100 Under 50 list (2015)





# JOHN H. CAMPBELL

Senior Vice President, Managing Director – Wealth Planning, U.S. Bank Private Wealth Management

*“A capacity-building mindset has empowered me to execute at the highest level and to add impact and value as a servant leader, team builder, and catalyst for positive change.”*



I serve on the leadership team of U.S. Bank Private Wealth Management's Chicago Market, where I lead its wealth strategy practice and the integration of wealth planning across all practice disciplines for private wealth clients of this market. During my tenure, we have achieved greater client loyalty, decreased attrition, and optimized the client experience, which has resulted in new client mandates, increased assets under management, and exponential sales and revenue growth. Since joining U.S. Bank in 2013, I have been rated among the organization's top performers and been awarded several distinctions.

I have been recognized as a national thought leader, corporate media spokesperson, and a subject-matter expert. I have been appointed to several strategy teams and task forces with far-reaching impact, including being asked to serve on a national team of diversity, equity and inclusion (DEI) champions tasked with advancing

U.S. Bank's commitment to DEI. I also have been consulted and quoted on wealth strategy topics in national media publications, including the *Wall Street Journal*, *Barron's*, *U.S. News & World Report*, *Black Enterprise*, and *The Chicago Tribune*.

Prior to U.S. Bank, I held key positions in sales and development with several Wall Street financial institutions, including Merrill Lynch Global Private Client Group. At Merrill Lynch, I led the business development operations for a wealth structuring and insurance sales unit in the Illinois/Indiana market that supported 465 wealth advisors and their ultra-high-net-worth clients. Prior to Merrill Lynch, I practiced law at major firms in New York and Atlanta.

Throughout my career, a “capacity-building mindset” — which affirms, uplifts, and empowers us towards greater growth, collaboration and achievement — has equipped me to navigate

change, challenges and uncertainty. I cultivated this mindset at an early age upon arriving, alone, in the U.S. during the Vietnam war. It began at the orphanage where my father reluctantly placed me shortly after my arrival, when he was redeployed in the military. There I learned to speak English, and the teachers saw in me raw talent and potential. From that humble beginning, by God's grace, I have gone on to graduate from Yale University and Tulane Law School and to work at some of the country's top law firms and financial institutions.

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- Director and past president, Society of Financial Services Professionals, Chicago Chapter (2015 – present)
  - Member, Advocate Aurora Health Gift Planning Advisory Committee (2015 – present)
  - Director, U.S. Bank's African American BRG, Chicago Chapter (2016 – present)
  - Past board chairman and director, Circle Urban Ministries (2008 – 2012)

# CARLOS R. CARDENAS

Group Senior Vice President, Wintrust Commercial Banking

*“A mentor once shared words of advice I adhere to: ‘Be kind - say hello, keep a strong work ethic, and have fun doing what you do.’ I would add, ‘Always be willing to adapt.’”*



Since 2006, I have led teams in commercial banking in various forms and stages across three different financial institutions; they have encompassed mature portfolios, start-up teams, and combinations of both. Growth, production, risk management, and revenue generation have been key tenets. Over the last few years at Wintrust, my teams have generated \$450 million-plus in loan commitments, \$250 million-plus in deposits, \$4 million-plus in fee generation, and comprised over 40 new relationships.

We have achieved because we adapt to the situation, to the economic climate, to the credit/risk appetite, and to the client's needs. I have contributed to Wintrust's growth in the Chicago market by finding ways to generate business, by adapting.

I was born at Illinois Masonic Hospital on Halsted & Wellington in Chicago. However, my mother returned to Mexico a year later, and left me there

with my grandparents, who raised me until age four. I returned to the U.S. in time for kindergarten. I knew no English, but I learned, I adapted — thank you *Sesame Street*!

My parents constantly moved, always seeking to improve our living situation, so I switched grammar schools six times over a nine-year period. Although primarily raised a Northside Chicagoan, my classmates were diverse — Polish, German, Persian, Indian, Asian, Mexican, varied Latinos, and Anglos. I learned to make friends — I adapted.

The constant moving also ignited a drive of always needing to prove myself. I accepted an offer with Arthur Andersen, eventually joining the Derivatives and Treasury Risk Management Consulting group. Not having any experience, I took on the challenge, I adapted. I was on the Audit and Risk team at First Chicago/Bank One during its years of integration. Change fosters opportunity, so I sought out a role in commercial banking, then

American National Bank, a subsidiary of First Chicago. I had no experience in credit structuring or commercial lending, but I knew one thing: I could learn, I could adapt.

Adaptability has served me well. It allows me to be a contributor in whatever roles I take. It has assisted in my professional success and contributed to my civic leadership.

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- Chairman, National Museum of Mexican Art, Finance, Gala, Governance, Executive committees (2008 – present)
  - Director, Music Institute of Chicago, Special Gifts, External Affairs, Gala committees (2016 – present)
  - Vice president, The Standard Club, House and Executive committees (2013 – present)
  - Former director, Gads Hill Center, Finance and Development committees (1997 – 2004)



# MARTA CARREIRA-SLABE

Americas Chief Compliance Officer, Chief Counsel – Latin America, Aon plc

*“I am most proud of my ability to allow my team members to be their authentic selves.”*

I used to say that I was a “second-career” lawyer, but I can no longer do so, having now fully embraced the law after a 15-plus-year career in private practice and as a corporate lawyer. Prior to law, I was a journalist at a television station in Central Illinois where I was exposed to a variety of situations that helped me develop skills crucial to my success.

My family immigrated from Cuba post-revolution in 1969 on the third-to-last legal flight out of Havana. When I came to Aon as Chief Counsel for Latin America, the opportunity allowed me to further develop and leverage three key components of my professional career: legal and compliance expertise, strong communication skills, and my Hispanic heritage and bi-culturalism.

At Aon, I developed a legal and compliance team of more than 22 professionals and created a legal culture and true partnership with the business in

one of the most challenging regions for a publicly traded company in a post-Enron, Sarbanes-Oxley world. During my tenure, the region has grown five-fold in revenues, and is now one of the fastest growing regions and contributors to organic growth for our firm.

I also successfully led the integration and implementation of corporate governance processes for the legal and compliance function in connection with Aon’s third-largest acquisition.

Working in a male-dominated industry, I learned to go after what I want. I am grateful to my father for pushing me to take risks. Years ago, when I was struggling with a career change (journalism to law school), I asked my father for advice. My children were young and I knew the impact on my family would be significant. My father proudly took me to the basement of my childhood home and pointed to his doctorate

degree, received in his 50s while raising a family of six on an engineer’s salary.

My career has been about learning, change and risks. It’s taken me well into my 50s to embrace who I am as a woman, Hispanic, mother, wife, friend, leader, lawyer and journalist. I still have one more chapter to write. I’m not sure what that is, but the thought of it fuels me and excites me about the future.

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- Director, Better Government Association, (2014 – present)
  - Director, National Immigration Justice Center, Heartland Alliance, Illinois, Indiana, Washington D.C., (2012 – present)
  - Director, The Chicago Bar Foundation (2018 – present)
  - Named to the Legal 500 GC Power List, Top Latin America Lawyers (2017)



# HAMILTON CHANG

Chief Executive Officer, Ballparks of America

*“The fact that I was a chubby Chinese kid in Flint, Mich., with parents who didn’t speak English well, forced me to survive on my own wits and work with many different types of people.”*



I have managed businesses in fixed income trading, fixed income sales, public finance investment banking, derivatives trading, balance sheet management, and risk management. I led businesses in the Midwest, on the West and East Coasts, and in China, Korea, Taiwan, Japan, Singapore, Hong Kong, the Philippines, and Australia. I transacted billions of dollars on behalf of banks’ trading accounts, and as an independent agent of clients. I’ve also consulted on hundreds of deals in numerous industries, including chemicals, airlines, life insurance, autos, consumer goods, municipalities, real estate development, higher education, arts, healthcare, and senior living.

I was the first Asian recruiter of MBAs at my top-10 firm, Capital Commitment and Management Committee member at my category-leading boutique investment bank, Capital Commitment Committee member at my large financial services firm, and manager of the municipal sales and trading desk at my large broker dealer.

The financial services and banking industries have been tumultuous over 30 years; this meant I had to figure out how to survive by continually developing skills, relationships, and knowledge.

Growing up in Flint, Mich., in the 1980s, my brother and I had a strong family, great friends, and good grades (his better than mine). We played sports, owned a Chevy and even had some apple pie.

But it was also a little scary. When I was in high school, a young Michigan man, Vincent Chin, who was Chinese like me, was beaten to death at his bachelor party. Two autoworkers thought he was Japanese and blamed people “like him” for losing their jobs. So, unrest, and occasional racist aggression, was also part of our “American Dream.”

Since retiring from finance, my friends and I have independently raised millions of dollars and built a youth sports complex. Having just a small management team at a start-up company,

I help direct finance, strategy, sales, marketing, compensation, risk management, crisis management plans, IT, corporate partnerships, corporate development, and community and political relations. I have gone from the corner office to a makeshift office in a repurposed outlet mall.

Whether in high school or over my professional career, my ability to adapt, adjust, learn, grow, persevere, survive — and ultimately thrive — in uncertain situations has been what I do.

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- Director, University of Michigan Health System (2007 – present)
  - Commissioner, Illinois Human Rights Commission (2015 – present)
  - Board Advisor, Chinese American Alliance (2017 – present)
  - Trustee of New Trier Township, Ill.
  - Accomplished musician in violin and voice; has sung national anthem at both Wrigley Field and the former Comiskey Park



# MANUEL CUEVAS-TRISÁN

Former Chief Human Resources Officer and Corporate Vice President, Employment Law and Data Protection, Motorola Solutions, Inc.

*“I grew steadily with each professional opportunity, as did my reputation for resourcefulness, commercial sense, and the ability to manage sensitive issues with temperance and discretion.”*

I recently concluded a successful and rewarding 21-year career with Motorola Solutions, Inc., and am now planning my “next chapter.” During my time as the organization’s Chief Human Resources Officer (CHRO), I led the human capital strategy during the most significant transformation of the company’s business model — from communications hardware and products, to mission-critical services and software. I leveraged this “tectonic” cultural shift to reposition my team of about 150 HR professionals as a top-notch talent acceleration engine. At the board of directors’ level, I made succession planning a priority and completed data-rich assessments and profiles for 100% of the company’s officers, including the C-suite.

I spearheaded the launch of “People First,” an award-winning platform to enhance the capabilities of 1,500-plus people leaders. I refreshed 40% of the global HR talent pipeline within the first 15 months of becoming CHRO and supported the design and formation of a new business segment (Software Enterprise).

I brokered unified criteria for high-potential talent designation, developed data-driven and actionable Workforce Intelligence Reports, promoted cross-pollination of talent, and secured leadership’s commitment to invest in this critical workforce segment. I embedded inclusion and diversity metrics and targets in all phases of the employment life cycle.

As the company’s top employment and privacy lawyer, I sustained the lowest rate of employment disputes in the company’s history and established a globally compliant data privacy program. I delivered savings in excess of \$9 million in a 3.5-year period and supported the integration of seven domestic and international acquisitions.

I followed a nontraditional path to the CHRO seat at Motorola Solutions. After graduating from the University of Notre Dame, I attended law school in my native Puerto Rico. My first experience as judicial clerk in the Puerto Rico Court of Appeals sparked my interest in employment law. I went on to private practice as a management-side lawyer, representing organizations of all sizes: multinationals, family

enterprises, and government agencies. Motorola, one of my corporate clients, recruited me in 1998.

Beyond my work at Motorola Solutions, I’ve remained active in external thought leadership. Between 2015 and 2016 I was a member of the Equal Employment Opportunity Commission’s Select Taskforce on the Study of Harassment in the Workplace. In November of 2019, I expect to complete a Master’s in Executive Coaching and Leadership from Universitat de Barcelona.

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- Director, Illinois Commission on Diversity of Human Relations, Governance committee (2015 – present)
  - Director, Puerto Rican Arts Alliance, Fundraising committee (2017 – present)
  - Former director, Motorola Solutions Foundation (2015 – 2017)
  - Appointed Member of State of Illinois Study on Diversity and Inclusion in the private sector
  - Adjunct Faculty at the John Marshall Law School since 2008



# REMBERTO DEL REAL

Chief Marketing Officer, DeVry University

*“My tolerance for paradox and ambiguity has allowed me to stay humble and learn from my new colleagues and experiences along the way.”*



Over the course of my career, I've always been a deeply analytical thinker, determined to push the needle forward at every opportunity. Data and insights, bolstered by the acumen that comes with more than 20 years of marketing experience, determine my every decision. I constantly seek new opportunities to learn and evolve, as demonstrated by my recent transition to the Chief Marketing Officer role for DeVry University in the higher education industry. This change came after more than 15 years in financial services with top-tier companies such as BMO Financial Group, JP Morgan Chase, and General Electric Company.

As a marketer, it's important to bring a balanced point of view to move the organization's thinking forward. I have excelled at understanding diverse points of view, ensuring everyone is heard, and arriving at decisions using data as the guide. For me, the key is appropriate transparency. Knowing when and what to share and when to push back, but always keeping the team's success as the ultimate goal.

I am empathetic to the challenges that business leaders face. Throughout my career, I have created working environments where people feel that their contributions are appreciated and respected. Once that happens, teams become engaged and high performance follows.

Today, I am passionate about providing access to education as a way to change people's lives. As the first person in my family to finish college and then graduate school, I've seen firsthand the positive impact education has had on my life. To be part of an organization that's purpose-driven and focused on meeting the needs of more than 25,000 students across nearly 50 campus locations nationally is rewarding. My delivery of results draws on my experience leading marketing organizations within the financial services sector.

My years of experience have given me a valuable perspective; being the first in your family to achieve an important milestone boils down to a handful of key decisions. Had I not put education first, my life would have turned out much differently. This motivates me to leverage my personal experience into helping others achieve positive outcomes.

