HISTORY

The National Diversity Council (NDC) is the first non-profit organization to bring together the private, public and non-profit sectors to discuss the many dimensions and benefits of a multicultural environment. The success of the Texas Diversity Council (TXDC), established in 2004, served as a catalyst for the NDC, launched in the fall of 2008.

The NDC is a forerunner of community-based national organizations that champion diversity and inclusion across the country. It is currently made up of state and regional councils, the National Women’s Council, the Council for Corporate Responsibility and the Center for Community Leadership.

Our Vision on Making the World a Better Place

VISION & MISSION

The vision of the NDC is to cultivate a nationwide network of affiliated councils to advance diversity and equity by transforming our workplaces and communities into inclusive environments where individuals are valued for their talents and empowered to reach their fullest potential.

The mission of the NDC is to be both a resource and an advocate for the value of diversity and inclusion. The NDC serves as the umbrella organization to support our statewide and regional affiliates, which foster an understanding of diversity and inclusion as a dynamic strategy for business success and community well-being through various initiatives.
NATIONAL DIVERSITY COUNCIL

An inclusive community, a better nation
# WELCOME

Welcome from Ángeles Valenciano & Dennis Kennedy
National Board of Directors
National Partners

# EVENTS

Events by Region

# ACCOMPLISHMENTS & ACHIEVEMENTS

National Coalition for Racial Justice and Equity
Virtual Event Landscape
Women in Leadership Symposiums
Inaugural Asian American Pacific Islander Leadership Summit
disABILITY Summit
Partner DEI Best Practice Roundtable
National Latinas in Leadership Breakfast
DiversityFIRST™
NDC Index
Press

# MEMBERSHIP & FINANCIALS

Individual Members & Revenue
Corporate

# STAFF
WELCOME
Dear National Diversity Council family,

2020 showed us the power of unity and strength despite social unrest, racial injustice and a pandemic that affected countless families and the U.S. landscape. 2020 revealed the courage we have as a country to stand even stronger together.

In light of the events of 2020, we were able to virtually come together and host various events including our Women in Leadership Symposiums, Asian American Pacific Islander Summit, the National Latinas Leadership Breakfast and the disABILITY summits. We saw the outpouring of support as our partners backed initiatives like the National Coalition for Racial Justice & Equity (NCRJE) that highlighted the need for business leaders to take a stand against racial injustice in order to have a direct, tangible impact within our local communities.

2020 broke barriers. Kamala Harris broke the glass ceiling as the first Black and Indian woman to be elected as Vice President of the United States of America. We are entering an era of change, of empowerment, and of unity across racial and gender lines. We are leading into the future and setting an example for our next generation of leaders that will shape our country’s future generations. As we expand our global footprint as an organization, now more than ever is the time to unify across communities, share ideas and transform our workplaces into inclusive environments. We are counting on you to serve as agents of change. 2021 is the era of progress. It’s critical for our partners and volunteers to continue to remain committed to the work we have started as an advocate for the value of diversity and inclusion. 2021 will serve as the year to advance conversations around DEI, expand our reach and break barriers. 2021 is our legacy for transformational change.

As we look onward to the growth of the National Diversity Council, we will continue to advocate for equality, spearhead initiatives improving the diversity landscape and form ways to ensure inclusion is a part of all workplaces and communities. We cannot do this alone. We appreciate the support of our partners, sponsors, volunteers and attendees for their continued support. You are the ones who truly help to carry our mission forward. We invite you to join us in our journey working towards equity for all at various events across the nation by keeping up to date at nationaldiversitycouncil.org.

With great appreciation,

Ángeles Valenciano  
CEO, National Diversity Council

Dennis Kennedy  
Founder & Chair, National Diversity Council
Our Board of Directors is made up of the best and brightest leaders across the nation. These individuals hail from a broad array of industries, from academia to law, food service to retail. This core team governs the National Diversity Council and sets the strategy for key initiatives and goals for the organization. Each member of the National Diversity Council’s board of directors shares a common desire to expand the reach of the council and help drive its mission and vision of diversity and inclusion in businesses, communities and schools.
NATIONAL PARTNERS
WEST REGION

