

BRANDED CONTENT

MARCH 21, 2022

LOS ANGELES BUSINESS JOURNAL  
**DIVERSITY,  
EQUITY +  
INCLUSION**  
*Symposium & Awards*  
**2022**

# 2022 NOMINEES

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This year's annual Diversity, Equity & Inclusion Symposium and Awards event is being presented as a series of two virtual events taking place one week apart. Part 1 recently took place on March 16th and included a series of panel discussions expert-led discussions on how businesses can advance diversity and inclusion in the workplace and business leadership.

For Part 2 (March 23rd from 2:00 – 3:30pm) we will host the awards portion where we will honor diversity & inclusion champions in the Los Angeles region for their ongoing efforts to celebrate and respect the unique needs, perspectives and potential of all their team members while simultaneously creating an inclusive environment that enables diversity to thrive.

This special section provides an overview of each of the three panel discussions that took place on the 16th along with the panelists' insightful quotes.

## DIVERSITY

Moderated by Dr. Lois M. Shelton of CSUN, panelists discussed what policies companies are enacting or incorporating to support their diversity initiatives; what kinds of organizational/reporting structures help to advance DEI initiatives; and who organizations are turning to as external success partners. Panelists also covered what is on the horizon for the diversity discussion as we advance through 2022.



**Lois Shelton, Ph.D. (Moderator)**  
Professor of Management  
David Nazarian College of Business & Economics,  
CSUN



"Championing diversity, equity and inclusion means championing a brighter future for Los Angeles in economic, social and humanistic terms. These initiatives yield benefits that only multiply over time."



**Cathleen Chavez-Morris**  
Utility Services Manager  
Office of Diversity, Equity and Inclusion  
LADWP



"LADWP is committed to removing barriers, empowering success and driving inclusion across our workforce, throughout our workplace and in the communities we serve. Utilities have an obligation to serve as anchor institutions in the community by infusing DEI in to our organizational culture, policies and programs."



**Christina Arizpuro**  
Managing Director of Talent & Human Potential West  
Accenture



"I'm proud to be part of an organization whose ambition is to be the most inclusive and diverse company in the world and believes that inclusion and diversity unleashes innovation."



**Derrick Coleman**  
Managing Director,  
Talent Acquisition & SAS Practice Leader  
GHJ



"A diverse workforce fuels innovation and accelerates growth. But in order to truly thrive, companies must cultivate a sense of belonging in the workplace to ensure everyone has equal opportunities to flourish."

To view highlights from the virtual event, visit [labusinessjournal.com/events/di2022](https://labusinessjournal.com/events/di2022)



[nazarian.csun.edu](http://nazarian.csun.edu)

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**CSUN NAZARIAN**  
COLLEGE OF BUSINESS & ECONOMICS

The David Nazarian College of Business and Economics is redefining progress, with students, business leaders and educators leading the charge in building a stronger, more inclusive tomorrow.





## EQUITY

Moderated by HNTB’s Elisabeth Suh, a team of expert panelists weighed in on the true meaning of equity in the workplace and what different sectors of industry in the region are doing to set positive examples. Some of the innovative ways to that businesses can address reskilling and upskilling the current workforce were also discussed.



**Elisabeth Suh** (Moderator)  
HNTB Associate Vice President, Environmental Planning  
HNTB



“As leaders in the industry, we need to be intentional about maintaining an equity focus for planning and project development to ensure we are investing in our communities with the greatest need.”



**Richard Benbow**  
Regional Vice President  
Western Governors University



“To create sustainable public value, we should ensure that all who wish to pursue education, learn, or invest in themselves can do so equitably, with little to no debt and minimal barriers. This idea of ensuring pathways

to opportunity is a shared responsibility of private and public stakeholders that advances us as a society and pays dividends in perpetuity.”



**LaDonna DiCamillo**  
Southern California Regional Director  
California High Speed Rail Authority



“Our priority is to create a workplace that reflects our great state, and we do this by providing partnership opportunities with a variety of minority-owned, Disadvantaged Business Enterprises, Disabled Veteran Business Enterprises and MicroBusinesses.”



**Dr. Sarah M. Toutant**  
Director of Diversity, Equity & Inclusion  
Child Care Resource Center



“Diversity, Equity, and Inclusion are not buzzwords or boxes to check. Conversing about DEI will not always be easy or comfortable, but it is our responsibility. Committing to DEI means addressing systemic barriers

through policies and initiatives, celebrating diverse identities, and doing the work even if it gets challenging.”

## INCLUSION

Moderated by Elizabeth Fuchs of Wells Fargo & Company, this panel tucked in to an engaging discussion focused on the common barriers to inclusion in business organizations and how effective teams are addressing them. The greatest challenges and opportunities for organizations and their inclusivity efforts were also discussed.



**Craig DePriester**  
Senior Vice President, Operations, Optum Care  
OPTUM



“Focusing our efforts on inclusion is critical for our business – it helps us create an environment where our team shows up as their best selves at work and provide outstanding care for our patients and community.”



**Crystal L. Miller, Ph.D.**  
Chief Learning Officer & Organizational Strategist  
BiasSync



“Organizations need to recognize that inclusive leadership requires all of us to be active participants in our workplaces, consciously mitigating bias and leveraging positive behavior change to foster belonging and advance equity.”



**Danone Simpson**  
CEO  
Montage Insurance Solutions



“The Great Resignation (Exodus) is here, confirming SHRM’s 2021 prediction that 50% of the workforce will either retire or relocate.”

To view highlights from the virtual event, visit [labusinessjournal.com/events/di2022](http://labusinessjournal.com/events/di2022)



# SPARK OF COLLABORATION

HNTB partners with cities across the nation, including Los Angeles, to advance STEM education and build collaborative environments. HNTB is honored to manage the SPARK LA program as an investment in future leaders. The more diverse a team is, the more innovative and creative its solutions will be.