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- Director, 3Arts (2017 – present)
  - Former board co-vice-chair, Rauner Family YMCA (2015)
  - Content Marketing Institute Award for Best Branded Content Campaign (2018)
  - *Diversity MBA Magazine's* Top 100 under 50 Emerging Leaders (2016)



# JOSEPH DOMINGUEZ

Chief Executive Officer, ComEd, An Exelon Company

*“My experiences growing up as a first-generation Cuban American shaped not only my drive for success, but also my determination to remove barriers for underrepresented communities.”*

I believe talent exists everywhere. However, opportunity has not been equitably distributed. That is why it is important for me as a leader to champion greater access to opportunities for those who have traditionally been left behind. This, along with serving with integrity and continuous improvement, is a cornerstone of my leadership philosophy and mission.

In August 2018, I was named CEO of ComEd, an Exelon Company, where I lead a talented workforce of nearly 6,000 employees. Prior to joining ComEd, I led the development and implementation of federal, state, regional governmental, regulatory, and public policy strategies for Exelon, one of the nation's largest electric companies with approximately \$34 billion in annual revenues.

Over my nearly 18 years with Exelon, I have held several positions across the organization, including general counsel for ComEd's sister utility PECO in Philadelphia, and senior vice president of state regulatory and government affairs, and general counsel of Exelon Generation. I also led the passage of the Future Energy Jobs Act in Illinois for Exelon Generation, through which we expanded energy efficiency programs, increased funding for renewables, and preserved Illinois' clean energy leadership.

My mother was one of the smartest people I have ever known, and my father longed to be an engineer. Neither had the chance to pursue a formal education. But seeing their drive and ability to successfully own and manage a sheet metal business in New Jersey, despite language and cultural barriers, gave me the courage to pursue an engineering degree, and later go on to pursue a law degree.

This is perhaps the most exciting time ever to work in the energy industry. New technologies that help us produce cleaner energy in more efficient ways are being developed and improved every day. We are uniquely positioned to positively impact climate, develop a more innovative workforce, and enhance the lives of our customers at local and community levels. Sitting in the CEO seat at ComEd allows me to help shape that future for our customers, employees and the community. I know that building a diverse, inclusive culture from the inside out will enable me to be a successful leader and continue to strengthen our company as an energy leader.

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- Director, United Way (2019 – present)
  - Advisory board member, Rutgers Law School Corporate Governance Advisory Board
  - Advisory board member, University of Maryland School of Engineering's Energy Policy Advisory Board
  - Co-founder, Association of Latino Energy and Environmental Professionals (2011)



# MIGUEL EDWARDS

Chief Information Officer, Kemper Life and Health

*“Building and maintaining a strong network through consistent giving in my community has been a top priority for me alongside my career – often resulting in great synergies between the two.”*

An insatiable appetite for innovation and continuous improvement has led to a career built upon finding uncommon solutions to some of the most vexing business challenges. By developing a penchant for asking “high-gain” questions, no matter the function or level, I’ve crafted a brand as a trusted advisor and thought leader in developing and executing on some of the most challenging business initiatives.

Over the past 20 years, 15 years of which have been spent in financial services, I have been fortunate to have opportunities to build experience in the sales, operations, and technology functions, giving me great visibility into the strategic needs of each step in the business value chain.

In 2012, I was appointed to the officer group at Allstate Insurance Company where I served as Vice President of Strategy and Operations for the Allstate Independent Agency channel. Over the course of my tenure in that role, I helped reverse

shrinking market share, and over four years brought about double-digit growth to both the top and bottom lines.

In 2018, I was recruited to join the Kemper Insurance leadership team where I serve as Chief Information Officer for the Life and Health companies. In this role, I am leading an across-the-board modernization effort that includes not only the use of cloud- and mobile-based technologies, but a major transformation in the way our team partners with and delivers value to our user communities, our customers, and our shareholders.

I am a 2018 Fellow of Leadership Greater Chicago, and a member of the Association of Latino Professionals for America Senior Leadership Council. In furthering my own development, while simultaneously helping to build the leaders of tomorrow, I am an adjunct faculty member at the Lake Forest Graduate

School of Management. Having served on several not-for-profit boards, I’ve had an incredible opportunity to view and influence these businesses from a strategic level.

Finally, but most important in my life, is my wife Yvonne, who shared the entirety of this journey with me, so generously sharing me with a demanding career and keeping me grounded to my most critical role as a father of four incredible boys.

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- Director at large, Insurance Technology Association (2014 – present)
  - Former Executive Sponsor – PLAN, Allstate’s Latino Employee Resource Group (2014-2018)
  - Former director at large –The Hubbard Street Dance Company, (2015-2017)
  - Former director at large, Insurance Accounting and Systems Association (2012 – 2018)





# TALITA RAMOS ERICKSON

General Counsel (Americas) and Chief Executive Officer (Restaurants), Barilla Group

*“I love that as a lawyer and a businessperson I can help an organization that is truly trying to have a positive impact in the world.”*



My curiosity about people and the world made me pursue an international career. My passion for ethics and integrity led me to start such a career in law. While working towards my J.D. in Brazil, I interned with HSBC Bank, assisting in the legal and compliance department. I fell in love with the idea of working in-house and helping companies do the right thing, contributing to an ethical corporate culture from the inside.

Although I assumed I would finish law school and go to work in a law firm — as most new lawyers do — this internship set me on an atypical career path. I spent 10-plus years with Kraft Foods in Brazil and the United States, studied law and business in the U.S. and throughout Europe, and ultimately took the job as General Counsel (Americas) with Barilla in 2012.

Since then, I have managed legal, compliance, and crisis management for the region, with focus on the U.S., Canada, Brazil, and Mexico. I also served

as Barilla's first Global Chief Diversity Officer from 2013 to 2016, leading the company's Global D&I Board and managing the implementation of a comprehensive global D&I program. I've had an additional business role since 2018, managing the company's restaurants division.

Barilla is a very special company, where the family members who own it tell us not to simply maximize profits to shareholders, but to think about profit as a result of doing the right thing. Barilla is a company that cares and tries to deal with the impact of its business and its industry on people and the planet.

I have always considered myself a lucky person. Lucky to grow up in a culturally diverse area of Brazil, right at the border with Paraguay and Argentina, with very large Middle-Eastern and Asian communities. Lucky to belong to an extremely diverse and open-minded family, loving people from different religions, races/ethnicities,

and sexual orientations. Lucky to have studied and worked with amazing people from all over the world and met many mentors who helped me prepare for opportunities I did not know I would have. This unusual upbringing made me a curious person, constantly fascinated by how people experience the world in different ways.

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- Director/corporate secretary, The Cradle, Executive, Risk Management and Development Committees (2017 – present)
  - Director, Hispanic Alliance for Career Enhancement (2019 – present)
  - Licensed to practice law in Brazil, New York, and Illinois

# KIMBERLY EVANS

Senior Vice President, North America Head of Private Capital Administration, Northern Trust

*“It has been a conscious choice, commercially and charitably, to make a difference in the lives of others versus just making a living for myself and my family.”*

My career began over 25 years ago as an entry-level employee within a trust operations department. Since then, I've had the privilege of building business and executing change strategies for five financial services organizations, leading teams in six countries, and managing projects and initiatives that have impacted over 27,000 financial services professionals.

In addition to financial services, I've had the opportunity to work in four different industries, including a couple of entrepreneurial ventures in the restaurant industry and as an independent consultant. This journey has allowed me to develop a full range of skills in major disciplines such as business strategy and development, client servicing, operations, and technology, as well as in various corporate functions, including risk and compliance, human resource functions, and finance.

More importantly, I've been able to reinvent myself around the needs of several organizations,

businesses, and teams to directly contribute to producing over \$68.5 million in revenue and \$52 million in savings, collectively, over this same period of time.

One of my most recent significant accomplishments was leading a team of talented senior professionals in the effort to align the firm's major business functions for sustainable efficiency and effectiveness. It was an honor to be asked by the incoming CEO and president and an immense pleasure to work with the team to deliver this project in less than three months, producing immediate positive impact for our shareholders, clients, and employees with financial benefits projected over the course of three years.

I come from humble beginnings but have been the beneficiary of unconditional family support and advocacy from friends and colleagues that have insisted upon my professional and personal growth. In fact, one could argue that the successes and accomplishments achieved

to date were highly unlikely given my starting socioeconomic status and lack of resources.

But, with grit and determination and a mother who consistently turned lemons into lemonade, I believed I could achieve goals that were uncommon for someone like me. And if I could find a way to leverage my learning, experience, and exposure for the greater good of the companies I've worked for, and people I've worked with, my career journey would be possible and much more!

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- Director, The Fund (Chicago Public Schools), Program and Innovation committees (2018 – present)
  - Advisory board member, Deborah's Place, President's Circle and Development committees (2012 – present)
  - Former director, trustee, Court Theatre, University of Chicago, Governance and Finance committees (2015)
  - University of Chicago Leader in Philanthropy (2017)





# JOSE FELICIANO

System Vice President, Environmental Services and Linen Distribution, Advocate Aurora Health Care

*“I pride myself on leading by example and inspiring my team to say, ‘If Jose can do it, why can’t I?’”*

Through a combination of a great support network and relentless hard work to better myself, I was named System Vice President of Environmental Services and Linen Distribution for Advocate Aurora Health Care in 2018. The organization is the 10th largest not-for-profit, integrated health system in the United States and operates 27 hospitals and 500 outpatient locations. The environmental services division, an organization of 1,800 people, is responsible for maintaining a safe and clean environment free from harmful viruses and bacteria. My leadership spans \$114 million in managed volume and more than 15 million square feet of space. I am also tasked with full operational and executive fiduciary oversight of Advocate Aurora’s contractual arrangement for linen and laundry management.

Before joining Advocate Aurora Health Care, I served as Vice President, Western Operations, for Xanitos, Inc., a management company that provides hospital housekeeping, patient transport, and laundry services to hospitals nationwide. There I served as liaison between the company and clients within the western region, and assumed responsibility for more than \$100 million in volume for multiple hospital locations in California and Arizona.

But, growing up in Lorain, Ohio, I was shy and lacked confidence. When I was 15, I made a friend named Cleave who pushed me outside of my comfort zone. He assured me I deserved more in life and could accomplish anything. I would not be where I am today without Cleave.

Early in my career, I had a mentor who pushed me to settle for nothing less than excellence. Robert listened intently and then pushed me to get a formal education. His encouragement led me to get my associates degree, bachelor’s degree, then, eventually, an MBA. This encouragement and guidance sparked my desire to mentor future talent, something I’ve made a priority.

I believe my leadership skills are rooted in my ability to provide necessary strategic direction and encourage team members to derive meaning from the work they do. I empower my team to understand that their role is critical for creating a healthy, clean, and safe caregiving environment for patients at Advocate Aurora Health Care.

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- Member Executive Diversity Council, Advocate Aurora Health Care (2018 – present)
  - Profiled in the July 2, 2018 edition of *Hispanic Executive*
  - Involved with Junior Achievement (2018)



# LORI FLORES ROLFSON

Vice President – Operations, Peoples Gas & North Shore Gas

*“Mercy, grace, dignity, pride, integrity and continuous improvement motivate me to make a difference in the community, at work and at home.”*



Peoples Gas and North Shore Gas, and previously WEC Energy Group, have offered me unique opportunities to use my talents and learning approach in a broad spectrum of jobs and through several company acquisitions.

In my current role, I am responsible for strategically directing and leading gas operations and maintenance functions, as well as customer service in-field operations. During my 28 years with the company, I spent nine years in human resources on and off. This broadened my negotiating skills, leadership development, and provided me the ability to see the big picture of the company.

The other 19 years have been spent in operations, learning technical functions and cultural impacts from other leaders/mentors and frontline employees. I had teams of as few as five members and as many as over 1,700 employees. I managed

annual operating budgets as large as \$330 million, always balancing priorities, establishing direction, and learning and working as transparently as possible so everyone on the team knew where we were going.

My parents instilled the value of education in me. In order to help support his family, my father didn't graduate from high school, and for many years worked both a full-time job and a part-time job. He felt education was so important that he went back to get his GED when I was in high school. My mother always worked and saw learning beyond school. She instilled in me that you can learn something from everyone, even if it is sometimes what not to do. That value of education, as well as my natural ability to see connections, has helped me throughout my career.

I love my work and my company. I have proudly founded and participated in several iterations

of internal minority business resource groups to support growing the talent of women and minorities within the company.

I also love to support the community through board participation. It gives me an opportunity to give back and make a difference where it really matters – in the lives of those in the community we serve.

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- Secretary and chair, National Latino Education Institute, Strategy Committee (2015 – present)
  - Director, Local Initiatives Support Corporation (2016 – present)
  - Director, YWCA Chicago Inaugural Business and Entrepreneurship Advisory Council, (2018 – present)
  - Former director, United Way of Waukesha County, Health and Developing Self Reliance committee (2012)



# MARION K. GROSS

Senior Vice President and Chief Supply Chain Officer, North America, McDonald's Corporation

*"I believe in developing and growing future leaders and surrounding myself with talented, smart people who drive impactful business results."*

After 20 years with McDonald's, I was promoted to Senior Vice President and Chief Supply Chain Officer in 2013. Leading the North American Supply Chain, recognized by Gartner as one of the top supply chains in the world, I set the strategic direction and oversee a \$13-billion annual spend for more than 15,000 restaurants across the United States and Canada. Due to the tremendous results and my leadership in the U.S. Supply Chain, I was asked to lead the Canadian supply chain business, where I reduced costs by over 10%.

I believe in taking bold actions, to go farther, faster. A transformational leader, our Supplier Diversity program creates and cultivates minority-owned businesses and has 80% of our spend with Minority Business Enterprises. In five years, I've driven supply chain efficiency contributing \$740 million in cash flow benefit to our nearly 3,000 franchisees.

Growing up the daughter of a hard-working, determined African American father from humble beginnings and a strong, "can-do anything" German mother shaped the woman I am today. Challenges they faced in the 1960s as a biracial couple led them to instill in me a deep set of values and self-worth, equipping me with the courage and humility to deal with whatever would come my way.

They taught me values like honor, commitment, discipline, of being truthful, tough when needed, and kind all the time. To be positive and a role model — that everything you do and say sends a message. To give back to those with less and to be the champion for those who cannot fend for themselves.

I remember my father's words "do what makes your heart sing, as long as it's an honest living it doesn't matter what you become." My mother taught me that I do not have to be perfect, that if I always do my very best, I'm perfect just the way I am. These values have helped me navigate a wonderful career. I hope people who know me say "she is authentic, cares for people, she makes a difference."

