



Biographical Sketches of Expert Panelists and Authors for the 2016 Edition, Global Diversity and Inclusion Benchmarks

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

RACHAEL NYARADZO ADAMS

MSc African Studies; BSocSci Social Anthropology, Media and Writing. Rachel Nyaradzo Adams, a facilitator, speaker, and coach focused on transformational leadership, is the founder and managing director of Narachi Leadership, a Pan-African leadership consultancy based in Harare, Zimbabwe. Narachi Leadership aims to develop deep benches of leaders across the African continent by providing leaders with transformational tools to shift themselves, their followers and their environments. Narachi works with corporates, entrepreneurs, the public sector, universities and high schools. Rachel's focus on diversity started when she wrote her Master's dissertation on race politics and transformation in higher education in South Africa. Since then her career has been focused in parts on advocating for inclusivity, particularly racial inclusivity, in corporate spaces. Previous roles were with Yale University where she led the launch of its Africa Initiative as Associate Director for Africa. Before that she was with McKinsey and Company (Johannesburg) where she was head of the McKinsey Leadership Program (MLP) which she co-designed, implemented and managed. She was also a founding member of the transformation committee. Prior to this she worked with the Allan Gray Orbis Foundation as Regional Program Manager for leadership and entrepreneurship, Gauteng Region. Rachel is a Mandela Rhodes Scholar, a Desmond Tutu Leadership Fellow, a Mellon Mays Fellow and a Felix Scholar. She is a recipient of the Mellon Mays Leadership and Service Award. She read for her Masters in African Studies at the University of Oxford (St. Anthony's College) and her Bachelor of Social Science in Social Anthropology and Media at the University of Cape Town.

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REDIA ANDERSON

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

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JUANCARLOS ARAUZ, Ed.D.

Dr. JuanCarlos Arauz is one of the most sought after educational experts inspiring and captivating audiences by utilizing his creative storytelling approach. He has mastered the art of addressing the delicate topics of 21st century education, immigration, and Black/Brown male youth development. He has been featured in a documentary that focuses on contemporary civil rights activists and has traveled around the country as an inspirational 'Spoken Word' storyteller. *His fresh and compelling vision is that we cannot have educational excellence without equity.* Dr. Arauz received his B.A. and M.A. in Social Science Education from the University of South Florida. He received his Ed.D. in International and Multicultural Education at the University of San Francisco. His dissertation focused on the racial identity development of undocumented Latin@ youth. He is the founding Executive Director of E3: Education Excellence & Equity and an adjunct professor at Dominican University. In addition, he has served as a trustee for several independent schools and educational organizations. Fun facts are that JuanCarlos is a proud member of a family that includes his spouse, a woman of grace, and many children (there's a story!). He and his partner have extended their family to include 21 wonderful foster youth. He is bilingual in Spanish/English, was born in Brazil to Nicaraguan

parents and immigrated to the U.S. & moving a lot, taught in the classroom and coached female and male high school basketball championship teams of which he is inducted into the Hall of Fame.

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JANET BENNETT, Ph.D.

After serving as a Peace Corps volunteer in Micronesia, Janet Bennett, Ph.D., has devoted her career to developing theory and training design in intercultural competence. As an educator, Janet created and chaired the liberal arts division at Marylhurst College, creating award-winning interdisciplinary programs for adult learners. She provides consultation in intercultural relations in both the global and domestic arenas, where she designs programs for universities, multinational companies, government agencies, healthcare providers, legal professionals, and international relief organizations. She conducts graduate seminars in Asia and Europe and is a sought-after speaker on intercultural topics at both academic and professional conferences. Since 1987, Janet has been the executive director of *The Intercultural Communication Institute (ICI)*, a private, nonprofit, foundation designed to foster intercultural competence in both the international and domestic arenas. ICI maintains an extensive library, an assessment center, and sponsors the annual *Summer Institute for Intercultural Communication*, which draws participants from throughout the world to two weeks of intensive professional development workshops. Janet is the director of the *Master of Arts in Intercultural Relations*, a limited residency graduate program for professionals and other non-traditional students. She also teaches training and organization development as an adjunct faculty member of the Portland State University Department of Education. Most recently, she has written "Intercultural Competence: Vital Perspectives for Diversity and Inclusion." She edited the *Handbook of Intercultural Training* (3rd ed.) with Dan Landis and Milton Bennett, and she is currently editing *the SAGE Encyclopedia of Intercultural Competence*.

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JOEL A. BROWN, Esq., CLC

As a cultural competency guru and organizational mastermind, Joel A. Brown, Esq., CLC, works with Fortune 500 companies, governmental agencies, NGOs, and institutions of higher learning to build consciousness, capacity, community, and collective esteem. Through the company he founded, Pneumos, Joel consults with clients in the areas of 1) organizational sustainability, 2) leadership development, 3) cultural intelligence, diversity, and inclusion, 4) conflict resolution, and 5) executive coaching. Joel believes in being a multi-dimensional resource for his clients. Joel is best known for his critical analysis, creativity, humor, and his ability to build consensus. Joel is viewed as a master communicator and disarming mediator, and is skilled in the "Diversity, Difference & Dialogue" process®, which is designed to maximize cross-cultural communication at all levels throughout an organization. Joel approaches people with great conversational dexterity, and is

able to reduce complex social and organizational issues to their simplest form. He has written multiple articles, including the widely circulated piece "Black and Gays: Bridging the Cultural Divide." A University of Virginia School of Law graduate, Joel worked six years as a labor and employment litigator focusing on wage and hour disputes, discrimination matters, and sexual harassment cases. He is still licensed with the Minnesota Bar. Joel is a poetic speaker best known for his critical analysis, creativity, humor, and his ability to build consensus. Joel is an Executive Coach who works with emerging leaders, visionaries, senior executives, and "cultural creatives." He is a member of two diversity think tanks, the Diversity Collegium and D2K.

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LILIANA CANTÚ

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

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LORELEI CAROBOLANTE, MBA, GPHR, SCRIP, SGMS-T

Lorelei Carobolante leads the G2nd Systems team of global HR, instructional design and technology professionals that helps organizations ameliorate workplace challenges encountered by non-native and native English speakers from different countries. An internationally published writer and speaker, Carobolante works in multiple sectors and industries, both profit and nonprofit. She is a Registered

Expert to ISO TC/260 HR Management & ISO/TC 176 SC3/JWG20 & 21, SHRM lead subject matter expert (SME), ANSI/SHRM D&I Taskforce lead SME, workforce mobility/relocation SME, and workplace English proficiency TOEIC® testing and benchmarking & communication assessment SME. Carobolante developed an advocacy mentality at an early age, and has devoted her life to helping non-native English speakers address inequity due to cognitive English proficiency, perceptions associated with accents; and serving the needs of abused women. Carobolante is a member of the WBEC-West Board of Directors, WBENC Global Programs & Services Committee, and WBENC Leadership Forum. As a recipient of the World CSR Day's 2014 Global Women Leader Award (Mumbai, India), three Worldwide ERC Distinguished Service Awards, WBENC Business Enterprise Star, and many other awards, Carobolante is recognized as a thought leader and pioneer, with extensive understanding of applying metrics to improving workforce interaction while strengthening engagement and performance outcomes. Education: B.A. in management from St. Mary's College, a diploma from UCLA, and a global MBA from St. Mary's College (AACSB global accreditation). Professional certifications: GPHR (Global Professional in Human Resources); SCRP (Senior Certified Relocation Professional); SHRM-SCP (Senior Certified Professional); and SGMS-T (Senior Global Mobility Specialist-Talent Mobility). She created the GSL® English 6-Step Model™ and the Global Second Language® approach and is fluent in English and Italian.

