



50 MOST POWERFUL WOMEN TECHNOLOGY

**WOMEN IN TECH:
INVENTORS, INNOVATORS, AND ENTREPRENEURS**

THURSDAY, NOVEMBER 12, 2015

6:00 PM – 9:00 PM

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WELCOME FROM THE NATIONAL DIVERSITY COUNCIL



DENNIS KENNEDY

Good Evening,

Welcome to the 2015 Top 50 Most Powerful Women in Technology Awards Dinner. In 2009, I founded the National Diversity Council to promote diversity and inclusion in the workplace. Through this event and selection, I hope to specifically recognize the achievements of women who are breaking barriers and setting high standards for themselves and others. Women in the technology industry face unique challenges, and I hope to inspire young women to face such hurdles with confidence and pursue their dreams in the technology industry.

Every year, the National Diversity Council compiles a list of the Top 50 Most Powerful Women in Technology to feature the highest caliber of executive female leaders within the technology industry. These women are the most prominent leaders, and they have reached the top of their profession by being effective leaders in their organization. They drive change, innovate, and inspire others to succeed while contributing to business growth.

The Top 50 Most Powerful Women in Technology meet the following criteria:

- Top leader in her organization and profession
- Directly contributes to business growth or strategic direction of the organization
- Maintains a record of accomplishments in areas of expertise
- Effective role model who inspires other women and is active in mentoring the next generation of female professionals in the industry
- Operates with the highest integrity and ethical behavior
- Demonstrates a commitment to corporate citizenship

We are honored to feature such a powerful group of inspirational women reaching new heights of achievement in business.

Sincerely,

*Dennis Kennedy
Founder & CEO
National Diversity Council*

A handwritten signature in black ink that reads "D. Kennedy". The signature is stylized with a large, sweeping flourish at the end.

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*AT&T congratulates the
Top 50 Women in Technology.*

And a special nod goes to our very own,
Lori Lee and Melissa Arnoldi.

MOBILIZING
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WORLD™



MASTER OF CEREMONY



MEGAN CLEGHORN, JD, MBA

Co-Founder & CEO
Request for Relief, LLC

Megan Cleghorn, JD, MBA is the President of Cleghorn Performance Elevation LLC, an elite private client executive coaching, leadership empowerment and executive communication company. As a coach and consultant, Megan marries her many years of operational and financial expertise with her passion for empowering current and future senior executives with the tools to graduate from excellent to superior.

Megan is also the CEO of Request For Relief LLC, a national organizational - wellness consultancy servicing clients facing high-stress business and workplace challenges, including restructurings and post - M&A integration. Through RFR, Megan facilitates organizations effective management of stress and burnout that increases employee resilience, strengthens performance and improves bottom-line business results.

Prior to leading Cleghorn Performance Elevation and RFR, Megan spent more than a decade at the premier global law firm as a corporate restructuring professional, advising companies in distressed situations on operational and financial reorganizations as they underwent transformational change.

In addition, Megan is a lecturer and advisor to The Wharton School of Business MBA Program on topics of Executive Communication and Advanced Persuasion. Megan regularly presents nationally on topics of Transformational Change, Leadership Empowerment, Advancement of Women, Organizational Wellness, and Entrepreneurship. Megan obtained her BS and her JD at Duquesne University and her MBA at The Wharton School of Business at the University of Pennsylvania.

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TOP 50 MOST POWERFUL WOMEN IN TECHNOLOGY



AMY WEAVER

Executive Vice President and General Counsel
Salesforce

Salesforce came out swinging last spring when Indiana Governor Mike Pence signed the state's Religious Freedom Restoration Act. Amy Weaver says, "Our CEOs were all over Twitter, Facebook and social media talking about this and raising concerns about the Act and how it could be used potentially for discrimination for sexual orientation."

Indianapolis is Salesforce's largest hub of employees outside the Bay Area and it was an employee group called Outsource that first raised concerns about RFRA. Weaver was among a team that traveled to Indianapolis to work with Salesforce's ExactTarget CEO Scott McCorkle and a coalition of corporations, civic groups, civil rights organizations, the NCAA, and eventually legislators. "It's really amazing to me when you pull together such a diverse group for one goal, what can happen. All of those organizations had different reasons for their opposition of the Act and were coming from different points of view, and yet when we pulled that diversity together for one goal it was absolutely incredible to me how quickly we were able to achieve really lasting change," Weaver says.

