



Creating Solutions. Inspiring Action.

SPRING MEMBER MEETING

MARCH 29, 2021

12:00 – 2:00 P.M. E.T.

Virtual Meeting

AGENDA

MARCH 29, 2021

12:00 – 2:00 P.M.
ALL TIMES EASTERN

- ▶ 11:45 A.M. Webinar open
- ▶ 12:00 P.M. **Welcoming Remarks**
Mike King, BHEF chair; vice president and general manager, Global Education Industry, IBM Corporation
- ▶ 12:05 P.M. **Keynote**
Tim Ryan, U.S. chair and senior partner, PwC
- ▶ 12:15 P.M. **Session I**
CEO Roundtable: Corporate Commitments to Diversity, Equity, and Inclusion

Moderator:
 - Eric Kelly, chairman and CEO, Overland-Tandberg
Panelists:
 - Mohamad Ali, CEO, IDG
 - Leanne Caret, executive vice president; president and CEO, Defense, Space & Security, The Boeing Company
 - Tim Ryan, U.S. chairman and senior partner, PwC
- ▶ 1:00 P.M. **Session II**
Putting Commitment into Practice

Moderator:
 - Kelsey Bush, interim chief diversity officer, St. Mary's College of Maryland
Panelists:
 - Irma Becerra, president, Marymount University
 - Donna Diederich, CHRO, LMI
 - Adela de la Torre, president, San Diego State University
 - Magda Yrizarry, senior vice president and chief diversity officer, Verizon Communications
- ▶ 1:55 P.M. **Closing Remarks**
Mike King, BHEF chair; vice president and general manager, Global Education Industry, IBM Corporation
- ▶ 2:00 P.M. **Adjourn**

Welcome to the Business-Higher Education Forum's Spring 2021 Member Meeting. I am excited about the impressive caliber of our speakers, members, and special guests, as well as the ideas that will emerge. Additionally, our meeting marks another milestone in our partnership with PwC as we publish a joint report focused on diversity, equity, and inclusion.

We will begin the meeting with PwC U.S. Chair and Senior Partner Tim Ryan's keynote remarks and release of the PwC-BHEF joint report, *Creating the Future Workforce Today*. This white paper, the third in a series and second on diversity, explores the specific opportunities leaders in business and higher education have to collaborate and build an adaptive, inclusive, and sustainable workforce. Other sessions will also focus on the DEI challenges faced by business, higher education, and society and the steps underway to address them. I am confident these conversations will provide actionable insights as we develop, enhance, and implement practical and enduring change to improve diversity and inclusion in our respective organizations.

Keynote and CEO Roundtable Discussion: Corporate Commitments to Diversity, Equity, and Inclusion

Tim Ryan will lead off our session with remarks on a signature initiative of his, the CEO Action for Diversity & Inclusion. After his remarks, he will join a panel of CEOs who will speak about their visions and corporate commitments, why they made them, and what changes, if any, they have seen already. They are:

- Overland-Tandberg Chairman and CEO Eric Kelly (who will also moderate)
- IDG CEO Mohamad Ali
- Boeing EVP and CEO, Space, Defense & Security Leanne Caret

Putting Commitment into Practice

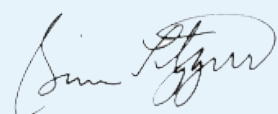
Session II will begin with a roundtable discussion led by Kelsey Bush, interim chief diversity officer, St. Mary's College of Maryland. The session will engage panelists and members in exploring higher education's role in creating an environment that nurtures DEI values within its students and how this impacts the companies who hire them. Panelists include:

- Marymount University President Irma Becerra
- LMI CHRO Donna Diederich
- San Diego State University President Adela de la Torre
- Verizon Chief Diversity Officer and SVP Magda Yrizarry

The following materials will help us make the most of our time together. While they will raise more questions than we can answer on March 29, the ideas and insights generated will lead us into our next meeting and enable BHEF to produce new and exciting products.

We look forward to sharing more. Stay tuned, and I look forward to seeing you virtually.

Regards,



Brian K. Fitzgerald, Ed.D.
CEO, Business-Higher Education Forum

SESSION I OVERVIEW



Keynote and CEO Roundtable: Corporate Commitments to Diversity, Equity, and Inclusion

This meeting will focus on diversity, equity, and inclusion (DEI) challenges faced by business, higher education, and society, especially in the wake of the COVID-19 pandemic. The meeting aims to assist BHEF members in gaining actionable insights on how they can develop, enhance, and implement effective and enduring change to improve diversity and inclusion in the workplace and in our society.

