

## Recruiting, Retaining & Promoting a Diverse Workforce



### Billy Dexter (Moderator)

*Partner, Heidrick & Struggles*

Billy Dexter is a partner in Heidrick & Struggles' Chicago office and the Americas regional diversity leader. He co-leads the Diversity Advisory Services Practice that assists clients in creating diverse leadership teams. Billy works across all industry and functional groups in developing inclusive solutions as it relates to talent acquisition and leadership development. Billy also serves as a member of the Financial Services, Human Resources Officers, and Board of Directors practices.

Prior to joining Heidrick & Struggles, Billy was executive vice president & chief diversity officer of MTV Networks, a Viacom company. As EVP/CDO, Billy partnered with MTV Networks senior leadership to create and develop strategies that further diversity & inclusion throughout the global company and to identify new ways of enhancing existing initiatives across multiple platforms.

Prior to Viacom MTV Networks, Billy was president of Hudson Inclusion Solutions, a business division of Hudson Highland Group (HHG), a diversity consulting practice he founded within Hudson Highland. He also served concurrently as chief diversity officer of HHG and worked closely with human resources to create an inclusive culture.

Earlier, Billy was vice president for diversity recruitment initiatives for Monster Worldwide, former parent company of HHG. Prior to Monster Worldwide, Billy worked at Deloitte as national director of international & diversity recruitment solutions, and at Motorola as director of global talent acquisition & university relations. He started his corporate career as manager of talent acquisition at United Airlines.

Billy has received numerous honors over the years. Most recently, Chicago United named him a 2016 program trail blazer, and in 2009 he was the recipient of Business Leader of Color. Society of Human Resources Management named Billy one of the "Top 100 Global Diversity Thought Leaders" in 2008-10. Savoy Magazine awarded him the Trailblazer Award and recognized him as one of the Top 50 African American executives in 2010. Uptown Professional Magazine recognized him as one of the "Top 100 Corporate Executives" in 2012. Also in 2011, Billy received the Distinguished Alumni of the Year Award from Saginaw Valley State University. He recently published a book, *Making Your Net-Work*, a guide to career an business networking.

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Billy Dexter *Continued*

Billy serves on the board of directors of Metropolitan Club of Chicago, Link Unlimited, National Association of African Americans in Human Resources, Executive Leadership Council, Goodman Theater, and NFL Players Association.

Billy holds a BA in education from Saginaw Valley State University and a master's degree in administration from Michigan State University. He completed the Harvard Business School Executive Education Certificate Program.

The business relevance of diverse leadership by Billy Dexter

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John L. Bowman, CFA

*Managing Director - Americas, CFA Institute*

John Bowman provides leadership and strategy to Chartered Financial Analyst (CFA) Institute's largest region - the Americas - including Canada, the U.S., the Caribbean, and Latin America. He serves as the face and voice of the region with the media, regulators and employers to advocate for high standards of practice, market integrity and professionalism.

Prior to joining CFA Institute in 2004, Bowman served as a portfolio manager at Mellon Growth Advisors, and as an equity analyst and portfolio manager for the International Growth Opportunities Strategy at State Street Global Advisors.

At CFA Institute, he has served as Director, Business Development; Vice President, New Product Development; and Head, Educational Products. In 2010, Bowman accepted assignment as Head, Claritas® Investment Certificate, which was launched in May 2013. Following this, he served as Co-Lead, Education.

Bowman earned a BS in business administration from Mary Washington College and is a CFA charterholder.

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**Julianne Haskell**

*Managing Director and Head of Employee Engagement, State Street*

Julie Haskell is a Managing Director at State Street and has recently assumed the role of Head of Employee Engagement, bringing to life what makes the company a great place to work for all of its 32,000 employees. In this role, Julie is responsible for working across myriad stakeholders to create and oversee a plan to align talent and reward strategies to State Street's employee value proposition, including designing both a communications roadmap and clear metrics to support the effort.

Prior to this position, Julie led inclusion, diversity and work/life for State Street where she was responsible for building a strategy that supports the company's global commitment to workforce diversity and inclusion. In her role, Julie set strategy, goals, priorities and success metrics for global inclusion, diversity and work/life practices. She also oversaw inclusion and diversity programs across the organization, aligning key initiatives with State Street's business objectives, including State Street's global employee engagement survey, diversity sponsorships and the company's 23 global employee resource groups.

Julie is a recognized speaker and expert in the field of gender, work/life, and diversity, and leads the company's sponsorship of widely attended conferences and events, including the Mass Conference for Women, the largest women's conference globally. Under her tenure, State Street has received multiple awards and national recognition for its inclusion efforts, including Working Mothers' Best 100, Financial Times Top 50 Employers for Women, Human Rights Campaign Best Places to Work for LGBT Equality, DiversityInc Top 10 Regional Companies for Diversity, Black Enterprise Best Companies for Diversity, Latino Magazine Best 100 Companies for Hispanics, Stonewall Global Diversity Champion, 50 Leading Company for Women's Leadership in Asia-Pacific Economic Cooperation and World-at-Work Alliance for Work-Life Progress Seal of Distinction.

Julie holds a Bachelor of Arts degree from Bowdoin College and a Master of Science in Communications from Boston University. She is a member of The Boston Club, ALFPA, Ascend's Advisory Council, Catalyst's Experts Community, Boston College Center for Work & Family's National and Global Workforce Roundtables, and the Partnership's Executive Advisory Council.

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Dorothy Leland

*Chancellor, University of California, Merced*

Dorothy J. Leland was appointed the third chancellor of the University of California, Merced on May 18, 2011. An accomplished institution builder, Leland is playing a significant role in providing educational and economic opportunity to one of the fastest-growing regions of the state as she leads the next major phase of development for the newest University of California campus.

