

BRANDED CONTENT

MARCH 25, 2024

LOS ANGELES BUSINESS JOURNAL

**DIVERSITY,
EQUITY +
INCLUSION**

Symposium & Awards
2024

**THE 2024 HONOREES
& FINALISTS**

DIAMOND SPONSORS

HNTB

**WELLS
FARGO**

GOLD SPONSORS

AECOM | American Cancer Society | BDO USA | The David Nazarian College of Business & Economics at CSUN | Easterseals | FilmLA
Foley & Lardner LLP | The Friendship Foundation | Howard Building Corporation | HCVT | Keck Medicine of USC | PBS Engineers | Polsinelli
Skanska | Think Together | UCLA Health



Letter from the Publisher



The Los Angeles Business Journal was proud to host our annual Diversity, Equity + Inclusion Symposium & Awards on March 21st at the InterContinental Los Angeles Downtown.

During the event, our morning of panel conversations featured industry experts discussing the many ways our Community of Business can advance diversity in the workplace while simultaneously creating an environment that enables equity and inclusion to thrive.

Panels included topics such as “Building a Case for Equity,” “Blending the Generations for Success,” and “Evolution of DEI: Where We Are & Where We Want to Be.”

The DE+I all-star lineup of speakers included:

- **Kecia Alexander**, Deputy Chief of Human Capital, Think Together

- **Shannon Bradley**, MBA, Chief Health Equity, Diversity and Inclusion Officer, Keck Medicine of USC
- **Rosario Bobadilla Farias**, Audit Partner, HCVT
- **Alice C. Juarez**, Los Angeles Regional Executive, Wells Fargo Bank
- **Andraea LaVant**, Founder & President, LaVant Consulting
- **Kristina Martel**, Diversity, Equity & Inclusion Strategic Director, American Cancer Society
- **Yossi Mintz**, Co-Founder / Executive Director, The Friendship Foundation
- **Laura Mitchel**, District Senior Manager, Wells Fargo Bank
- **Marcela Oliva**, Professor of Architecture and Environmental Design, Los Angeles Trade-Technical College
- **Kunal Shah**, President/CEO, Electrical Engineer, PBS Engineers, Inc.

- **Fred Tan**, Tax Principal, BDO USA
- **Lillian Yan**, Vice President – West Division Sales Officer, HNTB Corporation

After the thought-provoking panels concluded, the afternoon luncheon followed, honoring diversity, inclusion, and equity champions in the Los Angeles region for their ongoing efforts to advance diversity and inclusion in the workplace and business leadership while simultaneously creating an equitable environment.

It was truly a privilege to shine the spotlight on these terrific leaders and organizations within the Los Angeles business community and unveil our honorees for this year’s awards.

This special section contains profiles of all the honorees and finalists, alongside articles and features about best practices and the tremendous benefits of diversity, inclusion and equity programs and efforts in the workplace.

Many thanks to our sponsors, including Diamond Sponsors HNTB and Wells Fargo, as well as our other supporting sponsor organizations, who together help make this event possible, and once again, congratulations to the honorees – Los Angeles based professionals and organizations who “lead by example,” successfully blending effective business vision with a passionate commitment to positively making a difference, furthering diversity, inclusion and equity both in the world of business and in the communities they serve.

Best regards,



Josh Schimmels
Publisher & CEO



Congratulations to all our fellow DE&I award nominees. Together we are building a better society.

Proud Partner of



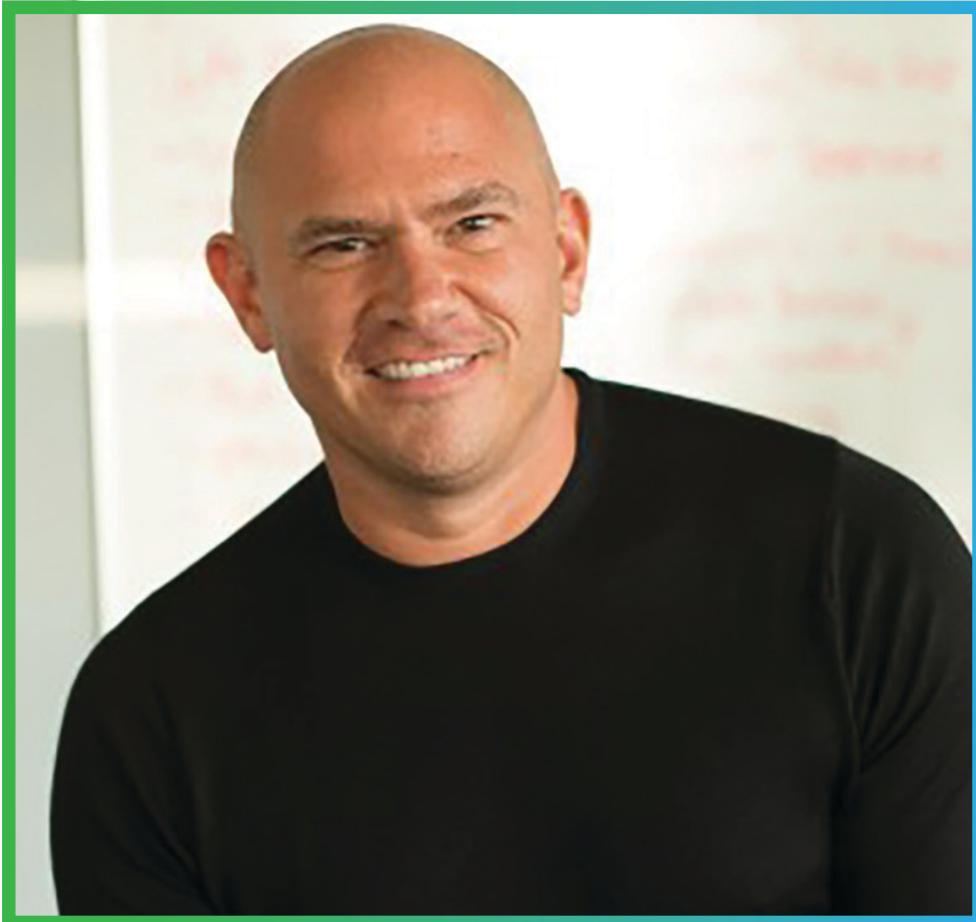


Designing the next big step for your small business

There's a lot involved in taking your business to the next level — from financing expansion and improving cash flow, to marketing services and growing revenue. Find ideas and solutions to help you grow your business at smallbusinessresources.wf.com.

LOS ANGELES BUSINESS JOURNAL
**DIVERSITY,
 EQUITY +
 INCLUSION**
 Symposium & Awards
 2024

INDIVIDUAL HONOREES & FINALISTS



CEO OF THE YEAR HONOREE

JEFF CONSOLETTI

Founder and CEO
 JJLA

Jeff Consoletti is the founder and CEO of JJLA, a live events agency headquartered in Los Angeles. The agency provides full-service live and digital event execution and management with a focus on creating ground-up special events that grow audiences, elevate experiences, energize fans and connect communities. As a creative director and executive producer, Consoletti's career has spanned nearly two decades where he has led and executed hundreds of trend-setting events, brand activations, concerts and festivals. He has been a principal producer at major events including the Super Bowl, MLB All-Stars, Rose Bowl, Oscars, Coachella, Sundance and more.

Consoletti has been a pioneer in telling LGBTQ+ stories authentically through brand activations and events for various causes and initiatives throughout his career. For over ten years, he was widely recognized as the executive producer of the LA PRIDE Festival, transforming the event into the largest LGBTQ+ ticketed festival in the nation.

In 2019, Consoletti produced Pride Island at NYC's WorldPride, which welcomed Madonna as the headlining act. During the pandemic, he launched his award-winning digital series, OUTLOUD: Raising Voices, profiling queer artists, for Facebook, and in the summer of 2021 brought the OUTLOUD brand to its in-person format. At its debut, OUTLOUD was the first post-pandemic live-concert to return to LA. The festival took place at the Coliseum where over 1500 fans flocked to the venue daily and over 5M viewers joined the event on Twitch. Consoletti's continued work in the LGBTQ+ space has connected brands, artists and non-profit organizations to LGBTQ+ creatives, increasing awareness and support for the community.



GIOVANNA BRASFIELD

FINALIST
 CEO

Brasfield & Associates LLC

Dr. Giovanna Brasfield stands as a beacon of honor for her remarkable contributions to creating positive change in communities throughout the US. Her leadership and impactful endeavors are poised to reach new heights in the coming years. Driven by a commitment to diversity, equity, inclusion and accessibility, she passionately advocates for the amplification of marginalized voices within the construction sector.

Presently, Dr. Brasfield volunteers her time to make a community impact by holding the distinguished position of Chair of the RAND Foundation's Center to Advance Racial Equity Policy (CAREP) leading the steering committee in inclusive, multi-sector policy concepts that focus on diverse cross-sections of the population. Dr. Brasfield's efforts also play a pivotal role in shaping community impact initiatives within construction at a national level. She has recently concluded her tenure as the chair of the DE&I Steering Committee for Associated General Contractors of California.



