The CEO Action for Diversity & Inclusion™ aims to rally the business community to advance diversity & inclusion within the workplace by working collectively across organizations and sectors. It outlines a specific set of actions the undersigned companies will take to cultivate a trusting environment where all ideas are welcomed and employees feel comfortable and empowered to discuss diversity & inclusion. All the signatories serve as leaders of their companies and have committed to implementing the following pledge within their workplaces. Where companies have already implemented one or several of the commitments, the undersigned commit to support other companies in doing the same.

The persistent inequities across our country underscore our urgent, national need to address and alleviate racial, ethnic and other tensions and to promote diversity within our communities. As leaders of some of America’s largest corporations, we manage thousands of employees and play a critical role in ensuring that inclusion is core to our workplace culture and that our businesses are representative of the communities we serve. Moreover, we know that diversity is good for the economy; it improves corporate performance, drives growth and enhances employee engagement. Simply put, organizations with diverse teams perform better.

We recognize that diversity & inclusion are multifaceted issues and that we need to tackle these subjects holistically to better engage and support all underrepresented groups within business. To do this, we believe we also need to address honestly and head-on the concerns and needs of our diverse employees and increase equity for all, including Blacks, Latinos, Asians, Native Americans, LGBTQ, disabled, veterans and women.

This group convened to ask what we can do collectively as business leaders, because one fact is clear: we have to do more. For us, this means committing to four initial goals that we hope will catalyze further conversation and action around diversity & inclusion within the workplace and foster collaboration among our organizations:

1. **We will continue to make our workplaces trusting places to have complex, and sometimes difficult, conversations about diversity & inclusion:** We will create and maintain environments, platforms, and forums where our people feel comfortable reaching out to their colleagues to gain greater awareness of each other’s experiences and perspectives. By encouraging an ongoing dialogue and not tolerating any incongruency with these values of openness, we are building trust, encouraging compassion and open-mindedness, and reinforcing our commitment to a culture of inclusivity.
2. **We will implement and expand unconscious bias education:** Experts tell us that we all have unconscious biases -- that is human nature. Unconscious bias education enables individuals to begin recognizing, acknowledging, and therefore minimizing any potential blind spots he or she might have, but wasn’t aware of previously. We will commit to rolling out and/or expanding unconscious bias education within our companies in the form that best fits our specific culture and business. By helping our employees recognize and minimize any potential blind spots, we aim to facilitate more open and honest conversations. Additionally, we will make non-proprietary unconscious bias education modules available to others free of charge.

3. **We will share best—and unsuccessful—practices:** Each of our companies has established programs and initiatives around diversity and inclusion. Yet, we know that many companies are still developing their strategies. We will commit to helping other companies evolve and enhance their current diversity strategies and encourage them, in turn, to share their successes and challenges with others.

4. **We will create and share strategic inclusion and diversity plans with our board of directors:** We will work with our board of directors (or equivalent governing bodies) through the development and evaluation of concrete, strategic action plans to prioritize and drive accountability around diversity and inclusion. Given the shared responsibility for driving strategies that help companies thrive, boards and CEOs play an important role in driving action together to cultivate inclusive cultures and talent.

We also pledge to create accountability systems within our companies to track our own progress and to share regular updates with each other in order to catalog effective programs and measurement practices. We believe that by sharing and learning with each other, we can strengthen our existing programs and commitments to better serve our employees and society as a whole.

We recognize that these four commitments are not the complete answer, but we believe they are important, concrete steps toward building more diverse and inclusive workplaces. We hope our list of signatories will grow, and we invite other CEOs across America to join us.

Let’s come together to make good on the inherent promise that all of our people should be able to bring their best selves to work and unleash their full potential. By working together toward diversity & inclusion within our workplaces, industries, and broader business community, we can cultivate meaningful change for our society.
Signatories
Number of Active Signatory Companies: 2,517