We will kick off the meeting with a keynote from PwC U.S. Chair and Senior Partner Tim Ryan on the CEO Action for Diversity & Inclusion and the new joint report from PwC and BHEF. Ryan launched the CEO Action Pledge in 2017, creating a path for “many of this country’s biggest employers to put...diversity and inclusion at the core of their respective cultures, with the aim of creating meaningful change both in and out of the workplace.”¹ The PwC-BHEF publication explores how leaders in business and higher education can collaborate to build an adaptive, inclusive, and sustainable workforce.

We will delve into the issue of corporate social responsibility in DEI, hearing from business executives across an array of industries. CEOs will speak about their personal visions and corporate commitments, why they made them, and what changes, if any, they have seen already. Mohamad Ali, CEO of IDG and Leanne Caret, president and CEO of Defense, Space & Security and executive vice president of The Boeing Company, will join Tim Ryan for a panel discussion moderated by Eric Kelly, chairman and CEO of Overland-Tandberg.

Ali joined the board of Mass Technology Leadership Council, Massachusetts’s largest tech association, in summer 2020 to develop the Tech Compact for Social Justice. The compact was created to foster a more inclusive environment within the Massachusetts tech industry. Ali notes, “Intention, value, and authenticity have to be there to make [DEI initiatives] work.”² Conscious commitment by leadership to help employees feel heard is essential.

¹ Ryan, T. (2017). *Statement from Tim Ryan*. CEO Action for Diversity & Inclusion. <https://www.ceoaction.com/actions/statement-from-tim-ryan/>

² 2021, from <https://www.russellreynolds.com/insights/thought-leadership/g-and-a-with-mohamad-ali>. Hechinger, J. (n.d.). *Q&A with Mohamad Ali – Not just the business benefits*. Russell Reynolds Associates. Retrieved March 2,

Similarly, Caret has long championed women in leadership positions and the need for underrepresented employees to be able to remain authentic to themselves. She noted, “being true to ourself is probably the greatest form of diversity that we have because it allows us to bring our experiences together, it allows us to bring thoughts to the table, and it allows us to have a better answer at the end of the day.”³ Boeing has several initiatives, including its Boeing Women in Leadership Association, dedicated to empowering current employees and bringing more women into STEM in order to attract and retain diverse talent.⁴

Attracting and maintaining diverse personnel is essential, but how do we foster the growth of minority-owned companies? Our moderator, Eric Kelly, is committed to advancing minority companies by bridging the digital divide through accessible technology. Overland-Tandberg launched the Bridge 2 Technologies Initiative in February 2020 to bring Fortune 25 corporations and nonprofits together to address this divide and improve economic equality while building the workforce of the future. He noted that “by connecting Overland-Tandberg to [U.S. Black Chambers, Inc.’s] more than 300,000 members, these companies now receive the same world-class data infrastructure, data storage, and data protection solutions that are available to Fortune 500 companies and technology industry giants.”⁵

The panel discussion will be followed by a facilitated conversation with BHEF members on DEI engagements. Members will have the opportunity to ask questions and learn how to incorporate various strategies into their respective organizations. We will explore what has and has not worked from those actively engaged in the process.

³ McCoy, D. (2019, September 23). *Boeing’s Caret lands again on Fortune list of most powerful women*. Wichita Business Journal. <https://www.bizjournals.com/wichita/news/2019/09/23/boeing-scaret-lands-again-on-fortune-list-of-most.html>

⁴ The Boeing Company. (n.d.). *Boeing: Women Make Us Better*. Boeing. Retrieved March 2, 2021, from <https://www.boeing.com/careers/organizations/women-make-us-better/>

⁵ Business Wire & Overland-Tandberg. (2020, February 11). *CORRECTING and REPLACING New Overland-Tandberg and U.S. Black Chambers Partnership to Deliver Economic Empowerment Through Technology* [Press release]. <https://apnews.com/press-release/pr-businesswire/33698867129f4df5859e83183bbbd87f>

SESSION II OVERVIEW



Putting Commitment into Practice

Session II will begin with a roundtable discussion led by Kelsey Bush, interim chief diversity officer, St. Mary's College of Maryland. The session will engage panelists and members in an exploration of best and unsuccessful practices for DEI initiatives. We will discuss higher education's role in nurturing DEI values in their students. Marymount University President Irma Becerra, San Diego State University President Adela de la Torre, LMI CHRO Donna Diederich, and Verizon Communications Senior Vice President and Chief Diversity Officer Magda Yrizarry will join Bush for the panel discussion.