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MARIA CRISTINA (Cris) DA COSTA RODRIGUES DE CARVALHO

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

D&I themes and diverse cultural environments. She was employer representative in Tripartite Commissions at Febraban, CNF and ILO (International Labour Organization) conferences in Geneva/Switzerland. Has been mentoring and coaching for young executives and diverse audiences in the process for development of competences and career and life transition through her own consulting company and as Partner at InterElo Consultoria. Experienced in facilitation of group dialogue, being an speaker on diversity, HR issues, work life balance, corporate governance, social investment and conflict mediation. Current 2nd VP at BPW(Business and Professional Women)-SP. She lives in Sao Paulo, Brazil with her husband, a son and a daughter.

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JACQUELINE (JACKIE) CELESTIN-ANDRE

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

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L. MEE-YAN CHEUNG-JUDGE

Dr L Mee-Yan Cheung-Judge is an academic-practitioner. Her areas of specialisation and expertise are in Organisation Development; working with complex system change programmes; Senior Leadership Development; and Diversity and Inclusion. She led the world's largest change in BBC – involving 17,000 people to co-construct the future of BBC; she has led on major cultural change in a number of global pharmaceutical organisations; she has turned around

a number of retail operations in their efficiency and profitability; she led a team to transform the state-owned multi-media organisation in UAE over 24 months, etc. She is currently supporting and leading Singapore's state-wide public service transformation programme. She is known to build in the D&I value in all her OD projects. Mee-Yan teaches on major governmental and corporate Top Management Programmes. She is a Visiting Fellow of Roffey Park Institute in UK, a Senior Fellow of the Singapore Civil Service College, the Dean of the UK NTL OD certificate programme, and a faculty of the Duke University Executive Leadership Programme. She is a professional member of the NTL Institute, was an international trustee on the Board of the Organisation Development Network. Currently she is on the editorial board of the journal - Organisation Development Practitioner. In October 2013, she was presented with the Life Time Achievement Award by the Organisation Development Network in recognition of her outstanding contribution to the field of OD globally. In 2014, she was rated as one of the top 10 most influential thinkers in HR by the UK HR magazine.

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KRISTAL MOORE CLEMONS, Ph.D.

Kristal Moore Clemons, a Chicago native, is a 2003 DePaul University graduate with a BA in Women's Studies and Political Science. Her MA from Washington State University is in American Studies, her Ph.D. from The University of North Carolina at Chapel Hill is in Education. She holds a graduate certificate in Women's Studies from Duke University. Her research interests include qualitative research; social foundations of education; women's and gender studies; culture, diversity, and multicultural education; social studies methods; teacher education and development; critical race theory; popular culture/hip hop studies; and U.S. history. Dr. Clemons' most recent publications include "I've got to do something for my people: Black women teachers of the 1964 Mississippi Freedom Schools," "Service is the rent we pay: A tale of how service learning bridged the gap between theory and practice," "What the music said: Hip Hop as a transformative educational tool," "Here in this place: Write on! of Durham, North Carolina" and "bein' alive & bein' a woman & bein' colored is a metaphysical dilemma: Black female social integration at a predominantly White institution." In 2007, she co-founded the Children's Defense Fund Durham Freedom School at North Carolina Central University. In 2015, she co-founded Young Gifted and Black: Education and Empowerment Institute for Girls at Florida A&M University. Dr. Clemons has served as an assistant professor of history at Tallahassee Community College from 2010-2013. From 2013-2016, Dr. Clemons served as visiting assistant professor of Secondary Education and Foundations and Social Science Education Coordinator at Florida A&M University. With her commitment to the classroom as a site of democratic deliberation, Dr. Clemons is currently an Assistant Professor of Educational Leadership and Policy Studies and Director of the online Ed.D. program at Florida State University.

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PRICE M. COBBS, MD.

Price M. Cobbs, M.D. is an internationally recognized psychiatrist and management consultant. His clients range from global corporations to inner city businesses and include government and community agencies. Pacific Management Systems, the company he founded, consults with organizations on leadership, executive development and diversity strategies. Among Dr. Cobbs' writings, best known are *Black Rage* and *The Jesus Bag*, coauthored with William Grier. Both are classics in African American literature. *Cracking the Corporate Code*, was co-authored with Judith L. Turnock. His most recent book is a memoir, *My American Life: From Rage to Entitlement*. He has lectured and published extensively on the psychodynamics of racism. He developed Ethnotherapy, a clinical model capable of changing attitudes and assumptions arising from racial, ethnic and value differences. He was a keynote speaker at the first Diversity Conference in Johannesburg, South Africa and delivered the keynote address in Tokyo at the first Diversity and Inclusion Symposium held in Japan. Dr. Cobbs received his B.A. from the University of California, Berkeley and his M.D. from Meharry Medical College. He is a member of the National Medical Association, a Life Fellow of the American Psychiatric Association, a member of the Institute of Medicine of the National Academy of Sciences and a Fellow of The World Academy of Art and Science. He was a founder of the African American Leadership Institute Anderson School of Business at UCLA, is a Charter Member of the Urban League, a Life Member of the NAACP, on the Advisory Board of The Black Scholar and on the Board of Shared Interest. LinkedIn: www.linkedin.com/pub/price-cobbs/9/7a6/a78

CRISTINA (TINA) CRUZ-HUBBARD

Cristina (Tina) Cruz-Hubbard currently oversees the Intercultural Competence, Diversity and Inclusion programming and training efforts for overseas staff of the Peace Corps. Her portfolio includes developing a global strategy to support intercultural learning and improving the capacity of overseas staff to support the rich diversity of Peace Corps Volunteers in over 60 countries. She began her D&I career in 1993 at the University of Minnesota and continued on to work in a variety of intercultural and D&I related roles in nonprofit, corporate, education and government settings. These organizations include Walt Disney World Resort, Columbia University, and the US Embassies in Lima, Peru and Dakar, Senegal. As a member of a Foreign Service family, she, her husband and four kids relocate internationally every three to four years. Ms. Cruz-Hubbard finds she "never turns her D&I lens off" as part of an interfaith, intergenerational, multi-ability, multilingual, interracial, intercultural, and globally mobile family. Informed by the health and educational challenges of her children, she has evolving expertise in influencing health and educational systems to be inclusive of children and families with critical needs. In addition to being a qualified administrator of several intercultural and global leadership assessment tools, she has a Bachelor of Science degree in business with an emphasis in intercultural communication and is completing a Masters of Education in special education. Her passion is working within organizations to build successful D&I efforts driven by a comprehensive long-term strategy customized and owned by all levels of an organization. Email: ccruzhubbard@peacecorps.gov

TRACY ANN CURTIS

Leadership & Organizational Development Consultant, Executive Coach, Leadership Trainer and Facilitator of Inclusion and Cross Cultural Understanding. Tracy Ann Curtis is Founder and Principal Consultant of TAC Global, a talent and organization development consulting firm specializing in large-scale transformation, executive coaching, meeting facilitation, leadership development, building innovative and inclusive cultures, and developing a global mindset for individuals and teams. Prior to founding TAC Global in 2010, Tracy Ann was the Asia Pacific Diversity & Inclusion Head for Cisco, based out of Bangalore, India, where, she relocated to lead the change management work associated with building Cisco's Global IT Development Center. A core focus of Tracy Ann's work is across the fast-changing business regions of Asia Pacific. She maintains a "homebase" in the USA and India. Across Asia Pacific Tracy Ann is known to moderate leadership panel discussions, give speeches and presentations, and facilitate large-scale leadership and inclusion conference events. She is often quoted in the Asia Pacific media on advancing women in business, developing Asian talent, the business case of diversity and inclusion, engaging managers in the workforce, and working successfully across cultures. Tracy Ann holds a Masters Degree in Organizational Development & Analysis from the Weatherhead School of Management (USA), and Bachelor Degrees in Psychology & Philosophy from Ohio Wesleyan and University College London (USA & United Kingdom). She is qualified in the MBTI, a certified coach by TMC/Berlitz, Intrabond Capital and The Booth Company, and holds a number of certifications for programs related to talent assessment and leadership development.