- (ISC)², Inc., Clar Rosso
- 1-800-FLOWERS.COM, Inc., Chris Mccann
- 1st Star Alacer LLC, Jay Henry
- 21st Century Fox, James R. Murdoch
- 23andMe, Inc., Anne Wojcicki
- 3D Systems, Jeffrey Graves
- 3M, Michael F. Roman
- 3R LLC, Jana Lake
- 8minute Solar Energy, Tom Buttgenbach
- A Better Way, Inc., David Channer
- A-Rod Corp, Alex Rodriguez
- A.T. Kearney, Alex Liu
- A.T. Still University of Health Sciences, Craig M. Phelps, Do
- AAA Club Alliance, Thomas Wiedemann
- AAA Life Insurance Company, Philip Walker
- AAA Northeast, John Galvin
- AAA Northern California, Nevada and Utah, Tim Condon
- AAA, Inc., -
- AABB (American Association of Blood Banks), Debra BenAvram
- AAFCPAs, Carla McCall
- AbbVie, Richard Gonzalez
- ABC Fitness Solutions, Bill Davis
- Abdo, Steve Mcdonald
- Abt Associates, Kathleen Flanagan
- Acadia Realty Trust, Kenneth F. Bernstein
- Acadian Asset Management, Ross Dowd
- AccentCare, Stephan Rodgers
- Accenture, Julie Sweet
- Access Unlimited, Cornelius Finley
- Access: Supports for Living, Ronald Colavito
- Accurate, Tim Dowd
- Achieve More LLC, Mariama Boney
- Achieve3000, Stuart Udell
- ACORE Capital, Warren de Haan
- Acoustical Society of America, Susan Fox
- ACT, Inc., Janet Godwin
- Actalent, Chad Koele
- Action for Healthy Kids, Robert Bisceglie
- Ad Council, Lisa Sherman
- Adient plc, Douglas Del Grosso
- Adobe, Shantanu Narayen
- ADP, Carlos Rodriguez
- Adtalem Global Education, Steve Beard
- ADUSA Supply Chain Companies, Chris Lewis
- AdvaMed, Scott Whitaker
- Advanced Group, Leo J. Sheridan
- Advanced Micro Devices, Inc., Dr. Lisa Su
- Advancing Minorities' Interest in Engineering, Veronica Nelson
- Advancing Women Executives, Meiko Takayama
- AdvanSix, Erin Kane
- Advantage Solutions, Jill Griffin
- Adventure Rock Climbing & Fitness, Jim Guaraccio
- Advocate Aurora Health, Jim Skogsbergh
- AEG, Dan Beckerman
- AEI Consultants, Holly Neber
- Aerodei, Netta Jenkins
- Aerospace Corporation, Steve Isakowitz
- Aerotek, Tom Kelly
- AESC, Karen Greenbaum
- Aethon Energy, Albert Huddleston
- Afar, Greg Sullivan
- Affinia Healthcare, Kendra Holmes
- African Link Initiative, Shazel Muhammad
- Agilent, Michael R. Mcmullen
- Agility Bank, Lauren Sparks
- Agios Pharmaceuticals, Brian Goff
- Agrace Hospice & Palliative Care, Lynne M. Sexten, FACHE
- AICPA, Barry Melancon
- AIG, Peter Zaffino
- Air General, Patrick Maloney
## CEO Action Pledge, All Signatory List

