

KEYNOTE ADDRESS



Amin Kassam

Amin Kassam is Senior Counsel and Chief of Staff of the Legal and Compliance Department at Bloomberg L.P. and a member of the company's Diversity Council. Along with litigating and advising on complex legal issues involving technology, intellectual property, and new media, Amin helps to run the operations of the Department globally along with its diversity and inclusion initiatives.

Amin currently serves on the Executive Committee for the New York Civil Liberties Union, the Board of Directors for the Muslim Bar Association, and as a member of the Aga Khan Council for the United States. Previously, Amin served on the Aga Khan Conciliation and Arbitration Board for the United States, which offers free alternative dispute resolution services to members of the Ismaili Muslim community.

SENIOR LEADER PANEL

Kenneth Adrichik



Kenneth Adrichik serves as Senior Vice President, Chief Counsel and Director of Mediation and Strategy in FINRA's Office of Dispute Resolution. Mr. Adrichik developed the first full-scale mediation program in the securities industry. He began his career with FINRA (formerly NASD) in 1980 in the Surveillance and Anti-Fraud Divisions. Since 1985, he has been part of the Office of Dispute Resolution, managing a regional office, overseeing national operations, developing the mediation program, and guiding rulemaking for the largest dispute resolution forum in the securities industry. Mr. Adrichik has conducted numerous arbitrator and mediator training seminars. He presents regularly to national and international audiences on securities arbitration and mediation and actively promotes diversity in the alternative dispute resolution (ADR) field. In 2012, the Association for Conflict Resolution of Greater New York recognized him with the ADR Achievement Award for his commitment to the practice and support of ADR. He received the Mediation Settlement Day Frontline Champion Award in 2014 for his pioneering efforts and overall impact on the field of mediation. Mr. Adrichik serves on FINRA's Diversity Leadership Council. He earned his degree in Finance from the University of Illinois and his law degree from Loyola University in Chicago.

Ken Cooper



Ken Cooper currently leads HR at Bloomberg. After graduating from Cornell with a degree in Electrical Engineering, he joined Bloomberg's Engineering department and worked to develop advanced software, including Bloomberg's inventory management system, technical support tools and the first streaming video prior to the Internet's popularization. During this time, he also completed an MBA in Finance from NYU.

After 14 years in Engineering, Ken ran Bloomberg's Technical Operations and then Trading Systems. This five-year period included two years spent living and working in London. Upon returning to New York, he ran HR for two years before returning to Technical Operations for another seven.

Now back in HR, Ken guides the department by the following motto: drive business through Bloomberg's people. This means attracting and retaining a workforce capable of bringing differentiated products and dedicated customer service to the market, while encouraging a culture of collaboration, innovation, creativity and hard work.

Outside of Bloomberg, Ken is a board member at Per Scholas, a national nonprofit organization offering free, high quality technology education, job training, placement and career development opportunities to people in underserved communities.

Robert P. Jones, Ph. D. (Moderator)



Robert P. Jones is the founding CEO of PRRI and a leading scholar and commentator on religion and politics. He is the author of *The End of White Christian America*, two other books, and numerous peer-review articles on religion and public policy. Jones writes a column for *The Atlantic* online on politics and culture and appears regularly on Interfaith Voices, the nation's leading religion news-magazine on public radio. He is frequently featured in major national media such as MSNBC, CNN, NPR, *The New York Times*, *The Washington Post*, and others. Dr. Jones serves as the Co-Chair

of the national steering committee for the Religion and Politics Section at the American Academy of Religion and is a member of the editorial boards for the *Journal of the American Academy of Religion* and for *Politics and Religion*, a journal of the American Political Science Association. He holds a Ph.D. in religion from Emory University and a M.Div. from Southwestern Baptist Theological Seminary.

James Lee

James Lee is a Business Technology and Transformational Leader with over 25 years of experience who has successfully delivered Information Technology strategies, services and programs in global organizations across the financial services industry. James managed technology budgets of \$600+ million and staff of 1,400+ across a complete range of infrastructures and technology services. Proven results in global functional and program management, internal and external marketing and consulting, service delivery and operations, strategic planning, and transformation change management.

MBA, Finance, International Business and Information Technology, NYU

BS, Economics and International Business, NYU



Caroline Wanga



Caroline A. Wanga is Chief Diversity and Inclusion Officer and Vice President of Human Resources at the Target Corporation. She leads Target's strategic intent to champion an inclusive society with accountability for inclusive guest experiences, a diverse and inclusive work environment, and societal impact. As a cultural catalyst, she fuels Target's business objectives through the company's first-ever performance based D&I goals. Launched in 2015, Supplier Diversity, Marketing, Philanthropy, Retention, Hiring, Representation and Engagement have significantly improved.