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

Dr. Davis is an accomplished corporate executive, global workforce and talent management expert, and international speaker. She is President and CEO of SDS Global Enterprises, Inc., a strategic development solutions firm (SDS) that provides strategies which enable organizations to build high performing and inclusive cultures that thrive in a competitive and changing environment. She has also worked in more than 12 countries around the world. Dr. Davis has over 20 years of business experience and has worked at five Fortune 50 and 100 companies in various senior and executive leadership roles. Most recently, for 8 years she was the Global head of Diversity & Inclusion and Workplace Strategies for the Society for Human Resource Management (SHRM), the world's largest HR membership association. She has been featured and quoted on NBC's The Today Show, NPR, in the Wall Street Journal, CNN.Com, Essence Magazine, Black Enterprise Magazine, The Washington Post, HR Magazine, Diversity Woman Magazine and has been honored with numerous awards. In 2015, she was inducted into the National Speakers Association as a Certified Speaking Professional, a designation only held by 12% of speakers worldwide and by only 10 African American females. She holds a Bachelor's in Pre-Law; a Master's in HR Management; and a Ph.D. in Business and Organization Management. She's a former Miss District of Columbia, Mrs.

Oklahoma, Ms. Virginia, and in 2000 won the national title of Ms. American United States. She is the author of the new book, "Reinvent Yourself: Strategies for Achieving Success in Every Area of Your Life," and is working on her second book, "A Seat at the Table."

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RALPH DE CHABERT

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

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BARBARA DEANE

Barbara R. Deane, M.A., is a writer, editor, consultant and speaker on diversity, inclusion and cross-cultural business issues. She is editor-in-chief of DiversityCentral.com and the Cultural Diversity at Work Archive, an online database of articles, tools and resources. She co-founded *Cultural Diversity at Work* in 1988, one of the first international publications on workforce diversity. She is the author of more than one hundred articles and recently co-edited a new book with Bernardo Ferdman, *Diversity at Work: the Practice of Inclusion* (Jossey-Bass/Wiley, 2014). Barbara serves as vice-president of The GilDeane Group, Inc., a Hispanic and woman-owned firm providing consulting and training services on diversity, inclusion and intercultural effectiveness. She co-founded the NW Diversity Learning Series, a collaborative employer venture to build a world-class diversity education resource in the Greater Seattle Area. Now under new management, the Series continues its 16th year in 2014. Barbara offers the Diversity Learning Series model (DLS) as a limited-term licensing opportunity for other cities and metropolitan regions. She is a member of The Diversity Collegium, a think tank of leading international diversity

professionals whose mission is to advance the field of diversity and inclusion. She is also an Expert Panelist for the Global Diversity & Inclusion Benchmarks. She holds a master's degree in interpersonal and intercultural communication from the University of Washington and a bachelor's degree, cum laude, in organizational communication from The Ohio State University. She lives in Seattle, Washington, USA with her spouse, Carlos Gil, along with their extended family.

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MARY FARMER

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

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

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BERNARDO FERDMAN, Ph.D.

Bernardo is Distinguished Professor of Organizational Psychology, California School of Professional Psychology, Alliant International University, where he has worked since 1993, and a leadership and organization development consultant. Bernardo serves on the faculty for several executive education programs, including at UCLA Anderson School of Management and UCSD Rady School of Management. Bernardo consults, writes, speaks, teaches, coaches, and conducts research on D&I, multicultural leadership, Latinos/Latinas in the workplace, and bringing one's whole self to work. He has worked in the U.S., Europe, Latin America, and Asia.

Bernardo's book, *Diversity at Work: The Practice of Inclusion* (Wiley/Jossey-Bass, 2014), co-edited with Barbara Deane, provides a research-based understanding of inclusion. He has written dozens of articles and chapters, made over 300 presentations, and conducted research with the Workgroup Inclusion Scale he developed with his students. A member of The Diversity Collegium and a Fellow of the American Psychological Association as well as the International Academy for Intercultural Research, Bernardo is past Chair Academy of Management's Diversity and Inclusion Theme Committee and of its Gender and Diversity in Organizations Division, and a past President of the Interamerican Society of Psychology. Awards include the 1991 Gordon Allport Intergroup Relations Prize from the Society for the Psychological Study of Social Issues, the 2011 Trailblazer Award from the Ph.D. Project's Management Doctoral Student Association, and the 2014 Janet Chusmir Distinguished Service Award from the Gender and Diversity in Organizations Division Academy of Management. He earned a Ph.D. in Psychology at Yale University and an A.B. degree at Princeton University.

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Cathy Gallagher-Louisy is a Canadian diversity and inclusion (“D&I”) and Corporate Social Responsibility (“CSR”) expert with over twenty years’ experience in change management, learning & development, and human resources roles within corporate, government, and non-profit organizations. She is a co-founder of the non-profit Canadian Centre for Diversity and Inclusion (“CCDI”)—the only national organization dedicated to D&I in Canada. Cathy leads the CCDI’s research and knowledge services portfolio and also provides consulting and training services to clients. Cathy is the author of CCDI’s ground breaking report, *What Gets Measured Gets Done: Measuring the Return on Investment of Diversity and Inclusion*, and she is the curator of CCDI’s six toolkits for diversity practitioners (available free from the CCDI website). Her work has been published in multiple trade magazines including *HR Professional*, *People Talk*, *HR UpDate*, *HUMANCapital*, *HR Saskatchewan*, *Municipal World*, and the UK’s *Equal Opportunities Review*. Prior to joining the CCDI, Cathy was the Canadian leader of D&I and CSR for Hewitt Associates. She has developed and delivered D&I and cultural competence courses and curricula for multiple private and public-sector organizations and she is a qualified administrator of the Intercultural Development Inventory®. Cathy is the lead developer for the Centennial College Certificate in Leadership and Inclusion and a faculty member at the University of Toronto’s Certificate in CSR. She has lectured at the University of Toronto, the Ontario Police College, Georgian College, Humber College, the University of Lethbridge, and the Canadian Centre for Ethics and Corporate Policy as well as multiple conferences and corporate events.

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Judy is an award winning HR Director with deep expertise in diversity and inclusion, culture and organizational change and leadership and talent development. She is also an experienced and respected facilitator, coach and speaker. She believes passionately in the importance of inclusion in delivering long term sustainable business success and is interested in the organizational and leadership development interventions that support this. She has held senior roles in a number of large organizations both in the private sector (NatWest, Centrica and AMP) and also the UK Civil Service (Women and Equality Unit in the Cabinet Office and Her Majesty’s Revenue and Customs). Recently she returned to running her own consultancy and has undertaken work for a wide range of clients including Lloyd’s of London, KPMG, Standard Chartered Bank and NHS Scotland. In 2015 Judy won the Business in the Community Opportunity Now Award for Excellence in Practice Directing Diverse Talent. Judy sits on the UK Ministry of Defense Diversity Panel and is a Board member of the Employers’ Network for Equality and Inclusion. She has also been a Non-Executive Director of an NHS Trust. She is a graduate of Leeds University.