- Air Liquide North America, Adam Peters
- Air Products, Seifi Ghasemi
- Airlines Reporting Corporation, Lauri Reishus
- Airswift, Janette Marx
- Alaska Air Group, Ben Minicucci
- Albemarle Corporation, J. Kent Masters
- Albertsons Companies, Vivek Sankaran
- Albourne Group, John Claisse
- Alcoa, Roy C. Harvey
- AlertMedia, Brian Cruise
- Alexander & Baldwin, Christopher J. Benjamin
- Alfred Williams & Company, Judson Williams
- Alimentation Couche-Tard/Circle K, Brian Hannasch
- Allegis Global Solutions, Chad Lane
- Allego Inc, Yuchun Lee
- Allen & Gerritsen, Andrew Graff
- Allergan, ~
- Alliance Global Advisors, Jennifer Stevens
- Alliance Global Advisors, Heather Border
- Alliance Residential Company, V. Jay Hiemenz
- Alliance to End Hunger, Eric Mitchell
- AllianceBernstein, Seth Bernstein
- Alliant Energy, John Larsen
- Alliant Insurance Services, Thomas W. Corbett
- Alliant International University, Andy Vaughn
- Allianz Life Insurance Company of North America, Jasmine Jirele
- Allied Electronics & Synovos Supply and Assets, Lindsley Ruth
- Allina Health, Penny Wheeler
- Allinial Global, Mark Koziel
- Allspring Global Investments, Joseph A. Sullivan
- Allstate Sales Group (ASG), Anthony Tepedino
- AllThingzAP LLC, Anthony Paradiso
- Ally Financial, Inc., Jeffrey Brown
- Alnylam Pharmaceuticals, John Maraganore
- ALPFA, Damian Rivera
- ALTA Language Services, Inc, Rob Jones
- Alтарар Institute, Lincoln Smith
- Alteryx, Mark Anderson
- Altra Industrial Motion Corp, Carl Christenson
- Altria Group, Inc., William Gifford
- Altus Group, Mike Gordon
- AM General LLC, ~
- Ameren, Martin Lyons
- American Academy of Physician Associates, Lisa Gables
- American AgCredit, Curt Hudnutt
- American Airlines, Doug Parker
- American Association for the Study of Liver Diseases (AASLD), Matthew Da’Uva
- American Association of Colleges of Pharmacy, Lucinda Maine
- American Association of Physicists in Medicine (AAPM), Angela Keyser
- American Association of Physics Teachers, Beth Cunningham
- American Astronomical Society, Kevin Marvel
- American Axle & Manufacturing Holdings, Inc., David C. Dauch
- American Bankers Association, Rob Nichols
- American Bar Association, Jack Rives
- American Campus Communities, Bill Bayless
- American Cancer Society, Karen Knudsen
- American Century Investments, Jonathan Thomas
- American College of Clinical Pharmacy, Michael Maddux
- American College of Healthcare Executives, Deborah Bowen
- American College of Osteopathic Family Physicians, Bob Moore
- American Council of Life Insurers, Susan Neely
- American Counseling Association, Richard Yep
- American Crystallographic Association, Kristin Stevens
- American Electric Power, Nicholas K. Akins
- American Express Global Business Travel, Paul Abbott
- American Family Insurance, Bill Westrate
- American Health Care Association, Mark Parkinson
- American Health Law Association, David Cade
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- American Heart Association, Nancy Brown
- American Institute of Physics, Michael Moloney
- American Institutes for Research, David Myers
- American Occupational Therapy Association, Sherry Keramidas
- American Pharmacists Association, Scott Knoer, Ms, PharmD, Fashp
- American Physical Society, Jonathan Bagger
- American Physical Therapy Association, Justin D. Moore
- American School Counselor Association, Jill Cook
- American Society for Microbiology, Stefano Bertuzzi
- American Society of Association Executives, Susan Robertson
- American Speech-Language-Hearing Association (ASHA), Vicki R. Deal-Williams
- American University, Sylvia Burwell
- American Water, Susan Hardwick
- AmeriHealth Caritas Family of Companies, Tom Hutton
- Ameriprise Financial, James Cracchiolo
- AmerisourceBergen, Steven Collis
- Amerisure Mutual Insurance Company, Gregory Crabb
- Ameritas Life Insurance Corp., William Lester
- AMG, Jay C. Horgen
- Amherst College, Biddy Martin
- Amica Insurance, Robert DiMuccio
- Amicus Therapeutics, Bradley Campbell
- AMN Healthcare, Susan Salka
- AMS, David Leigh
- Amtrak, Stephen Gardner
- AmTrust Financial Services, Inc., Barry Zyskind
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- Angeles Investments, Sydney Reinhardt
- Anheuser-Busch InBev, Carlos Brito
- AnitaB.org, Brenda Wilkerson
- Annaly Capital Management, Inc., David L. Finkelstein
- Anser Advisory, Bryan Carruthers
- Ansira, Jay Dettling
- AnswerLab, Amy Buckner Chowdhry
- Ansys, Ajei Gopal
- Antares Capital, Timothy G. Lyne
- Antylia Scientific, Jonathan Salkin
- Anywhere Real Estate, Ryan Schneider
- Aon, Greg Case
- API Group, Russell Becker
- Apollo Global Management, LLC, Marc Rowan
- Apple Hospitality REIT, Inc., Justin G. Knight
- Applications Software Technology LLC, Justin Winter
- Applied Materials, Inc., Gary Dickerson
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- APTIM, Mark Fallon
- Aptiv, Kevin P. Clark
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- Aquiva Labs LLC, Nikolay Balba
- AR Global, Michael Weil
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- ArcelorMittal Tailored Blanks, Todd Baker
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- Ardagh, Claude Marbach
- Arent Fox, Anthony Lupo
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- Argentum, James Balda
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- Arlo Technologies, Matthew Mcrae
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- Arsenal Capital Partners, Terrence Mullen
- Arthur J. Gallagher & Co., J. Gallagher
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- Ascend Inc., Anna Mok
- Ascensus, David Musto
- ASCP, Chad Worz, Pharmd, Bcgp
- Ashland LLC, Guillermo Novo
- Ashley Stewart, James C. Rhee
- ASHP, Paul Abramowitz
- Atlas American Business Development Center, John Wang
- Asklepios BioPharmaceutical, Inc., Sheila Mikhail
- Aspire, Jim Kales
- Asplundh Tree Expert, LLC, Matthew Asplundh
- Associated Bank, Andrew Harmening
- Association for Accounting Marketing, Rhonda Clark
- Association Headquarters, Robert Waller Jr
- Association Management Center, Steve Smith
- Association of College Unions International, John Taylor
- Association of Corporate Citizenship Professionals, Carolyn Berkowitz
- Association of the Wall and Ceiling Industry, Michael F. Stark
- Assurant Inc., Keith Demnings
- Assured Guaranty US Holdings Inc., Dominic J. Frederico
- AssuredPartners, Randy Larsen
- Assurance, Thomas Henning
- Astec Industries, Barry Ruffalo
- Astellas, Percival Barretto-Ko
- Aston Carter, Stuart Ferguson
- Asurion, Tony Detter
- AT&T, John Stankey
- Athenaeum Holding Ltd., James Belardi
- Atlanta Hawks, Steven Koonin
- Atlantic Union Bank, John Asbury
- AtlantiCare, Lori Herndon
- Atlas Air Worldwide, Michael Steen
- Atlas Technical Consultants, L. Boyer
- Atlas Travel & Technology Group, Elaine Osgood
- Atria Wealth Solutions, Doug Ketterer
- Atricure, Mike Carrel
- Atrium, Chris Heineken
- Auburn University, Jay Gogue
- Audacy, David Field
- Audio Visual Services Group LLC dba PSAV., Joseph McIlwain
- August Leadership, Asad Haider
- Authoracare Collective, Kristen Yntema
- Authority Brands LLC, Rob Weddle
- Autodesk, Andrew Anagnost
- Automation Workz, Ida Byrd-Hill
- Automotive Hall of Fame, Ramzi Hermiz
- AvalonBay Communities, Inc., Ben Schall
- Avanos, Joseph Woody
- Avantor, Michael Stubblefield
- Avaya, Inc., Alan Masarek
- Avenue M Group, Sheri Jacobs
- Avenue Two Travel, Joshua Bush
- Avenue5 Residential, Walter Smith
- Avery Dennison, Mitch Butler
- Avila University, Ronald A. Sleptiza
- Avise, Graham Stanton
- Avista, Dennis Vermillion
- Avista Capital Partners, David Burgstahler
- AXA XL, Scott Gunter
- Axxelis Technologies, Mary Puma
- AXIS Capital, Albert Benchimol
- Axxess, John Olajide
- B Line Events, Inc, Birgess Angelus
- B. Braun of America Inc., Jean-Claude Dubacher
- B&G Foods, Inc., Kenneth Casey Keller
- Babson College, Stephen Spinelli
- Bain & Company, Inc., Manny Maceda
- Bain Capital, Jonathan Lavine
- Bain Capital, John Connaughton
- Baker Tilly, Alan D. Whitman
- Balchem, Ted Harris
- Ball Corporation, John Hayes
- Baltimore Orioles, John Angelos
- Bancroft, Toni Pergolin
- Bank of America, Brian Moynihan
- Bankers Trust, Donald Coffin
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● CME Group, Terrence Duffy
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● Columbian Financial Group, Michael Fosbury
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● Commercial Contracting Corporation, Stephen Fragnoli
● Common Impact, Leila Saad
● Common Securitization Solutions, Anthony Renzi
● CommonSpirit Health, Wright Lassiter III
● CommScope, Chuck Treadway