APOLLO EMEKA

FINALIST

Founder / CEO

Apollo Strategy Group Inc.

Dr. Apollo Emeka is an executive leadership coach and strategic consultant whose vision is to create a world where everyone reaches their full potential for good. In line with that vision, Apollo encourages his clients to leverage their full selves and embrace diverse perspectives to achieve ambitious goals.

Since 2017, Apollo Strategy Group, Dr. Emeka's Pasadena-based startup, has delivered high-impact leadership coaching and enterprise consulting services with an emphasis on authenticity, intention, courage and inclusion. While many companies have a "strategy for diversity," Dr. Emeka and his team help companies and leaders use diversity as a strategy. Dr. Emeka believes that just as employee engagement or budgeting can't be an extracurricular activity for a successful business, neither can diversity. It must be entrenched into the culture of businesses. To date, Dr. Emeka and his team have created over \$500 million in value for 100+ high-performance leaders and businesses.



TOMMY OLIVER

FINALIST

CEO & Founder

Confluent Films

An award-winning, multi-hyphenate filmmaker and creator, Tommy Oliver is driven by his mission to elevate under-represented voices both through his own filmmaking and financial investments. Oliver has made a profound impact on the film and television industry as the founder and CEO of Confluent Films, along with his wife Codie Elaine Oliver, who serves as partner and co-chair. Confluent is an award-winning, Black-owned and Black-founded, film, television and documentary production company and financier that is devoted to championing authentic and culturally specific stories.

Through Confluent, Oliver is dedicated to financing projects by creators of color. In his recent fundraising strides, with the support of Goldman Sachs, Oliver raised between \$100 million and \$150 million production fund for Black filmmakers. Last year, three of the films Oliver produced were part of the 2023 Sundance Film Festival. Oliver also serves as co-founder and chairman of Black Love, Inc.



SARA TERHEGGEN

FINALIST

CEO & Founder

The NBD Group, Inc.

Dr. Sara Terheggen is a top business advisor. She has worked on over \$115 billion in corporate transactions for some of the largest companies and private equity and venture capital funds in the world, and has been recognized for her professional expertise and leadership, making her one of the most decorated corporate advisors of her time.

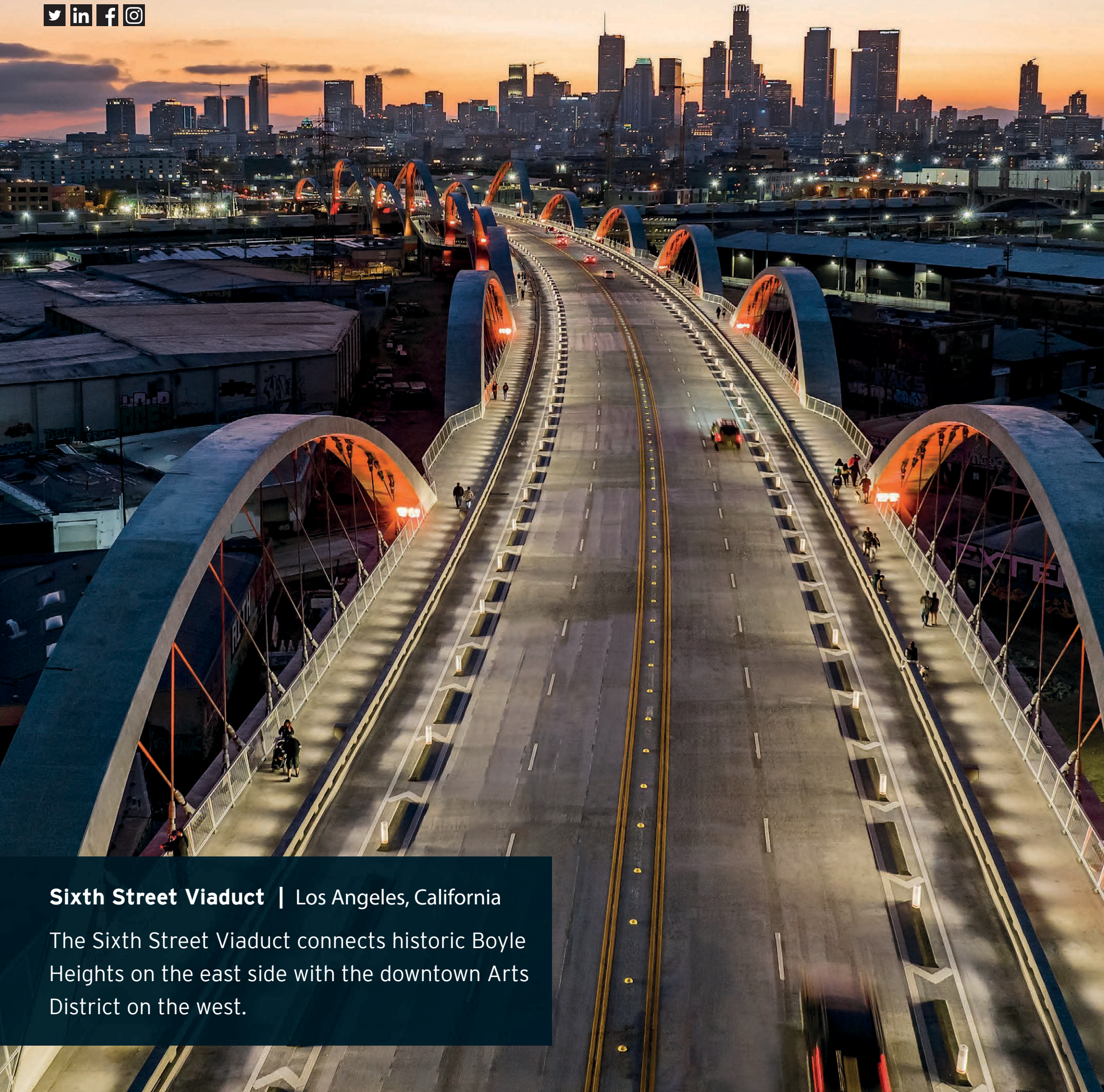
In 2018, Dr. Terheggen founded her own legal and business solutions professional corporation, The NBD Group, Inc. NBD has experienced year-over-year growth. After more than a decade as a corporate advisor in top law firms, and most recently as an equity partner, she wanted to disrupt the industry by bringing to bear a new paradigm. As a woman-founded and owned firm, she wanted to create a new type of business and legal solutions corporation to establish policies and governance that help women and minorities rise up instead of cycle out.

Connecting People, Bridging Communities

HNTB

The HNTB Companies
Infrastructure Solutions

hntb.com



Sixth Street Viaduct | Los Angeles, California

The Sixth Street Viaduct connects historic Boyle Heights on the east side with the downtown Arts District on the west.

INDIVIDUAL HONOREES & FINALISTS



DE+ EXECUTIVE OF THE YEAR (ENTERPRISE COMPANY) HONOREE

VIA VAN LIEW

*Principal Director for Diversity Equity and Inclusion
 The Aerospace Corporation*

Via Van Liew is the principal director for diversity equity and inclusion at The Aerospace Corporation, which is a non-profit based in El Segundo. Aerospace is a Federally Funded Research and Development Center (FFRDC) focused on the national security space. With \$1.2 billion in revenue and more than 4,500 employees nationwide – 76% of whom have a technical Masters or PhD – Aerospace participates in every Federal space-related activity and many commercial activities. It is the US government's trusted advisor on space matters.

Aerospace believes its people are its greatest resource, as the company relies on the brightest and most skilled individuals in the aerospace and engineering industry to confront highly complex problems in space. These challenges demand that Aerospace recruit, employ and retain a diverse workforce with rich backgrounds and perspectives that generate the best solutions.

Hired in 2017, Van Liew is responsible for leading a long-standing commitment of Aerospace to develop and implement diversity, equity and inclusive initiatives that create distinct and measurable impact, and are scalable throughout the national company. While at Aerospace, Van Liew has been received numerous awards and recognitions, including Aerospace's 007 President Pin; the People Excellence Hero Pin; the Trustees' Distinguished Achievement Award; the Aerospace Women of the Year Award; the 2022 Black Engineer of the Year Award, and the Dave Barclay Affirmative Action Award. Before joining Aerospace, she was a manager for Global Human Resource Compliance and Diversity and Inclusion at Mattel, Inc. for 10 years.



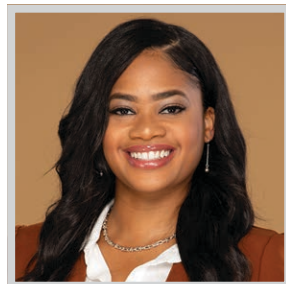
SHANNON BRADLEY

FINALIST

*Chief Health Equity, Diversity and Inclusion Officer
 Keck Medicine of USC*

Shannon Bradley, MBA, was hired as Keck Medicine of USC's first chief diversity and inclusion officer in September 2022. Bradley comes from a strong background in diversity, equity and inclusion, and in the year and a half she has been in her inaugural position at Keck Medicine, she has already made incredible strides promoting an inclusive work environment for staff, patients and the community. For example, she revised Keck Medicine's DEI initiative to be more comprehensive through the creation of four new Keck Medicine DEI pillars: Health Equity; Employees; Supplier Diversity; and Community.