Caroline began her Target career in supply chain in 2005, serving in a variety of transformational leadership roles, including modernizing Supply Chain, Business Intelligence, Digital and Strategy capabilities prior to joining the D&I team, in 2014.

Caroline earned her bachelor's degree in Business Administration from Texas College, and is an inspirational thought leader and public speaker. Her innovative shared-accountability approach to driving business results is featured in *The Innovation Mentality* by Glenn Llopis, and *Our Search For Belonging* by Howard Ross. She is a Kenyan Citizen, a member of the Executive Leadership Council, the Talladega College Board of Trustees, the Intersectionality, Culture, and Diversity Advisory Board for Twitter, and her greatest life accomplishment is her daughter, Cadence.

PRACTITIONER PANEL

Jennifer Allyn



Jennifer Allyn is a Managing Director in the Office of Diversity for the US Firm of PricewaterhouseCoopers LLP. She is responsible for designing strategies to retain, develop, and advance diverse professionals at the firm. Ms. Allyn also serves on PwC's global diversity council, which drives alignment among member firms across territories.

Ms. Allyn is a recognized D&I subject matter expert and has been widely quoted in the media including the Wall Street Journal, New York Times, Washington Post, and Forbes.com. Jennifer hosts Pursuit of Happiness, a PwC podcast exploring how people juggle work and everything else. She was instrumental in developing the firm's first PwC

Talks interview with Sheryl Sandberg and is a featured expert on LeanIn.org discussing Communicating with Confidence. In 2017, PwC launched CEO Action, the largest CEO-driven business commitment to advance diversity and inclusion in the workplace.

Prior to joining PwC, Jennifer was a senior consultant at Catalyst where she advised a diverse group of Fortune 500 clients, among them PwC. She is a recipient of the 2016 *Ted Childs Life Work Excellence Award* from Working Mother Media, the *Diversity Champion Award* from the American Conference on Diversity, and the 2008 *Crossing Borders Award* from The Feminist Press. Ms. Allyn is a graduate of Brown University and earned her Master's in Public Policy from the Harvard Kennedy School.

Sandra Altiné



Sandra Altiné is the Managing Director of Global Diversity and Inclusion (D&I) for Moody's, having joined the firm in June 2011. As a member of its HR Leadership Team, Sandra sets the D&I inclusion strategy for the firm in partnership with Moody's Global Diversity Council. Sandra partners with business leaders on implementing strategic initiatives related to attracting, retaining, and promoting a diverse workforce. Under Sandra's leadership, Moody's was recognized for the sixth consecutive year as one of the Human Rights Campaign's Best Companies for LGBT Equality, and for the second year Moody's was named one of the Working Mother 100 Best Companies.

Prior to joining Moody's, Sandra was the Chief Operating Officer and a senior consultant at The Future Work Institute, a global diversity and inclusion consulting firm. Sandra has over fifteen years of diversity and human resources experience. She started her career at J P Morgan Chase. While there she was a key architect of the firm's diversity agenda and ensured that diversity was linked to all HR processes. Her roles also included Leadership Development Manager, overseeing management development curriculum design and delivery across the U.S., Europe and Latin America and HR Change Management Practice Lead. Sandra holds an M.S. in Organizational Development from Fordham University and a B.A. in International Relations from Long Island University.

Danyale Price

Danyale Price is the Chief Inclusion Officer at Paul, Weiss. Danyale is responsible for the global strategy and implementation of Paul, Weiss's efforts to promote a diverse workforce and sustain an inclusive culture. Those efforts include multifaceted approaches to talent acquisition, talent management, training, development and engagement. Danyale serves as a career counselor for associates and as a diversity and inclusion advisor to partners and clients. She also directs the firm's annual diversity networking reception, which attracts more than 1,000 of the best and brightest diverse professionals across numerous industries.



Danyale has nearly 20 years of experience as a diversity and inclusion (D&I) professional. Since she joined Paul, Weiss in January 2006 as its first full-time D&I professional, the firm has consistently surpassed many industry benchmarks for diversity, receiving high rankings from *The American Lawyer*, *Chambers USA*, *Law360*, the Human Rights Campaign, the New York City Bar Association and *Vault*. In January 2018, Danyale became the firm's first Chief Inclusion Officer. She was recently recognized by *The Network Journal* as one of the "25 Most Influential Black Women in Business."