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SAEHI HAN, Ph.D

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

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Steve Hanamura is president of Hanamura Consulting, Inc., founded in 1986. Steve brings over 25 years' experience to the consulting, training and speaking profession. He is widely sought after in the areas of leadership development, managing and leading diversity initiatives, building effective teams, working with people with disabilities and managing personal and organizational change. Hanamura Consulting serves businesses, non-profit organizations, government agencies, and academic institutions of all sizes throughout the country. Steve has authored two books, *In Search of Vision* and *I Can See Clearly* and was a contributing author to *Valuing Diversity*. He writes journal articles for a variety of publications. He has served as past president of the Portland Chapter of the American Society for Training and is an emeritus member of The Diversity Collegium, a group of thought leaders in the field of diversity. Among Steve's professional honors is the Multi-Cultural Network Trainer of the Year presented by the American Society for Training and Development. He was recognized as one of forty diversity pioneers in the July/August 2007 edition of *Profiles in Diversity Journal* and has received the Meritorious Service Award for the President's Committee on Employment of People with Disabilities. Also, he was privileged to be one of the Torchbearers for the 1996 Olympics. Steve received his master's degree

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

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Dr. Hayles assists people and organizations in becoming more effective. He speaks, writes, and consults with a strong foundation in pluralism, diversity, and inclusion. He was also the 1996 Chair of the Board of Directors, American Society for Training and Development. Robert was named a "Pioneer of Diversity" by the Profiles in Diversity Journal in 2007. He has served more than 150 clients in the private, public, and civic sectors located in over 15 different countries. Robert was formerly the Vice President, Human Resources and Diversity with Pillsbury (a Diageo company). His HR responsibilities included the Tax, Treasury and Technology organizations. He also led diversity work worldwide for Diageo's food businesses (e.g., Pillsbury, Green Giant, Haagen-Dazs, etc.). Prior to that Robert was Director, HR for the Pillsbury Technology Center. Before joining Pillsbury he was Manager, Valuing Differences for Digital Equipment Corporation in Sales, Services, Marketing and International. He led strategies in the above roles to leverage diversity for

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Peggy Hazard is a Managing Principal and co-head of the Advancing Women Worldwide Practice at Korn Ferry. She specializes in consulting, facilitation and coaching to help executives and top teams achieve business results through improved global talent strategies and more inclusive and agile leadership. A thought leader and problem-solver who has worked with leaders from 80 countries, Ms. Hazard helped develop the Root Cause Funnel Analysis, CrossCultural Agility, Vectors™ and Accelerating Women in Leadership Programs, a 3-part Advancing Women Worldwide Webinar Series and was Managing Editor of an online Global Inclusion University serving 197,000 employees. She is a member of the Avon *Global Women's Think Tank*, the *Global Diversity Benchmarks* and facilitated *The Global Diversity Officer Competency Model*. She is author & contributor of *Career Playbook: Practical Tips for Women in Leadership*, *Best Practice Women in Leadership*, *Crosscultural Agility: The Global Talent Solution*, and *Developing a Global Mindset*. She was adjunct professor at Cornell's School of Labor & Industrial Relations, guest lecturer at Columbia and Rutgers Universities, India Institute of Management Ahmedabad, and the Mercedes Leadership Institute. Ms. Hazard has 30 years of experience, including positions at Polo Ralph Lauren and Warnaco. She has a BA The University of Pennsylvania, where she studied at The Wharton School. She is certified in ViaEdge, Voices, KFALP, Hogan and HBDI assessments.

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

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PATRICIA MUSHIM IKEDA

Patricia Mushim Ikeda is an author, diversity consultant, Buddhist teacher, and secular mindfulness teacher based in Oakland, California, USA. She began publishing poetry under the name "Patricia Y. Ikeda" in the late seventies in the U.S. and is one of the major Asian American women poets featured in the 2001 award-winning documentary, *Between the Lines*. After earning an MFA degree from the University of Iowa Graduate Writers Workshop in 1981, she jumped the tracks and veered into Zen Buddhist meditation, entering a period of North American monastic practice under a vow of poverty that culminated in 8 months in Korean monasteries. Returning to California in 1988, she re-entered lay life with the birth of her son in 1989. Assisting teachers in her child's under-resourced public schools in Oakland proved to be a journey of diversity awareness. Mentored by diversity consultant Roberto Almanzán, Mushim began working as a diversity consultant in addition to Buddhist teaching and writing, and since 2007 has become widely recognized for social justice activism and inclusivity work in U.S. Buddhist communities. Mushim received the 2014 Gil A. Lopez peacemaker award from the Association for Dispute Resolution of Northern California in recognition for groundbreaking work training social justice activists in mindfulness practices at the East Bay Meditation Center. In 2015 she received an honorary doctor of sacred theology degree from Starr King School for the Ministry, and was part of a small group of U.S. Buddhist and Catholic socially-engaged leaders who met with Pope Francis during an interreligious dialogue convened by the Vatican. Mushim is a longtime member of the Diversity 2000 think tank.

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

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

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Hans W. Jablonski is an experienced facilitator and expert on Diversity & Inclusion, Leadership, and Change Management. With more than 20 years practical experience in organisational change as both an internal and external consultant he is committed to working systemically to enable sustainable success. In the course of his career Hans Jablonski has worked with companies of various sectors as automotive, chemical and finance. He was one of the first Diversity Managers in Germany after he had been responsible for the European Leadership Development at a global car company. He also worked on a global diversity team in London leading Diversity Management in Europe for a global energy company. About seven years ago he founded his company *Business Diversity*. Since then he has consulted with companies worldwide in introducing and conducting Change & Diversity Management. About 30% of the DAX30

companies are working with him. Hans is co-initiator of the Diversity Charter of companies in Germany and other European countries and an active member of various diversity, change and OD organisations. Hans is a much-in-demand keynote speaker on his subjects. He regularly publishes articles in books and journals. Hans has a first degree in economics and is qualified as an OD consultant, Change Agent and Coach. He is based in Cologne, Germany and works in English and German languages.

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HELEN JACKSON

Helen is a Senior Executive with a strong commercial perspective. She has extensive Organisational Development experience, including transformational cultural change (including diversity and inclusiveness), Organisation Development, Leadership development, and talent and succession management. Her role scopes include contributions at a Global, Regional, National, and State level. Helen holds an Executive MBA (Australian Graduate School of Management), a Bachelor of Commerce (U of Qld), Bachelor of Economics (U of Qld), and a Graduate Diploma in Industrial Relations (QUT). Helen started in Labour Relations in Queensland, as an associate to the Industrial Commission and Court, moving to the retail industry as an industrial advocate, before taking the role of Manager of Industrial Relations for Queensland Rail. When Helen moved to Sydney with her family in the late 90s, she worked as a consultant in organisational change before moving to Westpac Bank where she held organisational change, executive development, succession management and culture roles. From 2006 Helen moved to Ernst & Young, where she led the Organisational Development and Learning team for Oceania and the Diversity and Inclusiveness and Organisational Change team for the then newly formed Asia Pacific Area. Since 2013, Helen has contributed to a number of New South Wales Government transformation projects to deliver the Premier's key priorities.

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TISA JACKSON

Tisa is a visionary leader with purposeful passion who believes being a diversity and inclusion leader is a privileged obligation. She's a respected strategist, disruptive thought leader, speaker, community builder, and business leader. Tisa received several accolades personally and for her employers including Global Organization for Leadership & Diversity's Bridge Builder Award, Emerson College 2014 Distinguished Alumni Award, and DiversityInc's Top 10 Regional Companies for Diversity list. Throughout her 20 year career she has been a key architect in the creation and transformation of Diversity & Inclusion strategies & functions, provided global strategic direction & consultation, managed human capital departments (e.g., Recruitment, Organization Development), developed & implemented community development & branding programs, built internal & external consortiums, conceived & executed employee engagement initiatives, deployed training & development programs for the Americas, Asia, the Oceania, and/or Europe, Middle East, and Africa (EMEA) regions. Her work has been performed for

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

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Nia Joykson-Romanzina, is Founder and Director of iCubed, delivering speaking, consulting and coaching in cultural change, diversity & inclusion and leadership. An expert in her field Nia is a frequent international keynote speaker, guest lecturer, panelist and Huffington Post blogger. Former Managing Director and Global Head of Diversity & Inclusion at UBS and Swiss Re, she has first hand experience of launching and driving global, group-wide strategies and action plans to foster inclusion and diversity throughout the organisations. Born and raised bilingually, Welsh/English, in Wales, she started her career with the European Commission in Brussels and iNGOs working in socio-economic development. She then joined the United Nations FAO in Rome in 1995, in the field of internet technology and communications, joining Swiss Re in 2008 to overhaul their corporate internet presence. She holds a Bachelors in Political Science from the University of Cardiff, an MSc in Development Management and an MA in Mass Communications from Leicester University. She is also a Certified Executive Coach (ACC, CPCC). A guest lecturer at IMD and the University of St. Gallen, Nia sits on the Harvard's Women Leadership Board, the EDGE Global Advisory Council, the WIN International Board of Advisors and the IMD Strategies for Leadership Advisory Board.