Bradley revamped the health system's Diversity & Inclusion Executive Steering Committee by adding several new members with different areas of expertise to make the committee more robust and able to better support the four pillars. She also revamped DEI involvement and material for New Hire Orientation for new employees.



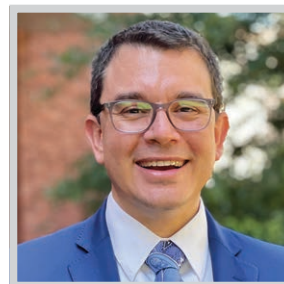
ALEXANDRA BURREL

FINALIST

*Associate Vice President; Chief Diversity,
 Equity and Inclusion Officer
 University of La Verne*

Dr. Alexandra Burrel currently serves as the associate vice president and chief diversity, equity and inclusion officer at the University of La Verne. For the past 17 years, her professional career has been focused on diversity and inclusion, student development, recruiting, institutional event planning, and administration while working with institutions of higher education.

Dr. Burrel is dedicated to meeting the needs of her students and clients while continuing to work daily to add to the success and development of herself and others. She has led the development on collaborative programming and fostered safe spaces for the community to build on their DE&I efforts. In 2019, she wrote a book titled, "Exploring the Experiences of Black and Latina Female Students at a Predominantly White Institution and Their Perceptions of Campus Climate." In 2022, she joined faculty members in creating and implementing a model for anti-racism training in higher education.



DAVE MCINTOSH

FINALIST

*Vice Dean for Justice, Equity,
 Diversity and Inclusion (JEDI)
 David Geffen School of Medicine at UCLA*

Dave McIntosh, PhD is an experienced professional with more than fifteen years of experience leading diversity, equity, and inclusion. He joined the David Geffen School of Medicine at UCLA in August of 2021 as the inaugural vice dean for justice, equity, diversity and inclusion.

In his career, Dr. McIntosh has led many mission and accreditation critical functions focused on diversity, inclusion, climate, community engagement and pipeline programs. His work has focused on creating equitable environments for all people by evaluating the climate, measuring the presence of diversity, building education and professional development opportunities and assessing the policies, programs, practices, procedures, and structures of organizations to ensure equitable outcomes. His team launched the annual JEDI Trailblazer Award in 2022, which is presented to those who embody leadership and excellence in advancing ideals of justice, equity, diversity and inclusion.



VERA B. STEWART

FINALIST

*Senior Vice President; Diversity & Inclusion
 Consultant, Women and Underrepresented Talent
 Bank of America*

Vera Stewart helps lead Bank of America's company-wide diversity and inclusion efforts with a focus on career growth opportunities for Black and African American talent. Based in Los Angeles, Stewart's dedicated D&I leadership over the years has helped create a more diverse workplace environment for the company both in Los Angeles and nationwide – where 50% are people of color and 50% of the bank's workforce are women companywide, and the bank's Los Angeles workforce is far outpacing these metrics for both minority and women employees.

Stewart began her career at Bank of America as a management trainee and held several leadership roles in Los Angeles before being asked to take her passion for D&I to a national scale. She is a driving force behind efforts to encourage and implement DE&I initiatives for female and multi-cultural employees.



Easterseals Southern California's strength is our diversity and inclusive culture.

We are committed to making sure our leaders, associates, volunteers and partnerships are as diverse as the communities we serve.

Easterseals, in action and advocacy, prioritizes **EQUITY, RESPECT** and **BELONGING**.

easterseals.com/southernncal

INDIVIDUAL HONOREES & FINALISTS



DE+I EXECUTIVE OF THE YEAR (LARGE COMPANY) HONOREE

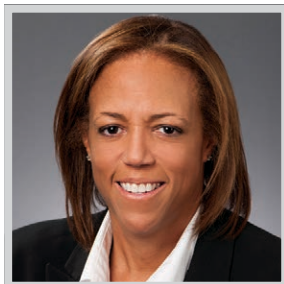
MICHELLE KEYSER

Manager of Supplier Diversity
 Hensel Phelps

Michelle Keyser is the manager of supplier diversity for the leading national commercial general contractor, Hensel Phelps. With a 12-year construction career in estimating and operations for some of the region's largest public owners, like The County of Los Angeles, Los Angeles World Airports and Los Angeles Unified School District, Keyser is a passionate advocate for workforce development and small, diverse business inclusion.

Keyser's significant accomplishments include nurturing relationships with construction business community organizations through attendance at outreach events, business matchmaking and speaking on panels. She also works to support small, diverse business training by presenting and coordinating other subject matter experts to present. She has been promoting small, diverse businesses, exceeding the 25% target by spending 32% of construction dollars with small, diverse businesses.

Keyser has also been managing and mentoring two coordinator of supplier diversity professionals – overseeing the local, targeted worker hiring and small, diverse business participation on airport and healthcare projects exceeding \$3 billion in construction contracts. She also founded the Employment Opportunity Program which allows unhoused or precariously housed individuals an opportunity to build steady construction careers. She also leads the Hensel Phelps Annual Turkey Giveaway which has donated over 300,000 meals over the last 13 years in six locations throughout Southern California. In 2023, over 75 volunteers shared their time to distribute frozen turkeys and non-perishable goods. In addition to Keyser's work with small, diverse business inclusion and workforce development, she maintains an active role in Hensel Phelps' diversity, equity, inclusion, community efforts.



TRACEY KENNEDY

FINALIST

Partner

Shepard, Mullin, Richter & Hampton LLP

Tracey Kennedy is not just a trailblazer in her chosen specialty of labor and employment law, she is also a trailblazer in the legal profession as a whole. She is the go-to Los Angeles trial attorney in Shepard Mullin's Labor and Employment practice group. Her 30 years of representing clients in discrimination, harassment and wrongful termination cases combined with an impressive win record (including trying-to-verdict three multi-million-dollar wage-and-hour cases) make her a particularly sought-after trial lawyer.

What truly sets Kennedy apart is her career-long commitment to improving diversity within her chosen profession. It is hard to overestimate how many younger lawyers in the industry she has helped over the years, both in a formal role as a partner advisor and mentor to firm associates, as well as informally. She consistently reaches out to diverse senior associates with the potential to make partner and provides them with guidance.



CRYSTAL LEONARD

FINALIST

Assessor, Autism Services

Easterseals Southern California

Crystal Leonard is a board-certified behavior analyst who has been with Easterseals Southern California for 10 years. As a behavior analyst she assesses and designs intervention therapies to address behavior in individuals with autism spectrum disorder, aiming to enhance their social, communicative and adaptive skills. Throughout her career, Leonard has conducted diagnostic assessments for autism spectrum disorder and other cognitive tests for traumatic brain injuries, as well as treatment of mental health conditions, such as Munchausen's Syndrome, borderline personality disorder and other psychiatric disorders.

Leonard draws from her deep experience working with families from diverse backgrounds. She has experiences overseeing diagnostic assessments, direct therapy and supervision for individuals from various socioeconomic groups, ethnicities and mental health statuses. She provides a range of quality therapies along with support and education to families, caregivers and community members.



think
TOGETHER

So more kids find their greatness.

Think Together partners with schools to provide academic and enrichment programs so that students have the opportunity to discover their talents, unleash their possibilities and envision their brightest future.

For more information visit thinktogether.org
or scan the QR code



LOS ANGELES BUSINESS JOURNAL
**DIVERSITY,
 EQUITY +
 INCLUSION**
 Symposium & Awards
 2024

INDIVIDUAL HONOREES & FINALISTS



DE+I EXECUTIVE OF THE YEAR (MID-SIZED COMPANY) HONOREE

ALICIA VAZ

Chief DEI Officer; Partner
 Cox, Castle & Nicholson

Alicia Vaz is an experienced trial and appellate attorney who specializes in real estate and high-stakes business litigation and dispute resolution, and is co-chair of Cox, Castle & Nicholson's litigation team.

Vaz is also Cox, Castle & Nicholson's chief diversity, equity & inclusion officer and chair of the DEI Committee. For years, she has played a key role in championing Cox Castle's efforts to increase diversity within the firm and in the legal community at large. Under her guidance, Cox Castle has increased overall awareness of DEI issues within the firm to create a positive work environment that encourages awareness and understanding of diverse voices and why they are important. This includes providing training and tools to build awareness and understanding within the firm such as a DEI speaker series and DEI Challenges.

Vaz was influential in Cox Castle's decision to participate in Diversity Lab's Midsize Mansfield Rule certification process, the goal of which is to increase the representation of diverse lawyers in law firms and their leadership. DEI is a top priority for Cox Castle and participation in the second cohort of the Midsize Mansfield Rule is part of Cox Castle's commitment to recruit, develop and promote diverse lawyers. Under Vaz's tutelage, Cox Castle has achieved Midsize Mansfield Certification Plus status, which signifies that in addition to successfully meeting the consideration and transparency requirements, Cox Castle has met the goal of at least 30% representation of historically underrepresented lawyers in current leadership roles and pipeline activities.



