

INCLUSIVE LEADERS

A W A R D S D I N N E R



7:00 PM • JUNE 5, 2019 • DENVER, COLORADO



GlobalMindED

Thank you



We salute the nominees, finalists, and Inclusive Leader Award Winners who have done the most to open doors for women, diverse communities, First Gen to college students, and other underrepresented populations.

We ask that you participate in this network of inclusive leaders to force multiply your outcomes through:

- Offering First Gen to College Students internships and jobs
- Mentoring or championing diverse talent in your company or place of work
- Working with your senior leaders to get more women and diverse talent on boards and into the C-Suite
- Work with GlobalMindED to achieve our bold goal of getting 25,000,000 First Gen to College and high school grads algorithmically connected to role models, internships, mentors, and jobs

PRESENTING SPONSORS

Early Childhood	Bena Kallick, <i>Institute for Habits of Mind</i>
K-12	Erika Twani, <i>Learning One to One Foundation</i>
Higher Education	Stéphane Lessard, <i>Consul General of Canada in Denver</i>
Health & Wellness	Nita Mosby Tyler, <i>Equity Project</i>
Banking & Finance	Demesha Hill, <i>Janus Henderson</i>
Technology	Sally Eaves, <i>Forbes Technology Council</i>
Space and Aerospace	Dr. Donna Lynne, <i>Columbia Univ, Irving Medical Center</i>
Entrepreneurship	Sam Kumar, <i>NewCloud Networks</i>
Media & Arts	Crystal Rose, <i>OZY Media</i>
Non-Profit	Art Bilger, <i>Working Nation</i>
Foundations & Funders	Praful Shah, <i>Principium</i>
General Leadership & Equity	Rachel Matus, <i>Amazon Web Services</i>

INCLUSIVE LEADER AWARDS DINNER PROGRAM

7:00 Welcome

Terry Williams, *GlobalMindED International Board Chair*

Dinner is served



7:15 Dance Entertainment

Vedya Konda, *high school graduate, 2019*

Navya Konda, *Stanford University graduate, 2019*



7:20 Opening Remarks

Carol Carter, *Founder of GlobalMindED*



7:30 Keynote

Grace Groves, *First Gen Leadership Class of 2015;*

Colorado University Boulder graduate, 2019

7:40 Inclusive Leader Awards

EARLY CHILDHOOD

K-12

HIGHER EDUCATION, 4-YEAR INSTITUTION

HIGHER EDUCATION, 2-YEAR AND POSTGRADUATE

HEALTH & WELLNESS

BANKING & FINANCE

TECHNOLOGY

SPACE AND AEROSPACE

ENTREPRENEURSHIP

MEDIA & ARTS

NON-PROFIT

FOUNDATIONS & FUNDERS

GENERAL LEADERSHIP & EQUITY

Closing Remarks and Thank You

Torian Richardson,

President of the International Advisory Board



9:15 Dinner Concludes

EARLY CHILDHOOD



Dr. Pamela Harris *President and CEO, Mile High Early Learning*

Dr. Harris' career has been centered on improving outcomes for young, at-risk children. Mile High Early Learning is Colorado's largest provider of subsidized early childhood education and care, serving over 600 children. She developed a racial equity framework that provides Race and Equity Leaders who encourage the entire organization and Board to participate in courageous conversations about race and equity.



Joëlle Dumas *Founder and Director, Ecole Claire Fontaine*

Mme. Dumas goes beyond ECE and works collaboratively to create an inclusive community. She envisioned and founded the Education Committee of the Venice Chamber of Commerce to promote high quality education for all, involving local schools, art institutions, and businesses. She created the WAVE Awards for inspirational area teachers and the Jacket of Excellence award for high school seniors and was celebrated as the 2018 Spirit of Venice Award winner.