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- Director, Boys & Girls Club (2012 – present)
  - Director, Catalyst (2018 – present)
  - Director, Ronald McDonald House Charities of Chicagoland & Northwest Indiana
  - 300 Most Powerful Executives in Corporate America (2018)



# LEO HARMON

Managing Director, Mesirow Financial

*“It is critical to offer diverse professionals avenues of support and development so they achieve higher levels of authority and responsibility.”*



In my current role at Mesirow Financial, and as a partner in my predecessor firm, Fiduciary Management Associates, I have played a key role in the growth of our business operations with assets going from \$400 million to \$2 billion at its peak. In addition, I am guiding the effort to expand our current product set through both initiatives to organically develop new product as well as analysis and due diligence of potential acquisitions.

My experience as a board member and, subsequently, chairman and president of Chartered Financial Analyst (CFA) Society of Chicago provided invaluable insight to the role of managing, planning, and governing a professional organization or business. I was instrumental in formulating, developing, and executing the society's long-term strategic plan. Under my leadership, CFA Chicago broadened its budgetary resources by over 50% to expand staff and infrastructure to better serve a growing membership base.

However, what thrills me most is the opportunity to mentor and develop talent both within and outside Mesirow. As Director of Research, part of my mandate is to provide a path for younger analysts to embrace larger leadership roles throughout the organization. In addition, I also serve as a formal mentor to members of Mesirow's Investment Management Rotational Program, which is a diversity and inclusion initiative.

I hesitate to frame my journey as unique or even rare. I am who and what I am because I wasn't given a choice. My parents divorced when I was four, which allowed me to check all the applicable boxes: young, black, male, single-parent household, in a neighborhood suffering from the cycle of poverty. Facetiously — a recipe for rampant success!

My mother dedicated herself to my education so that I'd have options. Hard work and perseverance were expected and demanded. She viewed education as the way to even the playing field, something that could never be taken away. Success has many faces but failure, by any definition, was not an option. She and others lifted me, and because of their struggle and my effort, I can now lift others.

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- Chairman/president/vice president, Bradley University Alumni Association, Founding, Planning, Governance, Scholarship committees (2001 – present)
  - Former chairman/president/vice president/treasurer, CFA Society of Chicago, Nominating, Governance, Compensation, CEO Search committees (2004)
  - Former chairman, Office of Illinois State Treasurer-External Investment Committee (2007)
  - Mentors for the IMPACT program at the Chicago Urban League
  - Facilitates and develops curriculum for the Big Shoulders Fund's "Stock Market Program"



# DOUG HARRIS

Chief Executive Officer, The Kaleidoscope Group

*“Embracing my gifts is essential to helping others embrace theirs.”*

In 1992, I began working for The Kaleidoscope Group as a trainer. Today I’m the CEO. As the leader of our organization, I take pride in empowering organizations throughout the country and across a variety of industries in achieving their diversity and inclusion goals. While my clients may vary in size, culture, and mission, the commonality is that they were all able to enrich their cultures by embracing my mission: to free the human potential.

The difference I bring to the executives I advise is not only to see what nuances these leaders miss, but to also see what they see: the big picture. My forte lies in understanding the value and importance of what they see. It is then that highlighting what they don’t see has the highest value and impact. This is how I help them crystalize the strategy and create a stronger commitment to that strategy. A strong

strategy with weak commitment is ultimately an ineffective strategy.

I have been in leadership positions all my life, from Sunday school to athletics to corporate America, and coupled with my family’s nurturing, I learned there is exponential value in helping everyone win. My keys to growing people are founded in listening, seeking solutions, and valuing differences. My father once told me, “All a problem needs is an answer.”

As an executive recruiter in the 1980s, I placed many people in professional environments who discussed with me their challenges succeeding in the areas of leadership, development, and culture. I began helping them navigate their challenges, which lead me to the diversity and inclusion arena in 1989.

My success personally and professionally can be tied to one word: love. While love is not a word naturally connected to corporate success, my philosophy is “love conquers all.” It’s the love for who you are that helps you love, appreciate, and grow others. It’s the love for what you do or desire to achieve that allows you to be your best. This love builds a self-confidence where life is no longer viewed as a zero-sum game with winners and losers.

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- Director, Board of Athletics, Tufts University (2012 – present)
  - Founder and board president, KaleidoServe, NFP (2014 – present)
  - Board trustee, Kingswood Oxford (2016 – present)
  - Former board trustee, Adler School of Professional Psychology Compensation and Trustee and Governance committees (2012)



# STEPHANIE HICKMAN

President and Chief Executive Officer, Trice Construction

*“Hire great talent, build strong business processes, and develop relationships that enable business growth.”*

After a 25-year career as a labor attorney, utility executive with Exelon, and lobbyist, I left corporate America to acquire the construction firm that my father and uncles had operated since 1967. In less than 10 years, I transformed the family’s small, residential construction company into an award-winning, utility infrastructure and commercial concrete construction firm serving Fortune 500 corporations, top 100 general and infrastructure contractors, and major public entities.

Trice Construction has grown from four to 150 employees. The company has experienced 30% growth year-over-year for the last five years, and that pace continues. Trice Construction is also the first African American, woman-owned construction firm awarded prime contracts on Exelon/Commonwealth Edison projects, a multi-year contract with Peoples Gas as a prime restoration contractor, and prime construction contracts for Nicor Gas, Ameren, and the Chicago Department of Transportation.

As a leader and entrepreneur, it is important to create meaningful and impactful relationships built on trust and communications. I rely on my network, cultivated over many years, with a focus on constant care and engagement. Relationships are the key foundation of a business, and a secret weapon that can sustain you through good and challenging times.

I knew that if I was going to build a thriving and successful construction business, I needed to build a better internal infrastructure that would professionalize the business and attract a different client base. Moving from a small family business to a larger construction firm with corporate clients requires patience, sophistication, and resilience.

With my team, infrastructure, and business operations firmly in place, I said the next frontier is moving the firm to a more data-driven business. There is tremendous opportunity for us to better leverage data and analytics to operate more

effectively, drive business decisions, and create efficiencies that lead to better performance and a better client experience

As a fourth-generation family member in the construction business, I am not only committed to building a premier construction firm, but sustaining the legacy built by my family more than 50 years ago.

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- Director, American Association of Blacks in Energy – Chicago (2012 – present)
  - Director, Teen Living Program, Governance Committee (2014 – present)
  - Director, Affirmative Action Advisory Board for the City’s Department of Procurement Services (2014 – present)
  - Board trustee, Glenwood Academy, Executive and Fundraising committees (2017 – present)
  - Director, Women’s Business Development Center (2017 – present)





# ADRIENNE D. HUGHES

Associate Market Executive, Bank of America Merrill Lynch

*“I am dedicated to bringing regions together to achieve their common goal and to execute upon projects and processes harmoniously.”*

I specialize in building and leading diverse teams domestically and internationally. I have been recognized for bringing people together across functions, geographies, and generations, and for leveraging my teams' diversity to achieve success in my roles based in the United States, United Kingdom and the United Arab Emirates. I currently serve as Associate Market Executive at Merrill Lynch where I am responsible for developing and driving the responsible growth strategy in the Chicago North Market, controlling over \$21 billion in client assets and liabilities with over 130 financial advisors

Prior to joining Merrill, I was most recently the Global Financial Institutions Sales Segment Executive with Bank of America's Treasury Division. I led the Global Financial Institutions strategy and the business to an all-time revenue high of \$1.1 billion, while simultaneously implementing intense regulatory and portfolio optimization initiatives. I also managed the Global Government and Enterprise Sales teams, and was named to the firm's elite “Emerging Leader” class after just one year at the company.

I joined Bank of America Merrill Lynch in 2015 upon repatriating to the United States after six years on back-to-back expatriate assignments in London and Dubai with JPMorgan Chase & Co. There, I focused on bringing new banking products and services to the U.K., Europe, and the emerging markets with a specific focus on the Middle East and North Africa region, Sub-Saharan Africa, and China, earning me the prestigious Chairman's Circle Award. Prior to my time abroad, I held roles in corporate sales and product management, and spent time in consumer banking, private banking, commercial card, and marketing as part of the JPMorgan Scholar program.

I am a regular contributor to financial institution thought leadership and industry standards, including an appointment to the Bankers Association for Finance and Trade Future Leader Board, where I specifically focused on next-generation talent development and FinTech innovation, including Blockchain and Bitcoin.

I am dedicated to empowering businesses, families, and communities, and have worked on numerous initiatives focused on women and children, people of color, and Millennials/Gen Zs.

- Future Leader Board Member, Bankers Association for Finance and Trade, Advisory and Innovation committees (2016 – present)
- Chapter co-chair, IGEN, Chicago Chapter
- Serves as Intergenerational Employee Network Chicago Chair and member of Bank of America's Women's Leadership Council
- Nominated for Bank of America's Global Diversity and Inclusion Award



# FRANCIS O. IDEHEN

Chief Operating Officer, GCM Grosvenor

*“With each challenge, I look back to where I came from and the experience gained from having to adapt to environments worlds apart from one another”*



At the core of my approach to both my professional and personal pursuits is a strong recollection of, and unwavering connection to, where I came from.

This is because the road from a small town in southern Nigeria with an extended stay in inner-city New York was no doubt a far cry from the bustling trading desks and corporate halls I would later inhabit for much of my career. I began my career on one of Goldman Sachs' most iconic trading desks. Today, I serve as Chief Operating Officer of GCM Grosvenor, a \$55 billion global asset management firm, with over 500 employees worldwide and offices in seven major cities across the United States, Europe and Asia.

My responsibilities include overseeing the Fund Finance, Corporate Finance, Technology, Compliance and Legal departments, as well as serving on the firm's Operations Committee and Labor Impact Fund Investment Committee.

Along the way, I have been fortunate to have an impact on providing access and opportunity to groups that are underrepresented in the world of finance, in particular people of color. I am most proud of having helped provide over \$3 billion of capital to minority-owned investment firms across equity, fixed income, private equity, real estate and venture capital investment strategies

Over the course of the journey, I have faced the natural ups and downs of most careers: the expectations of quick acclimation that came with being asked to assume new roles often far afield from what preceded, and the complexities of often finding myself as the only African American professional in the room.

The contrast between these worlds has armed me with an adaptability that has proven effective as I've navigated varied professional environments, and a humility that has enabled me to establish strong relationships, promote cooperation among varied stakeholders, and develop future leaders.

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- Trustee, Thurgood Marshall College Fund, Finance Committee (2016 – present)
  - Trustee, Prep for Prep (2019 – present)
  - Former Trustee, Robert Toigo Foundation, Finance Committee (2018)
  - Former Trustee, State Universities Retirement System, Investment, Corporate Governance committees (2015 – 2017)
  - Former Chicago Advisory Board Member, Facing History & Ourselves (2015 – 2018)



*“Throughout my career, being bold has often translated into being the first.”*

My grandmother was my role model and she instilled in me the pursuit of excellence, to be bold, and to be relentless in accomplishing your goals. Today, as a Tax Principal at Deloitte’s Chicago practice specializing in multistate tax compliance and consulting services, I keep that same mentality. I help my clients navigate through complex challenges in today’s evolving economy by understanding their business, needs, challenges and opportunities. As part of the 700-person multistate leadership team, I manage up to 100 direct reports in the Chicago and India offices. Just like my grandmother taught me, no obstacle is too big, and no issue is too complex.

Her teachings led me to enroll in the U.S. Airforce, where I served as a sergeant, and earned my third-degree blackbelt, and to also pursue my undergraduate, law and master’s degrees. My time in the military taught me discipline and an appreciation for inclusiveness – two values that have contributed profoundly to my career and

personal life. My education deepened my tax expertise and led to my career at Deloitte, where I serve as a trusted advisor to clients of both public and private companies. Both areas taught me to approach tough situations with the mindset that no obstacle is too big to overcome.

I know that none of my professional accomplishments would be possible without the sponsorship and guidance of my personal mentors. So, I make sure to invest in the development of my direct reports and to pay forward the opportunities I received. A big part of that is serving as the Inclusion Leader for our National Multistate Tax service line, where I design and implement strategies that focus on recruitment, retention, and promotion of all our diverse professionals.

As the next chapters roll out, I look forward to continuing to serve in capacities that make our world more inclusive and beneficial for all, and will continue to share the same teachings my

grandmother instilled in me, especially to my daughter, Luna: to be bold, to be relentless in accomplishing your goals, and that no challenge is too big to overcome.

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- Director, Chicago United, Finance Committee (2017 – present)
  - Director, American Red Cross of Chicago and Northern Illinois, Fundraising and Heroes Breakfast Committee (2017 – present)
  - Partner sponsor, Deloitte Black Employee Business Resource Group (Chicago).



*“My diverse background has been an asset in dealing with parties from different jurisdictions and cultural backgrounds.”*



My career has been built upon serving as a trusted advisor to C-suite executives, entrepreneurs, in-house counsel, and boards of directors. My practice is comprised of two aspects. The first is based on expertise in handling complex global merger and acquisitions (M&A) and other transactions. These transactions often focus on specific industries (including life sciences, consumer products, and financial services), and require coordination with a variety of constituents, both within a company and amongst its advisors.

The second aspect of my practice is serving as a relationship manager for a significant number of clients. A large part of this role involves issue-spotting and identifying and managing resources to address the client's issue. The key to my success in both roles has been my willingness to invest the time to understand the intricacies of a client's business and the unique characteristics of their organization. It is not a coincidence that I have worked with many of my client contacts for 15 years or more.

In many ways, the rise of the global economy mirrors my own background. My father did not attend organized school until he was 14, but went on to attend college in India and a Ph.D. program in the U.K. He returned to India to pursue research in nuclear physics before coming to the U.S. Having ties to multiple cultures has helped me to navigate the global economy. Whether it is helping clients understand the requirements of a foreign regulatory regime or helping an Asian client navigate Western cross-border M&A, I have a unique perspective on the challenges faced by businesses today.

The evolution of my legal career has given me the opportunity to focus on some of the important issues within the legal profession, including the challenges faced by younger lawyers in building a practice in a complex global economy. As chair of the diversity committee in our Chicago office, I have seen many of the issues that the legal profession and businesses face with respect to diversity, including pipeline issues, issues faced by first-generation professionals, retention challenges, and the challenges to advancement. I will continue to focus on these areas as my career moves forward.