Bush will frame the session with opening remarks. He notes, "The work of diversity and inclusion is simple in premise but hard in practice because it is an issue of equity versus equality. As people, organizations, and a country, we understand equality, everyone is treated the same and given the same start. However, when you take a look at people, or in this case groups of people, we all can acknowledge that not everyone has had the same starting point or hurdles to overcome. To be honest and fair, we must apply equitable measures to allow people to stand on the same ground as others."¹

Our panelists will investigate how higher education can implement successful career pathways and community and business partnerships to benefit socially and economically disadvantaged minority students. We will discuss how, specifically, learning institutions can advance DEI in conjunction with business and government (e.g., through research, training programs, etc.).

Many institutions have DEI initiatives that may include the following:

- Intentional efforts to recruit a diverse student body
- Fostering an environment where students feel welcomed, supported, and protected in their studies
- Designing a classroom experience that is culturally competent and inclusive through updated curricula taught by a diversified and DEI-trained faculty
- Engagement and investments at the local community level
- Student-faculty mentorship programs
- Pathways to employment by companies who are equally committed to DEI in their workplaces²

¹ K. Bush, personal communication, March 15, 2021

² Inside Higher Ed. (2020, April 24). *Even and perhaps especially in a pandemic, colleges should be mindful*. <https://www.inside-highered.com/advice/2020/04/24/even-and-perhaps-especially-pandemic-colleges-should-be-mindful-importance-giving>

In January 2021, Marymount University opened its Diversity, Equity, and Inclusion Center as a hub for intercultural engagement. With over half of the university's student body comprised of minority students, Dr. Becerra recognized the importance of a diverse, equitable, and inclusive space for students to prosper.

Dr. Adela de la Torre, the first woman to serve as president of San Diego State University (SDSU), similarly understands the importance of implementing DEI policies and accountability methods. Over fifty percent of the SDSU student body are people of color and the university ranks fifth nationally for the number of students studying abroad.³ Fostering an environment where DEI principles are incorporated into campus life is essential to having career-enabled graduates ready to enter diverse workplaces.

Rounding out our panel and bringing the business sector perspective are Donna Diederich and Magda Yrizarry. Under Diederich, LMI began a robust DEI support system that includes targeted hiring practices for all levels of employment, encouragement for accountability and responsibility with respect to DEI, maintaining an inclusive and accessible workplace through various employee-focused initiatives such as affinity programs, funding for annual professional development, work and wellbeing balance, and upskilling opportunities. LMI's internal practices are reflected in their project work through partnerships supporting DEI initiatives for their clients.⁴

Yrizarry leads Verizon's global diversity, recruitment, executive development, and succession planning and organized unconscious bias training for Verizon employees across all levels. She notes the importance of self-awareness around bias, explaining, "we all have biases—and it's critical to understand that these can actually limit us from reaching our full potential, which has a business impact...As leaders, we have to be immensely aware of our impact over people—even when our intentions are positive."⁵

³ San Diego State University. (n.d.). *Achievements and Distinctions*. Retrieved March 9, 2021, from <https://stratcomm.sdsu.edu/achievements-and-distinctions>

⁴ LMI. (n.d.). *Diversity, Equity, Inclusion & Accessibility*. Retrieved March 2, 2021, from <https://www.lmi.org/diversity-inclusion>

⁵ Yrizarry, M. (2018, December 12). *Guest Editor Magda Yrizarry: "We all have biases."* Hispanic Executive. <https://hispanicexecutive.com/guest-editor-magda-yrizarry/>

NEW MEMBER BIOGRAPHIES



THOMAS CAULFIELD

CHIEF EXECUTIVE OFFICER, GLOBALFOUNDRIES

Dr. Thomas Caulfield is chief executive officer of GlobalFoundries. Before being named CEO in March 2018, Caulfield was senior vice president and general manager of the company's leading-edge 300mm semiconductor manufacturing facility (Fab 8), located in Saratoga County, NY.