The HNTB Companies  
Infrastructure Solutions

[hntb.com](http://hntb.com)







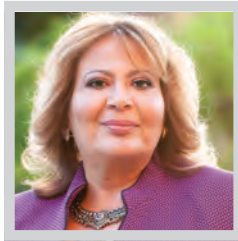
# 2022 NOMINEES: INDIVIDUALS



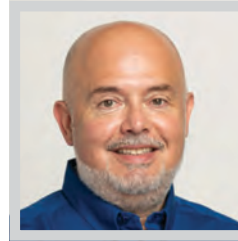
**MARTIN ADAMS**  
General Manager and Chief Engineer  
Los Angeles Department of  
Water and Power



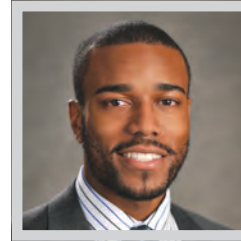
**PRISTINA ALFORD**  
Senior Vice President of DKCulture  
DKC



**SAHAR ANDRADE**  
DEIB Consultant  
Sahar Consulting, LLC



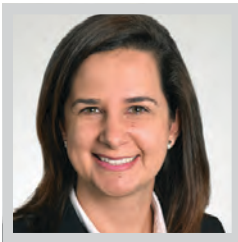
**DAMON AYALA**  
Utility Services Specialist  
Los Angeles Department of  
Water and Power



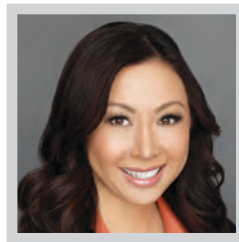
**CHRIS BELL**  
Wealth Management Advisor  
Northwestern Mutual



**GIOVANNA BRASFIELD**  
CEO  
Brasfield & Associates



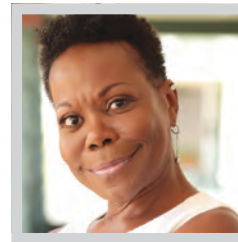
**PATRICIA BRUM**  
Associate  
Snell & Wilmer



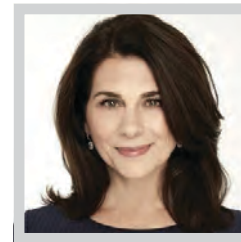
**CYNDIE CHANG**  
Managing Partner, Los Angeles Office  
Duane Morris LLP



**FLORA CHOU**  
Associate Principal, Cultural  
Resources Planner  
Page & Turnbull



**KAREN A. CLARK**  
Senior Vice President and Multicultural  
Strategies and Business Development Manager  
City National Bank



**KELLY COFFEY**  
CEO  
City National Bank



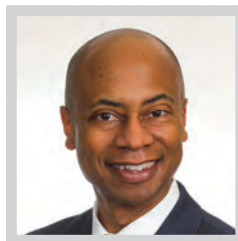
**DERRICK COLEMAN**  
Managing Director  
GHJ



**HAYLEY DICKSON**  
Wealth Management Advisor  
Northwestern Mutual



**DAVID FORD**  
ACS Los Angeles Board Member  
Southern California Edison /  
Edison International



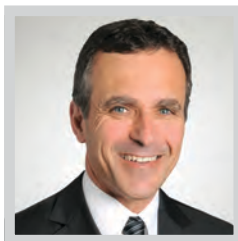
**TERRENCE FRANKLIN**  
Partner  
Sacks, Glazier, Franklin & Lodise LLP



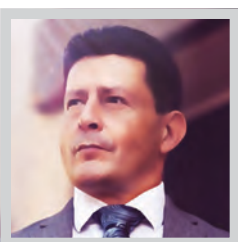
**GWENDOLEN GRAY**  
Vice President  
HNTB Corp.



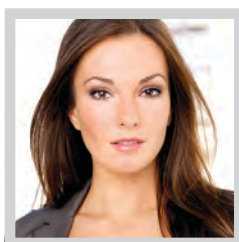
**ANDREA GREEN**  
Director of Operations  
ThinkLA



**KEITH GREGORY**  
Partner  
Snell & Wilmer



**GABRIEL GUERRERO**  
National Director  
KW Commercial



**COOPER HARRIS**  
Founder & CEO  
Klickly



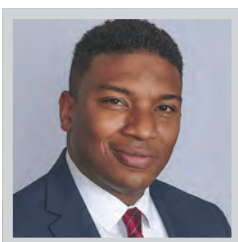
**JANE HINTON**  
Partner  
Hunton Andrews Kurth LLP



**KYLE HJELMESETH**  
Founder  
G&B Digital Management



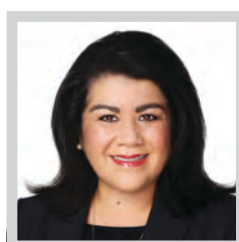
**JOHN IINO**  
Diversity, Equity & Inclusion Global Chair  
Reed Smith LLP



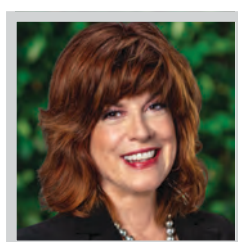
**DWAYNE ISAAC**  
Director, Private Banker and the Team Lead  
for the Law Firm Group  
Citi Private Bank



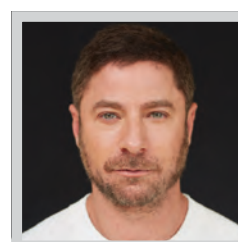
**ROY JIMENEZ**  
Partner  
TLD Law



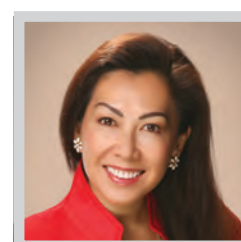
**PATTY JUAREZ**  
Executive Vice President  
Head of Diverse Segments  
Wells Fargo



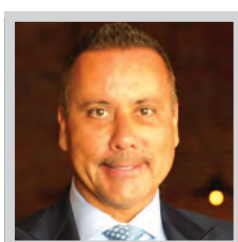
**MARI-ANNE KEHLER**  
Partner and Chief Strategy Officer  
GHJ



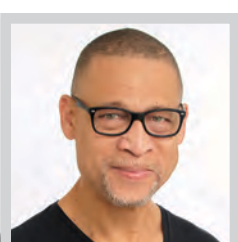
**AARON KIRMAN**  
President of the International Estates Division at Compass &  
Founder of the Aaron Kirman Group  
Compass - Aaron Kirman Group



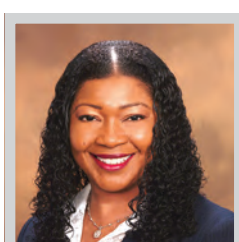
**DIANNE LEE**  
Executive Director, Business Development  
and Strategy  
Kitchell