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- Director, Stanley Manne Research Institute, Development of Intellectual Property (2017 – present)
  - Former director, Ann and Robert H. Lurie Children's Hospital, Campaign Cabinet (2015)
  - Member, Glencoe Youth Services (2014 – 2016)
  - Leading Lawyer in Healthcare: Life Sciences, The Legal 500
  - Life Sciences Star, LMG Life Sciences, (2012 – 2016)



# KEVIN JOHNSON

Regional Chief Operating Officer, Aon plc

*“As an African American business leader, it is important for me to continue a journey that allows me to empower those around me.”*

This is light years ahead from where my journey started. Raised in an “at-risk” neighborhood in which violence, broken families and crime prevailed, an obscure intuition for something more drove me towards something greater. Fast forward 40 years and I’ve earned an executive title within a Fortune 250 firm – I am humbled by my journey, proud of where I’ve come from and the results achieved.

I have driven large-scale operational excellence to strengthen productivity, profit margins, and client value. With Midwest oversight for a telecom giant, I developed a high-performance workforce utilization strategy that eliminated servicing challenges with a cost-effective solution that affected 5,000 call center agents. I instituted the framework to onboard 300-plus Minority Business Enterprise (MBE) firms, educate sales teams on MBE value, and embed innovative deal structures.

As Aon’s Regional Chief Operating Officer, I instilled a disciplined performance strategy, alongside solutions to maximize revenue and sales productivity (\$600 million-plus), including an 18-month design-thinking initiative.

Within the broader context of my 25-year career, I believed early on that the ability to bring people together through shared motivations is what will drive formidable business outcomes. Through strategic compensation designs (1,100 sales managers, \$40 million budget), mentoring, employee resource group sponsorships, and collaborative alignment with organizational leadership, I helped to innovate workforce solutions that drive positive change.

The desire to create impact extends to my personal life. My book, *The Success Makeover*, re-evaluates the “American Dream” and asks us to look beyond the daily grind, identify “success” gaps and re-establish a plan to achieve greater joy. Self-evaluation tools provide baseline benchmarks, while a technology app guides behavioral change.

While spiritual faith is my cornerstone to daily living, I recall my grandmother’s words to me during my adolescence, “Kevin, you’re going to be somebody.” Her view of me put me on a path to realize a dream outside of an “at-risk community.” I recognize now I seek to give others what she gave to me: Inspiration to be more than our circumstances.

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- Director, Golden Apple Foundation/Village of Bolingbrook, Membership and Fundraising committees (2017 – present)
  - Commissioner, Golden Apple Foundation/Village of Bolingbrook, Police and Fire Commission, (2018 – present)
  - Former President, Bolingbrook Lions Club International/Quad City Urban League, Membership, Community Service, Fundraising committees (2009)





# TOMOKO KIZAWA

Partner, Deloitte

*“My Inclusion Leader role and Japan Leader role have synergies in that both roles require empathy, patience, emotional intelligence, and openness to diverse ideas.”*

My global experience has shaped me as a leader of client service teams, as well as in my role as the Inclusion Leader for Deloitte’s Chicago office of 6,000 professionals.

My team, the Inclusion Council, and I promote an inclusive culture in which it is not just okay, but welcome, to be different from others, whether in ethnicity, gender, sexual orientation, background, experience, or perspective. By inviting all professionals of all backgrounds to the events we host, such as the Black History Month panel discussion or the International Women’s Day celebration, we are raising awareness and educating on what it means to be inclusive and encourage authenticity.

My perspective on how things “tick” in the business world was broadened significantly when I was asked by firm leadership to work in Tokyo in 2007. Up to that point, I had been serving multinational clients in the United

States. When an internal control regulation was instituted for public companies in Japan (as had been in the U.S. several years previously), my niche experience was just the right fit.

I quickly realized that, while I had expertise in internal controls, I had to learn real-time how business was run in Japan, and from there figure out how to effectively help my clients. Along the way, I learned to be more patient, empathetic, to listen more. I became more open-minded and receptive to different ways of doing things. I also leveraged my American style and inquisitiveness to not-so-softly challenge the cultural business norm with my clients and colleagues in Japan.

Outside of the office, I have had the pleasure to be with the U.S.-Japan Council, whose founding members include the late Senator Daniel Inouye of Hawaii and Secretary Norm Mineta who, as Secretary of Transportation during the September 11 tragedy, sent a letter to all U.S.

airlines forbidding them from practicing racial profiling of Middle Eastern or Muslim passengers.

These leaders teach all of us about what it means to treat each other with respect and as equals among all Americans and with people of other nations, backgrounds, and religions. I aspire to follow in their footsteps as an inclusive, dynamic leader.

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- Director, Japan America Society of Chicago (2012 – present)
  - Vice chair and audit committee chair, U.S. – Japan Council (2016 – present)
  - Director, Garden of the Phoenix Foundation (2016 – present)
  - Former director, Japanese Chamber of Commerce and Industry of Chicago (2012 – 2015)





# KATHERINE KOHATSU

Partner, PwC LLP

*“I feel fortunate to be where I am, and am inspired to encourage and support others behind me.”*

How should companies navigate through and evolve in an ever-changing landscape? I bring both a strategic and operational lens to evaluating these opportunities. Additionally, my experience as a consultant lends me an industrywide perspective and allows me to comparatively analyze options a company may be considering.

I serve many national and regional health insurance companies, with questions ranging from deciding which markets to enter and designing how operations will adapt to new situations, to managing the execution of new programs. One of my larger accomplishments was helping a client to define their strategy and then launch the program, worth over \$1 billion annually. Working on this program was rewarding not just because it was “strategy through execution,” but also because its purpose was to improve health outcomes and reduce administrative complexity. My success comes from stitching together the firm’s varied experts and practices into something unique for my client.

I am also a leader for one of the firm’s Top 20 accounts, which requires understanding the company’s goals and challenges they face in achieving them. I’ve developed relationships across the company to ensure that PwC is bringing the right talent and solutions to our clients. In order to succeed in this role, you have to think outside of yourself and consider others first.

Outside of client service, I help manage PwC’s Health Industries Advisory Payer team, a national group of almost 200 partners and staff. Management of the group includes reviewing our financial performance, and enacting the firm’s strategies, as well as ensuring the well-being and success of our staff.

My non-profit board experience continually reinforces the benefit of soliciting diverse perspectives, whether it is functional expertise, culture, or professional background. We are united by a common interest, but bring with us complementary skills. This has often led to much better engagement from stakeholders.

Throughout my life, I’ve been influenced by strong female role models, from my immigrant mother, who always demanded the best from me, to the pioneering managers who showed me there is a path for intelligent women, to my clients who show me that women help each other and can successfully reach the top.

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- Director and mentor, Young Women’s Leadership Charter School of Chicago (2016 – present)
  - Director, Lumity (2018 – present)
  - Former director, Carnegie Mellon’s Tepper School Alumni Relations Board (2009 – 2015)
  - Alumna of the Year, Tepper Women in Business Club (2015)



# BRIAN LEE

Design Partner, Skidmore, Owings & Merrill

*“My value is understanding the essence of an issue — pragmatic and creative problem solving, strategic insight — while inspiring others to succeed.”*



With over 100 significant project awards, I've been recognized as a leader and innovator in design excellence. I've had the pleasure of speaking at international conferences, teaching studios, and serving on dean's committees at top universities. I've been invited to design awards juries and design reviews for private and public institutions. Throughout, I learned to focus on critical concepts, balance nuanced points of view, and communicate constructive ideas and strategies.

My role as a partner includes design and management oversight of our 1,200 staff members and \$250 million-revenue firm, as well as day-to-day responsibilities for the 250-staff Chicago operation. When I transferred from our San Francisco office, I was surprised at the lack of local and regional projects. Over the last 10 years, through my work and others, we've made significant progress in re-engaging the Chicago community, re-staking our presence as local design leaders.

I've led teams that relish interdisciplinary collaboration, working with talented engineers and planners, as well as artists, scientists, researchers, and manufacturers. Our recent collaborations with the Oak Ridge National Laboratory and the Chicago Museum of Science and Industry resulted in award-winning innovations in 3-D printed structures and a biennial exhibit on housing and the city.

My work strives for global relevance and meaning. International experience includes successful relationships and consequential work in Canada, the Middle East, Europe, Southeast Asia, and China. The secret to our work for leading developers, institutions, and city officials worldwide is to combine outstanding design services with consensus building and a sensitive understanding of culture and aspirations. Whether it is the eighth-tallest building in the world (in China) or three recent Chicago Public branch libraries, my work, at all scales, has had memorable impact.

As a Chinese American from the Central Valley of California, my upbringing and values promised that hard work, combined with education and service to others, would lead to success and happiness. Early exposure to nature conservation, combating societal inequality, and the power of design for change were foundational influences, convincing me that our lives should serve a responsible ecological and humanistic purpose.

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- Director, Chinese American Service League, Resource Committee, Facility Committee (2011 – present)
  - Director, Harvard University Graduate School of Design, Dean's Advisory Committee (2013 – present)
  - Trustee, Chicago Architectural Center, Leading Forum Committee (2017 – present)
  - Director, University of California, Berkeley, College of Environmental Design, Dean's Advisory Committee (2017 – present)



# JUAN LEYVA

General Manager, LondonHouse Chicago

*"I pride myself on being an effective leader who seeks the best in people."*



Prior to hotels, I was working at a factory and moonlighting as an aspiring musician. I am now the General Manager of LondonHouse Chicago, a luxury-lifestyle hotel with 452 rooms, 25,000 square feet of meeting space, more than 350 employees, and over \$50 million in annual revenue. I was part of the opening team that saw the conversion of this once office building into the hotel we know and love today.

During the opening I wore many hats – I served as the construction team liaison, responsible for management hiring and creating the training materials to onboard the associates. I performed human resources, payroll administration, and revenue management duties while ensuring the hotel had optimal flow with strategic labor and cost controls.

I serve on the Chicagoland Better Business Bureau (BBB) board of directors where I sit on the Ethics and Standards committee. This role gives me

the opportunity to evaluate businesses outside of hospitality and see it from the consumers' perspective. The BBB is committed to helping business and consumers foster a marketplace of trust and it's my job to push that message forward and ensure that businesses conduct themselves with integrity.

My leadership philosophy comes down to two ideas: to always be a cultural ambassador and a high performer. This is how I evaluate myself and every employee I interact with regardless of their role. Are they going to carry out the company mission statement? And do they want to be the best at what they do?

It is with this philosophy that I have achieved success at such a young age, becoming the youngest general manager in our company's history, as well as its first Mexican hotel leader. These accolades have only fueled me to give back to those who seek opportunities to better

themselves. I work as a mentor for students aspiring to work in hospitality.

Working in a factory was incredibly difficult and laborious, but it helped shape me. I didn't know it then, but those 13-hour shifts prepared me for my career in the hotel industry. The job taught me that there is no substitute for hard work.

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- Director, Better Business Bureau (2019 - present)
  - Director, Illinois Hotel and Lodging Association, Event Planning Committee (2017 – present)
  - Director, Magnificent Mile Association (2017 – present)
  - Valle Verde Music, Treasury and Enrollment committees (2006 – present)

# VINCENT A. MARIN

Global Chief Information Officer, Sidley Austin LLP

*“My core capabilities include identifying areas for change, opportunities to capitalize on stakeholder engagement, and inspirational people leadership that brings out the best in colleagues.”*



In my role at Sidley Austin LLP, I provide firm-wide leadership for all technology services, including information security, knowledge management, records management and docketing, litigation, and practice support. I have a very distinguished leadership background, including three years as CIO of Huron. I also spent 16 years at McKinsey & Company in five different roles with increasing responsibilities, the last as CIO for the Americas Region, leading teams on five continents, each responsible for firm-wide services.

In my sixth year at Sidley, I am leading the technological transformation of the firm in multiple ways, including introducing many new capabilities such as enabling artificial intelligence tools in the practice of law. The Technology Committee Chair partner at Sidley recently wrote: *“In my 20 years chairing the committee, we never had IT leadership that is so proactive, sensitive to lawyer needs, economics, and delivering terrific results as we have now. The committee is very supportive of Vince and his team and they enjoy great respect.”*

My deep understanding of technology trends led me to transform IT services at McKinsey to fully support the evolving needs of the world’s leading strategy consulting firm. As a result, I was able to create strategic capabilities, leveraging the best in global services to increase satisfaction and lower cost. I was also a key player in technology, enabling the growth of the firm during this period, and established several IT-enabled services for the benefit of the global firm and its clients. I have delivered a similar impact at both Huron and at Sidley.

I was the recipient of McKinsey’s prestigious Marvin Bower Values award, which recognizes distinctive client service, fostering an inclusive, non-hierarchical work environment, and striving to improve the overall quality of the firm. I am a passionate mentor to many and am actively involved in a number of philanthropic causes in the U.S. and abroad.

Throughout my career, I have been recognized for my vision and strategy skills. My execution and service excellence coupled with my superb competency as a problem solver has positioned me as a change agent who delivers results and lasting impact for organizations.

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- Director, committee chair, VCare Pvt. Ltd., Finance, Management Development, Technology & Cyber Security committees (2010 – present)
  - Advisory board member, Blackberry Ltd., Legal Customer Advisory Board (2013 – present)
  - Advisory board member, Microsoft Corporation, Technology and Innovation Strategies for Legal Industry committees (2014 – present)
  - Recipient of 2018 Chicago CIO of the Year® ORBIE® Award



# SANDRA CORDOVA MICEK

President and Chief Executive Officer, WTTW and WFMT

*“Along the way, I developed an understanding of the positive impact a purpose-driven approach can have on business outcomes.”*

I attended Syracuse University’s Newhouse School of Public Communications to become a journalist. After college, I was drawn to the business of media, working in television at Turner Broadcasting. After Turner, I pursued an MBA at The Wharton School, seeking a deeper understanding of marketing, strategy and finance. The rigor of business school and my media experience led me to join Accenture in their Media, Communications and High-Tech practices in London and San Francisco. After Accenture, I held marketing leadership roles at Yahoo!, NBC Universal, and USA TODAY.

I built high-performing teams, launched and strengthened brands, worked cross-functionally and expanded audiences during times of immense change in consumer behavior.