DANIEL FERGUSON

FINALIST

Senior Vice President, Marketing & Comms
 PBS SoCal

Daniel Ferguson has dedicated his professional journey to championing and validating strengths often overlooked in the realms of diversity, equity and inclusion within corporate environments. During his tenures at DirectTV and AT&T, Ferguson initiated and orchestrated the development of comprehensive DEI internal corporate programs. These initiatives were crafted with a profound sense of respect, aiming to empower underserved employees and communities.

Ferguson's unwavering commitment is evident in the tireless efforts he has exerted to ensure individuals with backgrounds akin to his own are not only acknowledged but also propelled forward in their careers. Through strategic and impactful measures, Ferguson has worked diligently to foster visibility and advancement for underrepresented individuals, contributing significantly to the broader objectives of diversity, equity and inclusion within the corporate sphere.



JANE HINTON

FINALIST

Partner
 Hunton Andrews Kurth LLP

With European and global banking roots, Jane Hinton possesses keen insight into the complexities of real estate deals and the critical issues for their stakeholders. As a partner in the firm's Los Angeles office of Hunton Andrews Kurth LLP on the Capital Finance & Real Estate Team, Hinton maintains a nationwide 360-degree real estate practice.

Hinton is keen to support diversity at all levels, including gender diversity, and feels it is her responsibility to open additional seats at the table. As the office diversity & inclusion initiative leader co-chair for the firm's Los Angeles office, Hinton works to promote the firm's educational programs on D&I, with the goal of fostering greater awareness, education and understanding of important issues on social justice, racial and gender equality, and promoting a culture of D&I. She also mentors junior lawyers across the firm and is the point-of-contact for the office's Women's Mentoring Circle.



DWAYNE ISAAC

FINALIST

Managing Director & Team Lead
 Citi Global Wealth at Work

Dwayne Isaac is a managing director, private banker and the team lead for the Law Firm Group with Citi Global Wealth at Work based in Los Angeles. In this role, he is responsible for providing focused financial guidance for large LA-based law firms, their attorneys and clients.

Isaac has increased his involvement in the DE&I space within our organization and is the co-chair of the Citi Private Bank and Wealth at Work Diversity Operating Committee. In 2021 he launched the Citi Black Heritage Network - California Chapter where he is co-chair. He is also the business sponsor for the broader Black Heritage Network Sub-Committee for Citi Private Bank. He is involved in a number of other groups internally, including the California Leadership Council where he is a member of the talent committee focused on helping connect, highlight and better leverage diverse talent within the various Citi businesses across California.



NICKEY WOODS

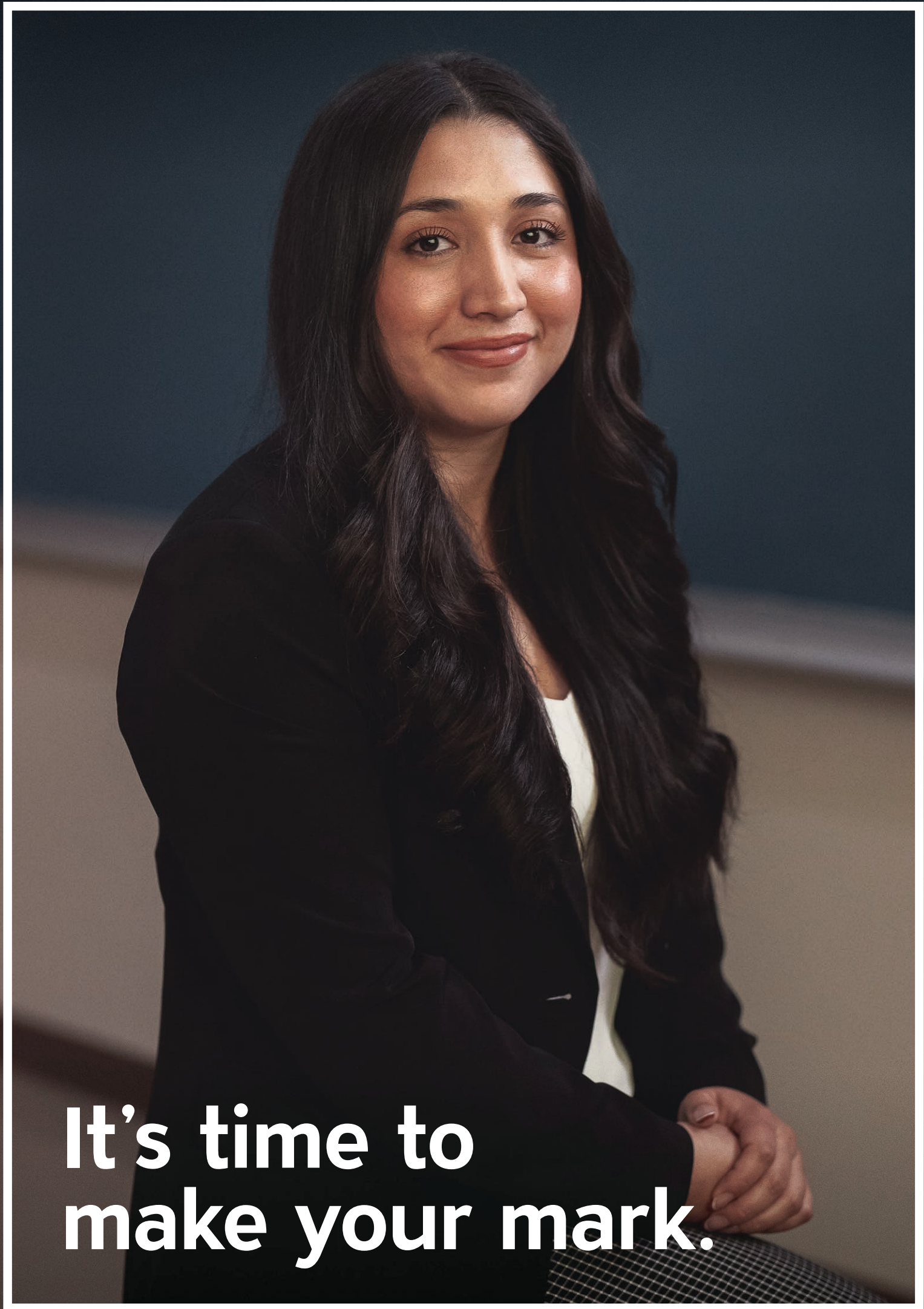
FINALIST

Associate Dean of Student Affairs,
 Diversity, Inclusion and Belonging;
 Dean of Students for the JD program
 USC Gould School of Law

Associate dean Nickey Woods was appointed in June 2021 as the inaugural assistant dean of diversity, equity and inclusion at the USC Gould School of Law. She came to USC Gould from UCLA, where she served as a director in student affairs and as an assistant dean in the university's Graduate Division.

As assistant dean, Woods launched the Diversity Fellows and DEI Ambassadors programs, giving law students an opportunity to gain leadership experience and put DEI principles into action throughout the Gould community. To gain the community's trust, she scheduled regular DEIB (diversity, equity, inclusion and belonging) presentations, trainings and workshops, including sessions on implicit bias, responding to microaggressions, bias and belonging, creating inclusive environments, cross-cultural lawyering, anti-racism and allyship. A year later, Woods was promoted into her current role.

nazarian.csun.edu



**It's time to
make your mark.**

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.

INDIVIDUAL HONOREES & FINALISTS

DE+I EXECUTIVE OF THE YEAR (GROWING COMPANY) HONOREE

SAHAR ANDRADE

DEI & Leadership Consultant
 Sahar Consulting, LLC

Sahar Andrade, MB.BCh is a globally recognized thought leader specializing in diversity, inclusive leadership and personal transformation. Having lived, worked and educated across seven countries and three continents, Andrade brings a unique global perspective to her coaching. As an instructor at UC Irvine and USC adjunct professor, Andrade imparts her knowledge on DEI and unconscious bias, empowering future leaders to drive positive change.

Andrade's passion for diversity and inclusion extends beyond coaching. As the founder of "Sahar Consulting, LLC" and "Reinvent Yourself to Greatness," Andrade has successfully empowered numerous government agencies, public utilities, healthcare and educational organizations with her neuroscience-based methodologies. Her clients trust her ability to foster inclusive cultures and drive personal growth. Her vision is to create a workplace that champions unity, belonging and exceptional performance. By embedding DEI principles at the core of organizational culture, she seeks to cultivate a workforce that values individual differences, leverages diverse perspectives and celebrates inclusive leadership at all levels.

As an executive coach, Andrade has developed the innovative "H.E.A.R.T. of Leadership," program, which focuses on inclusive leadership, compassionate leadership, psychological safety, DEI and unconscious bias. This program has been instrumental in shaping the leadership styles in various organizations, fostering an environment of inclusivity and understanding. Her efforts and dedication to the cause of DEI have had an impact and influence in this vital area. Additionally, as a member of the Forbes Coach Council, Andrade continues to demonstrate her thought leadership and commitment to advancing DEI principles.