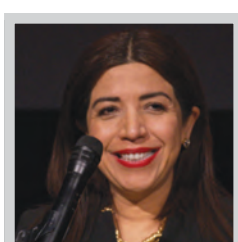
**ART LEWIN**  
CEO  
ART LEWIN BESPOKE



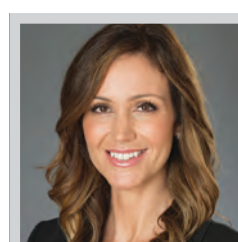
**STEVEN LEWIS**  
Principal  
ZGF



**OMONE LIVINGSTON**  
Founder, President & CEO  
O2EPCM, Inc. dba O2 Engineering,  
Projects & Construction Management



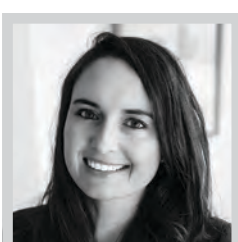
**DIANA LUNA**  
Program Director  
Tomorrow's Filmmakers Today



**LANA MANGANIELLO**  
Director  
Equinox Strategy Partners



**JORGE MARQUEZ**  
Vice President  
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Interim Co-CEO |  
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Financial Advisor  
Northwestern Mutual



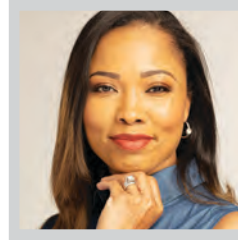
**JOHN MURILLO**  
Market President  
Enterprise Bank & Trust



**DOMINIC NG**  
Chairman & CEO  
East West Bank



**VINH NGO**  
Senior Vice President; Credit Risk Executive  
Bank of America



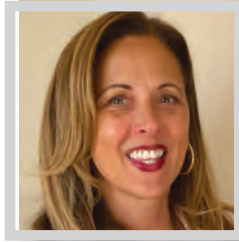
**ROXIE NUNNALLY**  
President  
4D Marketing & Business Solutions Firm Corp



**ANITA ORTIZ**  
President and Founder  
LAINclusionista, LLC



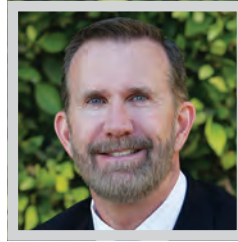
**SCOTT OUELLETTE**  
Chief Investment Officer  
Williams Homes, Inc.



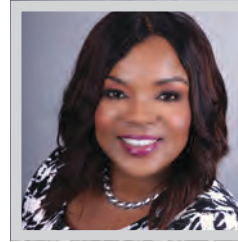
**DEBBIE PATTILLO**  
Principal  
DP Consulting Group LLC



**GARY POLK**  
CEO  
Polk Institute



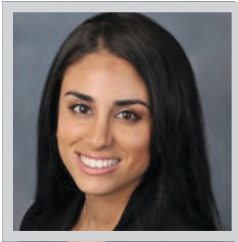
**BRADFORD POLLARD**  
Managing Director  
Citi Private Bank



**ANGELA REDDOCK-WRIGHT**  
Employment Law Attorney, Mediator, Arbitrator, Investigator  
Reddock Law/Judicate West



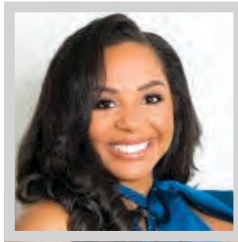
**NIONA RICH**  
Senior Recruiting Director  
Vaco



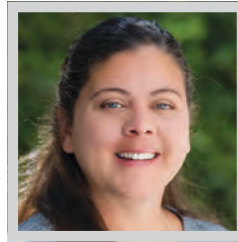
**SHERRY SEDIGHI**  
Director, LA Audit  
Baker Tilly US, LLP



**DR. TANA M. SESSION**  
CEO & Founder  
TMS Business Solutions, Inc.



**CHRISTINA SHAREEF**  
Head of Diversity, Inclusion & Belonging  
Reddit, Inc.



**IVELISSE RODRIGUEZ SIMON**  
Managing Partner  
Avante Capital Partners



**ALICE CHEN SMITH**  
Managing Partner  
Yoka Smith, LLP



**BRIAN SUN**  
Partner  
Norton Rose Fulbright



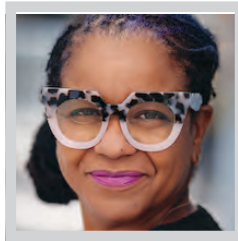
**JOHN SWEENEY**  
Founder/Senior Partner  
The Sweeney Firm



**WILLIAM TARKANIAN**  
Director, Program Development and Client Care  
Los Angeles Centers for Alcohol and Drug Abuse (L.A. CADA)



**MIKE THOMPSON**  
Vice President  
Howard Building Corporation



**T. TARA TURK-HAYNES**  
VP, Diversity, Equity & Inclusion (DEI) and Talent Management  
Leaf Group



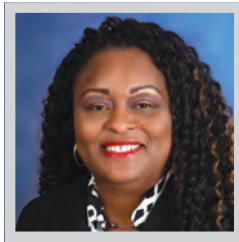
**ALICIA VAZ**  
Chief DE&I Officer and Partner  
Cox, Castle & Nicholson



**GARY WEDBUSH**  
President  
Wedbush Securities



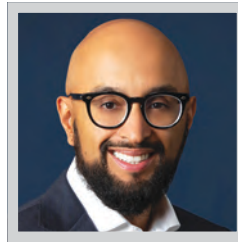
**STEPHANIE WIGGINS**  
Chief Executive Officer  
Los Angeles County Metropolitan Transportation Authority (LA Metro)



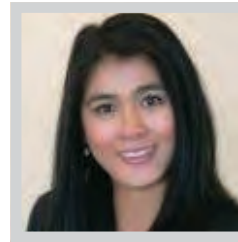
**CHRISTINE WOOD**  
Partner and Director of PRA Services and E-Discovery Counsel  
Best Best & Krieger LLP



**DENISE YI**  
Managing Director and Global Private Banker  
Citi Private Bank



**YUSUF ZAKIR**  
Chief Diversity, Equity, and Inclusion Officer  
Davis Wright Tremaine LLP



**ANALIZA ZARATE**  
Senior Manager, LA Tax  
Baker Tilly US, LLP





# From routine to rare, Jordan has access to specialized care.

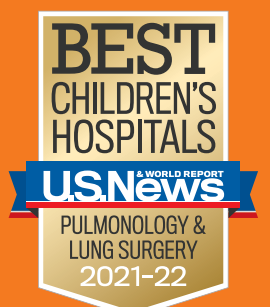
With quality care close by, Jordan has access to a full-service children's hospital just minutes away. Whether she is due for a routine check-up or requires a pediatric specialist, we can meet Jordan's needs as she grows. With specialty care close to home, from the South Bay to Orange County, Jordan and her family never have to travel far to get the best for her.