My track record as a purpose-driven, brand-led, creative marketer focused on consumer insights and data to inform business decisions led to my next role, running Hyatt’s Global Brands team.

We launched and built brands that reflected Hyatt’s purpose, furthered market distinction and drove business.

I was recently recruited as president and CEO of WTTW Chicago PBS and classical radio station WFMT. This new role brings together my passions for media; trusted, unbiased news and public affairs content, classical music and the arts. I leverage my experience in marketing, strategy and business planning to advance our mission and purpose. I recognize that civic engagement is essential, and I will continue to ensure that we serve all communities in Chicago in impactful ways.

My parents are Ecuadorian immigrants who came to New York City in the 1950s seeking a college education, jobs and opportunities. They believed that, through hard work and an openness to change, people can be whatever they want. They modelled a strong work ethic, encouraged

education and reinforced a continued intellectual curiosity. While the values of my upbringing are core to who I am, I also realize that no one gets to where they are on their own. I have been supported by talented teams and business leaders. Now, I look to pay it forward with the next generation. I would also like to be of value to other leaders and organizations as they make strategic business decisions about how they serve their diverse customers in times of immense change.

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- Director, Syracuse University Newhouse School of Public Communications, Marketing Committee (2017 – present)
  - Director, Syracuse University Regional Council, Marketing/Branding Committee (2017 – present)
  - Former director, Gannett/USA TODAY Foundation, Local Giving Committee (2011)
  - *Latina Style* Leadership Award (2018)
  - *Fast Company* Innovation by Design award (2013)





# DAVID OLIVENCIA

Managing Director, Accenture Cloud, Health and Public Service, Accenture

*“We live in a period of epic disruption fueled by exponential advances in technology; Chicagoland has the assets to be the world leader in technology by taking advantage of this disruption.”*



As a proud leader and Managing Director at Accenture Technology, the largest technology consultancy in the world, I partner with our clients and lead our teams in the Health and Public Service industry to bring this expertise to our clients to meet their objectives. From a board service perspective, I have served on a private company board and many non-profit boards which have played a vital part of my growth and career acceleration. I brought my expertise in the areas of business strategy, risk, cyber-security, privacy, and technology to improve each board I served on.

Over the last decade, I have been a Board and Advisory Board member of Congressional Hispanic Leadership Institute (CHLI) with 11 members of U.S. Congress and several Fortune 500 executives. I chaired the CHLI Trade Symposium and CHLI Tech Talk Symposium, which featured the U.S. Secretary of Labor, U.S. Chief Technology Officer and other industry luminaries as speakers to help shape policy to improve U.S. competitiveness.

Additionally, I leveraged my leadership to be a co-founder of the Hispanic IT Executive Council, which has become one of the world's strongest technology leadership organizations and allowed me the honor of opening the NASDAQ stock exchange representing them.

My parents and grandparents came to the United States from Puerto Rico with minimal resources and little English. Through their hard work and many sacrifices, I was the first in my extended family to graduate from college and obtain an MBA from Notre Dame, which has laid the foundation for a career of increasing leadership responsibilities at global companies such as NTT, Ford, Oracle, Verizon, Softtek, and Accenture.

My career has been focused on helping organizations leverage the power of technology to transform their business models and disrupt their competition in a world of accelerating technology change. My leadership style has been focused on educating myself, coaching my teams, seeing/creating a vision of the future, and aggressively executing towards that vision for my teams and myself.

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- Board president and co-founder, HITEC/Indiana Commission for Minority and Women's Business Enterprises Division (2008 – present)
  - Director at-large, National Museum of Mexican Art, Higher Education Committee (2014 – present)
  - Director at-large, Congressional Hispanic Leadership Institute (2019 – present)
  - Director, Window to the World Communications, Inc. (2019 – present)



# REBECCA MARTINEZ O'MARA

Vice President of Service and Solutions, Grundfos

*“I experienced the greatest personal and professional growth during times of adversity. These moments have kept me humble and grounded.”*

I grew up in Little Village on the Southwest side of Chicago. When I was 10, I bought some poster boards and string to make hand-drawn signs. I rode my bike around the neighborhood and tied them to the light posts. They read: “Used TOYS FOR SALE this Saturday.” I made \$27 from toys and books I had collected, and to this day my big brother jokes that some of his things are still missing.

As I reflect on my career, I’ve always been that little entrepreneur on my bike, but the venue has grown. Today I am a global profit and loss (P&L) leader with over 25 years of experience growing and managing businesses within private equity owned and publicly held, multibillion-dollar global companies.

I currently serve as Vice President of Service and Solutions for Grundfos, the largest pump manufacturer in the world. I completed the successful carve-out of the business to drive growth. In its first year, the business experienced double-digit growth with improved profit margins driven by strategic pricing and new digital and traditional service offerings.

Previously, I was the Vice President of Global Service and Remanufacturing at Sullair. I was the first executive hired post-acquisition by private equity (50/50 owned Carlyle Group and BC Partners). With full P&L responsibility for a \$200 million business (30% of global sales), I developed the first “same-as-new” remanufacturing program in the industry and set the standard for high-quality refurbishment and sustainability. It grew into a \$30 million business.

After college, I worked for Ameritech, currently AT&T, for 10 years. With help from many, I became the youngest executive in the company. Then the industry consolidated, and I had to reinvent myself at Caterpillar when I took the role of Global Business Development Director. With no manufacturing experience, I managed to parlay a contact at Navistar into a joint venture that generated over \$200 million in revenue.

So far, it’s been a long bike ride for the little girl from the Southwest side of Chicago; there have been many hills and valleys, but I just keep peddling.

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- Former president, Ameritech Hispanic Advisory Panel (1996 – 1999)
  - Founder and former president, Caterpillar Latino Connection (2005 – 2007)
  - Member, Kellogg Women’s Network (1999 – 2010)
  - Former mentor and trainer, Hispanic Alliance for Career Enhancement (2000 – 2005)





# NICHOLE OWENS

Vice President of Customer Channels, ComEd, An Exelon Company

*“When you understand the challenges and value streams of a community, you know how to better serve them.”*



With over 20 years of experience in the energy sector at a Fortune 500 company, I have a keen sense of self-determination, stewardship and creative problem solving. These competencies have given me a foundation to be successful in corporate. Presently, I serve as Vice President of Customer Channels. In this role, I expanded my experience in setting customer experience strategy and creating innovative, purposeful and meaningful channels to connect with customers. My team and I have achieved the highest customer satisfaction results in our firm's history.

I develop long-term strategy to position ComEd as a leader of customer centricity by providing the best reliable technology and having skilled customer service professionals with the necessary tools and resources to deliver a premiere customer experience. I established a strategic plan that has garnered award-winning initiatives recognized within the customer service industry.

In addition to the role of vice president, I serve on two boards that draw from my passion for high-integrity, customer centricity, and diversity and inclusion. I serve on the Better Business Bureau (BBB) board of directors where I oversee the larger strategy and mission of the BBB to advance the marketplace trust and integrity in a transforming world of digital consumer expectations. I am also on the board of Chicago United.

I have supported my community by serving on the board of St. Agatha Family Empowerment (S.A.F.E), a not-for-profit organization, of which I was the youngest person ever elected chair. S.A.F.E. promotes the social, emotional and economic growth of the North Lawndale area. My corporate and community enrichment experiences have made me a well-rounded and pioneering leader who delivers results.

I was born and raised in Chicago. As a young girl I spent a lot of time in church in North Lawndale, where Martin Luther King lived. I grew up with a rich sense of pride, civic stewardship and those values remain with me today. Being the first in my family to graduate from college, first to have a master's degree, and the first person in my family to work in corporate America, I know the meaning of hard work and dedication.

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- Chairman/vice chairman, MEA, Energetic Women (2012 – present)
  - Director, Better Business Bureau of Chicago and Northern Illinois, Executive Committee (2016 – present)
  - Director, Chicago United, Membership Committee, (2017 – present)
  - Delegate, Vision 2020, Program Development committee (2014 – present)



# SANKAT PATEL

Senior Vice President and Treasury Management National Sales Director, Fifth Third Bank

*“I thrive on being a leader who came up through the ranks.”*



I manage the treasury management Middle Market division at Fifth Third Bank. My teams support a wide variety of industries, including commercial real estate, middle market, public funds, and surface transportation. My teams are responsible for over \$350 million in annual service charges and \$5 billion in deposits. I know how to do every task and process I ask my teams to do every day. The most effective leadership is modeling the behavior you want to see.

My background includes more than 15 years of experience in Treasury Management, supporting several industries, including Commercial Real Estate, Middle Market, Food Distribution, Public Funds, Surface Transportation, Franchisees and Construction/Contractors.

During my time at Fifth Third Bank, I have helped define the treasury management platform as a leader on the technology forefront for payment solutions and have worked with the company chief information officer and CEO in articulating that vision.

Throughout my career, I have worked in operations, project management, implementation, process improvement, and treasury management sales at various financial institutions.

In 2013, I received my Executive MBA from the University of Chicago Booth School of Business. The Chicago Approach — challenging convention and looking at things from lots of angles before drawing conclusions — has absolutely changed the way I think about solutions. Before that program, I was always the one coming up with an idea, and wanting to talk about it and see where it might go. At Booth, I was surrounded by people who were all idea-makers — an amazing support system of people who all wanted to take risks, put something together, and explore where things might lead.

I've been a featured speaker at numerous industry conferences such as the Association of Financial Professionals National Conference, and presented on best practices in fraud prevention, digitization of cash, and maximizing liquidity.

I have led industry roundtable discussions with chief financial officers and treasurers.

I am a founding board member of Vaxtrac, a not-for-profit startup. Vaxtrac's mission is to provide developing countries with the technologies and services they need to maximize the effectiveness of their vaccination programs. It's a clinic-based vaccination registry system that health workers can use in the field to enroll children and track their immunization records.

I have been able to use my work ethic and values that my Indian parents taught me as they migrated over from India in the mid-1970s. My parents both came from entrepreneur families and their mindsets were clear — do what it takes to get done what you need to.

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- Director, Northern Illinois University Alumni Association (2018 – present)
  - Director, Christopher House (2012 – present)
  - Director, VaxTrac (2012 – present)
  - University of Chicago - Entrepreneur Roundtable Association

*“I would describe my career as untraditional, the result of taking chances on unexpected opportunities.”*

I have been fortunate to lead businesses and operations across four industries and three continents. This has given me the opportunity to lead teams spanning multiple disciplines, including product development, sales and marketing, operations, and corporate strategy. I currently lead Baxter’s \$500 million Acute Therapies Global Business unit, which delivers critical treatments to patients in the intensive care unit. Over the last two-and-a-half years, the business has experienced nine quarters of sequential growth, a reinvigoration of its innovation pipeline, and a focus on commercial execution to expand our global presence.

Prior to my current role, I led Hewlett Packard Enterprise’s \$5 billion Service Provider and Original Equipment Manufacturer business groups and drove double-digit growth for multiple years. Earlier in my career, I had the opportunity to build foundational business knowledge in several roles with GE Healthcare, PACCAR, and Toyota Motor Corporation. These wide-ranging experiences

have allowed me to take the best approaches across multiple industries and aggregate them into an operational model to grow businesses on a global scale.

Many people talk about one defining moment that shaped their career, however, it wasn’t that way for me. My career and leadership growth have been based on a collection of experiences – successes and failures. My approach has always been collaborative and embracing of the different perspectives of my team, which today is more than 70% diverse. I have always believed that the strongest leaders allow everyone to have a voice at the table and capitalize on diverse viewpoints to drive a business forward.

As the son of two university professors, I grew up in a household which emphasized continuous learning and a diversity of viewpoints. This upbringing fueled my desire to travel the world, experience diverse cultures, and embrace many different viewpoints. This early exposure has

greatly shaped my unrelenting focus on the big picture, collaborative leadership style, and drive to build diverse teams.

I have always been inspired by Steve Jobs’ 2005 commencement address; he talks about how success comes when you choose a path that is authentic and aligns to your passion. This is a great lesson that I keep top of mind as I continue to grow as a leader.

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- University of Chicago Booth School of Business Executive Education Program, Mergers and Acquisitions
  - Member, Baxter International Inc.’s Global Inclusion Council representing the Global Businesses
  - Led Baxter International Inc.’s “Growing Emerging Leaders” program and facilitated the company’s “Gender IQ” sessions focused on gender differences that impact working relationships
  - Mentors numerous employees





# MICHELE BAKER RICHARDSON

Founder and President, Higher Education Advocates, LLC

*“As a first-generation professional, I didn’t feel bound by limits, and was always encouraged to push beyond what was right in front of me.”*



I drew on my experience as a corporate health lawyer, health law professor, and dean at a major university to become founder and CEO of Higher Education Advocates, LLC, an admissions consulting and coaching firm whose domestic and international clients include the families of Fortune 500 C-suite executives and top-ranked colleges and universities, as well as underserved families. My unique, strategic, and self-reflective approach to the admissions process has impacted the admissions journey for over 600 lives since my company’s inception in 2011.

As a board leader for Advocate Health Care (AHC) for over 16 years, I have worked closely with our CEO and senior team to transform our organization in a rapidly changing industry by participating in merger negotiations that ultimately resulted in Advocate Aurora Health Systems, a \$12 billion company that is currently the 10<sup>th</sup>-largest health system in the country. While I continue to serve as chair of the Advocate

Board, I am honored to serve as chair-elect of the combined entity and will begin my term as board chair in January of 2020.

Starting as a board member of a small community hospital that had recently integrated into the growing AHC network, I was called upon to help envision a future in health care that was uncertain for many different constituents, and to successfully navigate the priorities of both an entity and a system. After two years, I was asked to join the system board where I served in a range of leadership roles including chair of the strategic planning, executive, and compensation and benefits committees. In addition, I served on the finance and audit committees, prior to becoming vice-chair, and then began my term as board chair in 2014.

My father encouraged me to shoot for the moon, because even if I missed, I’d still land among the stars. My parents were both products of the

Great Migration from the American South, and among the lessons they taught me were that 1) establishing a firm foundation gives you the wings to try many things, and a place to land if things don’t work out, and 2) that most successful people benefit from the collective wisdom of a strong team.