CALIFORNIA DIVERSITY COUNCIL
- Bay Area Women in Leadership Symposium
- Diversity and Inclusion Roundtable
- Los Angeles LGBTQ+ Unity Summit
- Los Angeles Women in Leadership Symposium
- Orange County Women in Leadership Symposium
- San Diego Women in Leadership Symposium
- Silicon Valley Women in Leadership Symposium
- Top Diverse Leaders
- Veterans Summit
- Women in Leadership Symposium

COLORADO DIVERSITY COUNCIL
- Denver Women in Leadership Symposium
- Diversity Boot Camp
- Healthcare Diversity Summit
- LGBTQ+ Unity Summit
SOUTHWEST REGION

ARIZONA DIVERSITY COUNCIL
- Diversity Boot Camp
- DiversityFIRST Awards Luncheon
- Healthcare Diversity Summit
- LGBTQ+ Unity Summit
- Women in Leadership Symposium

TEXAS DIVERSITY COUNCIL
- Dallas Virtual DiversityFIRST™ Certification Program
- Discovering the Essence of Generational Differences
- DiversityFIRST™ Awards & Best Practices
- ERG Conference
- Greater Fort Worth Women in Leadership Symposium
- Gulf Coast Healthcare Diversity Week
- Gulf Coast Rice Summer Youth Program
- Gulf Coast Young Women's Leadership Symposium
- LGBTQ+ Unity Summit
- San Antonio Women in Leadership Symposium
- Statewide Veterans Summit
- Women in Leadership Symposiums
SOUTHEAST REGION

FLORIDA DIVERSITY COUNCIL
• Business of Diversity & Inclusion
• Diversity in Action Roundtable
• LGBTQ+ Unity Summit
• National Latinas in Leadership Breakfast
• Orlando Women in Leadership Symposium
• South Florida Women in Leadership Symposium
• Tampa Bay Women in Leadership Symposium
• Tampa Bay Young Women’s Leadership Symposium

GEORGIA DIVERSITY COUNCIL
• Business of Diversity & Inclusion
• disABILITY Summit
• LGBTQ+ Unity Summit
• Women in Leadership Symposium
MIDWEST REGION

MICHIGAN DIVERSITY COUNCIL
- LGBTQ+ Unity Summit
- Lunch + Learn
- Mental Health Summit
- Opposing Xenophobia: How to Support the Asian American Population
- Virtual Member Community Roundtable

OHIO DIVERSITY COUNCIL
- Cincinnati DiversityFIRST Certification Program
- Cincinnati Women in Leadership Symposium
- Cleveland Women in Leadership Symposium
- Dayton Diversity in Action Roundtable
- Dayton Women in Leadership Symposium
- Diversity in Action Roundtable
- LGBTQ+ Unity Summit
- Toledo Women in Leadership Symposium
- Veterans Summit

ILLINOIS DIVERSITY COUNCIL
- Boot Camp
- Chicago Women in Leadership Symposium
- DREAMers Roundtable
- 5th Annual Organizational Business Resource Group Roundtable
- Lunch N Learn
- The Class of 2020: A Celebration and Conversation
NORTHEAST REGION

TRI-STATE DIVERSITY COUNCIL
- Authentic Leadership Summit
- CT Women in Leadership Symposium
- Kick Off Mixer
- Generational Diversity Summit
- NJ Women in Leadership Symposium
- NY Women in Leadership Symposium

PENNSYLVANIA DIVERSITY COUNCIL
- disABILITY Summit
- DiversityFIRST™ Certification Program
- LGBTQ+ Unity Summit
- Philadelphia Women in Leadership Symposium
- Pittsburgh Women in Leadership Symposium
NATIONAL & GLOBAL

NATIONAL COALITION FOR RACIAL JUSTICE & EQUITY

NATIONAL COALITION FOR RACIAL JUSTICE AND EQUITY
• DREAMERS: Workforce of the Future
• JUNETEENTH: A Conversation with Dr. George Wright

GLOBAL DIVERSITY COUNCIL
• Asian American Pacific Islander Summit
• Global Women in Leadership Symposium Series