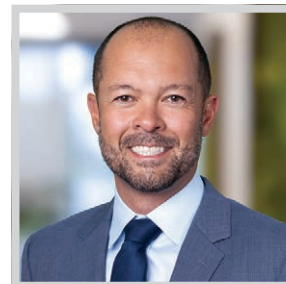


JASON COOK

FINALIST
 Chief Program Officer
 RaiseAChild

Jason Cook and his husband adopted seven children from the Los Angeles County foster care system and then fostered an additional two for a total of nine children. Cook was the first hire at RaiseAChild over 13 years ago because of his passion for helping all children and youth in foster care. Throughout his tenure at RaiseAChild, he has been an outstanding champion of all foster and adoptive parents, children, and family formations. Today, he masterfully manages a diverse staff of five RaiseAChild parent advocates supporting an active national data base of over 93,000 current and prospective foster and adoptive parents.

As a proud member of the LGBTQ community and a father to a mixed-race family, Cook is a firm believer in diversity, equity and inclusion because he lives it every day. As RaiseAChild was founded in Los Angeles County, Cook works as a valuable ambassador of the organization.



DANILO KAWASAKI

FINALIST
 VP / COO
 Gerber Kawasaki Wealth and
 Investment Management

Danilo Kawasaki is the co-founder, vice president and COO of Gerber Kawasaki Wealth and Investment Management. He is a member of the Gerber Kawasaki Board of Directors and the Investment Selection Committee.

As an immigrant from San Paulo, Brazil, Kawasaki is living proof that the American Dream exists and has run his company accordingly. While finance is considered to be an industry dominated by white males of privilege, Kawasaki works hard to change the stigma. As chief operations officer at Gerber Kawasaki, Kawasaki works hard to position other immigrants and minorities in crucial leadership roles within the company. Likewise, as a financial advisory firm with no minimums, Kawasaki founded Gerber Kawasaki on the principle of giving anyone access to financial literacy. His diverse list of employees and clients denotes a vivid demonstration of the impact he has had on helping women and people of color take control of their finances.



Congratulations!



Kunal's commitment to fostering an inclusive workplace culture has not only transformed PBS Engineers but also inspired positive change within the MEP+ Engineering industry.

We extend our heartfelt congratulations to all nominees for their EPIC contributions and hard work in creating a more diverse and equitable society!

Kunal Shah

President/CEO
PBS Engineers

PROVIDING  THROUGH SERVICE.

Glendora | Houston | Los Angeles | Orange County | San Diego | Santa Clara
T 626.650.0350 F 626.650.0352 | www.pbsengineers.com

INDIVIDUAL HONOREES & FINALISTS



COMMUNITY IMPACT AWARD (LARGE COMPANY) HONOREE

FRED TAN

Tax Principal
 BDO USA

During Fred Tan's time studying at UCLA and his early years in the profession, his mentors emphasized the importance of stepping out of his comfort zone to better himself and others. Fred has put this guidance into practice over the last 20 years, gaining the reputation of a mentor and culture builder. Now, this self-proclaimed introvert has built a career defined by powerful interpersonal connections.

When Tan arrived at BDO in 2021, he viewed the office's financial growth as a given. He had proven his business acumen at Grant Thornton and would deliver the same exceptional results at BDO. He would instead measure his success by how he wielded his influence as a principal to grow his team and foster the culture of understanding and inclusivity that BDO is known for.

Tan has made it a priority to drive participation in BDO's Multicultural Alliance, which celebrates diversity in the workplace. This coincided with a time when anti-Asian hate crimes were tragically common in cities like LA. Tan elevated awareness in the Alliance and other employees resource groups, offering a refuge for his Asian and LGBTQ+ peers to have important dialogues about regional injustices and forge connections with each other. A testament to his success as a culture builder at BDO is how Tan has significantly improved the LA office's already strong net promoter score. The net promoter score helps BDO gauge where offices are thriving as well as challenges that need to be addressed to improve retention and drive culture.



LILLY ACUNA

FINALIST

Environmental Planner and
 Community Outreach Director
 HNTB Corporation

Since receiving her Bachelor of Science degree in 1995 from California Polytechnic State University, San Luis Obispo, Lilly Acuna has been making an impact in communities around the globe. Currently, she serves as the SPARK LA program leader for HNTB Corporation in the firm's Los Angeles headquarters and has worked with the program since 2018. Her job duties have included coordinating activities to facilitate employee engagement at HNTB and developing volunteer involvement and inclusion opportunities in LA.

Acuna has been involved as a volunteer twice with the United States Peace Corps. She was determined to make an investment in the world and generously shared her talent, empathy and kindness by working in Paraguay and Guatemala at a grassroots level. She served as part of an 11-member volunteer team that built a 45-meter pedestrian suspension bridge over the Rio Trinidad in rural Panama.



KEN BILLUPS

FINALIST

Vice President for Economic Inclusion
 and Social Impact
 AECOM

Ken Billups' experience spans nearly two decades, beginning as a community leader and organizer, then leading business development for an award-winning small/local business as a supplier in the construction industry. He has been focusing on economic impact and diversity & inclusion through business diversity and workforce development. He has experience in both the public and private sector, working on sports facilities, aviation, transportation, higher education, K-12, civic centers, as well as arts and cultural museums.

Billups is responsible for developing the strategy, execution, compliance and engagement for business diversity and workforce development, while managing the external affairs and education/youth engagement of the project. At AECOM, he focuses on leading the strategy and engagement around key inclusion and social equity pillars. He continues to create and drive AECOM's equity, diversity and inclusion vision for our teams to continue delivering on our value proposition.



GABRIELA BALLESTEROS

FINALIST

Senior Branch Premier Banker
 Wells Fargo

Gabriela Ballesteros is a professional banker with 14 years of financial banking experience, and a diversity equity and inclusion champion who helps foster a positive and inclusive work environment. She is an advocate for those who can't advocate for themselves and has great passion in helping her communities. Ballesteros believes leading with heart is vital and part of her core values to be the best leader she can be professionally and personally.

Ballesteros serves as a mentor to others in her role within the company and is admired and respected. Her success and commitment to her clients, her team and to promoting diversity at Wells Fargo. She is known for her ability to create an inclusive culture within her team, with customers and communities. She is a dynamic leader and her passion for engaging her team to participate in local non-profit events, fundraisers and activities is inspirational.

Talented teams build successful firms.

Our firm's success is driven by our team of talented Tax, Audit, Advisory, and Business Management professionals and rooted in living our core values.

We're fortunate to count **Rosario Bobadilla Farias** among the team members who make HCVT the firm it is today. We applaud and thank her for the service, support, and contributions she provides to our clients, our firm, and the Greater Los Angeles community.

Congratulations on being selected as a **DEI Executive of the Year** nominee!



ROSARIO BOBADILLA FARIAS
AUDIT PARTNER &
DEI COMMITTEE CO-LEADER

COME FOR THE CHALLENGE. STAY FOR THE EXPERIENCE.

- Clear paths for advancement
- Opportunities for seasoned and early-career professionals
- Make an impact and add value for clients and the firm on day one

For more information, contact Nancy Choi, Director of Recruiting, at nancy.choi@hcv.t.com or scan the QR code to learn more about careers at HCVT.





INDIVIDUAL HONOREES & FINALISTS



COMMUNITY IMPACT AWARD (MID-SIZED COMPANY) HONOREE

JOHN MURILLO

SVP, Market President
Enterprise Bank & Trust

John Murillo continues to build on an already remarkably distinguished career in financial services, currently serving as SVP, market president for Enterprise Bank & Trust in Los Angeles. He has more than 30 years of experience, having worked his way from a part-time teller all the way through multiple executive positions.

Throughout his financial services career, Murillo has become an integral member of the Los Angeles community and a strong advocate for diversity, equity and inclusion. While at Wells Fargo, Murillo helped found an employee resource group called Amigos, which promoted and created opportunities for Latinos to elevate and expand their careers into senior management. Additionally, he was part of the bank's Los Angeles Region Latino advisory board, which helped push through a nationwide initiative that allowed for alternative forms of identification common among Hispanics to be used to open accounts and do business. He also spent time as a prominent spokesperson in Los Angeles for the bank and conducted many media interviews in Spanish. While at ProAmerica Bank, John created an intentional focus toward subsections of the Hispanic business community, including Salvadorean, Mexican, Cuban and others, to host a celebration of businesses and their leaders to recognize the diverse contributions each has made to the local economy.

Now, at Enterprise, Murillo remains an advocate for diversity and inclusion. He works to ensure financial resources are available to everyone regardless of race, gender, religion, sexual orientation or economic status. His belief in universal accessibility is a principle that guides his work within the Los Angeles business community.



JULIA L. BIRKEL

FINALIST

Partner

Hill, Farrer & Burrill LLP

Julia L. Birkel's impressive 35-year career in litigation, particularly in trust and estate litigation, exemplifies her profound legal expertise. Her role as a partner at Hill, Farrer & Burrill has seen her navigate complex cases, including elder financial abuse and conservatorships. Beyond her legal acumen, Birkel has significantly contributed to the legal community. As chair of the Diversity and Inclusion Committee at her firm, she has been instrumental in promoting inclusive practices.