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- Chair-elect, Advocate Aurora Health, Strategy, chair; Governance; Compensation and Benefits committees (2018 – present)
  - Director, Ryan Banks Community Academy, Curriculum Development committee (2018 – present)
  - Former director, Sarah Doyle Women’s Center, Legal Committee (1998)
  - Member, The Chicago Network



# SUSAN MARIE SANTIAGO

Senior Vice President, Miraval Resorts, Americas, Hyatt Hotels Corporation

*“To be an inspiring leader, you need to combine curiosity, humility and compassion to get the best out of your team and drive results for the organization.”*



I consider myself a true trailblazer, having achieved a number of firsts at Hyatt, including becoming the first female general manager in the Caribbean, the first female area vice president for Hyatt hotels in Southern California, and Hyatt's first female vice president of food and beverage. In that role I oversaw a \$2 billion food and beverage business at full-service Hyatt hotels and pioneered the industry-leading “Food. Thoughtfully Sourced. Carefully Served.” philosophy.

Today, as Hyatt's senior vice president, Miraval Resorts, America, I oversee the operations at our three Miraval properties in Tucson, Ariz., Austin, Tex. and Lenox, Mass., which is slated to open in 2020. Wellbeing is a true passion for me, and as the first female to serve in this role, I am fortunate to work on Miraval, a brand that reinforces Hyatt's holistic commitment to wellbeing as a true expression of caring for people so they can be their best. Most recently, I was also the first female senior vice president of select service operations, where I was responsible for the topline performance and profitability of over 400 Hyatt Place and Hyatt House hotels, which make up the largest percentage of hotels across Hyatt's portfolio of 18 brands. I led a talented group of more than 11,000 colleagues throughout the Americas, which contributes to \$314 million in revenues being driven across Hyatt's fast-growing select service brands.

While I'm not a Chicago native, my mother was born and raised here, and living and working here now as a senior leader at a global, publicly-traded hospitality company is a true honor. In fact, I believe my successes are all connected to my mother, who instilled in me that a woman can be successful and to turn every option into opportunity.

The work ethic I learned servicing tables at my mother's restaurant is what led me to serving tables at Grand Hyatt Tampa, starting my more than 25-year tenure at the company. My passion and commitment to Hyatt and fellow colleagues are what drives me to show up as my best self every day. My vast experience in global operations, coupled with the ability to maneuver across all functions and levels of an organization, allow me to be a highly productive, collaborative innovator in an industry that is changing every day.

My accomplishments have motivated me to give back by leaning into Hyatt's inclusion and diversity efforts. I firmly believe that cultivating diverse talent and fostering an inclusive culture is the best way to effectively showcase the career paths available to our colleagues across the globe, which in turn, creates meaningful connections with the Hyatt family and beyond.

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- Director, Women in Lodging- AHLA, Marketing Committee (2012 – present)
  - Former director, City of Los Angeles Hotel and Restaurant Association (2014)
  - Former director, City Colleges of Chicago, Audit Committee (2013 – 2014)
  - *Fortune Magazine* Top 50 Most Powerful Latinas (2018 and 2019).



# KARRIEM SHAKOOR

Senior Vice President — Chief Information Officer, UL

*“Not many people are fortunate enough to do something every day that they are truly passionate about.”*

I serve on the leadership team of UL, a trusted global leader in enabling businesses, industries, governments, and regulatory agencies to make smarter decisions, contributing to creating a safer world. UL's 2018 revenue was approximately \$2.2 billion (adjusted), generated by over 14,000 employees in more than 40 countries across the globe.

The world-class, diverse team I lead is responsible for enabling the execution of UL's business strategy and enhancing its global operations through existing and emerging technologies, mature compliant processes, and best-in-class people.

Technology gave this kid from the West Side of Detroit a future, but learning to work with people and encourage them to be their very best has enabled me to build a career. I believe success is determined by the number of people you've helped and who, in turn, help others. After 27

years, I still get excited about technology and its ability to change our lives and the world for the better. And, I am unyielding in my commitment to ensure that each associate in my organization feels that his or her voice matters.

I am blessed to have taken a fortuitous route to my role at UL, from starting out on the GM World HQ helpdesk in Detroit sorting out computer issues, to leading the implementation of global enterprise resource planning systems, to now aligning business strategy to technology and information investments. I've had fun, met and worked with really good people, and learned more about various businesses and industries than I ever expected.

I am also far more than a technologist and general manager. I am a thoughtful, data-driven humanist who believes that the most powerful tool we possess as leaders is our ability to ask questions. I've learned that issues are never

black and white but shades of gray and the power of effective leadership is enabling others, persuasively, to see the same palette. The value I would bring to a board is my deep experience and leadership within the information technology, cybersecurity and audit/compliance functions and my unyielding commitment to ensuring that everyone is equally afforded the opportunity to succeed.

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- Director, Chicago United, Finance Committee (2017 – present)
  - Former director, Black Family Development, Detroit, Mich., Finance Committee (2014 – 2016)
  - Former director, Evergreen Children's Services, Detroit, Mich. (2009 – 2011)
  - *DiversityMBA Inc.* Top 100 Under 50 Emerging Leader (2012)



# OMER SULTAN

Vice President, Finance, Northwestern Memorial HealthCare

*“Collaboration is key to success in any organization. It’s about your ability to listen, adapt, and influence others towards a common goal.”*



In my current system-level finance leader role, I lead a team that is responsible for financial planning and analysis of our \$6 billion health system with 10 hospitals and two physician groups. Navigating our organization through an ever-changing external healthcare landscape requires a calm and data-driven approach, strong facilitation skills, and collaboration with stakeholders. We must maintain the rigor and discipline to achieve exceptional financial performance to fund our mission, which is to deliver the best value to patients seeking care at Northwestern Medicine.

As a member of the leadership team at Northwestern Medicine, I have been fortunate to have served in various roles ranging from strategy, mergers, and acquisitions, and CFO of the flagship hospital of the system with an operating budget of approximately \$2 billion. I also served as corporate HR leader over compensation, which is

the largest spend in the health system with more than 25,000 employees.

I started my career in healthcare consulting. However, I was drawn to Northwestern Medicine for its Patient First mission and soon after realized its success is attributable to the patient-centric culture that permeates throughout the clinical and administrative/management roles across the organization.

Equipped with an education, a few thousand dollars, and ambition, my parents migrated to the United States from India in the 1970s. In many respects, like other immigrants, they worked relentlessly toward fulfilling their “American Dream.” My dad built a career that afforded us an opportunity to live temporarily in the Middle East and provided me with a unique exposure to different people, customs, and cultures throughout the world.

Living and travelling abroad, I witnessed the inequities in healthcare delivery based on an individual’s ability to pay. I knew if I became a physician, I would have had the chance to help improve the lives of patients individually. But I chose a career in health system management, in which I now have the ability to impact whole populations and improve how health care is delivered at the individual patient level, regardless of one’s ability to pay.

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- Director, First Northern Credit Union, Credit, Compensation, Investments committees (2015 – present)
  - Director, Benedictine University, Finance and Development committees (2018 – present)
  - Director, Wellness House, Finance committee (2018 – present)
  - Co-founded an endowed scholarship at Cornell University.



# LYNN SUTTON

Owner/Managing Principal, Kairos Consulting Worldwide

*“I am committed to growth, to the advancement of the companies we work alongside, and the continual progression of the communities we live in every day.”*

I am an advocate for forward movement. That’s the politically correct way of saying that I fight for change.

In my corporate years, I was relentless. I ushered in the IT systems, designing and implementing training programs that would allow Kraft Foods’ largest warehouses to shift from manual inventory management to radio-frequency identification (RFID) technology in the early-1990s. I moved the grocery products division from a rigid mainframe structure to a more agile, server-based environment. This promoted greater functional integration, allowing their marketing, finance, and sales teams to work more collaboratively.

And, with a small IT team of 20 people, I led the enterprise-wide effort to establish standardized workstations for more than 30,000 users across Kraft Foods North America. This shift away from disparate systems and hundreds of unique and disconnected procedures across Kraft, General Foods, Oscar Mayer, and Nabisco led to a simpler platform that saved millions of dollars in cyber security and IT manageability.

The thing that most people miss about forward movement is that it usually involves a fight, overcoming resistance, putting forth a determined effort, and getting people to see things differently. As a young, African American female engineer from the West Side of Chicago, this is central to who I am. The key to growth and intentional progress is having a clear vision – something worth fighting for, followed by careful study and a strategic approach. In business, this is called “building a case for change.” After 14 years in corporate, I built a reputation for it. And as I formed Kairos Worldwide, that became the foundation for our firm.

For more than 15 years, and with the support of a team of process engineers and change management professionals, we at Kairos have had the pleasure of partnering with more than 25 companies, ranging from 60-person organizations to federal agencies, like the Department of the Navy, with more than 270,000 active personnel. No matter the size, the “fight” for real, impactful change is the common denominator. At Kairos, we have had the privilege of facilitating organizational growth, impacting the daily work of more than 500,000 people to date.

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- Director, Women’s Business Development Center, Chicago, Programming Committee (2017 – present)
  - Former national partner, Women Impacting Public Policy (2007 – 2017)
  - U.S. Department of Energy Small Business of the Year Hubzone Award (2014)
  - Women’s Business Development Center, Chicago Entrepreneurial Woman of the Year Rising Star Award (2006)



# RUSSELL E. TONEY

President, Specialty Products Group, Dover Corporation

*“Three recurring themes have influenced my personal and professional journey: the need to learn fast, the ability to think clearly, and the willingness to take smart risks.”*



As President of Dover Corporation's Specialty Product Businesses, I have responsibility for six companies that account for over \$400 million in revenue. I lead a global team of over 2,000 employees based in 13 countries. As a member of Dover's Executive Committee, I also provide governance and input to Dover's strategic initiatives, acquisitions, and major capital investments.

Very early in my career as an engineer at The Procter & Gamble Company, I accepted a two-year, international assignment supporting the construction and start-up of a chemical plant in Malaysia. My success depended heavily on the ability to learn fast — technically, culturally, and as a leader. Living and working in a foreign country was instrumental in developing my resourcefulness, problem solving skills, and willingness to take risks in unfamiliar environments. I can't imagine a role that would have been a better foundation for the rest of my career.

Later in my career, as a strategy consultant with Boston Consulting Group, I led projects in multiple industries, including energy, transportation, consumer goods, e-commerce, and technology. The nature of the projects required our teams to be analytical, forward thinking, and adept at drawing conclusions without perfect information. The ability to communicate complex ideas with clarity was also a must-have for success.

In my prior role as a Senior Vice President at Dover Corporation, I had broad-ranging responsibility which included global supply chain, acquisition integration, Dover's India Engineering Center, and profit-and-loss ownership for two operating companies. The breadth of my responsibility was in many ways a reflection of my diverse career up to that point.

My professional journey has included roles in multiple disciplines, industries, and locations, culminating in my current role as general manager for a diverse group of industrial manufacturing companies. Each day, I experience the thrill of applying a lifetime of learning. Whether it's analyzing financial results, driving productivity in a manufacturing plant, asking penetrating questions in a business review, or making strategic investment decisions. As a board director for multiple non-profit organizations, I also have the pleasure of using my experience for the benefit of the greater Chicago community.

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- Director, DuPage Children's Museum, Development committee (2016 – present)
  - Director, Chicago Cares, Governance committee (2018 – present)
  - Director, Center for Advanced Procurement Strategy (CAPS) Research (2018 – present)
  - Former director, National Action Council for Minorities in Engineering (2007)



# MANIKA M. TURNBULL

Vice President, Workforce and Business Engagement, Health Care Service Corporation (*new title as of Sept. 19, 2019*)

*“Adding value whenever and wherever possible is how I honor those who’ve supported me personally and professionally along my journey.”*

In my current role, I’m responsible for strategically aligning our community health and civic investments. Our focus on investing to tackle social determinants of health is designed to find long-term solutions to an expensive health care system. Healthy communities create positive social impact and help avoid and curb costs related to health care.

Over the past 13 years at Health Care Service Corporation (HCSC), I’ve had the opportunity to pursue and achieve various leadership roles, to take risks by stepping out of my comfort zone, and lead teams focused on driving outcomes for our members. I’m a servant leader who begins with wanting to serve first — then aspire to lead. I love that I can help employees tap into their unique skills and experiences to reach their fullest potential and use my abilities as a connector to seed new relationships that help people grow.

I initially focused on practicing clinical psychology. While in graduate school pursuing a Ph.D., one of my professors saw something in me, saying, “we need more people like you in corporate America.” She opened doors for me at her company, HCSC.

I’ve been told that I have an infectious, positive energy that pulls people in and spurs action. I enjoy creating space for people to bring ideas, and convergent AND divergent perspectives to the table to ensure we’re delivering solutions that align with our purpose — which is to do everything in our power to stand with our members in sickness and in health.

I grew up in a proud, blue-collar, union home in Pittsburgh, led by my single father who passed along his athleticism and love for basketball. My father said, “I gave you athletic ability — now use it to get an education.” He challenged me to work hard, persevere, and to never fear things that may seem too big to achieve. I earned a “full-ride” scholarship, and I often reflect on all the sacrifice and literal blood, sweat, and tears that went into earning and keeping my scholarship. Those experiences have shaped my personal growth and professional work ethic and will become an important part of what I pass on to my daughter.

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- Director, Girls Scouts of Greater Chicago and Northwest Indiana (My 2018 – present)
  - Director, ADA25 Advancing Leadership (2016 – present)
  - Chair of the selection committee, Leadership Greater Chicago (2015 – present)
  - Trustee, The Chicago School of Professional Psychology (2014 – present)





# PALLAVI VERMA

Senior Managing Director – US Midwest, Accenture

*“Moving around frequently afforded me the ability to navigate across cultural lines in order to be effective.”*



I've lived in 12 cities, across three countries and five U.S. states; these experiences not only shaped my leadership approach, but also equipped me with the skills necessary to be successful in my career. Moving around was challenging. I had to learn how to adapt to varied environments and learn how to be successful in each. I learned the importance of listening first, being empathetic with those different from me, and how to be comfortable being uncomfortable. As difficult as all the moves were, I gained many traits that have helped me succeed as a leader.

So, when I got the call to move from New Jersey to Chicago to lead Accenture's Midwest Business, it seemed perfectly natural for me to say yes, though I had few personal and professional connections in the area. For me, it was the opportunity to lead 10,000 people and oversee our multi-billion dollar business across

all of our industries and businesses, including strategy, digital, technology, and operations.