● Community Behavioral Health, Faith Dyson-Washington
● Community College of Aurora, Betsy Oudenhoven
● Community Foundation for the Fox Valley Region, Curt Detjen
● Compass Minerals, Kevin S. Crutchfield
● Complete College America, Yolanda Spiva
● Con Edison, Timothy Cawley
● Conagra Brands, Sean Connolly
● Condé Nast, Roger Lynch
● Conduent Inc., Cliff Skelton
● Cone Health, Terry Akin
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● Constellation Brands, Inc., William A. Newlands
● Constellation Energy, Joe Dominguez
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● Consumer Brands Association, David Chavern
● Consumer Cellular, Inc, G. Edward Evans
● Consumer Healthcare Products Association, Scott Melville
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● Continental Office, Ira Sharfin
● Contran Corporation, Robert Graham
● Control Risks, Bill Udell
● Conversica, Jim Kaskade
● Cooperative Education and Internship Association, -
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● Copacino Fujikado, Scott Foreman
● Coqual, Lanaya Irvin
● Cordillera Investment Partners, LP., Ashley Marks
● Cordillera Investment Partners, LP., Agustin Araya
● Corn Refiners Association, John Bode
● Cornell University, Martha Pollack
CEO Action Pledge, All Signatory List

- Cornerstone Building Brands Inc, Rose Lee
- Corning Incorporated, Wendell Weeks
- Corza Medical, Dan Croteau
- CoSN – Consortium for School Networking, Keith Krueger
- Council of Chief State School Officers, Carissa Moffat Miller
- Council on Undergraduate Research, Lindsay Currie
- COUNTRY Financial, Jim Jacobs
- Covanta Holdings, Azeez Mohammed
- CP Group, Angelo J. Bianco
- CP Group, Chris Eachus
- CPI Security Systems Inc, Kenneth J. Gill
- cPrime, Zubin Irani
- Cramer, Tj Martin
- Crawford Ventures, Evan H. Katz
- Crayon, Regina Manfredi
- Credence Management Solutions, LLC, Siddhartha Chowdhary
- Credit Union National Association, Jim Nussle
- Creighton University, Daniel Hendrickson
- Cresa, Tod Lickerman
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- CRH plc, Albert Manifold
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- Crowe LLP, Mark Baer
- Crystal Equation, Christine Terman
- CSAA Insurance Group, Mike Zukerman
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- CUNA Mutual Group, Robert Trunzo
- Curia Global, John Ratliff
- Cushman & Wakefield, John Forrester
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- CVS Health, –
- CyberHeroes, Gary Berman
- Cynergy Physical Therapy, Cynthia Gormezano
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- Cystic Fibrosis Foundation, Michael Boyle
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- Daimler Trucks North America, John O'Leary
- Dakkota Integrated Systems, Andra Rush
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- Dallas Holocaust and Human Rights Museum, Mary Pat Higgins
- Dallas Mavericks, Cynthia Marshall
- Dallas Regional Chamber, Dale Petroskey
- Dana Incorporated, James Kamsickas
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- Danone North America, Shane Grant
- Dataminr, Ted Bailey
- DataStax, Chet Kapoor
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- Dean Dorton, David Bundy
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- Deloitte, Jason Girzadas
- Delta Air Lines, Ed Bastian
- Delta Dental of Minnesota, Rodney Young
- Deluxe Corporation, Barry McCarthy
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- Denver Scholarship Foundation, Lori Rabinowitz
- DePaul University, A. Esteban
- Desert Harmony Hospice of Tucson, Brianna Henderson
- Destination Cleveland, David Gilbert
- Destination x Design California, Alicia Barone
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- Detroit Institute of Arts, Salvador Salort-Pons, Ph.D.
- Detroit Pistons, Arn Tellem
- Detroit Regional Chamber, Sandy Baruah
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### CEO Action Pledge, All Signatory List