By Friday of that firestorm week, Weaver stood at the beautiful Indiana Statehouse watching RFRA amendments be sworn in that explicitly protect sexual orientation and gender identity. It was a powerful moment in a career that has shown Weaver how diversity draws innovation, how blending in isn't as important as authenticity, and how being true to your own values and style really pays off in the long run.

"Growing up I was a passionate girl that probably drove everyone crazy. I was telling everyone at a young age that I was going to be President of the United States. I remember gathering my friends together in 6th grade and telling them what their cabinet positions were going to be," Weaver says.

While her leadership philosophy has mellowed over time, her vibrant enthusiasm remains for issues like equal pay, increasing leadership roles for women, as well as diversity of style. Weaver encourages and advocates for the quieter voices in the room so they aren't overlooked. "People put so much pressure on individuals to change their behavior, pound their fists and show off their work," she says. "Managers really need to take responsibility for building out a diversity of style on their teams. It's not just gender. It's not just race. It's different ways of approaching problems."

TOP 50 MOST POWERFUL WOMEN IN TECHNOLOGY



JENNY DEARBORN

Senior Vice President and Chief Learning Officer
SAP

When Jenny Dearborn stepped into her first corporate job as a trainer at age 25, she didn't have a clue how business worked. She was fresh off a stint as a high school English teacher and all she knew was literature, poetry and creative writing. So she hit the books—stacks of business books. She sat in on every meeting she could, asked questions and requested informational interviews from everyone in every department to learn about how all the pieces of business come together.

Hers became a “jump in, start doing and learn along the way” style.

Good leaders, Dearborn says, must be authentic and transparent. “You can have leaders who appear charismatic, but if that's not real for them, people will see through it and the leader does more damage to their brand than good by being inauthentic,” she says. “Leaders can be soft spoken, thoughtful and reserved and their people respect and appreciate that—these leaders are comfortable being true to themselves. It's that authenticity that people are looking for.”

The same holds true for companies who are entering into the field of diversity and inclusion. Just jumping on the D&I bandwagon isn't enough. “I think a company needs to start with some soul searching around their motives and their intentions and decide how much they truly care about this and what they're going to do about it,” Dearborn says. “Without that sincerity of motivation, whatever program they put in place is going to fall flat and maybe even do more damage because people will see through the façade.”

Dearborn serves as the global executive sponsor of Pride@SAP in support of LGBT colleagues and was Grand Marshal of the SAP float at this year's San Francisco Pride Parade. “What was so interesting to me at that event was how much it was a corporate event. Every employer of choice was there in support for diversity and inclusion,” she says. “One of the things that I love about the tech industry is the involvement of companies and their leaders to weigh-in and get involved in national conversations about social issues. These companies have a real following through the passionate commitment of customers to their brand. People listen to those leaders and trust them as smart business executives who have created these huge economic engines; their voices carry a lot of weight. I celebrate all companies that use their influence to drive change for the greater good of global society.”

TOP 50 MOST POWERFUL WOMEN IN TECHNOLOGY



CAROLINE TSAY

Vice President & General Manager of Online Business
HP Software

"Introducing change in organizations through new products, business models, cultures, and ways of working has impacted how I bring together diversity in approach, thought, and styles of working," Caroline Tsay says.

At times in her career she's found this challenging, but the "vast experience of talent that I work with, and our efforts to build a collaborative and effective environment (at HP Software) continually inspire me." These people underscore the importance of diversity and leadership. Open dialogue and direct feedback across the organization is how she and her team at learn from and empower one another. "There is constant outreach made to women, and in fact, all team members, in support of their personal development and career growth," she says.

Recent events empowered undergraduate and graduate student coders to work on open source, social impact projects and a two-day, internal hack-a-thon brought diversity of thought and personal development to the forefront. Managers, individual contributors and team members across diverse functions and backgrounds formed small teams to work on self-generated ideas. These collaborative groups produced new and exciting approaches, Tsay says.