Prior to my current role, I led a North American team of management and technology consulting professionals dedicated to helping the public sector – including state agencies, municipalities, not-for-profit entities and universities. In this role, I was able to change the trajectory of a declining business to one with significant growth (17%) over the course of two years. Some of the most rewarding work in this business included the ability to impact the citizens of a state in their ability to get much-needed services to underserved communities and serving a non-profit client that desperately needed technology help.

Before that, I managed both quality and risk for all of our contracts across the globe in the Health and public service industry. How I worked with the Japanese team was entirely different

than how I worked with the Brazilian team or the Spanish team. I am proud that I was able to significantly improve our risk profile, having a multi-million-dollar material profitability impact to the bottom line.

My work experiences prepared me well to serve on boards by giving me the ability to ask the right questions and the instinct of knowing when to step in or out – which I think is a critical attribute when serving on a board.

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- Director, Democracy Prep Public Schools (2011 – present)
  - Director, Chicago Shakespeare Theater, Finance Committee (2017 – present)
  - Trustee, Illinois Institute of Technology, Computer Science committee (2018 – present)
  - *Crain's Chicago Business* Most Powerful Women in Business (2018)
  - *Crain's Chicago Business* Tech 50 list (2018)



# CHAD E. WALKER

Vice President, General Counsel and Secretary, Morton Salt, Inc.

*“I’m proud of the fact that my value system governs every decision that I make in my professional and personal life.”*

After nearly a decade at McDonald’s Corporation, I joined Morton Salt, Inc. in May 2015. At Morton, I lead an international team of 15 lawyers and legal professionals across North and South America with responsibility for all legal matters, including litigation management, compliance, corporate governance, labor and employment, real estate, and intellectual property, as well as managing legal/business issues related to supply chain, operations, and sales and marketing.

Since joining Morton, my responsibilities have steadily broadened to include crisis management, government relations, and corporate office services.

The role of general counsel has evolved over the years due to the change in the business landscape that requires much more than a trusted legal advisor in the C-suite. The role also requires one to be a business leader and thought partner that not only reviews issues through a legal prism,

but also possesses a keen understanding of the company’s business strategy. The role requires sound judgment that balances the assessment of risk with counsel that understands the company’s financial goals and objectives. Today’s general counsel has to be willing to use his or her voice to influence the manner in which the business achieves its goals.

My parents taught me at an early age to treat everyone with respect and dignity and made sure I was very familiar with the Golden Rule of “do unto others as you would have them do unto you.” As a military veteran, who migrated from Arkansas to Chicago to receive a Master of Education degree from the University of Chicago in 1960, my father instilled in me the value of hard work, discipline, perseverance, and time management.

Throughout my career, I gained a deeper appreciation for having uncompromising ethics and always being mindful of my personal brand.

During my tenure at McDonald’s, I learned what it means to be part of a brand and the importance of brand ambassadorship.

At Morton, I believe it is incumbent on me to raise an awareness at the leadership level to foster a culture that is always mindful of the integrity of our brand in everything that we do. It takes years to build a well-respected brand, but only seconds to tarnish it for years to come.

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- Director, One Goal Chicago (2017 – present)
  - Director, Chicago State Foundation (2018 – present)
  - Former director, National Bar Association Commercial Law (2011)



# ROOPA WEBER

Chief Marketing Officer, Ariel Investments

*“My greatest objective is to never disappoint those who took a chance on me and always believed in me.”*

I began my 22-year tenured career at Ariel as an administrative assistant in the institutional marketing and client services area and slowly worked my way up. My ability to learn quickly, possess an intense work ethic and persevere were impactful in helping Ariel grow to the firm it is today.

Ultimately, I oversaw Ariel’s institutional client service effort for over a decade and had the responsibility and privilege of serving the firm’s most-valued and important relationships.

By servicing clients with precision, transparency and a high-touch experience, I received accolades on our excellent service model. In 2019, I was appointed Chief Marketing Officer of the firm and now have the responsibility of helping reshape Ariel’s already strong brand in this ever-evolving and competitive landscape. My success has been built on various intangibles: a different point of view, a flexible mindset, creativity in problem

solving, and strong interpersonal skills. Now my responsibility is to ensure that Ariel continues to create solutions to drive long-term client and shareholder value.

I am the daughter of immigrant parents who had an arranged marriage in India. Shortly thereafter, they chose to establish a life in Uganda, Africa where I was born. My world was uprooted when we were exiled by Idi Amin in the early 1970s. We started over in the States and pursued the “American Dream.”

My father’s greatest wish was for his children to be educated in this fine country. But he became paralyzed after a surgical procedure and life was never the same again. My mother cared for my father with tremendous love, devotion, positivity, and hopefulness until his passing at the age of 87.

I am who I am today because of their tremendous sacrifices and I am forever indebted to them.

They truly believed anything was possible, in fact, everything unimaginable was possible. That optimism brought me to Ariel where I have been able to learn from two of the greatest leaders and people I have ever encountered, John W. Rogers, Jr. and Mellody Hobson.

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- Founding member and director, Strides for Peace (2014 – present)
  - Member, School of the Art Institute, Fashion Council (2010 - present)
  - Member, advisory board, Gene Siskel Film Center (2006 – present)
  - Former member, LFA board, Leadership Greater Chicago (2011 – 2012)





# TIANYI JOE ZHU

Managing Partner, Playground Capital

*“As leaders, it is our responsibility to continue the progress that our predecessors made for our community, and it is our privilege to better the world for the next generation.”*

I am currently a Partner in Nanjing Wande Group, and a Managing Partner of Playground Capital, its American subsidiary. Wande is China's largest parks and playgrounds manufacturer with distribution to over 80 countries and equipment in over 300,000 playgrounds across China. I oversee the international operations, review and manage profit and loss and budgets for its portfolio companies, and am responsible for the evaluation of companies considered for investment, acquisition, or joint venture partnership.

Leveraging my Chinese American background, global network, and cross-cultural expertise, I was able to orchestrate a partnership between two multibillion-dollar industry giants, the largest playground manufacturer in China, Nanjing Wande Group, with the largest in North America. Regardless of cultural differences, I look for synergies of purpose in every deal. My personal motto is, “a successful business is not about good transactions, but about fostering great relationships.”

In Chicago, I co-founded SmartHealth Activator, which supported Rosalind Franklin University's plan to build a \$50 million, 100,000 square-foot Biotech Innovation Park. Lake County Partners estimates the first phase of the project will create 498 jobs and have an annual economic impact of \$117 million. I am also a co-founder of two investment groups - Red Frey Ventures and West Suburban Angels.

In China, I am the Chairman of the Zhu Holdings Group, involved in the license for the famous Cooper Clinic in Dallas, Texas. I opened a 250,000 square-foot healthcare clinic in Nanjing and a 2,500-acre wellness resort in Beijing. The business group leverages its many relationships with public and private corporations in China to support its portfolio companies.

As a serial entrepreneur and former World Amateur Thai Boxing Champion, I am a fighter both in and outside the ring. Using my grit, resourcefulness, and adaptability to chase the “American Dream” at a young age, I started my first company when I was in college and have been named one of the Asian American Business Development Center's “Top 50 Outstanding Asian Americans in Business.”

The Chinese have a saying, “Each generation will reap what the former generation has sown.” I have reaped the benefits of my parents, my family, and countless Asian Americans that paved the way before me.

- 
- Director, Leaders Forum (2017 – present)
  - Director, Chinese Mutual Aid Association (2018 – present)
  - Former director, Naperville Settlement Museum Board (2011 – 2014)
  - Former President/director, Naperville Jaycees (2009 – 2012)





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Diversity Lead  
California American Water



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Chief Operating Officer  
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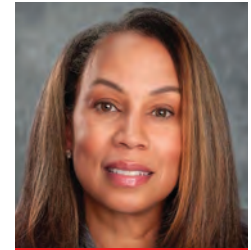
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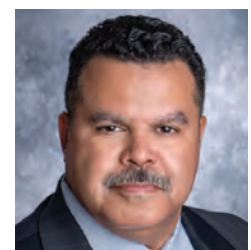
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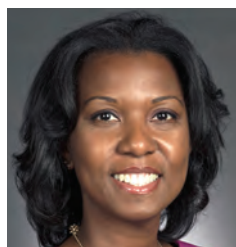
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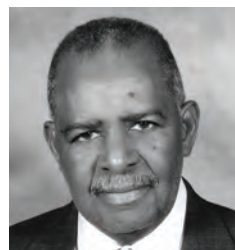
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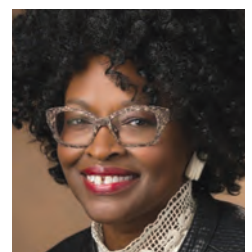
**Jim Konrad**

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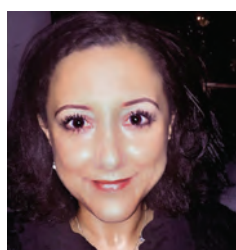
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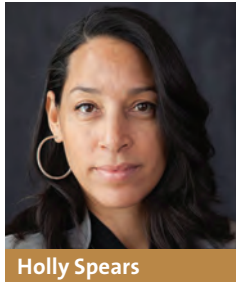


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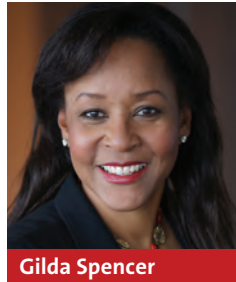
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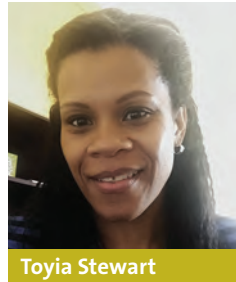
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Owner/Managing Principal  
Kairos Consulting Worldwide



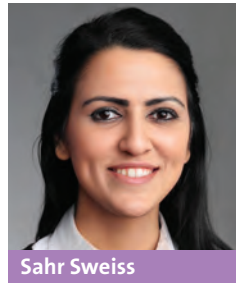
**Richard C. Svindlan**

President  
California American Water, Hawaiian American Water



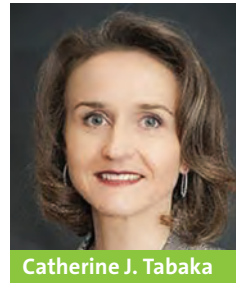
**Scott Swanson**

President, Illinois  
PNC Bank



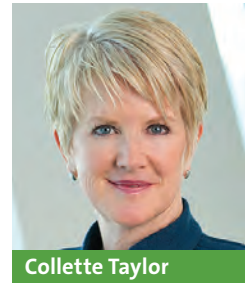
**Sahr Sweiss**

Marketing Manger  
Greeley and Hansen



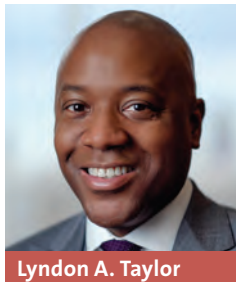
**Catherine J. Tabaka**

CEO Healthcare  
Sodexo



**Collette Taylor**

Senior Vice President, Human Resources  
Astellas US, LLC



**Lyndon A. Taylor**

Partner-in-Charge, Chicago Office  
Heidrick & Struggles



**Stan Telford**

SVP Talent Acquisition  
Cushman & Wakefield



**Donna Thompson**

Chief Executive Officer  
Access Community Health Network



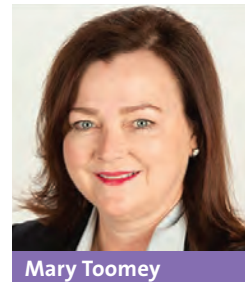
**Evonne E. Thompson**

Risk Consulting  
KPMG LLP



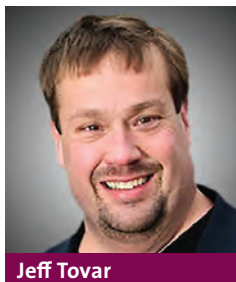
**Greg Thompson**

Executive Director, Public Affairs and External Communications  
Health Care Service Corporation



**Mary Toomey**

SVP Human Resources  
Bank of America



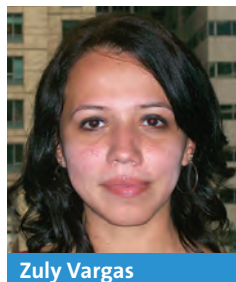
**Jeff Tovar**

Founder and President  
Tovar Snow Professionals



**Manika Turnbull**

Vice President, Community Health & Economic Impact Officer  
Health Care Service Corporation



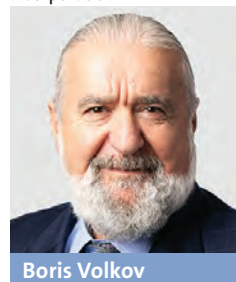
**Zuly Vargas**

Operations Director  
Johnson, Blumberg & Associates, LLC



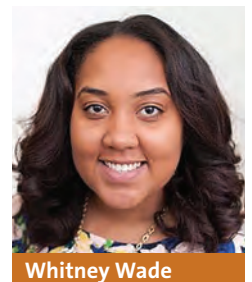
**Marisabel Villanueva-Hucker**

Managing Director  
KPMG LLP



**Boris Volkov**

Executive Vice President  
Reyes Group Ltd.



**Whitney Wade**

Talent Acquisition Specialist  
Robert R. McCormick Foundation



**Charles H. Wagner**

Manager, HR Business Strategy - WEC Energy Group  
Peoples Gas & North Shore Gas



**Stephanie Wang**

Director, Transactional Procurement for Southern Company Gas  
Nicor Gas



**Herby Weathers, III**

Project Manager  
CSMI



**George Williams**

President & CEO  
PMI Energy Solutions, LLC



**James S. Williams, Jr.**

Executive Director, Diversity, Inclusion and Equity  
University of Chicago Medicine



**Melvin D. Williams**

President  
Nicor Gas





**Norma Williams**

Founder & CEO  
NJW Consulting



**Royce Wills**

Sr. Director - Global  
Commercial People  
Development  
Molson Coors



**Lawrence B. Wooten**

Senior Manager Corporate  
Supplier Diversity  
California American Water



**Ami Wynne**

Partner  
Sidley Austin LLP



**Silvia Yim**

Human Resources Manager  
Pritzker Private Capital



**Arthur Zayas Miller**

President and CEO  
MZI Group, Inc.