- Elion, Shlomo Khoudari
- Elion, Juan DeAngulo
- Elion, Jacobo Azout
- EMC Insurance, Scott Jean
- eMDs, Inc., Derek Pickell
- Emerson, David Farr
- Employment Resource Group, Inc., Sharon Hulce
- Empower, Edmund Murphy
- Empower Energies, Michael Belko
- Empowering Youth, Exploring Justice, Mai Moore
- Enbridge, Al Monaco
- Encompass Health, Mark Farr
- Encompass LLC, Tessie Catsambas
- Endeavor, Ari Emanuel
- Endo International plc, Blaise Coleman
- Energetiq Technology, Inc., Debbie Gustafson
- EnerSys, Dave Shaffer
- EngageSmart Inc., Bob Bennett
- ENGIE North America, Dave Carroll
- Englewood Health, -
- EnLink Midstream, Jesse Arenivas
- Enphase Energy, Badri Kothandaraman
- Ensono, Jeff VonDeylen
- Entergy, Leo P. Denault
- Enterprise Engagement Alliance, Bruce Bolger
- Envirol Corporation, F. Nicholas
- Envision Healthcare, Jim Rechlin
- Envoy, Felipe Correa Jaramillo
- EPR Properties, Greg Silvers
- EQT Corporation, Robert McNally
- Equality Healthcare Consulting, Dina Proto
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- Equilar, David Chun
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- Equitrans Midstream Corporation, Diana Charletta
- Equity Commonwealth, David Helfand
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- Equity Residential, Mark Parrell
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- Erickson Senior Living, R. Alan Butler
- Erie Insurance, Timothy NeCastro
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- Essex Property Trust Inc, Michael Schall
- Essilor of America, Rick Gadd
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- Evergreen Cooperative Corporation, John McMicken Jr.
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- EverQuote, Jayme Mendal
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- Eversource, Joseph Nolan Jr.
- Everyday Life Insurance, Jake Tamarkin
- Evolent Health, Seth Blackley
- Evolve, Brian Egan
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- Exact Staff, Karenjo Goodwin
- Excellus BlueCross BlueShield, Jim Reed
- Exelon, Christopher Crane
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- Exos, Sarah Robb O’Hagan
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- Experity, Inc, David Stern
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- Face Reality Skincare, Jeremy Soine
- Fact Forward, Beth Desantis
- FactSet, Phil Snow
- Fannie Mae, Priscilla Almodovar
- Farm Journal, Andrew Weber
- Farmers Insurance, Raul Vargas
- Fashion Institute of Technology, Joyce Brown
- Faurecia USA Holdings, Inc., Kevin Lammers
- FCCI Insurance Group, Christina “Cina” Welch
- Federal Home Loan Bank of Chicago, Michael A. Ericson
- Federal Home Loan Bank of Cincinnati, Andrew Howell
CEOs and Presidents of the Following Companies Have Been Named to the CEO Action Pledge, All Signatory List:

