



Chicago United



Business Leaders *of* **COLOR**
2021





We are honored to present the 50 newest members of Chicago United's *Business Leaders of Color*. Join us in celebrating their successes and future contributions to the business world.

Since its inception in 2003, Chicago United has identified 420 board-ready candidates who have served in more than 300 corporate directorships. Now, in 2021, we are proud to increase that number to 470. This year's Business Leaders of Color are a strong representation of our work at Chicago United. This publication is the sum of 50 qualified, dynamic, visionary, and talented executives of color who are ready to step into corporate directorships in Chicago and beyond.

Powered by tenacity and courage, these 50 leaders have risen through the ranks and today are trailblazers — dedicated, willing, and able to both lead and innovate. They share recurring themes of resilience, determination, and inspiration. And in each of their stories, you will read compelling reasons of why and how they are equipped to serve and see their impressive track records of accomplishments.

An ever-growing body of data show that corporate boards comprised of talent from diverse racial backgrounds and unique mindsets govern better and create stronger outcomes. And now, more than ever, shareholders, employees, customers and the public have come to expect representation across all categories of business, including their boards.

Corporate America has made some progress. But there is still work to be done. Corporations have a responsibility to pursue diverse leadership, and the caliber of skill and talent highlighted on the following pages is an excellent place to start. Here are individuals who will ask the difficult questions, work to solve pressing problems, and help drive corporate change while elevating shareholder value and innovation.

Enjoy this year's publication, and congratulations again to these outstanding members of Chicago's business community. We hope to see some of them on your boards soon.

John C. Robak
Chair
Chief Executive Officer
Greeley and Hansen

Tiffany Hamel Johnson
President and CEO
Chicago United

Chicago United



Mission

To achieve parity in economic opportunity for people of color by advancing multiracial leadership in corporate governance, expanding the talent pipeline for executive level management, and growing minority businesses.

Vision

A Chicago region that is the most inclusive business ecosystem in the nation.

- 06. Verneda Bachus**
Chief Executive Officer, Friend Health
- 07. Regina Cross**
Vice President, Investment Management Division, Goldman Sachs & Co. LLC
- 08. Dr. Roberto Curci**
Vice Provost and Dean, Brennan School of Business, Dominican University
- 09. Melissa B. Donaldson**
Senior Vice President and Chief Diversity Officer, Wintrust Financial Corporation
- 10. Jose Flores**
President & Chief Operating Officer, Wynndalco Enterprises, LLC
- 11. Steve Flores**
Partner, Winston & Strawn LLP
- 12. Michelle Flowers Welch**
Chairman & Chief Executive Officer, Flowers Communications Group
- 13. Cristy Garcia-Thomas**
Chief External Affairs Officer, Advocate Aurora Health
- 14. Jose Garcia**
President & Chief Executive Officer, Northwest Community Credit Union
- 15. Darius A. Gill**
Senior Vice President, National Practice Executive, Northern Trust
- 16. Jeanne M. Gills, Esq.**
Partner; Vice Chair, IP Department; Member, Firm Management Committee, Foley & Lardner LLP
- 17. Jesus Gonzalez**
Deputy Global Practice Leader, Aon, plc
- 18. Denitra Griffin**
President, AGB Investigative Services Inc.
- 19. Jasmine Guy**
Vice President of Diversity, Equity & Inclusion, CCS Fundraising
- 20. Nickol Hackett**
Chief Investment Officer, Treasurer, The Joyce Foundation
- 21. Erik Hall**
Executive Director, GCM Grosvenor
- 22. Douglas E. Harrell**
Chief Financial Officer, Office of Special Deputy Receiver
- 23. Lisa M. Harrell**
Chief Human Resources Officer, Cleveland Avenue
- 24. Stephen Harris**
President, Medicaid, Health Care Service Corporation
- 25. Glenn Harston II**
President, The Gemini Group LTD
- 26. Anuradha Hebbar**
Partner, Global Practice Leader, Diversity, Equity, and Inclusion, Kincentric, a Spencer Stuart Company
- 27. Lee Henderson**
Partner, Ernst & Young LLP
- 28. John O. Hudson III**
President and Chief Executive Officer, Nicor Gas
- 29. Julieta LaMalfa**
Chief Financial Officer, Canela Media, Inc.
- 30. Gordon C.C. Liao**
Founder & Managing Partner, Promise Holdings LLC
- 31. Gregg Lunceford, Ph.D., CFP®**
Senior Vice President, Mesirow Financial
- 32. Suzet M. McKinney, DrPH, MPH**
Principal, Director of Life Sciences, Sterling Bay
- 33. Samara Mejia Hernandez**
Founding Partner, Chingona Ventures
- 34. Deidra Merriwether**
Senior Vice President, Chief Financial Officer, W.W. Grainger, Inc.
- 35. Lourdes Mesa González, AIA, LEED AP BD+C, ND, NCARB**
Senior Vice President, Primera Engineers
- 36. Martin Montes**
Vice President, Large Customer Services, ComEd – An Exelon Company
- 37. Reginald Moore**
Vice President & General Manager, Newell Brands
- 38. Tracie Morris**
Senior Vice President, Chief Human Resources and Inclusion Officer, BMO Harris Bank N.A.
- 39. Marisol Pantoja**
Senior Vice President, Chief Audit Executive, TransUnion
- 40. J. Todd Phillips**
Founder & Chief Executive Officer, Parson Partners
- 41. Nadia M. Quarles, Esq.**
Assistant Vice President for Business Diversity, Office of Business Diversity, The University of Chicago
- 42. Sumant Ramachandra**
President, Pharmaceuticals and Chief Science & Technology Officer, Baxter International
- 43. Sendhil Revuluri**
Managing Director, PEAK6 Capital Management
- 44. Craig Richey**
Senior Managing Director, Strategy & Consulting Lead – Midwest Market Unit, Accenture
- 45. Derreck James Robinson**
Managing Director, National Sales Leader, Deloitte Consulting LLP
- 46. Louis Sandoval**
President & Chief Executive Officer, Knnected Inc. Db a SupplyHive™
- 47. David Segura**
Chief Executive Officer, VisionIT, a Softtek company
- 48. Anne Shaw**
President, Shaw Legal Services, Ltd.
- 49. Thurman “Tony” Smith**
Senior Vice President & Territory Executive, PNC Bank
- 50. Sunitha Thomas**
Regional Senior Investment Officer, Senior Vice President, Northern Trust
- 51. Cedric D. Thurman**
Executive Vice President Chief Diversity Officer, Group Head Community Investment and Diversity, Equity and Inclusion, Federal Home Loan Bank of Chicago
- 52. Edna Uribe**
Vice President, Director of Sales, Univision Chicago
- 53. Lizette Williams**
Global Head of Vertical Solutions Marketing, Facebook, Inc.
- 54. Suzanne Yoon**
Founder & Managing Partner, Kinzie Capital Partners LLC
- 55. Weifang Zhou**
EVP & President of Testing, Inspection & Certification, UL Inc.