Nia lives in Zurich, Switzerland with her husband and two, Welsh speaking, daughters. Along with Welsh and English she speaks Italian and German fluently. She thrives on combing work, family and friends with running, yoga, hiking, good food and wine.

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JUDITH H. KATZ, Ed.D.

Fueled by passion for addressing systemic barriers, Judith Katz is a thought leader, practitioner, educator, and strategist. Recognized with the Organization Development Network Lifetime Achievement Award (2014) and as a Pioneer of Diversity by *Profiles in Diversity Journal*, Judith has been a leader in inclusion, diversity, and organization transformation for over 40 years. As Executive Vice President of The Kaleel Jamison Consulting Group, Inc.—one of *Consulting* magazine's Seven Small Jewels in 2010—she has helped organizations around the

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Beverly Kaye's name is internationally recognized as one of the most invested, knowledgeable and practical professionals in the areas of career development, employee engagement & retention. A dynamic and committed keynote speaker, Bev's presentations engage participants, stimulate learning and inspire action. With her organization, she has developed a powerful suite of talent solutions that continue to help organizations reduce costs associated with talent loss and underperformance. They are also designed to foster a culture of support for individuals, managers, and leaders. Her first book, *Up Is Not the Only Way*, established career development as an area of practice and Beverly Kaye as a game changer in the field. *Love 'Em or Lose 'Em: Getting Good People to Stay* was released at the height of the talent war, and with more than a half-million copies sold, once again positioned her as a top thought leader on talent issues worldwide. *Love It Don't Leave It: 25 Ways to Get What You Want at Work* came later and told the employees how to take charge of their own engagement. *Help Them Grow or Watch Them Go: Career Conversations Employees Want* helps managers feel comfortable with the career conversation. Bev's long history with the specialty in development, engagement and retention enables her to apply those insights and learning solutions to diversity and inclusion issues. She is also a frequent speaker on the link between engagement and inclusion.

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Elisabeth Kelan is an expert on gender and generational relations in organizations. Elisabeth is a professor of leadership and the director of the International Centre for Women Leaders at Cranfield School of Management. Prior to this appointment she

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LISA KEPINSKI

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

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Lynn King has over 20 years of professional experience in consulting, training and coaching high performance leaders and teams. Expertise areas include: change

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

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Kelli McCloud-Schingen specializes in Global Diversity and Inclusion, Storytelling, Cultural Competence, and Healing Racism. She has facilitated development workshops, trainings and storytelling presentations for educational, non-profit, government and corporate institutions in the USA and internationally since 1989. A certified professional mediator, she holds a Bachelor of Arts degree in Communication from Aurora University and a Master of Arts in Cross-Cultural Studies from the University of Houston-Clear Lake. Additionally, she is Co-Author of the Cultural Detective: African American®. She has extensive training and leadership experience in the Intercultural and Diversity fields. Kelli has recently joined the Diversity Collegium, A Think Tank of Diversity Practitioners and has served on the Board of Directors for the premier Intercultural organization, the Society for Intercultural Education, Training and Research (SIETAR USA), since 2002 as well as served on the organizing committee for the Global Community Dialogue on Leadership, Diversity and Change (GCD) since 2003. In the area of Race and Racism, Kelli trained with the Center for the Healing of Racism in Houston, TX and has provided workshops on healing and dismantling racism since 2000. Kelli has studied and researched the topic of racism in-depth and a major part of her research was an internal investigation of self with regard to how racism has impacted her life.

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An innovative educator and diversity professional, Dr. Joe-Joe McManus is Vice President for Diversity & Inclusion and Senior Associate for the Kingston Bay Group, a coaching, consulting and search firm dedicated to diversity, equity and inclusion in education. He is also the Executive Director of Rootstrong, a 501(c)3 non-profit organization dedicated to culturally responsive leadership education and development, and serves on the faculty in the graduate school of education at Boston College. Dr. McManus' experience includes serving as faculty at an HBCU and an international university, curriculum development roles at an Ivy League institution and a nonprofit organization, and as a senior university system administrator at the largest urban public university system in the U.S. His experience also includes extensive consulting with schools and universities. Among the many educational institutions where McManus has been a featured speaker are the University of Cambridge (UK), Moscow State University, the University of Malaŵi, Syracuse University, and the Defense Equal Opportunity Management Institute. He has also keynoted, presented papers and facilitated workshops at numerous conferences; a few examples are the National Conference on Race and Ethnicity in American Higher Education (NCORE), National Association for Multicultural Education (NAME), the National MultiCultural Institute (NMCI), the White Privilege Conference (WPC), and the United Nations Alliance of Civilizations Forum (Qatar). The first in his family to complete college, McManus earned a B.S. in psychology, an M.A. in Multicultural Education, and a Ph.D. in Educational Leadership. Dr. McManus currently serves on the Advisory Board for *E3: Education Excellence & Equity*, and the BOD of The Diversity Collegium think tank.

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Donna McNamara, Ph.D. consults with organizations to help them achieve improved results through learning, leadership and organization development. Formerly the vice president of global education and training for Colgate-Palmolive Company, she developed and implemented Colgate's world-wide learning strategy, designed the company's business goal alignment process, and built leadership capability in accelerating effective change. Prior to Colgate, she was an executive with AT&T in human resources, education, and strategic planning. Donna is a Past President ASTD, American Society for Training and Development, now ATD, Association for Talent Development, a recipient of the Gordon M. Bliss Award for distinguished contribution, a former member of the Society's Board of Directors and Board of Governors, and past Chairperson of ASTD's Editorial Advisory Board. She is a member of the International Adult and Continuing Education Hall of Fame and for

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Chris Mendoza, DBA, is responsible for leading and implementing the business strategy for MassMutual to reach diverse consumers and recruit cultural producers to its career agency system. He held similar positions at Allstate and Nationwide Insurance Companies. In addition to being a certified diversity trainer for his company, he serves on the National Hispanic Advisory Council for Big Brothers Big Sisters of America and is a board member of the Girl Scouts of Central and Western Massachusetts. With 27 years of sales and marketing experience in the insurance and financial services industry, Chris started his career as a multiline agency owner for Allstate in his hometown of El Paso, Texas. Over his business career, he has progressed through various levels of management and responsibility in sales, operations, and administration. Chris is a graduate of the University of Texas at El Paso and holds MBA and doctorate degrees in business administration. His thought leadership and research about the Hispanic market and minority small business owners is published in academic, business, and industry trade publications. Chris teaches marketing and management courses through the University of Phoenix, and mentors doctoral students as they pursue their degrees.

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NENE MOLEFI

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

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EDDIE MOORE, JR., Ph.D.

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

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diversity and perceptions of morality, and insights on how homogeneity affects group processes just as much as diversity itself. Professor Phillips is the recipient of numerous professional awards, including recognition from the International Association of Conflict Management, and the Gender, Diversity and Organizations Division of the Academy of Management. Poets and Quants named Professor Phillips one of the Top 40 Business School Professors under the Age of 40 and her work has been featured in numerous media outlets and scholarly journals. She is a coveted speaker and regularly engages with corporations on advancing their diversity and leadership training efforts.