**Bernhardt (Bernie) Zeiher**

Chief Medical Officer  
Astellas US, LLC

# CHICAGO UNITED MEMBERS

## PHOTOGRAPHS NOT AVAILABLE:

**James Steven Austin**  
Managing Director, Regional Director,  
Great Lakes  
Morgan Stanley

**Frank Baumann**  
Vice President; Human Resources Manager  
Bank of America

**Stephanie Curulewski**  
Head of Marketing and Origination  
BP

**Jerry Czaja**  
Director of Finance & Contracts  
LSL Healthcare Inc.

**Eric Dobyne**  
Executive Director- Facilities  
Sodexo

**Mark Evans**  
Complex Manager  
Morgan Stanley

**Kevin Forman**  
Managing Director, Complex Manager,  
Chicago Mercantile Complex  
Morgan Stanley

**Robert Gabriel, Ph.D./MBA**  
Campus Director  
University of Phoenix

**Jose Gamio**  
VP, Diversity & Inclusion Strategies  
Macy's

**Dawn Gupta**  
Chief Relationship Officer  
SDI Presence LLC

**Stephanie Nash Hart**  
Executive Vice President  
Nash Brothers Construction Co., Inc.

**Andy Hesselbach**  
Vice President, Construction  
Peoples Gas & North Shore Gas

**Jason Kang**  
Senior Manager  
Deloitte

**Debra D. Matlock, JD**  
Director - UIC Purchasing  
University of Illinois at Chicago

**Yasuko Metcalf**  
Partner  
KPMG LLP

**Christopher Nash**  
President  
Nash Brothers Construction Co., Inc.

**Stephanie Nash-Hart**  
Executive Vice President  
Nash Brothers Construction Co., Inc.

**Omar Lateef**  
CEO  
Rush University Medical Center

**LaSandra Pierce**  
SVP, Consumer Banking Region;  
Executive Consumer & Small Business  
Bank of America

**Michael Schiferl**  
Executive Vice President  
Weber Shandwick

**Sandra Sciulli**  
Development Manager  
CSMI

**Meaghan Sweeney**  
Vice President  
Nash Brothers Construction Co., Inc.

**Diane Whotton**  
Head of Community Giving  
BMO Harris Bank N.A.



# Business Leaders of COLOR

## 2019

Aurora Abella Austriaco  
Isaac Akridge  
Anne L. Alonzo  
Victor Alvarado  
Teri Arvesu  
Danielle Brown  
Levoi K. Brown  
John H. Campbell  
Carlos R. Cardenas  
Marta Carreira-Slabe  
Hamilton Chang  
Manuel Cuevas-Trisán  
Remberto Del Real

Joseph Dominguez  
Miguel Edwards  
Talita Ramos Erickson  
Kimberly Evans  
Jose Feliciano  
Lori Flores Rolfson  
Marion K. Gross  
Leo Harmon  
Doug Harris  
Stephanie Hickman  
Adrienne D. Hughes  
Francis O. Idehen  
Parrish Ivy

Pran Jha  
Kevin Johnson  
Tomoko Kizawa  
Katherine Kohatsu  
Brian Lee  
Juan Leyva  
Vincent A. Marin  
Sandra Cordova Micek  
David Olivencia  
Rebecca Martinez O'Mara  
Nichole Owens  
Sankat Patel  
Reaz Rasul

Michele Baker Richardson  
Susan Marie Santiago  
Karriem Shakoor  
Omer Sultan  
Lynn Sutton  
Russell E. Toney  
Manika M. Turnbull  
Pallavi Verma  
Chad E. Walker  
Roopa Weber  
Tianyi Joe Zhu

## 2017

Shradha Agarwal  
Luis A. Avila  
Nichole Barnes Marshall  
Pat Auveek Basu  
Cecelia Bolden  
Joseph Malik Bradley  
George Burciaga  
Louis Carr  
Guoxing Chai  
Eduardo Conrado  
Stephen Davis  
Billy Dec  
Peter M. Ellis

Opella F. Ernest  
Verónica Gómez  
Craig A. Griffith  
Pedro Antonio Guerrero  
Steven V. Hunter  
Ted Jackson  
Rudy Juarez  
Michael Leong  
Marco A. López  
Mike Maali  
Christopher C. Melvin, Jr.  
Carey Mendes  
Juan Gabriel Moreno

Raj V. Nagarajan  
David C. Namkung  
Seema Pajula  
José Paz Peña, Jr.  
Sergio Pereira  
Maria de J. Prado  
Jose Luis Prado  
Anjoo Rai-Marchant  
Terika Richardson  
Debbie Roberts  
Dee M. Robinson  
Levoyd E. Robinson  
Robert Rodriguez

Emma L. Rodriguez-Ayala  
Jacobo Schatz  
Stacy Sharpe  
Luther E. Siebert  
Srinivas Veerasaneni  
Lisa W. Wardell  
Alex E. Washington  
Lynn Watkins-Asiyanbi  
Paul S. Williams  
Melvin D. Williams  
Ann Marie Wright

## 2015

D'Andrea M. Anderson  
Jose Armario  
Patricia Arredondo  
Cynthia Barginere  
Brenda A. Battle  
Kenneth M. Battle  
Alex Bell  
M. Michelle Blaise  
Lawyer Burks III  
Denise R. Cade  
Yang Chao  
Posh M. Charles  
Eileen Chin

Michael Chu  
Virginia Clarke  
Roger O. Crockett  
Yolanda Daniel  
Angelique Athiena David  
Jeffrey Dorsey  
Willard S. Evans, Jr.  
Thomas L. Fisher  
Sharon T. Grant  
Symeria T. Hudson  
Mahrukh Hussain  
Carl A. Jenkins  
Oscar D. Johnson, Jr.

Steve Kim  
S. Raja Krishnamoorthi  
Ash Luthra  
Leonard McLaughlin  
Michael J. McMurray  
Edgardo A. Navarro  
David Nichols  
Ronald V. Redd  
Max W. Reed  
Al B. Reid  
José R. Sánchez  
Rodrigo Alfonso Sierra  
Gurpreet Singh

Eric S. Smith  
Lucino Sotelo  
Farah Bulsara Speer  
Gilda Livingston Spencer  
Jason Spigner  
Russell Stokes  
Eric Strickland  
David S. Tan  
Eduardo Tobon  
Everett S. Ward  
Adrienne White-Faines

# Business Leaders of COLOR

## 2013

Leo Alaniz	Ana Dutra	Joseph Q. McCoy	Patrick R. Scotto di Luzio
Paula Allen-Meares	Manny Favela	Juan J. Mir	Cedric Shaw
Leslie J. Anderson	Guillermo Garcia	Jackie Clark Muhammad	Donna N. Smith
Anthony A. Armada	Sunil Garg	Kevin Newell	Maurice S. Smith
Erik D. Barefield	Maurice Grant	Tracey Patterson	Kurt A. Summers, Jr.
Earl J. Barnes II	Cheryl A. Harris	Cathy Peng	John P. Trainor
Stephen W. Beard	Michael J. Hernandez	Juliette W. Pryor	Valerie J. Van Meter
Enrique Beckmann	Patricia Brown Holmes	Ram Raju	Yman Huang Vien
Jerome Byers	Lisa Haley Huff	Kwame Y. Raoul	David Wade
Marie Carr	Miroslava Mejia Krug	Sreeram Reddy	
Donna Cooper	Jeongling Liu	Stephen Rhee	
Kermit R. Crawford	Paul E. Martin	Z. Scott	

## 2011

Robert Aguilar	Gary Chan	Ahmad Islam	Jeffery S. Perry
Arabel Alva Rosales	Hugo Chaviano	Nicole Johnson-Scales	Kitty Pon
Terrell D. Anderson	Sona Chawla	Aylwin B. Lewis	Cheryl Richardson, Ph.D.
David Arenas	Michael Chin	Deborah Liverett	Lac V. Tran
Jeanna D. Bridges	Nim Chinniah	Eddie P. Lou	Mabel C. Tung
Kevin B. Brookins	Eric L. Conley	Wilfred J. Lucas	Monica L. Walker
Julia M. Brown	Jeanna M. Cullins	Maribel Mata Benedict	Kimberly L. Waller
Rebecca S. Busch	Richard Gamble	Anthony R. McCain	Norma J. Williams
Gwendolyn L. Butler	Michelle J. Gaskill	Henry J. Munez	Theodore I. Yi
Calvin G. Butler, Jr.	Graham C. Grady	Luis Nuñez, Ph.D.	
Carlos F. Cata	Maria C. Green	Gerald L. Pauling II	
Jorge V. Cazares	Brett J. Hart	Cheryl Pearson-McNeil	

## 2009

David R. Andalcio	Quin R. Golden	Ray Mota	Donna Sims Wilson
Nancy Andrade	J. C. Gonzalez-Mendez	Linda M. Nolan	Michael Sutton
Andrea G. Barthwell	Wallace Harris, Jr.	Linda O'Bannon	Sheila G. Talton
Linda Boasmond	Ted Hawkins	Nam Hung Paik	Nigel F. Telman
Ramón Cepeda	Amy S. Hilliard	Terry Peterson	Shundrawn A. Thomas
Pedro Cevallos-Candau	Kym M. Hubbard	Anita Ponder	Darryl Tom
Johnathan U. Choe	Robert Johnson	Quintin E. Primo III	Jason Tyler
Michele Coleman Mayes	Earl Jones	Nazneen Razi	Neli Vazquez-Rowland
Michelle L. Collins	Dolores A. Kunda	Eric A. Reeves	George A. Williams
Nelda J. Connors	Deryl McKissack	Judith C. Rice	James H. Wooten, Jr.
Billy Dexter	Dorri C. McWhorter	Brenda A. Russell	
Sue Ling Gin	Verett Mims	Gene Saffold	



## 2007

Anthony (Tony) Anderson  
Adrienne Banks Pitts  
Robert D. Blackwell, Sr.  
Phil Cabrera  
James S. Cabrera  
Luz Canino-Baker  
Judith Carre Sutfin  
Warrick L. Carter, Ph.D.  
Wheeler Coleman  
Michael F. DeSantiago  
Lena Dobbs Johnson  
Karen Eng

Leana Flowers  
Sarah Garvey  
Chester A. Gougis  
Marguerite H. Griffin  
David A. Gupta  
Darrel Hackett  
Avis LaVelle  
James R. Lewis  
Fidel Marquez, Jr.  
Michael Mayo  
Eugene Morris  
Virginia Ojeda

Julian G. Posada  
Angela D. Robinson  
Allen A. Rodriguez  
J.D. Salazar  
Manuel (Manny) Sanchez  
Deborah M. Sawyer  
Amir Shahkarami  
Luis Sierra  
Melody Spann-Cooper  
Guy Summers  
Nathaniel K. Sutton  
Andrés T. Tapia

David P. Thomas  
Don Thompson  
Donna J. Thompson  
Joyce E. Tucker  
Mark A. Urquhart  
Sona Wang  
Rufus Williams  
Ernest C. Wong  
Joset B. Wright

## 2005

Ralph Alvarez  
Joel Arce  
James A. Bell  
Carole Brown  
Todd Brown  
Peter C.B. Bynoe  
Adela Cepeda  
Thomas F. Chen  
Gery J. Chico  
Betty P. Chow  
Carolyn H. Clift  
Joy V. Cunningham

Pedro DeJesús, Jr.  
Robert Der  
Eduardo Fernandez  
Venita E. Fields  
G.A. Finch  
Raymond Grady  
Randall C. Hampton  
Gail D. Hasbrouck  
Louis Holland, Jr.  
John T. Hooker  
Ralph V. Hughes  
Cynthia J. Johnson

Michael W. Lewis  
Connie Lindsey  
Cheryl Mayberry McKissack  
Renetta McCann  
Eric McKissack  
Ralph G. Moore  
Clare Muñana  
Michelle Obama  
Leticia Peralta Davis  
Stephen H. Pugh  
Desiree Rogers  
Steven Rogers

José L. Santillan  
Smita N. Shah  
Paula A. Sneed  
Jorge A. Solis  
John D. Sterling  
Christina M. Tchen  
Roxanne M. Ward  
Timothy W. Wright III  
Andrea L. Zopp

## 2003

Sanjiv Anand  
Brian Anderson  
Yasmin T. Bates  
Lester Blair  
William Bonaparte  
Martin Cabrera  
Marty Castro  
Clarissa Cerda  
C.W. Chan  
Alison L. Chung  
Frank Clark

Lester N. Coney  
Ron Daly  
William McKnight Farrow, III  
Phil Fuentes  
Brenda J. Gaines  
Michael Gonzalez  
James Hill, Jr.  
Mellody Hobson  
David Holly  
Tao Huang  
Abe Tomás Hughes, II

Darrell Jackson  
Valerie B. Jarrett  
Bernard Loyd  
Lester McCarroll, Jr.  
Gary E. McCullough  
Tom McLeary  
Francisco Menchaca  
Willie Miller  
Bob Nash  
Lou Nieto  
Roderick Palmore

Barbara M. Quintana  
James Reynolds  
Mary Richardson-Lowry  
Jesse H. Ruiz  
Niranjan Shah  
Alejandro Silva  
Stanley B. Stallworth  
Charles Tribbett  
Edward J. Williams  
Desmond C. Wong

## ABOUT CHICAGO UNITED

Chicago United is a corporate membership and advocacy organization whose mission is to achieve parity in economic opportunity for people of color by advancing multiracial leadership in corporate governance, executive level management, and business diversity. Founded in 1968, the organization is focused on transforming the Chicago region into the most inclusive business ecosystem in the nation by engaging the top publicly and privately held corporations in leading talent management and inclusive diversity practices.

Chicago United's signature programs include its *Business Leaders of Color* publication, which showcases a diverse pool of corporate director candidates; the Five Forward Initiative,<sup>™</sup> designed to invigorate job creation in communities of color by increasing the scale of large Minority Business Enterprises in the Chicago region; *Inside Inclusion Featuring the Corporate Diversity Profile*; and the Corporate Inclusion Institute, the first-ever citywide business talent development program.

[www.chicago-united.org](http://www.chicago-united.org)

Follow us on social media: @ChgoUnited     #CULeads







# Chicago United

Advancing multiracial leadership in business



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