Personally interested in increasing the numbers of women in technology and executive leadership, Tsay appreciates NDC's recognition of her efforts to mentor young women developing career paths and women in different stages of their careers.

TOP 50 MOST POWERFUL WOMEN IN TECHNOLOGY



CHRISTINE HECKART

Senior Vice President Ecosystems & Chief Marketing Officer
Brocade Communications

Christine Heckart champions diversity differently than most. “I don’t care that much about gender diversity or sexual diversity or racial diversity. I think that is a byproduct of having diversity of background, experience and thought. That’s what creates the better outcome,” she says.

When faced with a problem to solve or an opportunity to explore or just something that needs deep thought and consideration, Brocade Communications excels at ‘teaming on the fly.’ “The first thing we do is assemble a cross-functional team of people who touch a different part of the elephant. They are all touching it and feeling it and seeing it different ways because of what they do,” Heckart says. “It’s a pretty diverse group from the outward standpoint, but the way we got there wasn’t because we said we needed to get young and old, male and female, black, white and brown, straight and gay, tattoos or not,”

Heckart says. “What you’re really looking for are internal characteristics—people who think differently about an issue or problem because of their backgrounds, experiences and where they’ve been.” Heckart divides her time advocating for diversity. “I push for under-represented minorities, age diversity—because it’s too easy to forget to hire young people—and getting more representation from the LGBT community,” she says. But of equal, if not greater importance, is her push for greater diversity of experience at the highest levels of companies and organizations. Advocating for making the “student body” of companies and organizations more diverse is important, but the question that Heckart wants asked is, “What is the definition of diversity on a board of directors or executive team?”

Boards of Directors tend to be comprised of primarily older white male CEOs and CFOs with a person of color or woman tossed in to the mix. Heckart believes diversity at this level should focus on experience, not gender or race. “It’s about boards that have diverse skill sets beyond CEOs and CFOs. I believe that’s a lever. If we push on that we will see a cascading effect throughout all business in a very positive way,” she says.

By changing the construct of Boards of Directors and executive teams, Heckart believes two things would happen. “The outward diversity criteria that one can measure like gender, LGBT, under-represented minorities would go up, and so too would the likelihood of having more diverse company populations, policies, processes and cultures friendly to diverse people and points of view,” she says. After all, “The tone is set at the top.”

TOP 50 MOST POWERFUL WOMEN IN TECHNOLOGY



JEANNE BELIVEAU-DUNN

Vice President and General Manager

Cisco Services

Tech needs women badly. Women are graduating from college at increasing rates, but they aren't taking roles in technology. Why? Jeanne Beliveau-Dunn says it is lack of inspiration.

"Technology is the way that the world will reinvent itself. If we're going to have the innovation and change we are looking for that helps industry and greater society, we need more women in these roles," she says. Tech roles are not more difficult. They are creative and dynamic, and she leverages her role at Cisco to inspire women. In fact, she'll publish a book on the topic some time in 2016.

"At Cisco, we've instituted diverse hiring panels to encourage diversity. We've put in place specific events that bring tens of thousands of women together, where I've personally spoken. We're essentially trying to inspire women to not just come into the field, but also blossom in the field and empower themselves to have a great career," Beliveau-Dunn says.

"It's really critical for people to embrace their ambition and fear to get to where they need to go," she says. For women, this often means understanding what their destination should be and then moving through the fear of rejection. "Life is a journey and a set of lessons to learn. So think about being a learner first and make it acceptable to fail. Then you will try things, take more risks and stretch."

Growing up, Beliveau-Dunn's parents pushed her to do her best she and shaped her foundation of what she thought was possible. "When I was young, they never taught me how to be a girl. They taught me how to be a good person and a leader," she says. "I never had money. I worked from the time I was 12 to get what I wanted. I always believe with the right goals and ambition and the right discipline, smarts, and luck, you could get those things."

So when she and her new husband moved into a basement apartment in a Boston building filled with publishing, distribution and even sporting goods CEOs, inspiration's door opened wide for Beliveau-Dunn. "I got to see what executives were like in their personal lives and how they thought about the world. They inspired me to reach beyond what I was thinking about my career and to think about leadership in a different way—from the standpoint of what you do in your work and what you do outside that in the world for other people," she says.