Shruti Nagar Dave *Educator, Footprints Childcare, Founder TSBE*

Ms. Dave brings a holistic approach to ECE, training teachers, counselling parents. She founded The Should Be Education (TSBE) trust in India to deliver professional training for ECE educators, life skills training to 3-8 graders, and academic counseling to 1-9 graders. She introduced the HighScope Curriculum, which features active learning, to Footprints India.

K-12



Kara Bobroff *Founder and Executive Director, Native American Community Academy*

NACA Inspired School Network (NISN) is the first school network focused on improving Native American education with multiple schools in several states. Ms. Bobroff created an academically excellent, culturally relevant system that aligns and promotes Native identities and traditions. She also serves as Deputy Secretary for Identity, Equity, and Transformation with the New Mexico Public Education Department.



Dr. Yvette Jackson *Professor, Columbia University; former CEO, National Urban Alliance*

Dr. Jackson developed the NUA, which works to optimize the learning potential of disenfranchised urban students and restructure programs to support high intellectual performance. In her writing and teaching, she draws upon cognitive and neuroscience research to show how to pay attention to diverse gifts, shift to a strengths-based perspective, and reform educational leadership. Her work has transformed schools all over the world.



Heather Hiebsch *Co-Founder and Executive Director, TeachUNITED*

Ms. Hiebsch is dedicated to improving educational opportunities for rural youth worldwide. TeachUNITED's mission is to partner with the world's rural schools and engineer a scalable, affordable solution so all children receive the education they deserve. After an intensive 2-year program, schools join the global network of TeachUNITED and mentor the next cohort delivering sustainable change and revolutionizing education. Currently, TeachUNITED works with schools in Colorado, Costa Rica, and Tanzania.

HIGHER EDUCATION, 4-YEAR INSTITUTION

Dr. Marquita Chamblee *Associate Provost: Diversity & Inclusion, Wayne State University*

Dr. Chamblee inspires her community to create opportunities for all. She established the Office for Multicultural Student Engagement and the “Champions of Diversity & Inclusion Awards,” has formed diversity councils in 7 of 11 schools, and supports diverse faculty associations including Black Faculty & Staff, QWSU, and Latinx Faculty & Staff. She is also a founding member of the National Society for Minorities in Agriculture, Natural Resources, and Related Sciences, now on more than 50 campuses.



Dr. Carmen Burkhalter *Dean, College of Arts and Sciences, University of North Alabama*

Dean Burkhalter worked to establish the Mitchell-West Center for Social Inclusion at UNA, which will serve as a hub for diverse communities on campus, while also providing resources to the surrounding communities supporting social inclusion. She encourages students to participate in the Inside-Out Prison Exchange, which brings campus-based college students to class with incarcerated students for a semester-long course, facilitating understanding and dialogue.



Dr. David Vanden Bout *Sr. Assoc. Dean, College of Natural Sciences, Univ. of Texas–Austin*

Promoting inclusivity, Dr. Vanden Bout has implemented several initiatives: Bias Busting training for first-year students, Diversity and Student Programs which formalized a Diversity Equity and Inclusion Concentration to engage students in creating change during and after their undergraduate careers, and a Council for Diversity Engagement, made up of Black and LatinX students. Results include 4-year CNA graduation rates increasing among First Gen, African American, and students overall.



HIGHER EDUCATION, 2-YEAR AND POSTGRADUATE

Dr. Michael Torrence *President, Motlow State Community College*

Dr. Torrence is committed to recruiting, retaining, and promoting diverse talents, and delivering on Board diversity. Motlow State participated in the inaugural class of The National Inclusive Excellence Leadership Academy (NIXLA) and Dr. Torrence founded the Tennessee Chapter of the National Association of Multicultural Education.



Dr. Lester Rápalo *Dean of the Elizabeth Campus, Union County College*

Dr. Rápalo has actively endorsed diverse and talented faculty and student body populations through his recruiting and hiring efforts. He established the first LGBTQ committee at UCC, participates in the Education Forum (outreach to lower income and under-represented populations), and serves as the director of the Institute for Intensive English, working with students who speak more than 25 languages. He authored “Inclusive Teacher Pipelines with a Focus on Latinas/Latinos/Hispanics” for the White House Initiative on Educational Excellence for Hispanics.