Joining GlobalFoundries in 2014, he led the successful expansion and ramp of semiconductor manufacturing production and development at Fab 8, GF's \$12+B facility in Malta, NY.

As CEO, Caulfield has repositioned GlobalFoundries for the future, beginning in 2018 with pivoting the business from classical nanometer scaling to focus on technology differentiation to capture a growing \$47B addressable foundry market for 12nm technologies and above. Throughout 2019, under Caulfield's leadership GlobalFoundries made several transformational transactions to optimize the company's global footprint, built out three core strategic business units to strengthen competitiveness of its specialized application solutions, acquired Smartcom in Bulgaria to expand worldwide design-enablement capacity, and delivered significant free cash flow for the first time in the company's ten-year history—demonstrating a sustainable business model that will fuel growth for the company over the next decade.

Caulfield brings a track record of results through an extensive career spanning engineering, management, and operational leadership with leading technology companies. He previously held leadership positions at Soraa, Ausra, and Novellus Systems, Inc.

Prior to that, Caulfield spent 17 years at IBM in a variety of senior leadership roles, ultimately serving as vice president of 300mm semiconductor operations for IBM's microelectronics division, leading its state-of-the-art wafer fabrication operations in East Fishkill, NY.



ADELA DE LA TORRE

PRESIDENT, SAN DIEGO STATE UNIVERSITY

Dr. Adela de la Torre was recently appointed by the California State University Board of Trustees as the new president of San Diego State University (SDSU). Joining the campus in June 2018, de la Torre is the ninth permanent president of SDSU and the first woman to serve in that role. She brings with her 30 years of service in leadership roles within institutions of higher education, including the California State University system, the University of Arizona, and the University of California, Davis.

Prior to her appointment as president, she served as the vice chancellor for student affairs and campus diversity at UC Davis. De la Torre's research focuses on aspects of Latino community health—an area in which SDSU is a national leader.

De la Torre served as director for the UC-Davis Center for Transnational Health for fourteen years, as chair of the UC Davis Chicana/Chicano Studies Department, as director of the Hispanic Center of Excellence in the College of Medicine at the University of Arizona, and as director of the Mexican American Studies and Research Center at the University of Arizona. De la Torre was a professor at California State University, Long Beach, and at the University of Arizona before joining UC Davis in 2002, where she became the first Latina to receive the rank of distinguished professor.

De la Torre's grandparents immigrated to the Central Valley from Mexico. She grew up in the Bay Area, where her grandmother and mother taught her important cultural traditions—the importance of family, the value of hard work, and the power of education. Her mother went to Modesto Community College and UC Berkeley and was a public school teacher for 40 years.

De la Torre earned her bachelor's degree in the political economy of natural resources from UC Berkeley. Her master's degree and Ph.D. in agricultural and resource economics are also from UC Berkeley.

SPEAKER BIOGRAPHIES



MOHAMAD ALI

CEO, IDG, Inc.

Mohamad Ali was appointed chief executive officer at International Data Group, Inc. (IDG), the world's leading technology media, events, and research company, in July 2019.

Prior to this role, Ali was CEO of Carbonite, a publicly traded data-protection and security firm, where he grew the company's revenue four-fold, to more than a half-billion dollars in four years. Before that, Ali served as chief strategy officer at Hewlett-Packard, where he played a pivotal role in the company's turnaround and led the decision process to split HP into two companies. At IBM, Ali acquired and integrated various companies to create its \$8-billion analytics software unit. At Avaya, he oversaw the \$2-billion services group and served as head of the company's research labs.

Ali holds a BS in computer engineering, a BA in history, and a master's degree in electrical engineering, all from Stanford University. He currently serves on the board of iRobot (NASDAQ: IRBT) and Henry Schein, Inc. (Nasdaq: HSIC). Previously, he was on the board of Carbonite (NASDAQ: CARB) and City National Bank (NYSE: CYN).

Ali was honored as 2018 CEO of the Year by the Massachusetts Technology Leadership Council, was a member of the 2018 Public Board of the Year by the National Association of Corporate Directors New England, was named a 2011 All-Star by Massachusetts High Tech magazine, was named a 2008 40 Under 40 honoree by *Boston Business Journal*, and was a finalist in America's prestigious 1988 National Science Talent Search.