Anuradha Hebbar

Partner, Global Practice Leader, Diversity, Equity, and Inclusion, Kincentric, a Spencer Stuart Company

Board Experience & Affiliations

- Women's Business Enterprise National Council
- Rhea of Hope Foundation
- Asian & Pacific Islander American Scholarship Fund
- Business Insurance Diversity & Inclusion Institute
- Catalyst Research Partner

My parents taught me to “be the change you wish to see,” and I continue to be inspired by those words today.

I credit my success to the values my parents instilled in me as immigrants who brought me to the United States seeking better opportunities for their family. Despite facing numerous challenges when the U.S. population was just one percent Asian, they role-modeled perseverance, hard work, determination, and a dedication to excellence. While my mother could not go to college, she held an unwavering belief in the importance of education.

My parents taught me to “be the change you wish to see,” and I continue to be inspired by those words today.

I have more than 25 years of Fortune 500 corporate and consulting experience, which has impacted positive organizational change and results. Currently, I serve as the Global Practice Leader responsible for the commercialization of DEI solutions for Kincentric, Spencer Stuart, and Cambria, the three operating businesses of Spencer Stuart, a privately held company with revenues of more than \$750 million. Our clients expect leading-edge counsel to succeed in unlocking the power of people and teams. As a trusted advisor to CEOs and their teams, I help connect the dots between culture, leadership, talent, engagement, diversity, equity, and inclusion to transform their organizations to accelerate business value.

My career path has not been linear. With every role that I've held, I have enjoyed incredible experiences that have nourished my ability to learn, adapt, grow, and persevere. I began my career as a lawyer but went into marketing communications, helping to build some of the world's most iconic brands. My success in the field put me in a position to lead DEI initiatives for Fortune 100 organizations like McDonald's and Verizon.

At Verizon I played a critical role in driving transformational change, evolving the organizational culture to create a diverse, inclusive, and inspiring workplace—a company objective. My efforts increased supplier diversity goals by 10% in just one year, resulting in \$5.2 billion of tier one and tier two spend with women and minority-owned businesses.

Now, more than ever, leaders must understand that diversity, equity, and inclusion are critical to a company's ability to attract and retain talent, innovate, improve performance, and drive results.

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BECOME A MEMBER

Chicago United members range from emerging businesses to Fortune 500 companies and include some of Chicago's brightest leaders. These companies collaborate to develop sustainable diversity and inclusion in the business workforce and leadership in a way that strengthens their own organizations, the corporate community, the broader economy, and society as a whole.







Members come to Chicago United for unparalleled, honest, and candid discussions of diversity, equity and inclusion in business. Some have earned national accolades for their efforts to promote multiracial leadership by leveraging best-in-class diversity, equity and inclusion practices. Others may be implementing first-time programs and processes. Regardless of where they are on their journey, every member contributes to the environment and learns ways to optimize their businesses through their participation.

For information on becoming a member of Chicago United, contact Vice President of Membership & Development, Melanie Sillas at msillas@chicago-united.org or visit www.chicago-united.org.



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 312-977-3060  www.chicago-united.org     ChicagoUnited