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**ACE MENTOR PROGRAM - LOS ANGELES / ORANGE COUNTY AFFILIATE**



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**AMERICAN CANCER SOCIETY**



**ARMANINO LLP**



**THE ASIAN AMERICAN ARCHITECTS AND ENGINEERS ASSOCIATION**



**AUSTIN COMMERCIAL**



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**AWE - ADVANCING WOMEN EXECUTIVES**



**BANK OF AMERICA**



**BELKIN INTERNATIONAL**



**BIASSYNC**



**BIRD, MARELLA, BOXER, WOLPERT, NESSIM, DROOKS, LINCENBERG & RHOW, P.C.**



**BLU DIGITAL GROUP**



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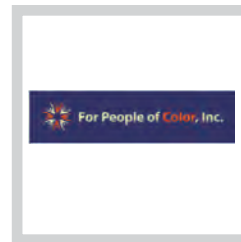
**DIVERSE CITY LLC**



**DTO LAW**



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**FOR PEOPLE OF COLOR, INC.**



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**Child Care  
Resource Center™**

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At CCRC, we believe in healthy and strong children and families living in thriving communities.

We know that diversity, equity, and inclusion fosters and supports such thriving communities. That's why CCRC has a storied history of advocating for our historically underrepresented clients and prioritizing diversity and inclusion in our hiring practices.

We're proud to stand on the LABJ 2022 Diversity, Equity + Inclusion Symposium.



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CCRC cultivates child, family and community well-being. CCRC is a Non-Profit 501(c)(3) 95-3081695





# 2022 NOMINEES: ORGANIZATIONS



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**GLOBAL TALENT DEVELOPMENT & INCLUSION | UNIVERSAL FILMED ENTERTAINMENT GROUP**



**GOODRX**



**HANSON BRIDGETT LLP**



**HILLMAN GRAD VENTURES**



**HIRECLOUT**



**JAZZ HANDS FOR AUTISM**



**KELLER WILLIAMS INGLEWOOD**



**KIMLEY-HORN**



**LACBA COUNSEL FOR JUSTICE**



**THE LIBERTY COMPANY INSURANCE BROKERS, INC**



**LIDO ADVISORS**



**LINCOLN PROPERTY COMPANY (LPC WEST)**



**LOS ANGELES DEPARTMENT OF WATER AND POWER**



**MENTAL HEALTH AMERICA OF LOS ANGELES**



**MERCY WORLDWIDE**



**MINTZ**



**MITCHELL SILBERBERG & KNUPP LLP**



**NGUYEN LAWYERS**



**NORTHWESTERN MUTUAL LOS ANGELES**



**OPTUM, PACIFIC WEST**



**PAWS FOR LIFE K9 RESCUE**



**PILLSBURY WINTHROP SHAW PITTMAN**



**POLK INSTITUTE**



**PROLOGIS**



**RAISE A CHILD**



**RSM US LLP**



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**SELECT MANAGEMENT GROUP**



**SHAWMUT DESIGN AND CONSTRUCTION**



**SKADDEN, ARPS, SLATE, MEAGHER & FLOM LLP**



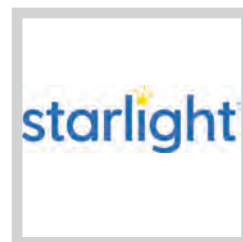
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**SNELL & WILMER**



**SOCAL GAS**



**STARLIGHT CHILDREN'S FOUNDATION**



**STEINBERG HART**



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Health care  
made stronger.

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# 2022 NOMINEES: ORGANIZATIONS



STUDIO-MLA



TLD LAW



UNITED WAY OF GREATER LOS ANGELES



UNIVERSITY OF LA VERNE



VCHECK GLOBAL, LLC

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LIVE DIGITAL AWARDS EVENT  
WEDNESDAY, MARCH 23  
2:00 - 3:30PM PST

Register at [labusinessjournal.com/events/di2022](https://labusinessjournal.com/events/di2022)



## CONGRATULATIONS, JOHN MURILLO

Recognized by the *Los Angeles Business Journal* for being a Diversity, Equity & Inclusion nominee for the Community Impact Award.

Your dedication, expertise and leadership have had an incredible impact on our organization, the banking industry and our community.





# Forward together.

Prologis is honored to be nominated for the Los Angeles Business Journal's 2022 Diversity, Equity + Inclusion Award. We share this recognition with the educational organizations who partner with the Prologis Community Workforce Initiative to train a diverse group of people for jobs in transportation, distribution and logistics:

- EXP, the opportunity engine
- Pacific Gateway
- And with CalState Dominguez Hills, a grantee of the Prologis Foundation COVID-19 Relief Program.

Graduates of the EXP Internship Program:  
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# Using Incentives to Capture Greater Diversity, Equity, and Inclusion Gains

By LOIS M. SHELTON, PhD.

The headlines keep flashing through your mind – “Greater Diversity Drives Greater Innovation,” “Diversity, Equity, and Inclusion Bolsters the Bottom Line,” “Inclusive Companies Have the Edge in Attracting Top-Notch Talent.” These results are compelling; however, you are also keenly aware that poorly designed and haphazardly implemented diversity equity and inclusion (DE&I) programs can backfire and create backlash. As you ponder how to best position your organization for the future, you wonder how to capture the substantial benefits of DE&I while minimizing resistance and resentment.

A DE&I strategy rooted in incentives and rewards is one way to achieve this outcome. Rewards and positive reinforcement are powerful tools for changing attitudes and behaviors. A plan focused on offering rewards instead of demanding compliance builds on these particular aspects of human nature. Here’s one way to build this type of initiative.