Welcome, today's keynote speaker Dottie Li the Founder and CEO of @Mandarin_Voice. She will present on transforming and empowering AAPI leaders. #LeadTogether
Our CEO, Angeles Valenciano, announced the inaugural launch of the National Coalition for Racial Justice and Equity on Juneteenth in solidarity with communities impacted by systemic racism. This initiative aims to advance racial equity for all to transform the nation and achieve social justice through programs focused on economic development, education, immigration, housing, the justice system and underserved youth. The Coalition also created an ally resource guide and encouraged the community to sign an Allyship Pledge recognizing that it is not enough to “not be racist”, but one must be actively anti-racist and against racial injustice. The Coalition also created an anti-racism pledge for CEOs to work to actively dismantle organizational structures and norms perpetuating racism.

ncrje.org

Join Us
in racial justice
and equity efforts

VIRTUAL EVENT LANDSCAPE

As COVID-19 has changed the way our communities interact and engage with others, the National Diversity Council continued to be a resource and advocate for all. This year, NDC converted all in-person events to a virtual platform, holding 80+ virtual programs nationwide.
The annual Women in Leadership Symposium (WILS) launched a series of online symposiums highlighting women leaders from around the world including Switzerland, Mexico and Dubai.

The theme, “Creating a League of Your Own” highlights the present-day strides and achievements of women around the world and defining the true testament of the power of women establishing a seat at the table. This virtual series led by our CEO, Angeles Valenciano, ran from April to July.
INAUGURAL ASIAN AMERICAN PACIFIC ISLANDER LEADERSHIP SUMMIT

In October, the Global Diversity Council launched virtually the inaugural Asian American Pacific Islander Leadership Summit with the theme #LeadTogether. This summit featured 19 speakers, 4 concurrent sessions, panel discussions and keynote speaker Dottie Li. The event was sponsored by PWC, PSCU, AAA, National Grid, Doctors Without Borders and NJTransit.

October 29, 2020
12:00pm – 3:45pm EST
Virtual Event via Zoom

Panelists

“Straddling Two Worlds”
Asker Saeed
Executive Director, South Asian Bar Association of North America

Eric De Los Santos
Associate General Counsel, Labor & Employment, Facebook

Stephanie Chang
Senior Senator, State of Michigan

Bettina Yip
VP, Legal & Employment, Litigation & Regulatory, Petco

“Stereotypes and Discrimination of Asian Americans”
Ryan Rosario
Agency Owner & State Farm Insurance

Tae-Sun Kim
Strategic Diversity Initiatives Manager, The University of California Office of the President

“Asian Americans Are The Least Likely Group in the U.S. to Be Promoted to Management”
Janet Wong
Executive Advisor, Ascend & Independent Board Director, Lumentum

Julian Ha
Partner - CEO, & Board Practice, Heidrick and Struggles

Rachel Song
Director, Finance & Business Ops, Comcast

Vishal Patel
SVP, Marketing & Strategy, CHEP North America

“How Asian Americans Can Become Allies for Other Minority Groups”
Jason Capilli
Director, PwC

Lady Lodos
Chief Diversity, Equity, & Inclusion Officer, Berkeley Lab

Sonali Das
HR Director, LivePerson

Moderators

Alysia Green
Diversity & Inclusion Strategist, AAA – The Auto Club Group

Angela Hsu
Counsel, Bryan Cave Leighton Paisner LLP

Bing Goel
President/CEO, Eastern Floral

Nandini Nair
Partner, Greenspoon Marder LLP

Keynote Speaker
Dottie Li
Founder & CEO, TransPacific Communications
disABILITY SUMMIT

The National Diversity Council launched virtually the inaugural disABILITY Summits with the theme “Aiming for Equity: Accessible Inclusion for All”. This event featured awards such as the disABILITY Ally Award and the disABILITY Leadership Award and was held in Georgia, Michigan, Ohio and Pennsylvania.

PARTNER DEI BEST PRACTICE ROUNDTABLE

In October, the first Best Practices Roundtable was held with the theme, "Moving from Statements to Action". This event featured Rachel Choto (OSU College of Nursing), Raymond Weaver (CoverMyMeds), and Eric Logan (KPMG) as they shared their best practices and open discussions around diversity and inclusion, antiracism and strategy. They also focused on what’s next and how they would help move their organizations’ actions around areas of inequality.
In September, the Inaugural National Latinas in Leadership Breakfast was held and had over 500 virtual attendees. This event featured top Latina leaders who highlighted the importance of identity, being bold, education and access and inspiring others as a Latina leader. The event was sponsored by Ball, Campbell’s, City National Bank, Denver Health, HP, Janus Henderson Investors, ondeck, Panasonic, Republic Services, Southeastern Grocers, UCB and uchealth.