IRMA BECERRA

PRESIDENT, MARYMOUNT UNIVERSITY

Dr. Irma Becerra took office as the seventh president of Marymount University in Arlington, VA, on July 1, 2018. After just two years, Becerra has already introduced several initiatives with long-lasting effects in support of Marymount's mission and vision for the future. This includes adding market-driven academic programs that prioritize career preparation, overseeing the transition to a new academic structure, acquiring the Rixey luxury apartment building next door to Marymount's Ballston Center, and improving the university's IT infrastructure through the implementation of the state-of-the-art enterprise resource planning application, Workday. She has also navigated the school community through the impacts of the COVID-19 pandemic.

Becerra is known for expanding educational access for students and targeting programming to meet societal needs and changing demographics. Her academic career, both as a student and a professional, has blended mathematics, engineering, systems thinking, and processes in her studies, teaching, and administrative leadership.

A Cuban-born American, Becerra immigrated to the United States with her parents when she was an infant, living in Puerto Rico through high school. She earned both bachelor's and master's degrees in electrical engineering from the University of Miami and went on to become the first woman to earn a Ph.D. in electrical engineering from Florida International University (FIU).

Prior to Marymount, she served as provost and chief academic officer at St. Thomas University in Miami Gardens, FL, and also spent three decades at FIU in a variety of positions that include vice president, vice provost, Entrepreneurship Center director, and tenured professor in management information systems. She founded FIU's Knowledge Management Lab and led major projects as principal investigator at the National Science Foundation, NASA, and the Air Force Research Lab. She was also a Sloan Scholar at MIT's Center for Information Systems Research.



KELSEY R. M. BUSH

INTERIM CHIEF DIVERSITY OFFICER, ST. MARY'S
COLLEGE OF MARYLAND

Kelsey R.M. Bush is a native of Lexington Park in St. Mary's County, MD, where he attended county public schools, graduating from Great Mills High School. He earned a bachelor's degree from St. Mary's College of Maryland with dual majors in political science and sociology/anthropology. He also earned a juris doctorate from the University of Maryland Francis King Carey School of Law. Currently, Bush is interim chief diversity officer for St. Mary's College of Maryland.

Prior to his appointment as interim chief diversity officer, Bush worked for St. Mary's County Government where he developed youth-related initiatives and programs and monitored grants and collaborated with other agencies and citizens on youth, family, and children-related issues. Additionally, Bush worked on issues of equity, feeding, homelessness, and other quality of life issues.

Bush was appointed by Governor Hogan to the Historic St. Mary's Commission for the past six years. Additionally, he is a member of the Alumni Council for St. Mary's College of Maryland. Bush was appointed to be a commissioner on the Maryland Commission for African American History and Culture in 2007 and served for ten and half years. He also has served as president of the Board of Directors of Alternatives for Youth and Families, Inc., and the Kiwanis Club of St. Mary's County and is a former member of Tri-County Youth and Families Board of Directors, the United Coalition for African American Contributions, and the St. Mary's Teen Court Oversight Committee.



LEANNE CARET

EXECUTIVE VICE PRESIDENT, THE BOEING
COMPANY; PRESIDENT AND CHIEF EXECUTIVE
OFFICER OF BOEING DEFENSE, SPACE & SECURITY

Leanne Caret is president and chief executive officer of Boeing Defense, Space & Security (BDS), which provides solutions for defense, government, space, intelligence, and security customers worldwide. Countries beyond the United States where BDS has prominent operations include Australia, India, Saudi Arabia, and the United Kingdom. In 2020, Boeing's revenue from defense and space platforms and services exceeded \$34 billion.

Fortune magazine named her to its Most Powerful Women list in 2020, for the fourth consecutive year. In addition to being a member of the Women in Aviation hall of fame, Caret is a fellow of the Royal Aeronautical Society and an associate fellow of the American Institute of Aeronautics and Astronautics. She is also on the George W. Bush Women's Initiative Policy Advisory Council.

Caret is a second-generation Boeing employee who started working for the company in 1988. Prior to her current position, she was president of the company's Global Services & Support organization, BDS chief financial officer, and vice president and general manager of Vertical Lift cargo, tiltrotor, and attack rotorcraft, among others.

Caret holds a bachelor's degree in business administration from Kansas State University and an MBA from Wichita State University. She also earned certifications from Harvard University in the Program for Leadership Development and the International Security Defense Program and completed the Integral Leadership Program at the University of Notre Dame.