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HEATHER PRICE

Heather Price is CEO of Symmetra, a specialist international diversity and inclusion consultancy, delivering end-to-end solutions that transform leadership and culture. Heather began her career in the D & I space by establishing one of the first and most successful diversity consultancies in South Africa during the dismantling of apartheid. She launched Symmetra, Head Office in Australia, in 2003 which, under her leadership, has grown to become a highly respected name amongst many global companies. She is a regular presenter at international conferences and to executive leadership teams around the world; the author of numerous publications and regarded as a thought leader in this space. Heather brings invaluable international insights into emerging diversity issues, designing and implementing strategic inclusion interventions with a wide array of blue chip corporations. She is renowned for her 'out of the box' approach to effective and measurable transformation within workplace cultures, utilizing unique technological innovations, assessment tools and up-to-the-minute research, along with her exceptional ability to communicate, challenge and engage with all levels of the organisation from the C-suite to the front line. In recognition of her ongoing achievements, Heather was recently selected as a NSW finalist for the Telstra Business Women's Awards in Australia and her client, CBA, won the global Catalyst award in 2012 attributing the accelerated traction in its gender agenda to Symmetra's Unconscious Bias program – a blended solution of education, assessment, coaching and systemic action plans delivered to its 400 executive leaders in the APAC region.

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Dr. Sidalia (Sid) G. Reel joined the University of California Equity & Inclusion Division in 2008 as the first incumbent in the Director of [Staff Diversity Initiatives](#) role. Reporting directly to the Vice Chancellor for Equity & Inclusion, Sid leads efforts to: engage staff and management in increasing staff diversity at all levels of employment; develop and launch a leadership development program for staff of color; continue to expand the campus-wide Multicultural Education Program (MEP); implement the Next Opportunity at Work (NOW) staff career development conference; develop staff programs and events to foster an inclusive workplace environment with a welcoming climate; implement action plans to address the recent staff campus climate survey results; sponsor staff organizations (employee resource groups); and link staff diversity efforts to the public mission of the university as part of the Strategic Plan for Equity, Inclusion and Diversity. Sid's previous experience includes leading the Diversity & Inclusion organization at the Hewlett-Packard Company where she consulted with company leaders worldwide on developing and implementing diversity and inclusion strategies, programs and policies. Prior to joining HP, Sid was the Diversity Manager at Pacific Bell. Her background includes more than 25 years of corporate and consulting positions in human resources, instructional design, teaching, and management. She is a member of the [Diversity Collegium](#) think tank, Diversity 2000, and an Expert Panelist for the Global Diversity & Inclusion Benchmarks. Sid earned an Ed.D. in Human Performance from the University of Southern California, a Masters of Education Administration from Harvard University and a bachelor's degree in sociology from Scripps College.

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

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Founder & Chief Learning Officer of Cook Ross Inc., Howard Ross has served for more than 30 years as an influential business consultant on leadership, diversity, and organizational transformation to hundreds of organizations across the United States and in dozens of other countries. He is a recognized thought leader on exploring Unconscious Bias. Howard was the 2007- 2008 Professor of Diversity- in-Residence at Bennett College for Women, the first white man to serve in such a position at an HBCU. Howard is a recipient of the 2012 Winds of Change Award from the Forum on Workplace Diversity, the 2013 Leadership Stars Who Mean Business Award from Diversity Women Magazine, The 2014 Catalyst Award from Uptown Professional Magazine, and the 2014 Catalyst for Change Award from Wake Forest University. A guest lecturer at over 25 colleges and universities, he can be heard monthly on NPR's The Kojo Nnamdi Show. He has authored *ReInventing Diversity: Transforming Organizational Community to Strengthen People, Purpose & Performance*, published by Rowman Littlefield in association with the Society for Human Resource Management, and of *Everyday Bias: Identifying and Navigating*

Unconscious Judgments in Our Daily Lives, published by Rowman Littlefield in August 2014. Howard has appeared on or been quoted in Wall Street Journal, Washington Post, New York Times, Fortune, Fast Company, CNN, Fox News, DiversityInc., Diversity Women, and dozens of other publications. He serves on the Diversity Advisory Board of the Human Rights Campaign and of the National Women's Mentoring Network.
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AMIDA MENDEZ RUSSELL

Armida Mendez Russell, has earned an international reputation for her work in the field of Organization Development and Diversity Management. She is co-author of *The Diversity Directive, Why Some Initiatives Fail and What To Do About It*, and author of several organizational climate assessment tools. Ms. Mendez Russell is the originator of the Head (Knowledge), Heart (Understanding), Hand (Skills/Application) Model™ which is the basis for her work. Ms. Mendez Russell spearheaded and co-authored the *Discovering Diversity Profile®*, and co-authored the *Global Diversity Survey©* among others. Ms. Mendez Russell is the Co-Founder and president of DiversityFIRST Consulting. Prior to holding this position, she was the Head of Global Diversity for BMC Software, and Founder/CEO of Mendez Russell Training and Development, Inc. Ms. Mendez Russell was recently recognized by *Profiles in Diversity Journal* for her work in the field which is used by numerous global organizations as the foundation for a wide range of diversity and change management initiatives. Ms. Mendez Russell has worked in partnership with a wide range of organizations to assess their D&I strategies, organizational structures, and processes to improve organizational effectiveness and performance. She has developed numerous initiatives designed to manage change in a complex business environment. Clients include Fortune 500 companies such as IBM, PG&E, 3M, Bayer, American Express, Ford, Medtronic, General Motors, Coca Cola, Dell Computers, Google, Harrahs and many more. Educational institution clients include: Baylor University, University of Minnesota, University of Wisconsin, and the University of Texas. She has also worked with the Federal Government and many non-profit organizations, including The Red Cross, and The March of Dimes.
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ANN SADO

Ann Sado, a third generation Japanese-American residing in Japan, is current advisor and former vice president/co-founder of NPO GEWEL (Global Enhancement of Women's Executive Leadership), one of the first non-profits spearheading Diversity & Inclusion in Japan from 2004. Now D&I has become a household word for all major Japanese organizations and companies. Clients for training, workshops, panels, roundtables, and keynote speeches include Accenture, GE, Nissan, HP, Fujitsu, TEPCO, Shinsei Bank, Cisco Systems, Novartis Pharma, Deutsche Bank, Rikkyo University, Showa Women's College, EFAP Japon, and SMEs. Ms. Sado has moderated panels for the Global Summit of Women (2001 to 2011), made keynote address at Asian Women Entrepreneurs Conference 2009, and was the key panelist for the 4th Korea-China-Japan Women's Forum & Cultural Exchange Conference 2011 discussing the importance of competent D&I leadership.

From 2013 at the Sasakawa Peace Foundation, she does executive coaching to Executive Directors and all directors/program officers under A TO Z Sado Enterprises Ltd. (consultancy in PR/communications/marketing/D&I/public speaking) for success principles as D&I leaders/managers. She has been awarded the Outstanding Service Award 2011 Community/Organizations from the Women's Information Network and has been appointed the PR Goodwill Ambassador of CID-UNESCO World Dance Congress in May this year, a multi-cultural D&I event in the medium of dance to be staged in 2014 for the first time in Japan and Asia with 26 nations' representatives performing, lecturing, or giving workshops. She has served as an Expert Panelist for the Global Diversity & Inclusion Benchmarks since 2006.

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Srimathi is also on the Women Empowerment task force of Confederation of Indian Industry. She assisted in preparing the first Affirmative Action Council report lead by the Confederation of Indian Industry-India and has served as an advisory member for various councils to establish CSR guidelines. She has also published and presented papers in international forums on diversity and sustainability and has been a panel speaker at the World Investment Conference 2012. A Computer Science engineer, Srimathi holds an MBA in International Business. At HCL, she heads the global Diversity and Inclusion practice, employee engagement, and partner programs. She leads CSR activities of HCL Technologies Foundation and oversees all Sustainability audits and reporting requirements of HCL.
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Consultant and trainer specializing in diversity, intercultural communication and negotiation, he holds a master's degree from Notre Dame University and a psychology doctorate from Claremont Graduate School. He designed and conducted leadership coaching for managers working in BNP Paribas Bank and in the United Nations High Commission for Refugees (UNHCR) as well as delivered negotiation training for numerous corporations, humanitarian NGOs and the Asian Development Bank. A staunch supporter of benchmarking and gamification, Dr. Simons has authored and collaborated in such books as *Seven Ways*, *Putting Diversity to Work*, *EuroDiversity*, *Global Competence*, *Men & Women*, *Partners at Work*, *Transcultural Leadership*, *Questions of Diversity* and the *Cultural Diversity Fieldbook* and *Sourcebook*, *Working Together* (multimedia for the Canadian Department of National Defence). *Not my Type*, a UK video diversity training program. A major contributor to *Cultural Detective*[®] training instruments, his articles, reviews and free resources can be found at www.georgesimons.com. He is the creator and Editor of the *diversophy*[®] series of intercultural learning tools and has developed online and customized versions of these training games. George was born in the USA and has lived in Germany, The Netherlands, and now in France and has worked in over 45 countries around the world. He sits on the governing boards of *SIETAR France* and *Europa*. He speaks fluent English, German, French, Spanish; some Dutch, Russian, Indonesian and Italian. He manages the LinkedIn group of *SIETAR Europa* as well as his own personal site.