J.D., University of Virginia School of Law; B.A., Spelman College *magna cum laude*

Celeste Warren (Moderator)



Celeste Warren is Vice President, Human Resources & Global Diversity and Inclusion Center of Excellence. In this dual role, she has responsibility for the strategic and operational Human Resources support of Merck's Global Legal, Compliance and Policy, Communications and Population Health (PCPH) Organizations. As the leader for Merck's Global Diversity and Inclusion Center of Excellence, she is responsible for working with Merck's global leaders to advance and embed diversity management as a strategic approach to maximize business performance and create a competitive advantage.

Prior to joining Merck in 1997, Celeste worked for nine years in Human Resources at Kraft Foods, Inc. and General Foods and held several positions of increasing responsibility including such roles as Training & Development Leader, Diversity Leader, Labor Relations Director and Human Resources Leader for several organizations within Kraft and General Foods.

She is a member of Board of Directors for Grandview Health, the CEB Diversity & Inclusion Working Council as well as a member of Simmons College School of Management's Business Advisory Council. Celeste attended the University of Kentucky where she earned her B.S. degree. She received her Master's Degree from Carnegie Mellon University.

ERG BREAKOUT

Sumreen Ahmad



Sumreen Ahmad is a global management consultant with 20+ years experience in leadership development, human capital and organization design, journey and change management, strategic planning, process and continuous improvement.

She currently serves as the Global Change Management Lead for Accenture, responsible for leading organization wide transformational efforts for the firms' 380 000+ employees. Sumreen is passionate about driving and supporting inclusion and diversity in the workplace, currently leading North America Interfaith and Muslim Employee Resource Group and Michigan Womens' Employee Resource Group.

In addition to her professional responsibilities, Sumreen is committed to translating her professional skills back into community development by serving the non-profit community and delivering youth leadership training. Sumreen lives in Canton, MI with her husband and children.

Hawa Camara



As a co-leader of the Multi-Faith Employee Network (MFEN) at GlaxoSmithKline (GSK), Hawa Camara works with co-leader George Clayton and core team to engage GSK employees on issues of religious inclusion and diversity to do good works within GSK and the community. Those good works align to GSK's mission to help people "*Do More, Feel Better, and Live Longer*" while also supporting talent attraction and retention. As a clinical trial associate, she helps manage GSK clinical trial studies with experience in compliance, risk management, and process improvement. Hawa earned her B.S. in Biology and Master of Science in Biotechnology Management/Regulatory Affairs from the University of Maryland, College Park. She is married and has three children.

Jennifer London (Moderator)



Jennifer London serves as Content Director for Diversity Best Practices. She joins the team after working as an Associate Event Coordinator on the Working Mother Conferences and Events team, as well as Interim Client Services Director.

Throughout her 15-year career in education, Jennifer has had the opportunity to work with a wide range of young people, teachers and administrators, and parents including middle school children in the Dorchester neighborhood of Boston, the Tohono O’odham Tribe in Southern Arizona and most recently, LGBTQ youth of color in New York. In addition to her direct service work, Jennifer has designed and facilitated professional development for teachers and school administrators from all over the country.

Jennifer received her undergraduate degree in Sociology and Theatre from Brandeis University and her Master’s in Education in Administration, Planning and Social Policy from Harvard Graduate School of Education. She lives in the Lower East Side of Manhattan with her husband and daughter. Jennifer enjoys spending time with her family, reading as many books as possible, riding her bike around NYC, and rooting for the Red Sox.

Aparna Nair



Aparna Nair is currently the Merck Interfaith Organization’s Global Co-lead and a member of the Executive Leadership Council of the Global Diversity and Inclusion at Merck.

Aparna started her career at Merck in 2006 at West Point, PA in the Validation group and supported the final fill and formulation of vaccines. She currently is in the Component Engineering Group which is part of the Global Bio Sterile Technical Operations and provides strategic support across the sterile global sites. Aparna has a double B.S in Engineering Sciences.

Throughout her career at Merck and in her personal life, she has been always passionate and very involved across many EBRG’s. She was part of the Peer Mentoring Leadership team as part of the Global Science Technology and Commercialization- Women In Science and Engineering. She provided leadership for the HBA event in 2015 at the Merck Kenilworth site. During 2015 and 2016, she was the chapter lead for the Merck Women’s Network at Whitehouse Station. Early 2016, she took on the role of a co-lead of the WP/UG MIO chapter.