Begin with establishing foundational incentives, which could include:

- **Voluntary but meaningfully rewarded DE&I training** – Employees and team members are much more likely to view DE&I education as constructive and valuable when they are allowed to opt in and to earn meaningful rewards for doing so. Rewards can take numerous forms such as extra pay, gift cards, comp time and/or special recognition, and can be designed to meet any budget.

- **Incorporating DE&I goals into criteria for advancement** – Include DE&I progress in benchmarks for promotions, pay

raises, and choice assignments. Institutionalizing these criteria helps ensure that individuals who move into leadership positions are mindful of the importance of DE&I. Plus, these criteria make voluntary DE&I training even more attractive and helps reduce the likelihood that large numbers of employees will opt out. Those interested in growing with your company will see that the route to greater responsibility and influence lies in understanding and effectively implementing DE&I.

Notably, these criteria should consist of diversity, equity, and inclusion components. Diversity benchmarks could be appropriate metrics regarding the variety of personnel involved in work group participation and formation, team assignments, and hiring. Equity criteria could assess progress in improving access to the opportunities under an individual’s purview. Inclusion goals can focus on creating safe spaces and environments, and could be assessed by 360-degree reviews, subordinate and team satisfaction, and time spent mentoring



and sponsoring members of underserved groups.

Next, ensure that the program has broad reach, both throughout the company and over time:

- **Include all levels and positions, from top management to summer interns** – Engaging employees at all levels and in all jobs is empowering, and signals that no one is too junior or too senior to make an impact. Employees will see how they can each personally contribute to organizational DE&I, and will be more likely to assume responsibility for doing so.

- **Provide a continuous flow of DE&I initiatives** – Regular DE&I education and events are more likely to have a lasting influence on company culture than a once-a-year workshop, or an occasional, compulsory online course. Multiple opportunities provide positive reinforcement that leads to durable gains by helping employees avoid falling back into old habits and attitudes.

Finally, provide necessary resources and support:

- **Position DE&I leaders and staff as internal experts and consultants** – Although DE&I leaders will undoubtedly launch exciting organization-wide initiatives, a key part of their role is to assist colleagues in achieving greater DE&I competence and enabling them to meet the criteria for advancement. Accordingly, DE&I staff need to be equipped with the data, resources, and authority to be effective.

- **Populate the organization with persons experienced in diverse environments** – The presence of leaders, peers and subordinates who exhibit the ability to make a variety of persons from a variety of backgrounds feel safe and included is an important yet informal form of support. As they model equitable, inclusive team leading, committee participation or division-level advancement from day-to-day, others can observe and learn from them.

As a leader in educating diverse populations, the David Nazarian College of Business and Economics at California State University, Northridge (CSUN) is an excellent source of these skillful role models. Employers regularly extol the ability of Nazarian College graduates to work effectively in teams and with diverse groups as well as their superb business training.

The Nazarian College ranks among the top 5% of business schools by virtue of its AACSB accreditation, and was recently named a “Best College for Business Majors” by Money Magazine and once again recognized by the Princeton Review as a “Best Business School – Best On-Campus MBA Program.” With over 7,000 students, the College offers one of the 10 largest undergraduate business programs in the nation and top-ranked graduate business programs. As

part of CSUN, which is a certified Hispanic, Asian American, Native American, and Pacific Islander serving University, the Nazarian College student body boasts ethnicities, races, and nationalities from around the world as well as members of all socio-economic strata.

A curriculum steeped in collaboration and teamwork ensures that Nazarian College graduates at both the undergraduate and Master’s levels are experienced in working with persons from diverse backgrounds to achieve demanding, time-sensitive goals. This active, team-based learning also occurs outside the classroom via engagement with practitioners, and hands-on experiences through consulting projects, internships, competitions, international excursions, and incubator/accelerator programs. This pragmatic yet rigorous approach gives Nazarian College students both the theoretical know-what and the practical know-how to maximize the effectiveness of your DE&I initiatives.

The Nazarian College, and its students, faculty, staff, and alumni stand ready to partner with you to help you capture lasting gains from diversity, equity, and inclusion. Through our expertise in training and developing diverse individuals and teams, we aim to partner with Los Angeles businesses in leveraging the vast assortment of people, cultures and ideas in the larger metropolitan area and make Los Angeles a leader in effective diversity equity and inclusion.

Lois M. Shelton, PhD. Is a professor at the David Nazarian School of Business and Economics at CSUN. Learn more at [csun.edu/busecon](http://csun.edu/busecon).



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# Leadership Insights on Equity in Infrastructure Design

By AVYGAIL SANCHEZ

In an ongoing effort to advance the important conversation on how to design infrastructure projects that are equitable for all communities, HNTB invited transportation experts from throughout Southern California to engage in a thought-provoking discussion about ways to think, approach and collaborate that will result in infrastructure that not only connect, move, employ, and benefit Southern California stakeholders equally, but most importantly, do it equitably.

The virtual roundtable focused on unique issues currently facing California transportation agencies, including moving forward with equitable design, even when faced with restrictive policies or lack of funding mechanisms. Representatives from Metrolink, California High Speed Rail, Caltrans District 7, San Bernardino Transportation Commission, Orange County Transportation Authority, San Diego Association of Governments, City of Inglewood, the Los Angeles Chamber of Commerce, and historically underutilized businesses discussed key topics that included:

- Equitable transportation infrastructure design for all communities
- Funding resources, mechanisms and priorities
- Local, state and federal policies that help or challenge design and delivery methods
- Public and private sector collaboration and advocacy

Most importantly, the candid dialogue further elevated the importance and relevance of equitable design in transportation and the pressing need to listen and develop collaborative solutions to equity in the industry.

## EQUALITY VS. EQUITY

Equality is giving everyone the same thing; equity is providing each person with what they need to be successful. Designing infrastructure projects with adaptability in mind is essential – universal design solutions have not been able to provide equitable benefits to all segments of a region. Thus, we must engage through a process of collaborative planning, authentic listening and a commitment to be open-minded and consider community-based solutions.

Equitable access to transportation requires collaborative planning, authentic listening and consideration of community-based solutions. Regine Beauboeuf, HNTB director, transportation and mobility equity explained, “We went into the community, met them on their own turf, and personally saw the lack of infrastructure, lack of jobs and opportunities. It was eye-opening to see the world through the eyes of the neglected and underserved and a wake-up call to ensure we listen to the community before we start developing plans. We need to co-create with the community to achieve equitable design solutions.”



