



Diversity, Equity & Inclusion Innovations in the Investment Industry

Michelle Gadsden-Williams, Managing & Global Head of Diversity, Equity and Inclusion, BlackRock

Michelle Gadsden-Williams is the Managing Director and Global Head of Diversity, Equity, and Inclusion for BlackRock. She is an award-winning global diversity executive, author, activist, producer, and philanthropist with more than 25 years of experience as an advocate for equality within corporate America and a thought leader around diversity and inclusion. Michelle is a seasoned diversity practitioner with experience working in the consumer goods, pharmaceutical and financial services industries before transitioning to professional services in 2017.

Michelle is the former, Managing Director of Inclusion & Diversity for Accenture North America. She provided strategic direction, thought leadership, and championed the development of an inclusive environment by integrating diversity practice into all aspects of the business. She has held positions of global responsibility in the diversity management arena by living in Switzerland for close to 10 years of her corporate career and managed staffing functions for large multi-national corporations such as Credit Suisse, Novartis, and Merck & Co, Inc. Prior to her tenure at Merck & Co., Inc, Michelle has also held positions in Human Resources and Product Development at Philips-Van Heusen Corporation and Wakefern Food Corporation, both headquartered in New Jersey.

Michelle has acquired a multitude of awards and accolades for her work as a diversity practitioner. She has been recognized by Diversity Women Elite 100 and Black Enterprise as one of the Top Executives in Corporate Diversity for 2020, 2019, 2018, 2017 as well as the BE Gamechanger Award in 2023. The Reverend Al Sharpton recognized Michelle as a 2016 honoree at the National Action Network "Woman of Power" Luncheon, an honoree at the Black Institute Awards Gala in NYC and a 2015 Ebony Magazine Power 100 honoree. Throughout her career, Michelle has been profiled in Black Enterprise Magazine, Diversity Inc, Diversity Executive, Ebony, Essence, Fortune, History Makers, Heart & Soul, Jet, New Vision, Science Magazine, Sister to Sister, The New York Times, The Wall Street Journal, Target Market News and was recognized as one of 40 Outstanding Executives Under 40 in America in 2006 by the Network Journal. Her other notable tributes include: being named the 2010 recipient of the Maya Way Award for Diversity Leadership by the incomparable Dr. Maya Angelou, receiving the 2008 Harvard Black Men's Forum Businesswoman of the Year Award, accepting the Rainbow Push Coalition's Bridge Builder Award by the honorable Reverend Jesse L. Jackson and also being recognized with an honorary Doctorate of Humane Letters degree from Kean University for her outstanding personal and professional accomplishments in the field of diversity and inclusion. In 2013 Michelle was appointed as a member of the Global Advisory Council on Gender Parity for the World Economic Forum in Davos, Switzerland.

Michelle earned a B.S. in Marketing, a B.A. in Communications from Kean College of New Jersey, and an M.S. in Organizational Dynamics from the University of Pennsylvania.

Marcus Shaw, MBA, Chief Executive Officer, AltFinance

Marcus Shaw has spent more than 20 years in the financial and non-profit sectors, including entrepreneurial, executive, and other positions at firms including Height Analytics, Piedmont Investor Advisors, and Banc of America Securities. Most recently, he founded Montgomery TechLab, an organization to support inclusive economic growth in Montgomery, Alabama, through the advancement of tech-based careers and ventures. He also served as the CEO of The Company Lab (CO.LAB), where he led the development and execution of a strategic plan to grow innovation and entrepreneurship in southeast Tennessee. Marcus previously served as the senior director of business development and partnerships for Management Leadership for Tomorrow (MLT), AltFinance's career development partner.

Marcus's experience also includes more than a decade of working in equity research and investment management. He was the Head of Tech, Media and Telecom research at a Washington, D.C.-based investment advisor focused on policy and regulated industries. Prior to this position, he was a member of Bank of America's Telecom Services equity research team. He started his career as a network engineer with IBM. He earned a bachelor's degree in Mathematics from Morehouse College and a bachelor's degree in Electrical Engineering from the Georgia Institute of Technology. He received an MBA from Duke University's Fuqua School of Business.

Jerilyn Castillo McAniff, Managing Director and Head of Diversity and Inclusion, Oaktree Capital Management

Ms. McAniff is a managing director and Oaktree's Head of Diversity & Inclusion. She has served as co-head of the firm's Diversity & Inclusion Council since 2017. Ms. McAniff first joined Oaktree's U.S. High Yield Bond group in 2008 and worked on the Performing Credit team until 2021 as a senior analyst, serving a term as Co-Director of Research. Ms. McAniff is currently a Director of the Board of AltFinance – Investing in Black Futures, a non-profit initiative launched by Oaktree, Ares, and Apollo to support students in gaining exposure to alternative investing. She is a co-founder of the Bloomberg Women's Buyside Network California Chapter, on the ERG steering committee of the Asian American Association of Investment Managers, an Ambassador of Girls Who Invest, and a member of the AIMA Diversity Steering Committee. Ms. McAniff has led training sessions and developed curricula for valuation and M&A training programs for banks and asset management firms and has taught classes for many universities and non-profit organizations focused on advancing diversity in the investment industry. She has a passion for teaching and co-authored *The Practitioner's Guide to Investment Banking, Mergers & Acquisitions, Corporate Finance* in 2007. Ms. McAniff started her career in the M&A Group at J.P. Morgan. She serves as a director of Hope Street Friends School and is on the Inclusion, Diversity, Equity & Access (IDEA) Committee of the Board of the Los Angeles Master Chorale. She received a B.S. degree in business administration with an emphasis in finance from the Haas School of Business at the University of California, Berkeley.

Alandra Washington, Ph.D. MPA, Vice President of Transformation and Organizational Effectiveness, W.K Kellogg Foundation

Dr. Alandra Washington has over 25 years of leadership experience with non-profit and philanthropic organizations implementing both place-based and national initiatives to improve equitable outcomes for children, families and communities. Joining the W.K. Kellogg Foundation in 2002, she has served in several roles including program officer, deputy director and interim vice president of national program strategies.

Dr. Washington currently serves as Vice President for Transformation and Organizational Effectiveness responsible for overall integration of program and operation initiatives that drive change toward organizational performance excellence. She has led global transformation initiatives across the foundation including organizational restructuring and redesign, grantee engagement and experience and organizational learning. She has served on several boards and committees across the non-profit and philanthropic sector. She currently serves as board chair for the Schott Foundation for Public Education.

Dr. Washington received both her Bachelor of Science and Masters of Public Administration from Southern Illinois University at Edwardsville and earned a doctorate in educational leadership and organizational analysis from Western Michigan University.