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DUNCAN SMITH

A pioneer of diversity work in Australia, Duncan Smith is internationally recognised for his ability to link Diversity and Inclusion initiatives with core business issues: increasing productivity; attracting and retaining top talent; developing more effective leaders; improving team and organizational capabilities, and working globally. Duncan's work includes executive education and coaching, designing, implementing, and evaluating organizational D&I strategies, generating culturally

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Tatiana Revilla, Ph.D. in public policy with specialization in gender equality public policy. Graduated with honors and she was within five finalists of the thesis gender issues contest in Mexico (2014), by the National Institute of Women. Is founder of *Aequalitas Politika SC* (Gender equality policy society) in Mexico, and has over 10 years of experience in Gender Consulting, Gender Mainstreaming, and Gender Institutionalization in public organizations. Tatiana was the designer and developer of the Gender Equality Plan for the City of Aguascalientes in 2012, designer of the Methodology Guide for gender mainstreaming into the institutional culture programs, that was published and edited by the Morelos Women Institute, in the Governmental Public Administration of Morelos state. Tatiana has served as a consultant in local and federal government to certificated organizations by the Mexican standard for equality and legislative homologation with equality principles. She also served as teacher at the *Instituto Tecnológico de Monterrey* in courses and diplomas for government officials of how to develop the gender issues at the Public Administration. Tatiana has participated as a speaker at the International Congress for Public Administration and Public Policy GIGGAP, with the theme: "Public Policies from a gender perspective" in Madrid, Spain. Also at the International Congress for Local Agendas with gender perspective with the theme: "Public Policies from a gender perspective" at Aguascalientes, Mexico. She was Member of the Jury for the Thesis Contest Dictamination of the Mexican Youth Institute, and also was member of Citizenship, Education, and Equity Chair at ITESM- CEM University and collaborator in the nationwide Project *CONACYT- ITESM: Public Health Policies mainstreaming with gender perspective*. The most important challenge for her is to operationalize the gender mainstreaming in Mexico and have some influence with the decision makers to design public policies that do not reinforce gender stereotypes.

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CHARLOTTE SWEENEY

Charlotte Sweeney, CEO, Charlotte Sweeney Associates, Ltd., headquartered in the UK, has specialised in large-scale change programmes with a focus on diversity, inclusion, engagement and wellbeing for over 15 years. She is seen as an expert thought leader in her field and works with companies and executives from the private and public sectors to drive leadership and cultural change. Charlotte worked for Blue Chip companies in the Financial Services sector for 25 years (Barclays, Barclays Capital, HBOS and Nomura International) before creating her own consultancy. Charlotte is also the founder of the 'Creating Inclusive Cultures' Programme which is a collaboration of companies driving sustainable change on Inclusion in cities across the UK. It is heralded as 'the first serious programme that gets companies to collaborate on D&I issues in the UK regions'. Charlotte is Deputy Chair at the Mid Yorkshire NHS Trust in the UK. She conducted an independent review on the Voluntary Code for Executive Search firms in relation to getting more women onto boards for the Secretary of State Dr. Vince Cable, which is now referred to as "The Sweeney Report". She is Vice-Chair of the Department of Business, Innovation and Skills external Diversity & Inclusion Advisory Panel and led the Lord Mayor of the City of London's Diversity Programme "The Power of Diversity" on behalf of Dame Fiona Woolf, CBE. In 2014, she became a Liveryman of the Worshipful Company of Management Consultants as well as gaining the Freedom of the City of London. Over the years Charlotte has won many awards, including from Harvard, for her work in the Diversity and Inclusion field and was recognised by The Global Diversity List and The Economist as in the Top 50 Diversity Professionals in the world. Charlotte writes for a number of professional publications as well as presenting and chairing at international conferences. She is also a regular expert contributor on TV and Radio such as SkyNews, BBC Radio Five Live and ITV. Her co-authored book on Diversity and Inclusion Strategies will be published later this year.

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Parag Tandon is a Canadian practitioner on D&I with specialization in organizational development through equity in the workplace. Parag is a sought after speaker on D&I and multi-generation newcomer integration. He possesses a successful track record of over 18 years of international leadership roles in various not-for-profit and private sector organizations where he has effectively led initiatives encompassing community advocacy, organizational effectiveness, strategic planning, diversity management and community giving. Parag is a proactive member of his community and through his commitment to social responsibility he has worked extensively with ethnically, economically and socially diverse community groups helping them

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

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

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Lorie Valle-Yañez, serves as the VP, Chief Diversity Officer for MassMutual Financial Group; a Fortune 100 financial services company based in Springfield, MA. Lorie helps the company leverage its human capital, solve challenges, grow in new markets and innovate. Under her guidance and leadership, MassMutual rose up the ranks to become a leading company for diversity and inclusion, currently recognized as a top company by DiversityInc, the National Association for Female Executives, the Human Rights Campaign, and Working Mother Media. Lorie has over 25 years of experience in the diversity arena. She is a member of the Diversity Collegium, a founding member of "The Intersection Society" (a global movement to innovate through diversity), and serves on the Corporate Advisory Board for ALPFA. Prior to MassMutual, Lorie was the Senior Director for Diversity, Work/Life and Wellness at ESPN, Inc. Designing ESPN's first diversity and inclusion strategy, she successfully led initiatives to impact diversity, inclusion, engagement and wellness, garnering prestigious industry awards for the company. Prior to ESPN, Lorie led Diversity and Work/Life Programs at Lawrence Livermore National Laboratory. Lorie holds a B.S. degree in Organizational Behavior from the University of San Francisco. She is the recipient of several awards, including Latina Style Top 10 Latina Executives (2016), Black Enterprise Top 100 Executives in Corporate Diversity (2014 & 2015), and Uptown Professional Top 100 Executives (2012 & 2014).

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TOM VERGHESE

Dr. Tom Vergheese was born and raised in multi-ethnic Malaysia and is of Indian origin. He moved to Melbourne, Australia as an international student over 30 years ago where he continues to reside with his English born wife and two children. Tom's personal and professional experiences situate him as a leading authority in the field of cultural intelligence. He has over 20 years of experience in executive cultural coaching, facilitating workshops, key note speaking and designing and delivering programs. Tom is the author of 'The Invisible Elephant – Exploring Cultural Awareness 2nd edition' and the co-author of 'The Pillars of Growth - The Keys to Getting Exponential Growth in Your Business Today.' As Principal of Cultural Synergies, a leading global intercultural consultancy, Tom supports organisations, teams and individuals to work effectively across culture, distance and time by equipping them with the skills and knowledge to understand and leverage local expertise, motivate, lead and influence in culturally diverse settings. Tom has consulted and worked with an extensive client base of Fortune 500 companies from oil and gas, pharmaceuticals, automotive, manufacturing, higher education,

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Yves is Global Disability & Inclusion Program Manager at IBM located in Belgium. He joined IBM in 1992 and after a series of promotions, in 2005, he joined the IBM Europe Middle East Africa Diversity team as Program Manager. In 2007, in addition to his role with the persons with disabilities community he took up the role of Generational Program Manager. He worked on building a framework that facilitates the creation of values for IBM and its clients through employee engagement, collaboration effectiveness, career paths and knowledge management for all of the generations in the workforce. From 2011 until early 2013 Yves was Diversity leader of IBM Canada, he defined the diversity business case, formulated the strategy and oversaw actions that delivered results in line with the Global Diversity strategy. In 2014, Yves was appointed Global Disability & Inclusion Program Manager - to facilitate the inclusion of employees with different abilities, to improve IBM's existing programs as well as identifying existing inhibitors to a successful work experience. Yves is member of the Corporate Advisory Board of the US Business Leadership Network, International Associate with Business Disability Forum, External collaborator of the University of Liege – Belgium for the Academic Years

2011 – 2016, Expert panelist with the GDIB and author of ‘Turning Point – The fall and rise’ in which he explains, through his own experience, the psychological consequences of acquiring a disability and the impact on the social and professional life, and how to make other people, including employers, disability confident. Available at on-line retailers such as Amazon in both eBook and hard copy formats. Contact information: yveulliet@hotmail.com
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ILENE WASSERMAN, Ph.D.