Beauboeuf

## LISTEN, THINK, RESPOND

To advance equity, we need to recognize and address systemic disparities and engage the com-



munity in meaningful dialogue. Orange County Transportation Authority chief executive officer, Darrell E. Johnson said there are two ways to listen: listen, then think and respond; or listen to check the box. OCTA is actively listening to



Johnson

the needs of the communities, as well as the diverse subgroups, as to their needs and wants. This informs service planning decisions and where to make future investments. Asking people who are not historically heard is essential to building trust and credibility and affects the ultimate decision making. Securing community input, bringing it to professional staff to influence architects, engineers and planners, and then taking it to the policy makers, who communicate back to the community. This process ensures a circular discussion in a positive way. Johnson calls it the “circle of life.”

## DIVERSITY, EQUITY AND INCLUSION STATEMENTS

Several participants also highlighted the value in developing and adopting diversity, inclusion and equity statements at their agencies. Generally, these statements provide a clear strategy on what DEI means, why it matters, and how it will be approached moving forward. Metrolink chief people officer Ilyssa DeCasperis shared her agency’s definition of equity:



DeCasperis

“Equity at Metrolink means that all policies, service decisions, invest-

ments and engagements foster an inclusive, fair and just workplace and community. We acknowledge current and systemic disparities, and we respect the diverse histories, challenges and needs of our employees and those that we serve.”

SANDAG chief executive officer Hasan Ikhtrata shared the Commitment to Equity that the SANDAG Board of Directors adopted in January 2021:

“We hold ourselves accountable to the communities we serve. We acknowledge we have much to learn and much to change; and we firmly uphold equity and inclusion for every person in the San Diego region. This includes historically underserved, systemically marginalized groups impacted by actions and inactions at all levels of our government and society.



Ikhtrata

We have an obligation to eliminate disparities and ensure that safe, healthy, accessible and inclusive opportunities are available to everyone. SANDAG will develop an equity action plan that will inform how we plan, prioritize, fund and build projects and programs; frame how we work with our communities; define how we recruit and develop our employees; guide our efforts to conduct unbiased research and interpret data; and set expectations for companies and stakeholders that work with us.

We are committed to creating a San Diego region where every person who visits, works and lives can thrive.”

Later this spring, SANDAG will begin a Youth Opportunity Pass Pilot program to offer free transit for everyone 18 and under. When asked why, Ikhtrata explained that pilot projects like these function as building blocks to ensure the SANDAG Board of Directors fulfill the Commitment to Equity. The pilot is expected to begin in May 2022 and will continue for

12-14 months.

## PEOPLE-CENTRIC ORGANIZATION

At Caltrans District 7, director Tony Tavares is working to create an even more people-centric organization. A civil engineer by training, and a planner by heart, Tavares tries to inspire his team that every project and every community is unique and requires customized solutions. The agency’s projects are focused with three foundational elements: safety, equity and climate action. Tavares believes economic and project benefits can be achieved, but not without engagement and involvement of the entire community and the stakeholders. Without involvement, negative impacts to people may occur. The main goal is to develop short and long-term resilient, sustainable and equitable solutions without creating any additional harms.

## EQUITY MATTERS

In summary, equity dialogues like this among industry leaders are engaging, informative and thought-provoking. Transit equity matters to all of us, yet tackling these problems is challenging. We are all interconnected, and future transportation solutions require collaboration and must be inclusive of all people, communities, and viewpoints. Transportation professionals and agencies continue



Tavares

to make commitments to equity so together we can build a transportation system that truly works for everyone.

Avygail Sanchez serves as HNTB government relations director, vice president, West Division based in the Los Angeles office.



Congratulations to our colleagues, clients and friends on being recognized for your diversity, equity and inclusion efforts.

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Diversity, equity and inclusion are fundamental to our success as a global law firm, giving us a wealth of different perspectives from which to address our clients' most pressing issues across a wide spectrum of industries, geographies and cultures.



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## Developing the Next Generation of Logistics Talent in Los Angeles

It's no secret that labor shortage is a challenge – if not the biggest challenge – small businesses and companies in Los Angeles and across the country face. As the global leader in logistics real estate, Prologis has seen this firsthand in the logistics and warehousing space, where our customers have told us finding and retaining talent is a top concern. Demand for a quality talent pool will only rise as the world collectively comes out of the pandemic. Driven in part by the growth in e-commerce, the U.S. Bureau of Labor Statistics projects the transportation, warehousing and related fields will add close to 735,000 jobs by 2031.

Prologis has been part of the Los Angeles community for over 30 years, where we support 445+ customers including major brands, third-party logistics providers as well as smaller and mid-sized companies. With demand for skilled logistics workers at an all-time high, the company launched the Community Workforce Initiative (CWI) in 2018 to build a talent pipeline for our customers, revitalize career pathways and invest in local communities. In partnership with Jobs for the Future (JFF), a national non-

profit organization that drives transformation in the American workforce and education systems, Prologis has developed a free online training program that helps job candidates learn the fundamentals of e-commerce, supply chain and inventory management, safety, and other key skills required for logistics careers.

In the Los Angeles area, Prologis has partnered with the Pacific Gateway Workforce Innovation Network to accelerate growth opportunities for local communities, including Long Beach, Signal Hill, Los Angeles Harbor, and more, by strengthening the local talent pool. Working with JFF and Prologis, the organization will train 1,400 individuals and seek to place 630 individuals into employment over the next two years within the logistics industry. The CWI program also identifies local community-based organizations, community colleges and workforce development boards to assist jobseekers with regional employment opportunities, career guidance, coaching and support.

"The logistics industry offers opportunities for immediate impact and meaningful career pathways, as companies recognize the impor-

tance of the supply chain to their operations" said Steven Hussain, vice president of workforce programs and community relations at Prologis. "Prologis aims to equip 25,000 individuals with the skills necessary for transportation, distribution and logistics jobs by the end of 2025. To date, the program has served more than 13,000 people."