Chancellor Leland has paved the path for the first public-private partnership in higher education, known as the Merced 2020 Project. The unprecedented \$1.3 billion public-private partnership will nearly double the physical capacity of the campus and support enrollment growth to 10,000 students. The expansion will enable the campus to further its distinctive academic teaching and research in fields such as climate change, social justice, sustainability, solar energy and drone technology.

UC Merced leads the University of California System in the enrollment of first generation students, underrepresented students, and students from financially challenged backgrounds. Under Leland's leadership, UC Merced has been listed among the top 100 public universities by U.S. News & World Report and in 2016 was ranked fifth in the nation by Washington Monthly for the social mobility it provides to its students.

Prior to joining UC Merced, Leland served for seven years as the president of Georgia College & State University where she led what had been a regional college into one of rising national prominence. A visiting professor at California State University Northridge, California State University Chico and UC Santa Cruz she taught philosophy before transitioning to Purdue University in 1983 as assistant professor of philosophy and, a year later, was named co-director of the doctoral program in English and philosophy. In 1995, Leland joined Florida Atlantic University as associate professor of philosophy and director of the Women's Studies Center. She later served as chief planning officer and associate provost for the university before becoming vice president and chief administrative officer of the institution's 17,000-student Boca Raton campus.

Leland has served on the Board of Directors for both the American Association of State Colleges and Universities (AASCU) and the Council for Higher Education Accreditation (CHEA), and was a member of the NCAA's Division II President's Council; president of the Council of Public Liberal Arts Colleges; and, a past president of the Southern University Conference. Among the many honors and awards she has

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Dorothy Leland *Continued*

received during her career are a “Distinguished Alumna” award from Purdue University and the 2006 Governor’s Award (Georgia) for Excellence in Historic Preservation Research, teaching and public service.

Leland grew up in the rural Southern California community of Fillmore. She attended Purdue University, where she earned a Bachelor of Arts in English in 1971, a Master of Arts in American studies in 1973 and a doctoral degree in philosophy in 1979. Her research area is contemporary continental philosophy, with a focus on gender and personal, social and cultural identity - a rare background for the leader of a STEM intensive, world class student-centered research university.

## Recruiting, Retaining & Promoting a Diverse Workforce



Susan Reid

*Global Head of Diversity & Inclusion, Morgan Stanley*

Susan Reid is a Managing Director and Global Head of Diversity and Inclusion at Morgan Stanley. Susan works closely with the Firm's leaders in the design of the Firm's diversity and inclusion strategy with emphasis on hiring, retention, development and advancement of key talent.

Susan has 20 years of human resource experience across a broad range of industries including financial services, telecommunications and higher education. Susan joined Morgan Stanley in 2008 as a Human Resource Business Partner supporting the Investment Management division. Prior to joining Morgan Stanley, Susan held a number of roles at various companies, including Human Resource Business Partner, and Head of Campus Recruiting and Diversity at Marsh and McLennan Companies, Head of Campus and Diversity Recruiting at Bell Atlantic, Head of Recruiting at RR Donnelley's financial services division and Head of Employment at New York University. Prior to transitioning to Human Resources, Susan was an Assistant Director in Student Services at New York University where she developed and led programs to retain and advance academically gifted students of color.

Susan serves on the boards of the Morgan Stanley Foundation and Storefront Academy, a tuition-free private pre-K through 8th grade school in Harlem, NY, and is a member of the Executive Leadership Council.

Susan has a degree in Economics and Political Science from New York University and lives in Harlem, New York.

## Recruiting, Retaining & Promoting a Diverse Workforce



### Yvonne R. Walker (Introduction)

*President, SEIU Local 1000*

For 20 years, Yvonne Walker has dedicated her life to serving the people of California through public service. Yvonne began working for the State of California at the Department of Justice (DOJ) in 1995 as a legal secretary. She soon became a union steward and led efforts to organize her coworkers at the DOJ. Before becoming president of Local 1000, Yvonne chaired the office and allied workers Bargaining team (Unit 4) and was later named Vice President for bargaining statewide. In May of 2008, Yvonne Walker broke racial and gender barriers to become the first African-American woman president of SEIU Local 1000. Currently, President Walker is also a Vice President on SEIU International's Executive Board.

Yvonne developed her leadership skills in the U.S. Marine Corps where she learned the importance of discipline, dedication and unity of purpose. As President of Local 1000, she has put those leadership qualities to use by empowering Local 1000's membership to get involved in the fight for economic and social justice. Her efforts have given Local 1000 a stronger collective voice in its fight to defend working families from assaults on their pensions, wages and benefits, and health care.

Yvonne has not only led the battle for fair wages and benefits for state workers in California, her impact as a problem solver and innovative thinker has made her a highly sought after participant in conversations about how to move ideas into action all over the globe. She has participated on boards as varied as the SEIU International Futures Committee, which assembles the most innovative minds in the world to talk about their visions for the future and strategies to get there, and SEIU's International Retirement Security Committee, which she chairs. This body has given presentations on retirement security across the country and has provided information to, and has collaborated with, numerous organizations fighting for retirement security. Yvonne also currently sits on California's Secure Choice Retirement Investment Board.

Through it all, Yvonne has always been on the front lines fighting with and for low-wage workers in both the private and public sectors. Her leadership has won her awards from organizations like Coalition of Labor Women and has won her the trust of the 95,000 thousand members of Local 1000, whom she represents.

Yvonne grew up in a military family in Oceanside, California. Today she resides in Elk Grove, California.