Dr. Senthil Rajasekaran *Assoc. Dean for Academic Affairs, Eastern Virginia Medical School*

As a member of the Social Determinants of Health Interest Group in the AMA, Dr. Rajasekaran has a passion to address health disparities and a deep understanding of diversity and inclusion. He served as a member of the World Health Organization working group to develop a global competency framework for universal health coverage. His use of virtual families to teach complex social dynamics that impact health has received national recognition and the AMA Accelerating Change in Education grant.



HEALTH & WELLNESS



Dr. Michael Hill *VP Corporate Science, Technology and Clinical Affairs, Medtronic*

Holding over 60 patents for his innovative work, Dr. Hill states, “The best chance for groundbreaking innovation is at the intersection where diverse concepts, cultures, and disciplines collide.” Knowing that inclusivity brings the value of differing perspectives, he built a leadership team of 17 including 9 women and representing 6 countries. Dr. Hill actively creates opportunities for diverse individuals both at Medtronic and in the outside organizations and societies he serves.



Dr. Jackie Hunter *Director, Diversity and Inclusion, Banner Health*

Dr. Hunter created the Diversity & Inclusion Council at Banner Health. As its first Director, she has implemented Building Inclusive Teams, a systemwide unconscious bias training program, developed Team Member Resource Groups empowering Veterans and women, and is driving Banner’s community outreach initiative, using Community Health Needs Assessments to address healthcare disparities.



Dr. David Asai *Senior Director for Science Education, Howard Hughes Medical Institute*

Dr. Asai is a visionary leader for inclusive excellence in STEM and promoting culturally aware mentor training. He is active in the Director’s Working Group on Diversity of the NIH, and as part of the Minorities Affairs Committee (MAC) of the American Society for Cell Biology (ASCB) he helped to establish the ASCB annual Prize for Excellence in Inclusivity. His team awards grants to colleges and universities to increase inclusive practices with the Inclusive Excellence Awards.

BANKING & FINANCE



Jim Reuter *CEO, FirstBank*

Mr. Reuter supports several Employee Resource Groups—Women in Technology, Spanish, and Veterans—that strive to proactively drive change and foster a diverse, inclusive workplace aligning with organizational mission, values, and goals. More than half the bank’s management roles are held by women, and FirstBank has developed strategic partnerships with regional and national universities targeting diverse student programs and organizations for jobs and internships.



Dr. William Kapfer *Global Head of Supplier Diversity, JPMorgan Chase*

Dr. Kapfer develops and engages minority, women, LGBT, veteran, and disability-owned businesses to integrate them into the JPMorgan Chase sourcing and procurement processes, noting that “true inclusion goes beyond being an equal opportunity employer; it requires everyday actions to encourage and foster authenticity, building a culture that includes all people.” Dr. Kapfer is the recipient of many awards including the Global Diversity Award for the University of Arizona Alumni Association.



Sapna Shah *Global Head of Corporate Responsibility, PIMCO*

Ms. Shah oversees PIMCO’s global initiatives aimed at cultivating a diverse and inclusive workplace. As the head of CR, she has developed partnerships with Girls Who Invest (an organization which places college women in internships in asset management), Leadership Enterprise for a Diverse America (LEDA), UN Global Compact Principles, UK HM Treasury Women in Charter, and CEO Action for D&I.

TECHNOLOGY

Bethlehem Gronneberg *Founder & CEO, uCodeGirl*

As the first female Computer Science graduate from Addis Ababa University, Ms. Gronneberg understands early exposure to role models and access to opportunities means girls can be on a crucial path to succeed in rewarding & high paying tech careers. uCodeGirl is a non-profit but social-profit organization designed to inspire, engage and equip teen girls so that they can confidently choose to forge a pathway to technology careers and engineer their world.