- Federal Home Loan Bank of Des Moines, Kris Williams
- Federal Home Loan Bank of Indianapolis, Cindy Konich
- Federal Home Loan Bank of San Francisco, Teresa Bazemore
- Federal Realty Investment Trust, Don Wood
- Feeding America, Claire Babineaux-Fontenot
- Fenton, Valarie De La Garza
- Fenway Community Development Corporation, Leah Camhi
- Fidelity Life Association, James Hohmann
- FieldWorks LLC, Chris Gallaway
- Fifth Third Bank, Greg Carmichael
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- Financial Services Institute, Dale Brown
- FINSA, –
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- finStream, Tom Adler
- finStream, Greg Titus
- Firehouse Subs, Don Fox
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- First Eagle Investment Management, Mehdi Mahmud
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- First Washington Realty, Alexander Nyhan
- First Watch Restaurants, Inc., Chris Tomasso
- FirstEnergy, Steven Strah
- FirstKey Homes, LLC, Colleen Keating
- Firstup, Eric Brown
- FIS, Gary Norcross
- FiscalNote, Tim Hwang
- Fiserv, Frank Bisignano
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- Flexential, Chris Downie
- Floor & Decor, Tom Taylor
- Fluor Corporation, David Constable
- Folienece, Daniel Goldstein
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- Food Lion, Meg Ham
- FoodFinder, Jack Griffin
- Ford Motor Company, Jim Farley
- Fors Marsh Group, Ben Garthwaite
- Fortis Inc., David Hutchens
- Fortitude Re, –
- Fortive, Jim Lico
- Forttrea, Tom Pike
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- Fox Factory, Mike Dennison
- Fox World Travel, Chip Juedes
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- Franklin Energy Services, LLC, Jim Madej
- Franklin Templeton, Jenny Johnson
- FranklinCovey, Robert Whitman
- Frazier & Deeter, LLC, Wm. Seth McDaniel
- Fred Rogers Production, Paul Siefken
- Freddie Mac, Michael J. Devito
- Freeport-McMoRan, Richard Ackerson
- Fresenius Medical Care AG & Co KGaA, Helen Giza
- Frost Brown Todd, LLC, Adam Hall
- FS Investments, Michael Forman
- FTI Consulting, Steve Gunby
- FullBloom, Jeffrey Cohen
- Future State, Shannon Adkins
- GAF Energy, Martin DeBono
- Gainwell Technologies, Paul Saleh
- Gannett Co., Michael Reed
- Gap Inc., Sonia Syngal
- Gartner, Gene Hall
- Gas South, Kevin Greiner
- GastroHealth, Joseph Garcia
- GATX Corporation, Robert Lyons
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- General Mills, Jeff Harmening
- General Motors, Mary Barra
- Genesys, Anthony J. Bates
- Genesys Works, Jeff Ardis
- Genisys Credit Union, Jackie Buchanan
- Gentherm, Phil Eyler
- Genworth, Thomas Mcinerney
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- Gridline, Justin Moyer
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- Hinge Health, Dan Perez
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- home kloud, Sachin Latawa
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- HUNTER, Grace Leong
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- IAC Applications, Tim Allen
- IAC Group, David Prystash
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- ICONMA, LLC, Claudine George
- iD Tech, Pete Ingram-Cauchi
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- IDEAS xlab, Josh Miller
- Idelic, Nick Bartel
- IDEX Corporation, Eric Ashleman
- IDOC, David Brown
- IHS Markit, Lance Uggla
- IKEA US, Javier Quiñones
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- Impact100 Council, Wendy Steele
- Implus LLC, Michael Polk
- Included, Raghu Goillamudi
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- Incubeta US, –
- Indiana CPA Society, Courtney Kincaid
- INDUS Realty Trust, Inc., Michael Gamzon
- Infectious Diseases Society of America, Christopher D. Busky
- Information Technology Senior Management Forum, Johanna Jones
- Inforum, Terry Barclay
- Ingersoll Rand, –
- Ingredion, James Zallie
- Inogen, Nahil Shabshab
- Insero & Co. CPAs, LLP, Nancy Catariusano
- INSIGHT Into Diversity, Holly Mendelson
- Insigniam, Shideh Bina
- Inspirell, Alban Mehmeti
- Institute for Corporate Productivity, Kevin Oakes
- Institute for Defense Analyses, Gen. Norton A. Schwartz
- Institute of Food Technologists, Christie Tarantino-Dean
- Insurance Institute for Business & Home Safety, Roy Wright
- Insured Retirement Institute, Wayne Chopus
- Integer Holdings, Joe Dziedzic
- Integra LifeSciences, Jan De Witte
- Integral, Ethan Mccarty
- IntelliPro Group, Yisu Jin
- InterContinental Hotels Group, Keith Barr
- International Consortium of Minority Cybersecurity Professionals, Aric Perminter
- International Council of Shopping Centers, Tom Mcgee
- International Flavors & Fragrances, Inc., Frank Clyburn
- International Game Technology, Vincent Sadusky
- International Youth Foundation, Susan Reichle
- Intertape Polymer Group, Greg Yull
- InterVision, Jonathan Lerner
- Interwest Capital Group, Alex Roudi
- Intren LLC, Sherina Maye Edwards
- Intuit, Sasan Goodarzi
- InvenTrust Properties Corp., Daniel Busch
- Invesco Ltd., Martin L. Flanagan
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- Krause Group, Kyle J. Krause
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- KVC Missouri, Lindsay Stephenson
- KVC Nebraska, Ashley Brown
- KVC West Virginia, William Brent Lemon
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- L Catterton, J. Michael Chu
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- Lam Research, Tim Archer
- Lamb Weston, Tom Werner
- Lance CPA Group, Joshua Lance
- Land O’Lakes, Inc., Beth Ford
- Landmark Life Insurance Co, Thomas Munson
- Lantheus, Mary Anne Heino
- Lasell Village, Anne Doyle
- Latham & Watkins LLP, Richard Trobman
- Lathrop Gage LLP, Cameron Garrison
- Lazard Ltd, Kenneth Jacobs
- LCS, Joel D Nelson
- Le Moyne College, Linda M. Lemura
- Lead Bank, Joshua Rowland
- LEAD360, Eric Walton
- Leadership Education for Asian Pacifics, Inc. (LEAP), Linda Akutagawa
- Lear Corporation, Raymond Scott
- Legg Mason Global Asset Management, ~
- Leggett & Platt, Mitch Dolloff
- Legility, Barry Dark
- Legrand North & Central America, John Selldorff
- Lehigh University, Joseph Helble
- Lehigh Valley Health Network, Brian Nester
- Leidos, Roger Krone
- Lendlease, Denis Hickey
- Lennox International, Inc., Alok Maskara
- Lenox Advisors, Greg Large
- LEO Pharma Inc., ~
- Levi Strauss & Co., Chip Bergh
- Lexipol, Bill Nunan
- Lexitas, Gary Buckland
- LGA, LLP, John D. Geraci
- Libbey Inc, Michael Bauer
- Liberty Latin America, Balan Nair
- Liberty Mutual Insurance Group, David H. Long
- Life Cycle Engineering, Bob Fei
- Life Storage, Inc, Joseph Saffire
- Lifebanc, Gordon Bowen
- LifeCenter Organ Donor Network, Barry Massa
- Lifespan, Timothy Babineau
- LifeWorks, Stephen Liptrap
- Limbix, Ben Lewis
- Lime Connect, Susan Lang
- Limeade, Henry Albrecht
- LINC, Katelyn Mack
- Lincoln Electric, Christopher Mapes
- Linkage, Inc., Jennifer McCullom
- Literacy Pittsburgh, Carey Harris
- Lithium Americas Corp., Jonathan Evans