The CWI program also works to raise awareness with high school students about the availability of high-growth jobs in the logistics industry. EXP, a Southern California nonprofit organization focused on bringing industry and schools together to build tomorrow's workforce, signed on as our first CWI partner in 2018. Together, we launched the EXP Internship Program: Powered by Prologis, which has placed 363 high school students to date from communities around the ports of Los Angeles and Long Beach in local trade internships. Students benefit from job skills training workshops, designed with input from Prologis, and receive career guidance from industry executives. Prologis customers that have hosted EXP interns include Nova Transportation Services, Franco Trucking, NFI



California Cartage, Yusen Logistics and Andeavor. Approximately 150 students will go through the EXP Internship Program this summer.

"Logistics and supply chain management are a critical element of global trade and California's economy," said Amy Grat, chief executive officer, EXP. "Partnering with Prologis advances EXP's mission to connect youth to the diverse careers that exist in these sectors, ranging from warehouse managers to marine engineers to web designers."

As both a community partner and an employer, Prologis is proud to continue to invest in Los Angeles and across Southern California to support job growth and economic opportunity with our modern logistics facilities. The CWI program is active in 15 markets, and we plan to establish new programs in additional key logistics markets in the United States and around the world in the near future.

For more information about Prologis' CWI program, visit [prologis.com/cwi](http://prologis.com/cwi).

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# Most Supply Chain Organizations Have DEI Initiatives

Over half of supply chain organizations have improving diversity, equity and inclusion (DEI) as an objective or goal, but only a quarter have formal targets according to the Supply Chain Diversity, Equity and Inclusion Survey by Gartner, Inc. and the Association for Supply Chain Management (ASCM).

In a survey of 298 supply chain professionals from November through December 2020, 59% of surveyed supply chain organizations reported having some form of objective to improve any dimension of DEI - race/ethnicity, gender, LGBTQ+, physical and cognitive ability, veteran status or age - and 23% of those organizations have formal target or goals included in management scorecards.

Consumer and retail organizations are more likely than other industry sectors to either have a general objective for DEI or formal targets or goals. Company size plays a role when it comes to the dedication of senior leadership to improve DEI. The largest supply chain organizations are far more likely to have DEI objectives - particularly formal targets or goals - than their smaller peers. Only 24% of small business supply chains have improved DEI as an objective.

"This makes sense when you look at the social justice movements of 2020. The largest

global companies have globally recognizable brands, so they were under a lot of pressure to take action," said Dana Stiffler, vice president analyst with the Gartner Supply Chain Practice. "In a global organization, it's more likely they'll have a DEI officer or an HR leader that owns and cascades the DEI strategy. Where this is not happening fast enough, some chief supply chain officers (CSCOs) have designed and launched their own initiatives."

"Building a diverse workforce is essential, not aspirational," said ASCM CEO Abe Eshkenazi, CSCP, CPA, CAE. "Diversity of thought, influence and input — particularly from women and people of color — is crucial to today's global supply chains."

While people of color (POCs) make up 30% of the overall supply chain workforce, their representation declines dramatically on the upper parts of the corporate ladder. Only 9% of vice presidents in supply chain organizations in the U.S., Canada, and Europe are people of color.

"POC representation already starts to drop at the very first level of leadership," Stiffler said. "Compared to the overall representation in the workforce, there's nearly a 50% drop once at the manager and supervisor positions. This trend then continues in the upper parts of the career

ladder."

"This is a systemic issue that goes back to the 1970s, '80s and '90s that unfortunately isn't unique to supply chain. As supply chain emerged as a function, many of its management and employees migrated from other functions such as finance and engineering, which due to their own narrow talent pipelines were primarily staffed with white males," said Eshkenazi. "As in many fields, more progress is needed. Supply chain organizations can lead the way by creating an environment where diverse talent is valued, included and developed."

The biggest differences in POC representation are not between industries, but again between organization sizes. Large supply chains with an annual revenue of \$5 billion or more show greater representation of people of color than any of their smaller peers at all levels of the organization.

"In the largest global supply chain organizations, 13% of vice president positions are occupied by people of color, compared to 6% in small businesses," Stiffler said. "While large, global organizations clearly benefit from better access to diverse talent, they're also putting in the work to practice inclusion in leadership development and succession planning."

However, the coronavirus pandemic has prompted a change in workplace culture which might provide smaller businesses with the opportunity to catch up. "Due to the rise of remote and hybrid work, even smaller supply chain organizations will have the opportunity to hire diverse talent, simply because the available talent pool is bigger and more diverse," Stiffler added.

Once supply chain organizations have goals and objectives, those should translate into specific projects and initiatives. DEI is particularly vulnerable to statements and goals that are not always backed up by actions. Thirty-six percent of respondents said that the supply chain organization is leading initiatives, while 20% said their company has enterprise-wide initiatives. This leaves 44% who don't have any kind of initiative or are still considering starting one.

"Prior to the pandemic, demand for supply chain professionals exceeded supply by a ratio of six to one," added Eshkenazi. "This need will only continue to grow, which is why it's critical that teens have access to education and mentorship about career opportunities in supply chain regardless of their gender or color."

Additional information is available at [gartner.com/en/supply-chain](https://gartner.com/en/supply-chain).

ABOUT US

G&B Digital Management is reinventing the digital talent management experience with integrity, transparency, and a human touch. G&B was founded in 2015 by Kyle Hjelmseth, a mixed-race person of color. **The foundation of our company is rooted in a diversity of voices, colors, genders, ages, and interests.** We understand that we have a unique opportunity, to directly influence the hearts and minds of thousands, helping build a more equitable society, country, and world.

**Congratulations to our Founder, Kyle Hjelmseth, on being nominated for CEO of the Year in the LA Business Journal Diversity, Equity + Inclusion Symposium & Awards for the second year in a row!**

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# A Look at the Nation's Shifting Diversity

The U.S. Census Bureau last year released data taken from the 2020 Census results which showed an increase in the population of U.S. metro areas compared to a decade ago. In addition, these once-a-decade results showed the nation's diversity in how people identify their race and ethnicity.

"We are excited to reach this milestone of delivering the first detailed statistics from the 2020 Census," said acting Census Bureau Director Ron Jarmin. "We appreciate the public's patience as Census Bureau staff worked diligently to process these data and ensure it meets our quality standards."