DONNA DIEDERICH

CHIEF HUMAN RESOURCES OFFICER, LMI

Donna Diederich serves as LMI's chief human resources officer, overseeing all aspects of the organization's human resources and talent acquisition efforts as well as its diversity and inclusion programs. She joins LMI from Abt Associates, where she also served as its chief human resources officer, focused on building a global talent strategy. She has more than 20 years of experience in senior human resources positions and leadership roles, including as senior vice president of CACI International's human resources department and as vice president of human resources for the National Public Sector and the Americas Region of DXC Technology (formerly CSC).

In addition to her extensive human resources background, Diederich has developed and executed organizational change communications and strategy. She has designed and implemented numerous training programs affiliated with change management and has vast experience with assisting organizations with cross-departmental transitions.

Diederich received her bachelor's from Missouri State University and holds a Senior Professional in Human Resources certification. She has taken executive programs in business development and selling from the University of Chicago's Booth School of Business, human resources at Cornell and the University of Michigan, and strategic talent management at the University of California, Los Angeles.



ERIC L. KELLY

CHIEF EXECUTIVE OFFICER, OVERLAND-TANDBERG

As a strategic, global technology thought leader, Eric Kelly has over thirty-five years of experience in complex mergers and acquisitions, international corporate finance, business transformations, and leading the strategic visions of software, cloud, and platform technology companies. He also has twenty years of board experience which includes public companies trading on the U.S. and Canada stock exchanges, private companies, universities, and foundations.

As chairman and CEO of Silicon Valley Technology Partners, he manages a portfolio of technology companies; Overland-Tandberg, a global hybrid cloud company; Bridge 2 Technologies, a next-generation SaaS software enterprise; and OT Global Protection, a healthcare technology supply chain operation. Prior to his current position, he served as CEO and chairman of the board of Sphere 3D (symbol: ANY), a next-generation containerization and virtualization software company.

He currently serves on the Economic Advisory Board of the San Francisco Federal Reserve and is chairman of the board of San José State University Tower Foundation.

President Obama appointed Mr. Kelly to the Advanced Manufacturing Partnership Steering Committee from 2013 to 2017. U.S. Secretary of Commerce Pritzker also appointed Kelly to the Advanced Manufacturing Council as vice chairman of the workforce sub-committee from 2013 to 2017.

He earned an MBA from San Francisco State University and a BS in Business Management from San José State University.



TIM RYAN

U.S. CHAIR AND SENIOR PARTNER, PwC

Tim Ryan is U.S. chair and senior partner of PwC after having been elected by his fellow partners. He is responsible for setting the strategy, leading the culture, and setting the tone on quality for the firm's 55,000 employees and partners. Ryan serves as the chair of the U.S. Board of Partners and Principals and is a member of the Network Leadership Team, including the senior partners from the network's four largest territories. He serves as Asia Pacific Americas Leader and oversees the execution of the network strategy in that region.

Ryan is a member of the board of trustees of the Brookings Institution. He also serves as a member of the governing board at the Center for Audit Quality, a non-partisan and nonprofit group dedicated to enhancing investor confidence and public trust in the global capital markets. He also serves on the Financial Accounting Foundation's board of trustees and is the co-chair of its Standard-Setting Process Oversight Committee.

Ryan worked with a small group of CEOs to launch CEO Action for Diversity & Inclusion™—now the largest-ever CEO-driven business commitment to advance diversity and inclusion in the workplace, with more than 1,500 signatory organizations. He also founded CEO Action for Racial Equity to identify and promote scalable and sustainable policies and corporate best practices to address system racism and social injustice.

Ryan has over 30 years of diversified experience serving clients across the globe. He is a certified public accountant in Massachusetts and New York and a member of the American Institute of Certified Public Accountants. He graduated from Babson College, where he studied accounting and communications and joined the firm after graduation.



MAGDA YRIZARRY

SENIOR VICE PRESIDENT AND CHIEF DIVERSITY
OFFICER, VERIZON COMMUNICATIONS

Magda Yrizarry has been a force for change at Verizon for over three decades. As the senior vice president and chief diversity officer, she is tasked with developing strategies and programs that infuse greater equity in Verizon's processes, behaviors, and operations to ensure that all employees have equal opportunity to advance and thrive in their careers.