Michael Simpson *CEO, PAIRIN*

Mr. Simpson co-founded PAIRIN, a social enterprise company with a mission to make education relevant and hiring equitable. In his role as CEO he advocates and creates opportunities for disadvantaged populations in education and employment. PAIRIN's soft skills assessment and targeted development tools help to increase employability and support equal opportunity for all in the workforce.



Gary Goldberg *CEO, Newmont Mining*

Newmont Mining champions inclusion and sustainability throughout their worldwide organization, and was recognized as the top mining company in Forbes "World's Most Admired Companies." Mr. Goldberg advocates for women as part of CEOs for Women on Boards. He pledged Newmont's support for Paradigm for Parity in 2016, a framework developed by business leaders outlining specific actions to create a workplace where women and men have equal power, status and opportunities by 2030. He has been inducted into the American Mining Hall of Fame.



SPACE & AEROSPACE

Leland Melvin *Astronaut, STEAM Advocate, Explorer*

As an NFL player, scientist, Administrator of Education at NASA, and Co-Chair of the White House Federal Coordination in STEM Education Task Force designing the nation's 5 year STEM plan, Mr. Melvin has been a leader in diversity and inclusivity. He inspires youth with his book *Chasing Space* on his countless school visits, and he supports international efforts to reach girls and underserved populations with his participation in the WYSCI program.



Ron Garan *Speaker, Astronaut*

Mr. Garan has engaged communities of all races and backgrounds to participate in being leaders for creating a sustainable future. He asks the question, "If we have the resources and technology to solve the challenges of inequity on our planet, why do they still persist?" and works to solve it by effectively collaborating on a global scale.



Jay Lindell *Major General (Retired) USAF, Aerospace and Defense Industry Champion, Colorado Office of Economic Development and International Trade*

Gen. Lindell realizes that the future of aerospace and other advanced industries fueling Colorado's economy are dependent on a strong pipeline of diverse talent. He has served worldwide in several senior operational and leadership positions culminating as Director, Air Force Global Power Acquisition Programs, Pentagon. Gen. Lindell received 18 awards and decorations including the Silver Star.



ENTREPRENEURSHIP



Dr. Piya Sorcar *Founder and CEO, TeachAIDS*

Dr. Sorcar's award-winning venture creates research-based tutorials to solve persistent problems in global health education, tackling global epidemics, preventing disease, and educating youth. TeachAIDS' culturally sensitive interactive film, *Prevention Begins With Me*, has been viewed (free of charge) by half a billion young people in 82 countries and 27 languages, and the CrashCourse concussion initiative has been utilized by the US Olympic Committee and Pop Warner football (50 sports reaching over 700,000 participants and coaches).



Robin Brulé *Vice President Community Relations, Nusenda Credit Union; Chief Strategist, City Alive; Executive Director, Nusenda Foundation*

Ms. Brulé's ability to democratize entrepreneurship for people of color, women, immigrants, and low-income populations include the Powering Success micro-assistance program which bundles short-term financial assistance for disadvantaged students facing dis-enrollment from college, and the community micro-lending program Co-op Capital, for minority and marginalized populations. She is a 2018 New Mexico True Hero and served on Governor Richardson's Poverty Reduction Task Force.



Andrew Gordon *Founder and CEO, Diversity Abroad*

Mr. Gordon's efforts to promote and remove barriers for diverse students to study abroad has connected community colleges, Minority Serving Institutions (MSI), study abroad organizations, and government offices that are committed to advancing diversity and inclusive global education. The annual Diversity Abroad Conference includes the Global Student Leadership Summit, MSI Global Education Summit and the Chief Diversity Officer/Senior International Officer Strategic Leadership Forum.