TOP 50 MOST POWERFUL WOMEN IN TECHNOLOGY



JILL WILSON

Senior Vice President, Game Development
SGN

As SVP of Game Development, Jill Wilson is the creative leader of SGN's game development, from concept through lifecycle. She manages and coordinates the creative direction of the company's industry-leading cross platform game development. As employee #3 (after founding partners), Wilson was one of the leaders of the company's original expansion into development its own games, and has helped grow its production team into the mobile-social leader it is today.

Dubbed the "Queen of Fun", Wilson is widely regarded as a leading female creative executive in the mobile games industry, and is a frequent speaker at industry events.

She believes, "empowering one great woman at a time and making an impact within your own personal network can make a tangible difference in the long run." In her spare time, Wilson mentors and coaches young women, helping them navigate challenging career experiences, and opening doors when possible. Prior to SGN, Wilson was responsible for creating and distributing some of the world's best-selling board games for Imagination Games.

In her spare time, she plays competitive Backgammon and pens the blog www.jillplaysgames.com, which serves as a window into her life of play, and a lifestyle guide for how to live a more creative life. Wilson graduated Magna Cum Laude from the University of Southern California, and was born and raised in New York City.

TOP 50 MOST POWERFUL WOMEN IN TECHNOLOGY



LISA CAPLAN

**Senior Vice President, Care Delivery Business Information Officer
*Kaiser Permanente***

"We've all had roadblocks. It's at those moments in time, where we make decisions and find strength that helps us move to a different place," Lisa Caplan says. Personally, she reaches inward to a strong belief in her own abilities and courage born in childhood. "My parents never told me because I was a female I was less capable of doing something. There are some things that are just hard and at times other people make it difficult for someone to succeed. But what I've learned is that you can't control what other people think or do. You can only control your own behavior and actions."

Looking back, small but significant conversations with her mother and first mentor prevented Caplan from abdicating her own power and future when faced with obstacles. Now she does the same for others. "Don't feel powerless," she says. "Part of my role is to be the support person for those who don't have a sounding board. It's really about helping folks try to make good choices by reminding them that they do have a choice and to look at things a little bigger."

Helping women on their journeys forward means reaching out through Kaiser groups like KPWIT-Women in Technology and KPWELL-Women Embracing Life and Leadership. "It's great for women to network and make valuable connections, but it's also important for our male colleagues to get insight about the things women might be facing," Caplan says. "Sometimes men assume because of woman's life situation, she may not be up for that big promotion or job that travels a lot versus just asking her. Women sometimes think that if they work really hard people will recognize their efforts. While that can be true, women need to help a bit by letting people know their goals and what they are looking for from a career perspective."

Caplan takes pride in her place among the National Diversity Council Women In Technology honorees. "It's about what we are giving back and how we shape the future for those who come after us. It's also about how we impart our lessons learned and provide a great runway to do even more than we've done," she says.

TOP 50 MOST POWERFUL WOMEN IN TECHNOLOGY



LORI LEE

Senior Executive Vice President & Global Marketing Officer
AT&T

Male dominance in tech and telecom certainly presents adversity for women entering the field, but Lori Lee believes it creates a great opportunity and tremendous responsibility to make sure your female voice is heard. Lee always speaks up. She takes in all perspectives and is an active listener, she's all in. "When you're that engaged in what you do, you can't help but get smarter, stronger and more dedicated to diversity," Lee says.

Mentors like AT&T Chairman and Chief Executive Officer Randall Stephenson and Lee's dear friend, the late Cathy Coughlin, former Global Marketing Officer, inspired her throughout her entire AT&T career. "They helped teach me why inclusion and diversity are important. Building a workforce made up of men and women of all backgrounds brings more viewpoints to the table and helps us deliver solutions designed with everyone in mind. We wouldn't succeed without diversity," Lee says. In fact, Lee's involvement in diversity and inclusion efforts both inside and outside of AT&T is a passion and this National Diversity Council Women In Technology honor; she will proudly wear on her sleeve when championing future women leaders.