A long-standing champion for advancing workplace diversity, Yrizarry has led many global initiatives to foster an inclusive culture where employees are empowered to share their authentic selves and feel a sense of belonging. Yrizarry is responsible for Verizon's Employee Resource Groups, EEO, affirmative action, employee relations and leads the development of a constellation of learning pathways on topics like addressing conscious inclusion and implicit bias. In response to the recent calls for racial justice, Yrizarry developed a Racial Justice Action Plan so that Verizon continues to live up to the highest ideals of equality. Yrizarry also works alongside key partners like the Business Roundtable D&I Task Force, Valuable 500, World Economic Forum, and World 50 to drive sustainable innovation and equitable growth within and beyond Verizon's walls.

Her leadership, and partnership with executives and employees, has resulted in industry praise with top accolades from Forbes, Women's Business Enterprise National Council, Working Mother, Hispanic Association on Corporate Responsibility, Black Enterprise, Human Rights Campaign, Disability: IN, and Military Friendly®.

Yrizarry earned a bachelor's and master's degree from Cornell University and serves on the Cornell University Council and Cornell Mosaic dedicated to campus diversity and inclusion. She completed an executive training program at Harvard University and the Center for Creative Leadership. Yrizarry is also a certified coach and member of the International Coach Federation. She serves on the Governing Board of Stonecrest Community Church and Chair of its Racial Justice Task Force.

ATTENDEE LIST



Mohamad Ali
IDG

Thomas Caulfield
GlobalFoundries

Suzanne Amoonarquah
Business-Higher Education Forum

Kristina Chambers
The Boeing Company

Joseph E. Aoun
Northeastern University

Janet Chen
Business-Higher Education Forum

Mutsuhiro Arinobu
The Business-University Forum of Japan

Lydia Cheng
John Wiley & Sons

Jeffrey D. Armstrong
California Polytechnic State University

Christina Cutlip
TIAA

Naguib Attia
IBM Corporation

Adela de la Torre
San Diego State University

Irma Becerra
Marymount University

John J. DeGioia
Georgetown University

Suzanne Bentzel
West Virginia University

Kimberlee Eberle-Sudre Association of
American Universities

Stephanie Blochinger
Business-Higher Education Forum

Nariman Farvardin
Stevens Institute of Technology

Stacey Brown
Business-Higher Education Forum

Mike Fenlon
PwC

Kelsey Bush
St. Mary's College of Maryland

Brian K. Fitzgerald
Business-Higher Education Forum

Brandon Busteed
Kaplan University Partners

Wayne A.I. Frederick
Howard University

Leanne Caret
The Boeing Company & Boeing Defense, Space
& Security

Marshall Grigsby
Grigsby & Associates LLC

ATTENDEE LIST

Ⅹ 2021

Ursula Gross
Business-Higher Education Forum

David Maxwell
Drake University

Luisa Guerra
The Boeing Company

Ryan Oakes
Accenture NA

Shannon Hampton
The Boeing Company

Judy D. Olian
Quinnipiac University

David Harris
Union College

Mary A. Papazian
San José State University

Idalia Hill
PwC, CEO Action for Diversity and Inclusion

Greg Polk
Stanley Black & Decker

Lynn Holmlund
IDG

Madeline Pumariiega
Miami Dade College

Kate Hoy
IDG

Amanda Pumphrey
Business-Higher Education Forum

Laura Ipsen
Ellucian

Pradheepa Raman
Stanley Black & Decker

Nicole Jenkins
University of Virginia

Lauryn Robinson
Business-Higher Education Forum

John Joaquin
IBM Corporation

Tim Ryan
PwC

Eric Kelly
Overland-Tandberg

Mimi Strouse
Accretive, LLC

Thomas A. Kennedy
Raytheon Company

Jennifer Thornton
Business-Higher Education Forum

Mike King
IBM Corporation

Laura Trench
The Boeing Company

Satoshi Kohara
The Business-University Forum of Japan

Danielle Troyan
Business-Higher Education Forum

Marty Martin
Drake University

Etienne Vasquez
Bloomberg LP

ATTENDEE LIST

Ⅺ 2021

Hank Weber
Washington University in St. Louis

JoAnn Winson
IBM Corporation

J. Luke Wood
San Diego State University

Randy Woodson
North Carolina State University

Alison Wrynn
California State University

Magda Yrizarry
Verizon Communications