## POPULATION CHANGES ACROSS THE COUNTRY SINCE THE 2010 CENSUS

The latest data reveals changes in the size and distribution of the population across the United States. The population of U.S. metro areas grew by 9% from 2010 to 2020, resulting in 86% of the population living in U.S. metro areas in 2020, compared to 85% in 2010.

"Many counties within metro areas saw growth, especially those in the south and west. However, as we've been seeing in our annual population estimates, our nation is growing slower than it used to," said Marc Perry, a



senior demographer at the Census Bureau. "This decline is evident at the local level where around 52% of the counties in the United States saw their 2020 Census populations decrease from their 2010 Census populations."

- County and metro area highlights:
- The largest county in the United States in 2020 remains Los Angeles County with over 10 million people.
  - The largest city (incorporated place) in the United States in 2020 remains New York with 8.8 million people.
  - 312 of the 384 U.S. metro areas gained

- population between 2010 and 2020.
- The fastest-growing U.S. metro area between the 2010 Census and 2020 Census was The Villages, FL, which grew 39% from about 93,000 people to about 130,000 people.

## 2020 CENSUS FINDINGS ON RACE AND ETHNICITY

The 2020 Census used the required two separate questions (one for Hispanic or Latino origin and one for race) to collect the races and ethnicities of the U.S. population — following the standards set by the U.S. Office of Man-

agement and Budget (OMB) in 1997. Building upon research over the past decade, the Census improved the two separate questions design and updated its data processing and coding procedures for the 2020 Census.

The improvements and changes enabled a more thorough and accurate depiction of how people self-identify, yielding a more accurate portrait of how people report their Hispanic origin and race within the context of a two-question format. These changes reveal that the U.S. population is much more multiracial and more diverse than what was measured in the past.

"As the country has grown, we have continued to evolve in how we measure the race and ethnicity of the people who live here," said Nicholas Jones, director and senior advisor for race and ethnicity research and outreach at the Census Bureau. "The release of 2020 Census redistricting data provides a new snapshot of the racial and ethnic composition and diversity of the country. The improvements we made to the 2020 Census yield a more accurate portrait of how people self-identify in response to two separate questions on Hispanic origin and race, revealing that the U.S. population is much more multiracial and more diverse than what we measured in the past."



**akerman**

Thank You

Diversity, equity, and inclusion are a top priority for Akerman both within our firm and within the communities in which we live and work. We are grateful for the recognition by the *Los Angeles Business Journal*, and recognize that while we have made progress toward greater diversity, equity, and inclusion, we can, should, and will do better. It is incumbent on us all to relentlessly push forward until we achieve justice and equity in our profession, in our communities, and in our country.

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# CEO Action for Racial Equity Expands Issue Agenda and Launches Place-Based Approach

CEO Action for Racial Equity last year announced an expanded issue agenda to address widening disparities across economic empowerment, education, healthcare and public safety. After announcing its commitment to closing the digital divide and expanding access to telehealth, the Fellowship will also focus on six additional issues that have long impacted Black Americans across the country.

“Our Fellowship is focusing on eight issues where we can maximize the collective voice of our 100+ organizations to impact policy change,” said Roy Weathers, CEO of CEO Action for Racial Equity. “These policies will positively affect access to opportunity, ways of working and the wellbeing of Black Americans across the country in our neighborhoods, classrooms and beyond.”

In addition to closing the digital divide and expanding access to telehealth, CEO Action for Racial Equity is committed to:

- **A Path Toward Greater Food Equity.** According to USDA data, Black Americans experience food insecurity at twice the rate

of white households. The COVID-19 pandemic widened this disparity and highlighted the need for access to grocery stores in Black communities and affordable healthy food through Federal Nutrition Programs.

- **Decriminalizing Poverty: Fines, Fees and Cash Bail Reform.** Pretrial cash bail policies are key drivers of mass incarceration, with more than 470,000 people sitting in local jails without having been convicted, often because they can’t afford to pay bail and even though they may pose no threat to the community. In addition, fees and fines levied by the justice system disproportionately punish those in poverty. The Fellowship will address the criminalization of poverty where the inability to pay fines, fees, or bail in our justice system disproportionately punishes the poor and impacts Black Americans.

- **Equity and Excellence in Early Childhood Education.** Every dollar spent on high-quality, birth-to-five programs for children can deliver a 13% per year return on investment from better education and health

outcomes for children, employment gains for parents, greater economic productivity, and reduced spending on healthcare and crime. For far too many Black families, this is out of reach and the Fellowship will address policies around access, availability and quality of early childhood education.

- **Expanding Economic Opportunity Through Community Development Financial Institutions (CDFIs).** Financial inclusion has yet to be fully realized for Black Americans, as 23 million remain unbanked or underbanked. The Fellowship will support the funding and expansion of CDFIs that provide a critical on ramp for Black communities to access banking services, bolster financial security and improve the quality of life for Black Americans.

- **Racism: A Public Health Crisis.** As recently declared by the CDC, societal systemic racism negatively affects the mental and physical health of millions of Black Americans. The Fellowship will advance public policies at the local and federal level to

declare racism a public health crisis to ensure the allocation of resources and investment to study the impacts of structural racism.

- **Supporting Police Integrity and Transparency:** Advancing a National Policing Misconduct Registry. There are currently no mandatory, centralized, standardized reporting practices that track police misconduct nationwide. To capture more consistent data at a federal level, the Fellowship will support efforts to establish a national policing misconduct registry.

“In addition to expanding our agenda, we’re accelerating our advocacy around digital connectivity by calling for high-speed broadband infrastructure in unserved communities and by shaping the future legislative and regulatory landscape around telehealth,” said Barron Witherspoon, strategy committee member of CEO Action for Racial Equity.

For a full list of participating companies or more information on how to become a signatory, visit [ceoaction.com/racial-equity](http://ceoaction.com/racial-equity).

# LEADERS OF INFLUENCE SERIES

SPOTLIGHTING **INDUSTRY** PROFESSIONALS

The **Los Angeles Business Journal 2022 Leaders of Influence Series** will spotlight outstanding professionals in several key industries. Each month we will publish a Leaders of Influence as well as a Women of Influence edition to recognize accomplished executives in their industry. Those selected to be featured in each of these published issues will be reviewed by the editorial department and chosen based on a demonstration of their impact made in their organization, the profession, and the Community of Business™.



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