At AT&T there are so many ways Lee does just that, through groups like the AT&T Women's Leadership Council, the Executive Women's Leadership Experience, and even outreach support of events like Girls in Future Technologies and programs like the Girl Scouts and Girls Who Code. AT&T gave \$1 million to the Girls Who Code initiative for a summer immersion program teaching girls how to code. Lee spoke to a group of 20 this summer near AT&T Seattle office. "It was amazing to see their passion and dedication to learning a skill that's tremendously important to not only their futures, but the future of our country. I hope to see them working at AT&T someday!" she says.

"I want girls in Elementary School, women in college, women looking to change careers and women everywhere to understand there's a place for them in technology," Lee says. "We don't have nearly enough college students majoring in STEM fields to fill the growing demand, and of those who do, only a small fraction are women. I'll continue to speak about it, write about it and champion it inside AT&T and beyond. I want every female to know that women in this field are changing the world and so can you!"

TOP 50 MOST POWERFUL WOMEN IN TECHNOLOGY



LUANN PENDY

Senior Vice President, Global Quality
Medtronic

Storytelling, Luann Pendy believes, appeals not only to the mind, but also the heart. Knowing my story has helped me understand who I am and how my experiences influence the leader I am today. When we share our backgrounds with each other, we begin to acknowledge and respect the differences. We value the difference when we bring unique and diverse solutions to address our business objectives, she says.

An introvert by nature, Luann Pendy's key strength is that of a learner, but she says her quiet nature became a roadblock to her career. Painful 360 feedback once indicated her introverted characteristics were viewed as uninterested, unengaged, unintelligent and essentially unqualified to be a leader. But she changed her style and developed skills for making her voice heard in a male-dominated environment. She says, "My career was fundamentally and dramatically transformed."

The experience taught her two things that she shares freely with everyone. Get feedback from someone you trust and use the feedback to improve your performance. "I make it a point to be visibly and vocally engaged and involved—striving to overcome my introverted personality to be in the moment when necessary. My job requires a self-assured, confident and decisive demeanor. I admit, it is exhausting to be on every day, but it is highly rewarding", Pendy says.

Trained as a scientist with a PhD in Immunology, Pendy's story inspires young women scientists and engineers. She is the head of quality in a highly regulated industry in which product failures profoundly affect human lives and, thus, she is highly visible within the industry and influential at Medtronic. I use the visibility and influence of my role to drive leadership diversity inside and outside the company, she says. Being part of NDC's Women in Technology creates new opportunities for Pendy to increase her sphere of influence.

She finds inspiration from the women working outside their day jobs to run Medtronic Women's Network in Minneapolis and promote education and leadership programs for diversity across the company. In the past three years, this group has grown from 900 to 2,000 members. Through their tireless and passionate efforts, they create and provide the tools for their Medtronic peers to achieve personal levels of success. "These women inspire me to work harder for diversity and inclusion", Pendy says.

TOP 50 MOST POWERFUL WOMEN IN TECHNOLOGY



MARYANN MILLER

**SVP, Chief Human Resource Officer,
Corporate Marketing & Communications,
*Avnet, Inc***

Work-life balance, MaryAnn Miller says, is not a relevant term. "It implies the time and attention you give to each is equal. Reality is that some days you spend more time at work, and some days you need to prioritize family.

"Work-life harmony, a term used within Avnet, better conveys the dual pull and it allows people to do what they need to do to achieve career and personal goals. "I advise women that their careers are likely to be a labyrinth rather than a ladder, as it may take a series of twists and turns, and they will have to make choices they are okay with," Miller says.

Family and common interests, Miller found, helped establish trusted relationships and eliminate unconscious gender bias in the workplace. This unintentional bias surfaces as men forge trust on the golf course and predominately male oriented events, which translates to the workplace. Ultimately, asking questions helped Miller combat it far more than the golf lessons she took. "I deepened a relationship with one colleague by comparing notes on our vacations to cooler climates during the Arizona summers and favorite BBC comedies," she says.

At Avnet, Miller drives the company's talent management strategy, which emphasizes employee well being and adapting our work practices to reflect the unique needs to today's workforce. Diversity plays a role in attracting, engaging and developing talent and one of Miller's focuses in getting women into business leadership roles.