**INAUGURAL NATIONAL LATINAS IN LEADERSHIP BREAKFAST**

In September, the Inaugural National Latinas in Leadership Breakfast was held and had over 500 virtual attendees. This event featured top Latina leaders who highlighted the importance of identity, being bold, education and access and inspiring others as a Latina leader. The event was sponsored by Ball, Campbell’s, City National Bank, Denver Health, HP, Janus Henderson Investors, ondeck, Panasonic, Republic Services, Southeastern Grocers, UCB and uchealth.

**National Latinas in Leadership Breakfast**

“The Rise, Power, and Influence of Latino Leaders”

September 24, 2020
8:30AM – 10:30AM EST

Virtual Event Via Zoom

**Speakers**

Elisa Villanueva Beard
CEO
Teach For America

Sandra Campos
Former CEO, Diane von Furstenberg
Founder of Fashion Launchpad
Investor

Daisy Auger-Dominguez
Chief People Officer
VICE Media Group

Myriam Vidallon
Vice President of Diversity & Inclusion Programs
Nielsen

The Latinas in Leadership Breakfast is proud to have diverse and expert women leaders coming together and sharing their stories as Latina leaders. This great virtual event offers an opportunity for you to observe, learn, and hear different perspectives from Latina executives who have made the climb up the “corporate ladder. You will gather a wealth of knowledge, experience, and expertise from some of the best Latina executives speaking on topics that will address the personal and professional challenges faced while successfully rising to the top in their respective organizations. Without our national and state partners, sponsors, and program participants, this event would not be a huge success.

#LatinasinLeadership #LegacyLeaders
DiversityFIRST™ Certification Program

The DiversityFIRST™ Certification Program prepares professionals to create and implement highly successful diversity and inclusion strategies for organizational excellence and a competitive edge in today’s global marketplace. In 2020, the National Diversity Council turned the CDP virtual, hosting sessions in San Antonio, Houston, Cincinnati, Chicago, Dallas, Philadelphia, Atlanta, Los Angeles and Ft. Lauderdale.

The CDP program has a total network of 700 graduates. 217 professionals attended and became Certified Diversity Professionals this year.

DiversityFIRST™ Virtual Suite

2020 launched a new initiative called the DiversityFIRST™ Virtual Suite, which offers learning solutions to enhance skills, energize behavior into action, and engage employees as valued contributors to achieve business success. This new service consists of 6 virtual workshops that focus on DEI efforts, leadership, LGBTQ+, unconscious biases, spirituality and diverse workforces.
The National Diversity Council launched the NDC Index to the public with 18 participating companies across various industries in the U.S. The National Diversity Council acknowledges the companies for benchmarking their diversity and inclusion strategy and their commitment to fostering inclusive workplaces, nurturing diverse leadership, and moving the needle to achieve organizational change.

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<tr>
<th>AMERICAN WATER</th>
<th>BROWARD HEALTH</th>
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<tr>
<td>Louisiana</td>
<td>Blue Cross Blue Shield of Michigan</td>
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<td>University of Phoenix</td>
<td>White Castle</td>
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In His Quest For Social Justice, Dennis Kennedy Launches New Energy Diversity Council
https://www.forbes.com/sites/rebeccaponton/2020/06/17/new-energy-diversity-and-inclusion-council-launches/?sh=6a1d1a7a4730

Houston Leaders and Communities Need to Stand Together Against Injustice

Everyday People, Make the World Go Round – Meet Angeles Valenciano, CEO, National Diversity Council
## INDIVIDUAL MEMBERS

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<th>Total</th>
<th>By Region</th>
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<td>483</td>
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### REVENUE

- Corporate Partnership: $2,467,890
- Event Revenue: $414,099
- Grant Revenue: $9,277
- DiversityFIRST™ Certification: $908,940
- Consulting & Training Revenue: $649,122
- Individual Membership Dues: $39,156
- General Donation: $82,660
- Miscellaneous: $6,828
- **Total Revenue**: $4,577,972
CORPORATE PARTNERS