Aparna truly believes that in today’s increasingly diverse, global, interconnected world, diversity and inclusion is no longer just the right thing to do, it is a core leadership competency and central to the success of our business. She is hoping that together, we can bring the difference and show the dividends across the organization setting up a stage for success globally. She strongly believes in work life integration and is very much supported in all her initiatives by her loving husband and 2 beautiful wonderful sons.

PUBLIC / PRIVATE PARTNERSHIP BREAKOUT

Hanne Dalmut



Hanne Dalmut is the Director of Partnership Development, leveraging Concordia's year-round programming, partnership-oriented research, and global network to develop cross-sector collaboration that combats global challenges and achieves positive social impact. As Director, Hanne leads the organizational identification of partnering opportunities based on programming and Concordia Community priorities, and serves to broker, advise, and construct new partnerships. She also manages the P3 Impact Award, an annual award created by Concordia, the University of Virginia Darden School Institute for Business in Society, and the U.S. Department of State Secretary's Office of Global Partnerships to recognize and honor

best practices of public-private partnerships (P3s) that are improving communities and the world in the most impactful ways.

Hanne joined Concordia in 2016 as the Director of Social Impact, where she helped to implement the organization's Campaign Against Labor Trafficking and the Campaign for a Sustainable Global Food Supply. This followed experience with the U.S. Institute of Peace and the PeaceTech Lab, an offshoot of the Institute dedicated to conflict prevention through the innovative application of data, technology, and media. Hanne worked on strategic initiatives and partnership building within the peacebuilding space, to include supporting the 2014 U.S. National Defense Panel.

Hanne earned her Master's from Georgetown's School of Foreign Service and a BS in Political Science from Truman State University, and has language skills in German, French, and Turkish.

Brian Grim, Ph. D.



Brian Grim, Ph. D., is president of the Religious Freedom & Business Foundation and a leading scholar on international religious demography and the socio-economic impact of religious freedom. Brian's recent widely reported research finds that religion contributes \$1.2 trillion to the U.S. economy annually, more than the combined revenues of the top 10 technology U.S. companies, including Apple, Amazon and Google. Brian holds a visiting professorship at St. Mary's University in London and an affiliated scholar at Boston University's Institute on Culture, Religion & World Affairs. Brian is recent chair of the World Economic Forum's council on the role of faith and works closely with the United Nations "Business for Peace" platform. Brian is a Pennsylvania State University alumnus and author of numerous articles and books, including *The Price of Freedom Denied* (Cambridge), *World Religion Database* (Brill), *World's Religions in Figures* (Wiley), and *Yearbook of International Religious Demography* (Brill).

Olivia Lang



Olivia Lang is currently employed as Director of Workforce Initiatives for CVS Health. She leads enterprise-wide Communications, Faith-based, and Caregiver initiatives. She also serves as National Co-Chair for the CVS Health Faith-based Colleague Resource Group and Project Leader for the Caregiver Collaborative of Caring.

Olivia was previously employed as Bureau Chief of the Family Investment Administration, Maryland Department of Human Resources, in Baltimore, MD. She was responsible for program planning, development and marketing for statewide Hiring Agreement Initiatives, Community Outreach and Charitable Campaigns. She is also the recipient of the Eagle Leadership Award from The National Eagle Leadership Institute which recognizes

Black and Hispanics professionals in corporate America whose records of performance inspire others to reach a higher standard of leadership in both their business and community endeavors.

Olivia is a graduate of Morgan State University and holds a Master's Degree in Human Resources Development from The Johns Hopkins University. She also holds a Masters of Theology from Roanoke Theological Seminary.

Olivia is a very active Pastor's wife who serves in various capacities in the areas of church growth, Christian education, and community outreach. She is a dedicated mentor and serves as Youth Committee Chair of the National Black Caucus of State Legislators. She also supports various national, statewide, and local partnership development efforts in the areas of education, health, and workforce development.