Throughout her career, Miller sought role models and wished for a mentor, but that person never materialized. Instead, Miller learned by watching leaders and women around her. "I adopted what I saw as the best in each of them and did the opposite of what I saw as the worst," she says. Today, she relishes her role as mentor of eight Avnet women and sponsor of the new Avnet Women's Exchange (AWE). "It was inspiring to see the way the group came together and developed a strong agenda with little company direction and funding, and rewarding to see our two women's groups come together as an even more powerful force," Miller says.

TOP 50 MOST POWERFUL WOMEN IN TECHNOLOGY



MELISSA M. ARNOLDI

Senior Vice President,
Technology Solutions & Business Systems Strategy
AT&T

Diversity drives innovation and better business outcomes, Melissa Arnoldi says. “Diversity is not a program, but is personal. It is exhibited every day in how we act and lead.” While she concedes diversity programs are important, nothing drives diversity more than action.

“Being a woman in technology presents challenges due to the fact that there are not many women in this field.” So many women, including Arnoldi, ask, “Do I belong here?” Hard work and dedication earned Arnoldi opportunities and advanced her career, but so too did that eternal questioning of her place within the industry. “It helped propel me to want to continually learn, drive for results, and collaborate with others for the best possible outcomes,” she says. It is ideal when hardworking women can see role models place diverse leaders in new roles. That provides tangible evidence that the company is strongly invested in diversity. “We need to find the unusual suspects for a position, place them into roles to grow their individual growth plan, and sometimes stimulate shifts in company direction,” Arnoldi says.

To that end, AT&T developed an internal community called Women of Technology and Network, an executive-driven framework that drives opportunities for women to join technology disciplines and drive STEM initiatives for incoming employees.

Personally, Arnoldi says, “I know that I have a responsibility to drive opportunities for other young women and pave the way for the next generation.” So she participates on the board of the National Advisory Committee for Minorities of Engineering and Technology. This non-profit develops programs to support STEM degree program scholarships for women and minorities.

TOP 50 MOST POWERFUL WOMEN IN TECHNOLOGY



PAT WADORS

Senior Vice President, Global Talent
LinkedIn

“Small acts of inclusion have big impacts on people’s lives,” Pat Wadors says. That’s why she believes in treating everyone “beautifully.” She says, “When you are mindful of the little or not so little nuances that can impact a group or an individual in a negative way—I feel compelled to do something about it.”

In her early career, Wadors struggled to be heard and taken seriously, and then as an HR leader it became more visible when others felt the same way. “They would share their stories and seek guidance. I felt like I needed to role model the right behavior—to be a voice for others, to take more risks,” Wadors says.

“I think my role is to heighten awareness across the organization, to ensure our policies and benefits support all types of employees and support them in their personal life journeys,” Wadors says. Proactively sharing LinkedIn’s EEO numbers and the company’s efforts to become more diverse will hopefully influence companies and surrounding communities. “We need to hold each other accountable for treating everyone beautifully,” she says.

Some of Wadors favorite diversity efforts revolve around mentorship, coaching and providing insights to help people better manage diverse work groups and get the most out of a team based on their unique perspectives. “A recent highlight,” she says, “was a brown bag luncheon with 25 introverts exploring ways they can express their voices, become strong leaders and stay authentic. That was a powerful moment.”

Additionally, LinkedIn advocates for others whenever they see an opportunity. Groups like Women At LinkedIn and Women In Technology partner with diversity and inclusion leaders. “We leverage the strengths, best practices from women’s initiatives and share them with other diversity groups. You would be amazed how that helps build a more inclusive community and promotes collaboration,” Wadors says.

TOP 50 MOST POWERFUL WOMEN IN TECHNOLOGY



ROBYN DENHOLM

Executive Vice President, Chief Financial & Operations Officer
Juniper Networks

Quiet courage inspires Robyn Denholm. Trailblazers like political icon Margaret Thatcher; human rights activist Nelson Mandela; tennis players Billie Jean King and Evonne Goolagong Cawley; or five-time, Olympic swimming medalist, Shane Gould—all “have been quietly courageous and gone on to achieve the unexpected,” she says.

For most of her career, Denholm’s been one of the few women in the room—first in the automotive industry and then in technology. As the child of immigrants whose native language was not English, she had an outsider’s perspective at the Australian schools she attended while growing up. She was also the first in her family to get a college degree. “Despite your background, it’s okay to be who you are. If you are a girl who likes math and economics, you can pave the path you want for yourself,” Denholm says. “I suggest not to be afraid to back yourself, to invest in yourself, whether it be a training course, a new venture, or a potential promotion to a new role or a new company. When you take a risk on yourself, it is more often than not, going to help you.”