- Littelfuse Inc., David Heinzmann
- Liveramp Holdings, Scott Howe
- LivingHR, Keri Higgins-Bigelow
- LL Global, David Levenson
- Locke Lord LLP, David Taylor
- Lockton Companies, LLC, Peter Clune
- Logistics Property Company, LLC (LPC), James Martell
- Logitech Int'l, Bracken Darrell
- Logix Fiber Networks, Craig Collins
- Longfellow Investment Management Co., LLC, Barbara McKenna
- Longroad Energy, Paul Gaynor
- Loques, Jal Al-Attas
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- Los Angeles Master Chorale, Jean Davidson
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- Lucro Consulting LLC, Joshua Rodriguez
- Lucro Consulting LLC, Kyle Huntzberry
- Lumency, Ian Malcolm
- Lumentum Operations LLC, Alan Lowe
- Lumeri, Lucina Hanover
- Lumin Digital, Jeff Chambers
- LunarLab, Elizabeth Anderson
- Lundberg & Associates, PC, Brigham J. Lundberg
- Lunum, Jill Miller
- LXP Industrial Trust, T. Wilson Eglin
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- M&T Bank, Rene Jones
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• Multiverse, Euan Blair
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• NetApp, George Kurian
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• NETGEAR, Patrick Lo
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• Neuberger Berman, George Walker
• Neustar, Inc., –
• Nevada Mining Association, Tyre Gray
• Nevada Society of CPAs, Anna Durst
• New Belgium Brewing, Steve Fechheimer
• New Jersey Society of CPAs, Ralph Albert Thomas
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<tr>
<th>Company Name</th>
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<tr>
<td>New North, Inc.</td>
<td>Barb LaMue</td>
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<td>New York Community Bancorp, Inc.</td>
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<td>Eric Starkloff</td>
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<td>Michelle Wong</td>
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<td>Dan Gaylin</td>
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<td>Sundaram Nagarajan</td>
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<td>NYS Minorities in Criminal Justice Inc.</td>
<td>Dawn Butler</td>
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<td>O’Connor &amp; Drew P.C.</td>
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<td>Ohio National Financial Services</td>
<td>Barbara Turner</td>
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<td>Ohio Society of Association Executives</td>
<td>Jarrod Clabaugh</td>
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<td>Ohio University</td>
<td>M. Duane Nellis</td>
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<td>OhioHealth</td>
<td>Stephen Markovich</td>
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<td>OHM Advisors</td>
<td>Jon Kramer</td>
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<td>Oklahoma City Thunder</td>
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<td>Okta Inc.</td>
<td>Todd McKinnon</td>
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<td>Old National Bank</td>
<td>Jim Ryan</td>
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<td>Olumo, Robert Brown</td>
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<td>Olympic Steel, Inc.</td>
<td>Richard Marabito</td>
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<td>Julien Sauvagnargues</td>
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<td>Omega Healthcare Investors, Inc</td>
<td>Taylor Pickett</td>
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<td>Omnicom Group</td>
<td>John Wren</td>
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<td>Omnistruct</td>
<td>George Usi</td>
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- OneAmerica, J. Scott Davison
- Onit, Eric Elfman
- Ontario Systems, LLC, Tim O'Brien
- OpenTent, Samuel Adiv
- OperationsInc, David Lewis
- Opportunity CRE Inc., August Wolf
- Orangetheory Fitness, David Carney
- Orangetheory Fitness, David Long
- Orderly, Kevin Krauth
- Oregon Business & Industry, Angela Wilhelms
- Oregon State University, Edward Ray
- Organon, Kevin Ali
- Origami Rehabilitation, Tammy Hannah
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- Otsuka Pharmaceuticals, Tarek Rabah
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- Owens Corning, Brian Chambers
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- P&L Group, Ltd dba Diversity MBA Media, Pamela McElvane
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- Pacific Life, Darryl Button
- Pacific Rim Capital, Inc., Marc Mills
- Pack Health, Mazi Rasulnia
- Pagaya Technologies, Gal Krubiner
- Palo Alto Networks, Nikesh Arora
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- Pancreatic Cancer Action Network, Julie Fleshman
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- Parent Engagement Network, Paula Nelson
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- Peapod Digital Labs, Jj Fleeman
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• PUMA North America, Robert Phlion
• PURE Group of Insurance Companies, Ross J. Buchmueller
• Pure Romance LLC, Chris Cicchinelli
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• PwC, Tim Ryan
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• QAD Inc., Anton Chilton
• QBE North America, Todd Jones
• QIAGEN N.V., Thierry Bernard
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• Qualcomm Incorporated, Steve Mollenkopf
• Qualtek, Scott Hisey
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• Queens College of The City University of New York, Frank Wu
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• Rainbow Health, Jeremy Hanson Willis
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• Raleigh Regional Association of Realtors, David Phillips
• Ralph Lauren Corporation, Patrice Louvet
• Ramirez Asset Management, Inc., Samuel Ramirez
• RAND Corporation, Jason Matheny
• Randstad North America, Traci Fiatte (Signatory)
• Rangam, Nish Parikh
• Ranken Technical College, Don Pohl
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• Raven & Lotus Consulting LLC, Brett Sinclair
• Raybourn Group International, Inc., Leslie Murphy
• Raymond James Financial, Paul C. Reilly
• RBA Builders, LLC, Robert Anderson
• RBC Capital Markets, LLC, John Thurlow
• Realty Income, Sumit Roy
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• Red Door Interactive, Reid Carr
• Red Ventures, Ric Elias
• Red Wing Shoe Company Inc., Mark C. Urdahl
• Reece Enterprises, Terry Reece
• ReeceNichols Real Estate, Mike Frazier
• Reed Development Group, Kimberly Reed
• Reed Smith LLP, Sandy Thomas
• Regal Rexnord Corporation, Louis Pinkham
• Regency Centers, Lisa Palmer
• Regions Bank, John Turner
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- TD SYNNEX, Richard Hume
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- Torrid, Liz Munoz
- Toyota Financial Services, Mark Templin
- Toyota Motor North America, Tetsuo Ogawa