Dr. Wasserman, President of ICW Consulting Group, works with leaders and teams to enhance communication and collaboration by leveraging multiple dimensions of domestic and global diversity. She takes a whole systems narrative approach based on the principle that we transform organizational cultures through engaging the whole system, and the stories people tell, live and perpetuate through organizational structures and processes. Dr. Wasserman has worked with health care systems, Fortune 100 companies, financial institutions, institutions of higher education, and community-based groups, working closely with, and providing coaching to, senior executives and boards of directors. In addition to consulting and coaching Ilene has taught at the graduate level. Dr. Wasserman received her Ph.D. from the Fielding Graduate University. She continues to build on her dissertation research: Discursive processes that foster transformative learning in the engagement of diversity. She holds Masters Degrees in both Counseling Psychology and Social Work from Washington University, and a Bachelors from Cornell University. Dr. Wasserman has conducted foundational and advanced workshops in Appreciative Inquiry, is certified in the Organization Workshop, and other coaching assessments and is the former Chair of the Research, Innovation and Program Development Committee for the Board of Governors of CCL. She currently is a Fellow of both the Taos Institute and The Lewin Center, serves on the Boards of the CMM Institute and the Public Dialogue Consortium and is a Member of NTL. Dr. Wasserman is active in her community, serving as Chair of the Lower Merion Township Human Relations Commission, and other board.

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MICHAEL WHEELER

Named a “Pioneer of Diversity” by Diversity Journal, Michael Wheeler has over two decades of internationally recognized thought leadership and experience working closely with Fortune 500 companies, not-for-profits and government. He is the creator of the Diversity Performance Factors (DPF) model and currently writing a book on the topic. He is Director, Global Diversity and Inclusion Strategy and Business Insights for Merck and Co, one of the world’s leading pharmaceutical companies. In his prior role as Chief Diversity Officer for Omnicom Media Group, he built, launched and led their Diversity & Inclusion Strategy. In the early 1990s, as Program Director for The Conference Board, Michael envisioned, built, launched

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LYNDA WHITE

Lynda White is President, McLeod White & Associates, headquartered in Canada, a company providing organization development consulting in the areas of change, systems thinking, strategic planning, employment equity/affirmative action, diversity & inclusion, and leadership, in North America and globally. She works with companies in the public, private and non-profit sectors. Prior to her consulting role of the last 15 years, Lynda was global diversity leader for RBC Financial, Canada's largest financial institution, with operations in over 30 countries, where her team did foundational work leading to the organization receiving awards for their work, and being benchmarked by others, with a continuing presence as a leader today. She has Chaired a banking industry Committee, been a member of numerous federal government Task Forces and Committees, represented and spoken globally and in North America as a representative of the banking industry, employers' associations, in her corporate role on diversity and inclusion, and in her current thought leader role, and been a frequent guest lecturer at universities on change, and diversity. She has written for many publications and text books. In addition she has expertise in disability issues through years of work on boards and project work in the area. Board membership in the not-profit sector has included YWCA of Metropolitan Toronto; Centre for Research Action on Race Relations, Montreal; Canadian Centre for Disability Studies; Canadian Council on Rehabilitation and Work. She has participated, presented, and helped shape recommendations, in and for UN agencies conferences and working groups. Lynda has travelled extensively, spending some time on most of the continents of the world. Today she divides her time between Canada, the US, and Europe and continues to polish her proficiency with French, her second language. Email: lynmcwhite@aol.com
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Toni Wilson is the Principal of AquaInternational Leadership Consulting specializing in the design, development and strategic cultural integration of diversity & inclusion. She has over 20 years of experience in human resources and has been consulting to Fortune 100 companies including McKesson, Visa, Inc., UPS, Highmark Health, UC Berkeley and the University of Pittsburgh Medical Center (UPMC) over 10 years. Her areas of expertise include executive management of the HR function, organizational values and culture change, strategic diversity management, leadership development, business ethics and organizational effectiveness. She has been an instructor of HR Analytics at University of California at Berkeley Extension and is a part-time instructor in the HR Management Certification Program at the University of Texas in Austin. Prior to consulting, Ms. Wilson held senior executive and senior management positions in HR, Diversity, Organizational Development and Learning & Development with Syntex Pharmaceuticals, The Gap, Inc., the California State Automobile Association (AAA) and Levi Strauss & Co. Ms. Wilson has worked in over 11 countries focusing on business practices effecting organizational commitment to responsible leadership, diversity, and ethics. She collaborated with Dr. Fons Trompenaars in developing a virtual learning program for reconciling cultural differences. She has a B.S. degree in Organizational Behavior from the University of San Francisco, a Graduate Certificate in Organizational Change from Charles Sturt University in Australia, is a certified Senior Professional in HR (SPHR) and Fellow of the Australian Human Resources Institute (FAHRI). Ms. Wilson resides part-time in Queensland, Australia and the U.S.

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MARY-FRANCES WINTERS, Ph.D.

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

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CATHERINE WONG

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

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Rita Wuebbeler, President & Founder, Interglobe Cross-Cultural Business Services, Inc., consults, facilitates and coaches in the areas of Cultural Competence Building, Global Team Effectiveness, Personal Leadership and Diversity and Inclusion. She works with leaders of global organizations and global virtual teams to help them reach their highest performance potential. She conducts cultural awareness programs for groups and individuals to support them in building their cultural competence, and she coaches global executives to maximize their leadership skills. Rita founded her company Interglobe Cross-Cultural Business Services, Inc. in 1990 and works with clients in North and South America, Europe and Asia including BMW North America, Commerzbank, Evonik Industries, Kraiburg TPE, Porsche, Purdue Pharma, RandomHouse, RKW-Group, Siemens, Solvay Advanced Polymers, and

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

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

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

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

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Alan Richter, the founder and president of QED Consulting, has consulted to organizations for over 27 years in multiple capacities, and specializes in the areas of leadership, ethics and values, diversity and inclusion, culture and change. He has designed and developed innovative curricula for global diversity and inclusion and intercultural effectiveness, using assessments, simulations and games, videos, and case studies. He is the author of the award-winning Global Diversity Game and the Global Diversity Survey as well as the Global Gender Intelligence Assessment. In addition to the GDIB, he has also co-authored the Global Ethics and Integrity Benchmarks, which follows an approach similar to the GDIB. Alan is also the co-editor of the recent study: *An Inquiry into Global Values* (Hart 2015). Alan has been a presenter at many conferences and has delivered workshops on D&I and ethics around the world for a wide variety of clients both for-profit and nonprofit. The United Nations and many of its agencies have been major clients for decades. He has an M.A. and a B.A.B.Sc. from the University of Cape Town, and a Ph. D. in Philosophy from Birkbeck College, London University. He currently lives in New York City, New York, USA.

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