Birkel's contribution to DE&I within her firm and the broader legal community is noteworthy. Birkel has been a driving force in fostering an inclusive work culture at Hill, Farrer & Burrill. Her initiatives have not only educated but also empowered colleagues to embrace diversity. Her role in presenting the "Excellence in Diversity" program demonstrates her commitment to breaking barriers in the trusts and estates legal sector.



JASON KIM

FINALIST

Counsel

Hunton Andrews Kurth LLP

Jason Kim, litigation counsel at Hunton Andrews Kurth's Los Angeles office, is helping global brands to navigate their most high-profile cybersecurity and privacy class actions in California.

As the Diversity & Inclusion Initiative co-chair for the firm's Los Angeles office, Kim works to promote the firm's educational programs on diversity and inclusion. These programs, which are available to all firm lawyers and staff, include engagement opportunities, with the goal of fostering greater awareness, education and understanding of important issues on social justice and racial and gender equality and promoting a culture of diversity and inclusion within the firm. As an associate who quickly rose in the ranks to be promoted to counsel through his hard work and willingness to take on complex matters, he also makes it a priority to mentor other associates around him, including minority associates, and especially those that are just starting out in law.



JULIA ROMANO

FINALIST

Partner

King & Spalding

Julia Romano is a high performing and accomplished lawyer who has trial experience, with almost two dozen high-profile jury trials under her belt after just 16 years of practice. She is committed to helping engage other attorneys at the firm in pro bono matters. Her efforts on behalf of LGBTQ+ individuals on pro bono matters have been especially notable.

For example, Romano successfully obtained asylum for three trans women from El Salvador who had suffered violence at the hands of El Salvadorian police because of their transgender status. They then fled to Mexico only to be kidnapped by a human trafficker who attempted to sell them into sex slavery. They were able to escape and fled to the US in 2014, where they immediately sought asylum. Romano is now helping these women obtain permanent residency status, as well as legal name and gender changes.



NANCY YAFFE

FINALIST

Partner

Fox Rothschild

Nancy Yaffe is a respected partner at Fox Rothschild, a national law firm with more than 1000 attorneys across the country. Based in the firm's Los Angeles office, she is a go-to attorney for businesses seeking labor and employment guidance in California. She provides clients critical advice regarding issues ranging from wage-and-hour compliance to issues relating to harassment, discrimination and retaliation.

A recent member of firm's Executive Committee, Yaffe makes it her mission to amplify issues related to diversity, equity and inclusion throughout the firm. Under her leadership, the firm named its first diversity and inclusion officer and started participating in Diversity Lab's Inclusion Blueprint. The firm first attained Mansfield Certification during her term, and then again last year through participation in Diversity Lab's Mansfield Rule 6.0 program. Yaffe is also a tireless champion for women at the firm and in the broader legal community.

GROWING CLOSER TO YOU

Innovative treatment. A dedicated team of specialists. Access to culturally intelligent and responsive care. With 4 hospitals and more than 100 clinics across Southern California, Keck Medicine brings world-class health care closer to your home and family.
Together we are limitless.

Keck Hospital of USC
USC Arcadia Hospital
USC Care Medical Group
USC Norris Cancer Hospital
USC Verdugo Hills Hospital

[KeckMedicine.org](https://www.KeckMedicine.org)

© 2024 Keck Medicine of USC



INDIVIDUAL HONOREES & FINALISTS



COMMUNITY IMPACT AWARD (GROWING COMPANY) HONOREE

JASON LYON

Partner
 Hahn & Hahn LLP

Jason Lyon is a litigation partner at Hahn & Hahn LLP. His practice focuses on business litigation, with an emphasis on partnership and closely held business disputes. Prior to joining Hahn & Hahn, Lyon was an attorney with Latham & Watkins, practicing in the complex commercial litigation and securities litigation groups.

Lyon's unique career journey, beginning with his prior profession as a documentary film producer and leading to his current position as the first openly LGBTQ+ attorney and partner for a well-respected firm with a 125-year history, has been nothing less than cinematic. After establishing his own successful business writing creative briefs for directors, Lyon found himself longing for a more challenging occupation and embarked on a career in law.

Lyon's experience as an advocate for diversity, equity, inclusion and accessibility began with his personal in the fight for marriage equality. He has had a lifelong commitment to being visible as an openly LGBTQ professional/parent/public official and demonstrating a spirit of authenticity in his personal identity. Before the rise of a national conversation on LGBTQ+ rights, Lyon wrote a series of articles on marriage equality in the Manhattan Religious Observer in the late 1990s. From 2003-2005, Lyon became the founder of the Los Angeles Neighborhood Council LGBT caucus and led a successful grassroots campaign to build neighborhood-based support for marriage equality in the early 2000s, which culminated in successfully lobbying the City of Los Angeles to declare support for marriage equality in 2005 – fully 10 years before Obergefell made marriage equality the law of the land across the US.

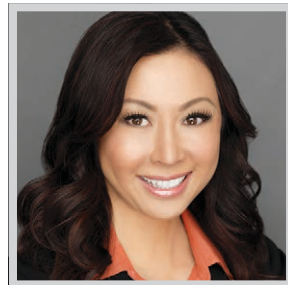


TERRI BATCH

FINALIST
 President & CEO
 Global LA

Terri L. Batch is president and chief executive officer of Global LA, a public-private partnership dedicated to promoting the breadth of Los Angeles' diverse business climate around the world and highlighting opportunities for foreign investment and international collaboration within the region.

Batch was the inaugural leader of the GDEI program established to promote export opportunities to historically underserved communities. These communities include minority-owned (Black/African American, Hispanic, Asian and Native American), women-owned, LGBTQ+-owned, veteran-owned, and disabled-owned businesses. She collaborated with national strategic partners to develop programs and activities that assist businesses with expanding into international markets. In this role, Batch championed a GDEI trade mission to the African continent and provided expertise and guidance to numerous trade missions, trade events, and programs that expanded the depth and breadth of the outreach.



CYNDIE M. CHANG

FINALIST
 Partner, Los Angeles Office
 Duane Morris LLP

Cyndie M. Chang is a dynamic and inspirational leader at her law firm and in the legal industry. Her passion lies in diversity and women initiatives and community service. Chang has held significant leadership roles in organizations and nonprofits that advance diversity and professional development in the community. She currently serves on the Board of Directors for Loyola Law School, Los Angeles, and the Committee of 100, a non-profit group of prominent Chinese Americans, which has just published its first report on The State of Chinese-Americans and advocacy on behalf of victims of hate crimes and Asian racial profiling.

Chang has a strong reputation within the legal community for her work in advancing diverse women in the profession. She has spoken numerous times on this topic and has implemented programmatic changes to the organization including initiating the first ever full day summit of practical-skills training for women.



TERRENCE FRANKLIN

FINALIST
 Partner
 Sacks, Glazier, Franklin & Lodise LLP

Terrence Franklin has over three decades of experience handling some of the most significant and complex trusts and estates disputes, and is regarded as one of the top litigators in the US by clients and colleagues.

Franklin had been practicing trusts and estates litigation for nearly 25 years before he discovered that his legal career was the path to his mission in life – by sharing the story of his family's escape from slavery. Franklin has retraced his journey to uncover his fourth great-grandfather's will, and the unexpected will contest that threatened to keep his fourth great-grandmother Lucy and her children and grandchildren enslaved. When Franklin shares his story, he references the notion that he first heard paraphrased by fellow Harvard Law School alum Barack Obama, attributable to a minister and abolitionist in a sermon from 1853: "The moral arc of the universe is long, but it bends toward justice."



ANGELA REDDOCK-WRIGHT

FINALIST
 Employment & Title IX Mediator
 Reddock Law/Signature Resolution

Angela Reddock-Wright is a leading employment and Title IX attorney mediator with her own firm and as part of the distinguished panel of neutrals with Signature Resolution. She has practiced employment and labor law for nearly 30 years. After working as an employment litigator for 15 years, in 2011, she opened the Reddock Law Group and transitioned to becoming a full-time neutral.

Reddock-Wright is a well-regarded and sought-after DEI trainer for employers and individuals on issues of race, gender and other protected categories, in the workplace. She combines her training with her practice as a mediator, where she is retained to help resolve issues that go to the core of DEI in the workplace. She also hosts weekly radio show on Tavis Smiley's KBLA Talk 1580 entitled 'Legal Lens with Angela Reddock-Wright,' designed to educate, engage and empower listeners (and her community) around issues of law.



WE NEED YOUR HELP TO CHANGE THE FUTURE OF CANCER AS WE KNOW IT

Support our goal of reaching 100,000 Black women for a pivotal long-term study led by the American Cancer Society (ACS). This groundbreaking initiative will help us better understand health conditions like cancer to learn how to improve overall health among Black women.

ACS is looking to mobilize local partners to share the study with their networks. If you are interested in learning more about how you or your organization can support VOICES, please reach out to rosa.navas@cancer.org for additional information.