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<tr>
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<td>UHY Advisors, Inc., Steven McCarty</td>
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<td>Trekk Design Group LLC, Kimberly Robinett</td>
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<td>Tricentis USA, Sandeep Johri</td>
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<td>TriHealth, Mark Clement</td>
<td>UNFI, Sandy Douglas</td>
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<td>Trilogy Health Services, Leigh Ann Barney</td>
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<td>Trimble, Inc., Robert Painter</td>
<td>Union Pacific, Lance Fritz</td>
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<td>Trinidad State, Rhonda Epper</td>
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<td>Uniti Group Inc., Kenny Gunderman</td>
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<td>Universities Space Research Association, Dr. Jeffrey A. Isaacson</td>
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<td>Truist Financial, Kelly S. King</td>
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<td>Trustmark, Kevin Slawin</td>
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<td>TTEC, Kenneth D. Tuchman</td>
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<td>Tufts Medicine, Michael Dandorp</td>
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<td>Tupperware, Rick Goings</td>
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<td>Tyson Foods, Inc., Donnie D. King</td>
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<td>U.S. Bancorp, Andrew Cecere</td>
<td>University of Michigan, Mark S. Schlissel</td>
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<td>U.S. Cellular Corporation, Laurent Therivel</td>
<td>University of Missouri – Columbia, Alexander Cartwright</td>
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<td>U.S. Steel Corp., David Burritt</td>
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- Vistage Worldwide, Inc., Sam Reese
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- Vitesco Technologies, Sandy Stojkovski
- Vticus Group, Andrea Davis
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- Wells Fargo & Company, Charles Scharf
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- WellSpan Health, Roxanna Gapstur
- Welltower Inc, Shankh Mitra
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- Wesley Enterprise, Inc., Sherman Ho
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- Westchester Medical Center Health Network, Michael Israel
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- Westwood & Wilshire, Alan Cullen
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- Wheeler Bio, Inc., Jesse McCool
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- WRAP - Waste Reduction Art Project, Yana Good Nigen
- WW International, Sima Sistani
- Wyndham Destinations, Michael Brown
- Wyndham Hotels & Resorts, Geoff Ballotti
- Wynn Resorts, Matt Maddox
- Xavier University of Louisiana, C. Verret
- Xcel Energy, Inc., Bob Frenzel
- Xerox, John Visentin
- Xplor Technologies, Pamela Joseph
- XS Brokers, Adam Devine
- XSOLIS, Joan Butters
- Yale New Haven Health, Marna Borgstrom
- Year Up Professional Resources, PBC d/b/a YUPRO, Michelle Sims
- Yello, Corey Ferengul
- Yeo & Yeo, David Youngstrom
- YETI, Matt Reintjes
- YMCA of the North Shore, Christopher Lovasco
- Yondr Group, Eanna Murphy
- York Catholic District School Board, Domenic Scuglia
- Young People’s Chorus of New York City, Francisco J. Núñez
- Yum! Brands, Inc., David Gibbs
- Zebra Technologies, Anders Gustafsson
- Zelis, Amanda Eisel
- Zennify, Manvir Sandhu
- Ziegler, Daniel J Hermann
- Zimmer Biomet, Bryan Hanson
- Zinpro, Robert Sheffer
- ZNest Seniors Inc., Bennett Kim
- Zoetis Inc., Kristin Peck
- Zoetis Inc., Kristin Peck

Zoominfo, Henry Schuck
ZP Better Together, LLC, Sherri Turpin
Zuora, Tien Tzuo
Zurich North America, Kristof Terryn