21st Century Oncology
Accenture
Adecco
AIG
Air Products
Alston & Bird LLP
American Express
American Honda Motor Company
American Signature
Amgen
Archer Daniels Midland Company (ADM)
Arizona Complete Health
Arizona State University
Aspire Medical Partners
Aultman Hospital
Aviall Inc.
Avnet
B. Braun Medical Inc.
Bacardi
Banfield Pet Hospital
Banner Health
Battelle
Baylor Scott & White Health
Black Knight, Inc.
Bloomin’ Brands
Blue Cross Blue Shield of Louisiana
Blue Cross Blue Shield of Michigan
Blue Shield of California
BMO Financial Group
Brinker International, Inc.
Broward Health
Burnett Specialists
C.H. Guenther & Son Inc.
Calypso Enterprises, LLC
Capalino + Company
Case Western Reserve University
Caspers Company
CDMSmith
Ceja Search
CenterPoint Energy
Charter Communications
CHEP
Christiana Care Health System
Cigna
Cincinnati Bell
City of Columbus Department of Public Utilities
City of Columbus Office of D&I
City of Garland
City of Hope
City of Sugar Land
Clark Dietrich
Cognizant
Collegis Education
Columbus Regional Airport Authority
Columbus State Community College
Comcast
Comerica Bank
Community Choice Credit Union
Community Health Network
Conifer Health Solutions
Consumers Energy
Cornerstone Home Lending, Inc.
CORP! Magazine, MichBusiness, Michigan Food and Beverage Association Beverage
CORP!/MichBusiness
Country Financial
CoverMyMeds
Cox Communications
CPS Energy
Crowley Maritime
Crystal Stairs, Inc.
Cubic
CVS
Dallas Area Rapid Transit (DART)
Dallas County Community College District (DCCCD)
Dana Inc.
Darden Restaurants
Day Pitney
Del Mar College
Detroit Public Television, WRCJ 90.9 FM
DFW International Airport
Direct Energy
Discover Financial Services
DJJ
DLL
Doctors Without Borders
Dow Jones and Company, Inc.
DSM
DSW
DTE Energy
Duff & Phelps
Empath Health
Enbridge Employee Services (Formerly Spectra Energy)
ENI Petroleum
Enterprise Holdings
Envision2bWell, Inc.
ESPN
Express Inc
Extensis
Federal Home Loan Bank of Atlanta
Federal Home Loan Bank of Chicago
Federal Reserve Bank of Chicago
Federal Reserve Bank of Cleveland
Federal Reserve Bank of Dallas
FIS Global
Flagstar Bank
Ford & Harrison LLP
Foundation for a Healthy St. Petersburg
GAF
Galen College of Nursing
Gallagher
GameStop
Global Printing
Goodman Manufacturing Co.
Great Parks of Hamilton County
Greater Austin Hispanic Chamber of Commerce
Greater Dallas Asian American Chamber of Commerce
Greeley Hansen
GreenPath Financial Wellness
Groupon
Grow Financial Federal Credit Union
Grubhub
Gulf Interstate Engineering
HAP
Harris Health
HCA Houston Healthcare
HEB
Henry Ford Health System
Hilcorp Energy
Holiday Inn Club Vacations
Honda
Horizon Blue Cross Blue Shield of New Jersey
Houston Health Department
Houston Methodist
Hub International
Humboldt General Hospital
IHG - InterContinental Hotels Group
ImagineSoftware
Ingram Micro
ITC Holdings
Kastner Westman & Wilkins LLC