MEDIA & ARTS



Katie Bradford *Arts and Media Coordinator, Diversity Coordinator, Denver Academy*

Ms. Bradford is a founding member of the Colorado Diversity Network, where independent schools collaboratively focus on Equity, Inclusion, and Diversity. She has presented on implicit bias, and is active facilitating student participation at the Student Diversity Leadership Conferences. She is a 2019 DiversityIS (Diversity in K-12 Independent Schools) Leadership in Diversity Award Winner.



Leslee Udwin *Founder and President, ThinkEqual*

Ms. Udwin's film *India's Daughter*, about the brutal gang rape and death of a medical student on a moving bus in Delhi, transformed the conversation about the treatment of women in India and motivated her to create the organization ThinkEqual. ThinkEqual created a complete curriculum of Social and Emotional Learning (SEL) for 3 to 6-year-olds to instill equality and ideas of tolerance and moral values. The program has been implemented (free of charge) in over 150 schools in 15 countries, with the results being evaluated by partner Yale Center for Emotional Intelligence.



Dr. Leah Hanes *Executive Director, Two Bit Circus Foundation*

Dr. Hanes strives to provide all demographics with access to STEAM education, whether they are able to afford it or not. Over 300,000 students have been reached (50% of whom qualify for free or reduced lunch), over 5,000 teachers have been trained, and all members of the Junior Board are students of color from underserved communities. Two Bit Circus has now gone global, with the first international carnival in Perth this past December.

NON-PROFIT

Dr. Ethan Karp *President & CEO, MAGNET (Manufacturing Advocacy & Growth Network)*

Dr. Karp has transformed MAGNET, creating a more diverse staff and Board while growing partnerships with minority-owned clients. He has advanced the success of the Early College Early Career program, which helps inner-city youths access careers in manufacturing through initiatives such as paid apprenticeships, certifications, and tuition reimbursement. With his leadership, ECEC and MAGNET have gained national attention and won several grants and awards.



Raquel Tamez *CEO, Society of Hispanic Professional Engineers*

Ms. Tamez' legal career focused on inclusivity as the General Counsel for SourceAmerica, an organization providing employment for 115,000 persons with disabilities through its oversight of 500 non-profit agencies. As CEO of SHPE, a network of 230 chapters and 10,500 professional and student members, she is transforming the face of STEM, as SHPE is uniquely positioned to provide talent from entry level positions to the board room.



Michael Hess *Executive Director, Blind Institute of Technology*

Mr. Hess' belief that people with disabilities deserve to be considered during the hiring process prompted him to leave his successful career in network engineering and IT to found BIT. BIT bridges the gap between candidates with disabilities and their potential employers by offering customized services in education, preparation, and opportunity. To help people with disabilities gain employment, BIT partners with higher learning institutions for curriculum and professional training certifications, provides paid internships through tech companies, and delivers unconscious bias training to employers.



FOUNDATIONS & FUNDERS

Lauren Casteel *President and CEO, The Women's Foundation of Colorado*

While serving at The Denver Foundation for 16 years, Ms. Casteel launched The Inclusiveness Project, which increased participation by people of color at Metro Denver nonprofits, and earned the Council on Foundations' Critical Impact Award. Under Casteel's steerage the WFCO staff and board have become more diverse. She has received many accolades for her work including the ADL Mountain States Region 2018 Civil Rights Award and induction into Colorado Women's Hall of Fame.



Bernard Milano *President, KPMG Foundation*

Mr. Milano championed the creation of the PhD Project in 1994, which attacks the root cause of minority under-representation in corporate jobs by recruiting minority professionals from business into doctoral programs. It is a systemic model to diversify the workforce by diversifying the front of the classroom. These professors will encourage, mentor, support, and enhance the preparation of tomorrow's leaders. The number of minority business professors has grown from 294 to 1,500 with 300 more enrolled.