To Denholm, any gender bias, or challenge faced as a working parent, is an opportunity. An opportunity to educate in areas or ways others may not have originally considered. In doing so, she says, “I’ve experienced the freedom to stand out or stand up for ideas and things I believe in.”

Diversity and inclusion is something she believes strongly in. Denholm participates in grassroots efforts at Juniper, including Women Enhancing Technology (WeTech), a consortium of dedicated partners led by IIE to design and support innovative training, networking and professional activities, as well as provide scholarship and internship opportunities to young women in the U.S. and India.

Her mentoring activities through TechWomen, a U.S. Department of State’s Bureau of Educational and Cultural Affairs initiative to strengthen relations between the U.S., the Middle East and North Africa, are “extremely rewarding,” Denholm says. “I also love speaking to High School and college students. Juniper’s summer speaker series for our interns is one of my favorite gatherings of the year! I am inspired and energized by their enthusiasm and passion for what they want to do in the world.”

TOP 50 MOST POWERFUL WOMEN IN TECHNOLOGY



TAWNI CRANZ

Chief Talent Officer
Netflix

Tawni Cranz became Chief Talent Officer at Netflix in October 2012 and now leads the team that maintains the company's unique corporate culture, hires new talent and keeps the organization lean and flexible despite enormous growth.

Tawni joined Netflix in 2007 as a director and became Vice President of Talent in 2011. Prior to Netflix, she was HR director at Bausch & Lomb and held various human resources positions at FedEx/Kinko's. Tawni holds an EMBA from Claremont University's Peter F. Drucker and Masatoshi Ito Graduate School of Management and a BA in Psychology from the University of California, Santa Barbara.



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FOR MORE INFORMATION, PLEASE CONTACT DAVID VANEK
AT DAVID.VANEK@TEXASDIVERSITYCOUNCIL.ORG



The DiversityFIRST™ Certification Program prepares qualified professionals to create and implement highly successful D&I strategies for organizational excellence and a competitive edge in today's global marketplace. The program blends theory and practice during a 5-day intensive curriculum and on-going professional development within the graduate network. Graduates of the program are recognized as a NDCCDP (National Diversity Council Certified Diversity Professional).

November 16-20, 2015
 2700 Post Oak Blvd., 6th floor
 Houston, TX 77056

Areas of Focus

- The Business Case for Diversity and Inclusion
- Cultural Competence
- Measurement and Evaluation
- Diversity Leadership
- Best Practices in Diversity and Inclusion
- Graduate Network Component

Guest Speakers



LaMonte Thomas
 President & General Manager
 North Texas and Oklahoma
 Cigna



Lisa Firmin, MS, MHRM, Colonel, USAF, Retired
 Associate Provost for Faculty/
 Student Diversity and Recruitment
 The University of Texas at San Antonio

Facilitators



Cecilia Orellana-Rojas, Ph.D.
 VP-Strategy and Research
 National Diversity Council



Jim Penny
 Executive Director
 National Diversity Council



Matthew D. Gonzalez, Ph.D.
 Associate Professor
 Extended Academic Program
 University of the Incarnate Word



Armida Mendez Russell
 Senior Consultant
 National Diversity Council



T.K. Floyd
 Attorney at Law
 National Certified Counselor
 Law Office of T.K. Floyd, PLLC



Pranika Sinha
 Manager-Employee
 & Organization Development
 Occidental Petroleum

REGISTRATION DEADLINE

October 16, 2015

For more information and to register, please contact Jim Penny at jim.penny@nationaldiversitycouncil.org
www.nationaldiversitycouncil.org/diversityfirstcertification



The National Diversity Council is committed to enhancing the appreciation for and understanding of the value of diversity and inclusion in today's global society. We strive to transform our workplace communities into environments where people are valued for their uniqueness and differences, and are confident that their contributions matter.



Please contact Jacob Tadesse for more information about the Council
jacob.tadesse@nationaldiversitycouncil.org

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