VOICES
OF BLACK WOMEN

Learn more at
voices.cancer.org

ORGANIZATION HONOREES & FINALISTS




DE+I COMPANY OF THE YEAR (ENTERPRISE) HONOREE

LOS ANGELES WORLD AIRPORTS

Los Angeles World Airports (LAWA) is the City of Los Angeles department that owns and operates Los Angeles International (LAX) and Van Nuys (VNY) general aviation airports. Both play an integral role in helping to meet the Southern California regional demand for passenger, cargo and general aviation service. Both airports make a distinct contribution to the strength of the system as it provides a high level of safety, security and service for its customers, communities and stakeholders.

LAX, the sixth-busiest airport in the world serving nearly 66 million guests in 2022, is owned and operated by Los Angeles World Airports (LAWA), a proprietary, revenue-generating department of the City of Los Angeles that also governs Van Nuys Airport. As the international gateway to the Southern California region, LAX and its partners are dedicated to meeting global airport standards for customer satisfaction, safety, regional economic leadership, organizational performance, diversity and equity, and sustainability.

LAWA has been a recognized leader in developing and adopting DE&I initiatives and has paved the way for airports and other large agencies across the country to follow in their footsteps. Not only does LAWA's DE&I program impact the agency and its employees, but it spans throughout the entire business operation and community involvement and engagement. The small, but mighty team leading the charge is a testament to the considerable positive impact LAWA is making to advance DE&I in all aspects of their operations, throughout the City of Los Angeles, and the global aviation industry.



AMGEN FINALIST

A biotechnology innovator since 1980, and headquartered in Thousand Oaks, Amgen is one of the world's leading biotechnology companies. With a mission to serve patients and a focus on unlocking the potential of biology for patients suffering from serious illnesses, Amgen is committed to discovering, developing, manufacturing and delivering innovative human therapeutics.

While bringing innovative medicines to people suffering from serious diseases is one way Amgen contributes to the greater good, the company is also doing its part to address societal challenges through good corporate citizenship as part of Amgen's Environmental, Social and Governance structure, which includes the four pillars of Healthy People, Healthy Society, Healthy Planet and Healthy Amgen. This framework addresses the interconnectivity of issues across the company's business and helps Amgen integrate these activities more closely with its long-term strategy.



EASTERSEALS SOUTHERN CALIFORNIA FINALIST

Easterseals Southern California (ESSC) provides essential services and on-the-ground support to more than 18,000 people each year. With over 2,600 employees, 60+ service sites and hundreds of community partnership locations, ESSC provides adult and senior day services.

At ESSC, the diversity and inclusion commitment is taken seriously and it is reflected on how it practices its work, supports its staff, families and communities. The staff and participants come from all different backgrounds with a vast range of experience and expertise. Of the 2,600 staff members, 51% are Hispanic or Latino, 20% are White, 14% are Asian, 10% are Black or African American and 6% identify as other. Meanwhile, 11.5% of associates identify as having a disability. The organization provides guidance to leaders and managers at all levels to help ensure they have the knowledge and skills they need to have respectful and authentic conversations with their team members.

THANK YOU & CONGRATULATIONS

To Our Valued Colleagues and Peer Leaders in Service on FilmLA's DEI Advisory Committee



For Your Efforts to Advance Diversity, Equity, Inclusion and Belonging in the Workplace

EXECUTIVE CO-SPONSORS

Paul Audley *President*

Denise Gutches *Chief Financial & Operating Officer*

Terra Bean
David Donnella
Joshua Elwell
Bosco Flanagan
Cindy Matta
Karla Maqueda
Jennifer Morelos

Susie Nikogosian
Marguerite Pellegrin
Andrew Tripp
Donna Washington
Anne Wurts
Jennifer Zilliox-Deras
John Zsakany

The logo for Film LA, consisting of the words "Film" and "LA" stacked vertically in a bold, white, sans-serif font, enclosed within a solid blue circle.

**Film
LA**

We Are LA's Not-For-Profit Film Office

**Streamlining and Enhancing On-Location Filmmaking for Communities,
Content Creators, and the Good of the Greater LA Economy.**

ORGANIZATION HONOREES & FINALISTS



belkin®

DE+I COMPANY OF THE YEAR (LARGE) HONOREE

BELKIN INTERNATIONAL

Belkin is a California-based accessories leader delivering award-winning power, protection, productivity, connectivity and audio products over the last 40 years. Designed and engineered in Southern California and sold in more than 100 countries around the world, Belkin has maintained its steadfast focus on research and development, community, education, sustainability and most importantly, the people it serves.

At Belkin, people are at the heart of all it does and why it does it. The company thrives in an organizational culture that encourages and welcomes diverse backgrounds and talents. The team trusts each other, supports each other, empowers each other and constantly challenges each other to be better – for themselves, for their communities and for the good of the Belkin organization at large.

Belkin believes that inclusion and belonging are both attainable, but do not happen automatically as a result of a diverse workforce. Cultivating an inclusive workplace increases productivity and innovation while also decreasing disconnection and burnout. Belkin believes that continued business success is dependent on a company culture of multicultural connection and collaboration. As such, there are endless opportunities for ideas to be heard and seen. Whether it comes from water-cooler talk with colleagues or a dedicated brainstorm meeting with team members from all levels, departments and regions. Ideas are heard, people are supported, and individuals are empowered. With DEIB deeply rooted in the Belkin culture, the company ensures that its products accurately reflect the communities it serves. Prioritizing DEIB and maintaining the company's original start-up energy upon which it was built on, innovation is encouraged in various forms.



MHALA
 Mental Health America of Los Angeles

MENTAL HEALTH AMERICA OF LOS ANGELES

FINALIST

Mental Health America of Los Angeles (MHALA) has been a pioneer in mental health service, advocacy, innovation and training for nearly a century, working to ensure that people with mental health needs achieve meaningful, healthy lives in their communities. MHALA is among the largest and most comprehensive nonprofit mental health agencies in Los Angeles County.

Since joining the agency over six years ago, a key strategic goal of MHALA's CEO has been to increase the representation of Black, Indigenous and People of Color (BIPOC) individuals at all levels of leadership. Believing that it is not enough to have a diverse staff population, MHALA embraces the goal of representative leadership and a seat at the table in all aspects of decision making and input within the agency. Today, 70% of agency leaders (managers and above) are BIPOC.



SheppardMullin

SHEPPARD, MULLIN, RICHTER & HAMPTON LLP

FINALIST

Sheppard Mullin is a full-service AmLaw 50 firm with more than 1,000 attorneys in 16 offices located in the United States, Europe and Asia. Since 1927, industry-leading companies have turned to Sheppard Mullin to handle corporate and technology matters, high-stakes litigation and complex financial transactions. In the US, the firm's clients include nearly half of the Fortune 100.

Sheppard Mullin's policies, practices and benefits have set the firm apart as a leader in diversity, equity and inclusion. As core values of the firm, DE&I are integrated in every aspect of the firm's business, and it recognizes their importance to its workplace, clients and profession. Diverse partners (women/LGBTQ+/of color) represent 36% of elected seats on the Executive Committee, 30% of the elected seats on the Compensation Committee, 76% of the office managing partners, and 44% of the practice group leaders.



DE+I COMPANY OF THE YEAR (MID-SIZED) HONOREE

HOWARD BUILDING CORPORATION

HBC is a general contracting firm founded in 1983, servicing a broad spectrum of clients from our two Southern California offices. While interior commercial projects are HBC’s specialty, the company provides a wide array of construction services for architects, interior designers, commercial brokers, asset advisors, landlords, project managers and individual clients. Dedication to clients sets the company apart in the industry, and it has built itself on the strength of relationships and the success of projects.

HBC has talented personnel with specialized experience, skill and passion to develop and deliver an excellent project. HBC is a 100% employee-owned company, and its diverse project teams are committed to exceptional client service. As employee owners, each individual at HBC is not merely an employee but a stakeholder in the success of the company, fostering a collaborative and driven work environment.

An active and innovative employee culture has shaped the company’s approach to employee ownership and ESG principles, including equity, inclusion and sustainability. Our efforts have garnered attention and recognition throughout the industry, establishing us as a leader who takes initiative and actively works toward making the construction industry a better place for all. HBC sets annual diversity hiring, promotion and training targets based on current workforce demographics versus labor market availability. The goal is to secure a workplace that is reflective of the community’s demographics while enhancing the opportunities of historically underrepresented groups. HBC promotes on-the-job mentorships, cross-training, and encourages overall career development, including inter-departmental transfers into operational roles historically held by majority populations in the industry.



ATKINSON, ANDELSON, LOYA, RUUD & ROMO
FINALIST

Established over 40 years ago, AALRR has emerged as one of the most prominent law firms in California, distinguished by its commitment to clients. Its diverse team offers a seasoned perspective on the intricate legal issues in California, specializing in seven key practice areas. Each area is overseen by a practice group leader, ensuring a structured and focused approach in education, labor and employment, construction, complex litigation, corporate, taxation and water law.

Since its establishment in 1979, AALRR has prioritized diversity as a foundational principle. Founding partners Paul Loya and James Romo, both Hispanic-Americans, pioneered the conviction that individuals with diverse perspectives, competencies and experiences contribute significant value to both the firm and its clients. This commitment persists as the firm actively cultivates an inclusive environment, emphasizing the recruitment, support and advancement of minority attorneys.