Ivy Latimer (Moderator)



Ivy Latimer is the Senior Director, Equal Employment Opportunity/Affirmative Action and Strategic Diversity Management for CVS Health. Her responsibilities are to lead EEO compliance programs and provide leadership and direction across CVS Health in the areas of federal, state, and local employment legislation. She serves as company representative with compliance agencies and community groups. She additionally implements the company's Strategic Diversity Management initiatives. Prior to her current role at CVS Health, she was the Global Equal Opportunity Compliance Officer for Johnson & Johnson responsible for leading the company's global Equal Opportunity and Diversity & Inclusion practices with a focus on attracting, developing, and retaining a world-class diverse workforce. Ivy serves as the Co-Chair of the National Industry Liaison Group Board, which is the premier association supporting Equal Employment Opportunity and Affirmative Action. She is a frequent guest speaker at

major conferences on the topics of Diversity, Pay Equity and Affirmative Action Program Compliance. In October 2011, Hispanic Business Magazine named Ivy as one of the Top 100 Influential Hispanics in business. She holds a Bachelor of Arts degree in Political Science and Economics from New York University, and a Master's of Science degree in Human Resource Management.

DEMOGRAPHICS/RESEARCH BREAKOUT

Michael Lipka

Michael Lipka is Senior Editor at Pew Research Center, where he regularly writes about global demographic research, international public opinion, and American public opinion on topics related to religious change and the intersection between religion and politics. Lipka specializes in finding new and innovative ways to explain quantitative research findings to informed audiences. He has served as a primary editor for reports on Muslims in America, global religious demography, religious divisions in Israel, religion and politics across Central and Eastern Europe, and religion in Latin America, among others. Before joining Pew Research Center, Lipka worked at STATS, Inc., a sports statistics company in Chicago. He received a Bachelor's degree in journalism from Boston University, and has written for The Boston Globe and the Associated Press.



Neha Sahgal



Neha Sahgal is Associate Director of Research at Pew Research Center, specializing in international polling, particularly on topics related to interreligious relations and political Islam. Sahgal is involved in all aspects of survey research, including designing the questionnaire, monitoring field work and evaluating data quality. Before joining the Pew Research Center, Sahgal worked at The Asia Foundation in San Francisco. She received her doctorate in government and politics, with a concentration in the comparative politics of the Middle East and South Asia, from The University of Maryland in 2008. She is an author of studies on the religious beliefs and practices of Muslims around the world, Christian-Muslim relations in sub-Saharan Africa and religion in Latin America. Sahgal has been invited to speak about the project's research at universities, religious organizations and government agencies such as the U.S. Department of State. She also talks about the Center's findings in print and broadcast media.

AMICUS BRIEF BREAKOUT

Jennifer Opheim



Jennifer has a diverse practice focusing on complex commercial litigation and anti-money laundering (“AML”), sanctions and anti-corruption defense and counseling. She has represented clients in state and federal courts, before regulatory bodies, and in negotiations with counterparties. Her class action litigation experience includes defending various parties in Madoff-related litigation, including defendants in a putative class action alleging violations of federal securities laws, successfully settling an ADR securities class action for a Brazilian company, and prevailing on a motion to dismiss a consumer fraud class action. Jennifer’s complex commercial cases have involved defending a major bank in lawsuits brought by investors in a credit facility; representing a company in connection with litigation in which the shareholder plaintiffs alleged that the company’s directors breached their fiduciary duties by entering into a merger agreement that resulted in an acquisition of the company; and

representing hedge fund advisory board members in connection with opposing third-party subpoenas served on them.

Jennifer holds a J.D., *magna cum laude*, from the University of Minnesota Law School, where she was Order of the Coif, and a B.A., *summa cum laude*, from Hillsdale College. After law school, she clerked for a federal district court judge in Minnesota.

Holly Weiss

Holly H. Weiss is a partner with Schulte Roth & Zabel, where she focuses her practice on the representation of employers, primarily in financial services, in all aspects of employment law and employee relations. She also serves as co-head of the firm’s Cybersecurity Group. Holly litigates disputes involving restrictive covenants, ERISA claims, executive compensation, employment agreements, statutory employment discrimination claims, and common law tort and contract claims in federal and state courts, before administrative and government agencies and in arbitral forums. She advises employers on employment law compliance, best practices, human resources matters, hiring and termination, and litigation avoidance. In addition, Holly drafts and negotiates employment agreements, separation agreements, data security and privacy policies and other employment-related agreements, and provides training and conducts investigations.



Holly is ranked as a leading lawyer by The Best Lawyers in America. A recognized thought leader, Holly has authored or co-authored numerous articles of interest to employers, recent examples of which include “SCOTUS to Decide If the Federal Arbitration Act Exemption for Transportation Workers Extends to Independent Truckers,” appearing as part of the regular column she co-authors for the New York Law Journal. Holly earned a J.D. from the University of Virginia School of Law and a B.A. from Emory University.