## Table of Contents

Acknowledgements1
Foreword by Kate Clinton, Comedian and Activist2
Introduction4
Contributor Stories
Selisse Berry, Founder and CEO, Out & Equal6
Brad Smith, Chairman and CEO, Intuit18
George A. Kalogridis, President,
Walt Disney Parks and Resorts22
Margot Slattery, President, Sodexo Ireland26
Jim Norberg, Former Chief Operating Officer,
McDonald's31
Beth Brooke, Global Vice Chair of Public Policy,
EY35
Sander van't Noordende, Group Chief Executive,
Accenture39
Kayla Shell, Executive Director of Legal, Dell Inc43
Bobby Wilkinson, Assistant Vice President,
USAA Insurance50
Cynthia Martin, Former President of
Global Services, Kodak55
Denice Torres, Chief Strategy and Business
Transformation Officer, Johnson & Johnson62
Patrick O'Donnell, Principal,
Deloitte and Touche, LLP66

Michael Cox, Senior Vice President, Talent
Acquisition and Workforce Diversity and
Inclusion, Comcast71
Julie A. Hogan, Former Vice President of Services,
North America, NCR Corporation76
Patricia Rose, Major General, U.S. Air Force81
Ana Duarte-McCarthy, Former Chief Diversity
Officer, Citi86
Deborah Schmall, Partner, Paul Hastings LLP94
Ken Janssens, Managing Director and
Chief Technology Officer, J.P. Morgan99
Amy Hanneman, Global Diversity & Inclusion,
Hewlett Packard Enterprise103
Margaret Stumpp, Senior Advisor to Quantitative
Management Associates, Prudential Financial106
Reza Rahaman, Vice President of Research,
Development, and Innovation,
The Clorox Company112
Philip Hodges, Director, BlackRock115
Brian McNaught, Owner,
Brian McNaught & Associates120
Tara Bunch, Vice President of Operations, Apple127
Rosalyn Taylor O'Neale, Former Chief Diversity Officer,
Campbell Soup Company132
Campbell Soup Company132  Ivan Scalfarotto, MP, Italian Undersecretary of

Donna Griffin, Former Chief Diversity Officer,
Chubb145
Christie Hardwick, President,
Spirited Contribution149
Jeff Marootian, Assistant Secretary for
Administration, U.S. Department of
Transportation157
Deborah Dagit, Former Chief Diversity Officer,
Merck161
Lori Fox, President and Founder,
Lori Fox Diversity/Business Consulting169
Mike Feldman, President of Large Enterprise
Operations, Xerox Technology Business175
Renee Brown, Senior Vice President and Head of
Community Bank Marketing, Wells Fargo180
Scott Beth, Vice President of Finance Operations,
Intuit185
Bob Witeck, President,
Witeck Communications, Inc191
Steve Sears, Former Vice President of Marketing,
PepsiCo, Inc196
Louise Young, Former Senior Software Engineer,
Raytheon202
Resources208