Karen McNeil-Miller *President and CEO, Colorado Health Foundation*

Ms. McNeil-Miller and her staff are amplifying the discourse in Colorado to include topics such as health equity and social determinants of health; the Foundation has expanded its grant-making and public policy funding to target a more diverse set of demographics and stakeholders. Ms. McNeil-Miller's inclusive approach has made a national impact on the world of philanthropy. Before joining CHF, she developed Healthy Places NC, a decade-long \$100 million initiative to improve the health of low-income rural communities, and spent 16 years with the international Center for Creative Leadership.



GENERAL LEADERSHIP AND EQUITY



Hugh Welsh *General Counsel, Secretary & President, DSM North America*

In his role as President of DSM NA, Mr. Welsh has spearheaded significant changes to the way DSM attracts, develops, and retains talent, with an eye on diversity. He is on the Board of the Tri-State Diversity Council, member of the DSM Global Executive Diversity & Inclusion committee, Executive Chair of Workplace Inclusion Network for DSM North America, and the executive sponsor of DSM's Women's Inspired Network and Mentoring Program.



Mark Compton *CEO, Pennsylvania Turnpike Commission*

Mr. Compton's inclusive efforts include creating the Women's Network to support women in the transportation industry. He developed the CEO Intern Fellows Program for Diverse Groups, and partners with the African American Chamber of Commerce and the Young Professionals of Color to increase the program's visibility. Previously with PennDOT, he championed the Leadership, Education, and Development (LEAD) program designed to support women by providing training and female mentorship.



Telisa Yancy *Chef Marketing Officer, American Family Insurance*

Under Ms. Yancy's leadership, Diversity and Inclusion is now a strategic imperative at American Family Insurance. She influenced the creation of the Inclusive Excellence business unit; the Executive Diversity Council; Diversity and Inclusion metrics and training; development programs for employees at all levels; and several Business Resource Groups: Women's, Multicultural, LGBT + Allies, Veteran's/Military, and Abilities. She invests considerable personal time and energy in mentoring a broad group of diverse employees both inside and outside the company.



*A special thanks to
the Kondo sisters
for the evening's
entertainment, and
for being a part of
the GlobalMindED
community.*

Who we are

GlobalMindED is an innovation network of inclusive leaders who are committed to creating a capable, diverse talent pipeline across industries and sectors, nationally and globally.

What we do

Together with partners, members, and sponsors, we accomplish our mission in the following ways:

- **Annual Conference** with 1,000 inclusive leaders across the disciplines and sectors.
- **Inclusive Leader Awards Dinner** recognizing those developing and championing inclusive organizations and practices.
- **GlobalMindED College Collaborative** building a diverse student leadership to employment pipeline.
- **Funding for special programs** at Historically Black Colleges and Universities (HBCU's) and Minority Serving Institutions (MSI's).

Join us

GlobalMindED offers a number of opportunities for companies to support diversity and inclusion efforts across industries and sectors:

- **Corporate Memberships** available at five levels: Diamond, Ruby, Platinum, Gold, and Silver.
- **Presenting Sponsorships** for the Inclusive Leader Awards Dinner honoring inclusive leader award winners.
- **Conference Sponsorships** to present or keynote a main stage panel.
- **Nominate** an inclusive company or leader for the Inclusive Leader Award Dinner at <https://bit.ly/2D9BXuH> or purchase a table for the Inclusive Leader Awards Dinner at <https://bit.ly/2DbkouB>

Join us and **Be the Solution** as we set a new standard for **inclusion excellence across industries and sectors**. Help us to showcase role models working to open doors for women, people of color, ability status, veterans, LGBTQ+ and other underrepresented audiences.

Be the solution



Bold Goal

**By 2025 we will have 25,000,000
First-Gen high school and college grads,
those who work for them, and those who want to hire them,
algorithmically connected to role models,
mentors, internships, and jobs.**

GlobalMindED

creating a capable, diverse talent pipeline

1530 North High Street, Denver, Colorado 80218 • www.globalminded.org