27
CORPORATE PARTNERS

Keck Medicine of USC
KnowBe4
KnowledgeWorks
Komatsu Mining Corp. Group
KPMG
LakeTrust Credit Union
Las Vegas Sands Corp.
Legacy Community Health
Liberty Mutual
LifeBridge Community Services
LSC Communications
MAC Executive Recruiters
MAHLE Industries
Majestic Steel USA
Marsh & McLennan Agency
McAfee
McCarter & English
Medical Mutual
MedImpact Healthcare Systems, Inc.
Memorial Hermann Hospital
Mercedes-Benz Financial Services USA, LLC
Mercedes-Benz USA
Methodist Health System
METRO Transit Authority
Miami University Farmer School of Business
Monty & Ramirez LLP
Morrison & Foerster LLP
NASA-Johnson Space Center
Nationwide Children’s Hospital
Neeley School of Business at TCU
Nestle, USA
New Jersey Resources
New Jersey Transit
New York Law School
New York Life Insurance
New York PA
Newmont Mining Corporation
Nielsen
North Star BlueScope Steel
Northeast Ohio Regional Sewer District
NorthStar Anesthesia
Norton Life Lock
Norwegian Cruise Line Holdings Ltd.
Nova Southeastern University
NRG
NUTIS Visual Communication Group
NYC Department of IT
NYPA
Occidental Petroleum Corporation (Oxy)
OCLC
Office Depot
Ohio State University College of Food, Agricultural, & Environmental Sciences
Olympia Entertainment
One Call
Oracle
Orange Lake Resorts
Orlando Health
Orlando Magic
Orlando Utilities Commission
Otis College of Art & Design
Otterbein University
Panasonic
Parkland Health & Hospital System
Paysafe
Peach State Medicinals, LLC
PepsiCo
Philadelphia College of Osteopathic Medicine (PCOM)
Phillips 66
Port Authority of NY and NJ
PPL Corporation
Prairie View A&M University
Praxair, Inc.
Premier Health
PricewaterhouseCoopers (PwC)
Proskauer
Purolator
Raddison Hotel Group
Randstad North America
Raymond James Financial
Raynier
Republic Services
Republic Services-Texas
Retail Management Solutions
Rho
Risk Strategies Company
Root Inc.
RR Donnelley
Rutgers Business School
Salt River Project
Sam Houston State University
SchoolsFirst Federal Credit Union
SHRM Jacksonville
Shumsky
Sinclair Community College
Southeastern Grocers LLC
Southwest Airlines
Southwest Research Institute
Spectrum Health
State Farm
Strasburger & Price LLP
Sumitomo Mitsui Banking Corporation (SMBC Group)
Sun Fest Herbs
Suncoast Credit Union
SunTrust Bank
Swagelok
Sysco
Taft Stettinius & Hollister
Tampa General Hospital
Tarrant County College District
TCF Bank
TDECU
Teach For America
Tech Data Corporation
TECO PGS
Texas A&M University - College Station
Texas Health Resources-Presbyterian Dallas Hospital
Texas Instruments
The Auto Club Group, AAA
The Goodyear Tire & Rubber Company
The Home Depot
The Michaels Companies, Inc
The National Conference for Community and Justice of Greater Dayton
The Ohio State College of Nursing
The Ohio State University Wexner Medical Center
The Timken Companies
The University of Texas at Arlington
The University of Texas at San Antonio
The UT Health Science Center at San Antonio
Therma-Tru Doors
Third Judicial District Circuit Court
Thrivent Financial
TimkenSteel Corporation
Toledo Regional Chamber of Commerce
Topgolf
Toyota Motor Manufacturing, Texas, Inc.
TradeStation Group
Transamerica
Transunion
Travelers
Trellis Company
Trident Mortgage
CORPORATE PARTNERS

TriHealth
UBS
UCB
UF Health Jacksonville
Ultimate Medical Academy
United Airlines
United Healthcare
United States Steel Corporation
University of California, Irvine
University of Cincinnati
University of Houston-Downtown
University of Phoenix
University of San Francisco
UPMC
Upright Citizens Brigade
UPS
USAA
USF Federal Credit Union
UT MD Anderson Cancer Center
UT Southwestern Medical Center
Valassis
Vanderbilt University
Vericast
VIA Metropolitan Transit
VisitDallas
Vituity
Vology
Wawa, Inc.
Wayne State University
Weatherford
WellCare Health
Wells Fargo
Wendy’s
Westchester Medical Center
Westfield Insurance
WGU Texas
Whataburger
White Castle
Wolters Kluwer
Wood Mackenzie
WorleyParsons
Wright-Patt Credit Union, Inc.
WSP
Wyndham Destinations
Wyndham Hotels & Resorts, Inc.
An inclusive community, a better nation
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LaKetta Williams
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TyKiah Wright
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