NORTON ROSE FULBRIGHT
FINALIST

Norton Rose Fulbright provides the world’s preeminent corporations and financial institutions with a full business law service. The firm has more than 3,000 lawyers and other legal staff based in Europe, the United States, Canada, Latin America, Asia, Australia, the Middle East and Africa. Wherever its team members are, the firm strives to operate in accordance with its global business principles of quality, unity and integrity.

Advancing equity in the workplace and in its communities is critical to the firm. Now more than ever, Norton Rose Fulbright is committed to a diverse and inclusive workplace that is free from discrimination and injustice of any kind. Firm leaders are committed to the continued development and execution of plans of action to enact meaningful change at the firm and in our communities. Firm leaders believe it is their philosophical imperative to recruit, retain and advance diverse lawyers and business services personnel.



PERKINS&WILL
FINALIST

Perkins&Will, an interdisciplinary, research-based architecture and design firm, was founded in 1935 on the belief that design has the power to transform lives. The firm is committed to creating a better, beautiful, more equitable world through “Living Design,” an approach that integrates environmental, social and design considerations to advance ecological health and well-being. With an international team of more than 2,500 professionals, Perkins&Will has 30 studios worldwide, providing integrated services in architecture, interior design, branded environments, urban design and landscape architecture.

The Los Angeles studio is as diverse and distinctive as the community it serves, both local and beyond. Rooted in Los Angeles for over three decades, the team is committed to the continued cultivation of its built environment. Perkins&Will’s dedicated experts thrive on projects that contribute to the greater good and create a lasting, positive impact in the lives of the people they design for.



POLSINELLI
FINALIST

Polsinelli is an AmLaw 100 firm with 22 offices nationwide, providing value through practical legal counsel infused with business insight with a focus on health care, real estate, finance, intellectual property, litigation, labor and employment, technology, private equity and corporate transactions. Three of the 22 offices (New York, Los Angeles and San Francisco) have a diverse attorney serving as office managing partner.

At Polsinelli, diversity, equity and inclusion are part of the firm’s DNA. Team members value different perspectives, backgrounds and experiences that bring fresh ideas to continually accelerate the firm’s efforts and promote a diverse and inclusive workplace. To these ends, the firm encourages attorneys and staff from every corner of the firm to engage in DEI. Taking a hardline approach to DEI has resulted in changing the compensation matrix, exploring new methods for mentoring and training, and rethinking how the firm recruits and retains diverse talent.



ORGANIZATION HONOREES & FINALISTS



WELLS FARGO DEI SMALL BUSINESS COMPANY OF THE YEAR AWARD HONOREE

MINTZ

Mintz was founded in 1933 by two young Jewish attorneys who were excluded from Boston's larger law firms because of their identity. Since then, the firm has remained steadfast in its commitment to diversity and to making the industry more inclusive. Today Mintz is an AmLaw 100 firm with over 500 attorneys and a global reach. The firm maintains a diverse workplace with eight locations in the United States and Toronto. Diversity and inclusion in the legal profession are at the core of Mintz. The firm consistently exceeds National Association for Law Placement peer averages on partner-level diversity across metrics – by persons of color, gender and LGBTQ status.

On Juneteenth, 2020, Mintz managing member Bob Bodian announced initial steps to address the profession-wide need for more Black attorneys and long-term barriers to equity. Led by Mintz's Department of Diversity, Equity and Inclusion, the firm is implementing its own measures to tackle this challenge immediately and has set goals to achieve tangible results.

By way of example, Mintz achieved Mansfield Certification for 2022-2023, an important indicator of diversity for many clients and potential new businesses. To qualify, firms must consider at least 30% women, underrepresented racial and ethnic minorities, LGBTQ+ lawyers, and attorneys with disabilities for a variety of leadership and career development opportunities. Mintz also provides structures of support for populations who have historically been disenfranchised from Big Law, to help them thrive. These include but are not limited to a firm-wide Equity Advisory Council and affinity groups for women, minority attorneys and LGBTQ+ attorneys.



ALBRIGHT, YEE & SCHMIT, APC FINALIST

Albright, Yee, & Schmit, APC (AYS) is a prestigious multi-specialty law firm serving individuals, businesses & governmental entities throughout the United States. Founded more than 40 years ago, Albright, Yee & Schmit, APC, has become well-known for its high-level legal work and personalized service.

The president and founder of AYS, Clifton W. Albright, was twice appointed to the Industry Trade Advisory Committee on Small and Minority Business (ITAC 11) by former President Barack Obama, and then, again, reappointed by President Donald Trump in 2018. ITAC works closely with the Secretary of Commerce and the United States Trade Representative to enhance trade between the United States and other countries. In his role, Albright traveled to Washington, D.C. and other locations to meet with government officials and others involved in international trade and trade relations.

AVANTE CAPITAL PARTNERS

AVANTE CAPITAL PARTNERS FINALIST

Founded in 2009, Avante Capital Partners is a majority women- and minority-owned private credit and structured equity fund. The company invests in the form of uni-tranche debt, mezzanine debt and minority equity in high-quality, lower middle market businesses generating at least \$3 million in cash flow. The mission at Avante Capital Partners is to create opportunities for others and to establish social responsibility.

Avante strives to support individuals, specifically women and people of color with strong educational backgrounds, unique experiences expanding their differentiated networks and diverse viewpoints to generate substantial value for their respective firms. Avante's commitment to diversifying the industry is not just a statement, but a tangible reality. 84% of the firm is made up of women, minorities or individuals that identify as both. The company's leadership has publicly and consistently expressed a commitment to DE&I. This commitment is reflected in the company's mission and values.

BLACKLOVE

BLACK LOVE FINALIST

Black Love is the premier 100% Black-owned partner for celebrating 360 degrees of Black love. The media company, founded by Codie and Tommy Oliver, is a hub for Black couples and singles to have transparent conversations around relationships, parenthood, dating and more, with an app, podcast network, documentaries and live events. Black Love, with an active and growing millennial community, garners a monthly social reach of more than 70 million. Its award-winning content includes the celebrated five-time NAACP-honored docuseries, Black Love, spanning six seasons, as well as the digital series Couch Conversations, entering its fifth season.

Beyond its digital presence, Black Love annually hosts the Black Love Summit, an event that celebrates love, unity, empowerment and joy within the Black community. This annual summit consistently champions diverse forms of Black love and has attracted a wide array of panelists and participants, including NBA star Russell Westbrook and his wife.



JJLA FINALIST

Live event and entertainment agency JJLA distinguishes itself by offering comprehensive and customizable services that bring events to life. The company's covers event management, production, digital services, design and fabrication, and experimental ventures. As a full-service agency, JJLA's expertise spans the entire event spectrum, ensuring seamless execution and memorable experiences for clients and audiences alike.

JJLA stands as a trailblazer in fostering a culture where Diversity, Equity, and Inclusion are not just words but integral components of its ethos. Its commitment to DE&I is evident in every facet of its operations. JJLA actively seeks diverse talent, ensuring representation across all levels of the organization. It prioritizes inclusion through regular DE&I training, open dialogues and initiatives that empower employees to share perspectives. Currently, 70% of JJLA's team identifies as LGBTQIA+ and 50% are BIPOC, 90% of its senior leadership team is either LGBTQIA+ or BIPOC.



UCLA Health and
the David Geffen School of Medicine at UCLA
Celebrate

HONOREES OF THE LOS ANGELES BUSINESS JOURNAL DIVERSITY, EQUITY AND INCLUSION AWARDS



Dave McIntosh, PhD, MA

Vice Dean for Justice, Equity, Diversity, and Inclusion
David Geffen School of Medicine at UCLA

Finalist, DEI Executive of the Year

LOS ANGELES BUSINESS JOURNAL
**DIVERSITY,
 EQUITY +
 INCLUSION**
 Symposium & Awards
 2024

ORGANIZATION HONOREES & FINALISTS



One of the Nine Los Angeles Community College District

LOS ANGELES TRADE-TECH

LATTC
 A Community College



Construction,
 Maintenance
 & Utilities
 Department



ARCHITECTURE

DE+I ORGANIZATION OF THE YEAR (LARGE OR MID-SIZED NONPROFIT) HONOREE

LOS ANGELES TRADE-TECHNICAL COLLEGE

Located just south of downtown Los Angeles, Los Angeles Trade-Technical College (LATTC) is one of nine public community colleges in the Los Angeles Community College District. It advances diverse communities through pathways to academic, career and transfer success that empower students to achieve career technical certificates, associate degrees, transfer and employment.

Established in 1925, the college offers more than 80 career-technical programs that move students into careers in two years or less. In addition to an unmatched selection of quality career programs, LATTC prepares students for transfer, with 18 CSU transfer degrees, and transfer guarantee programs with the University of California and local private and independent colleges and universities. These programs give opportunities and a pathway for building successful careers to students from every walk of life. LATTC currently offers over 60 programs and more than 65 certificates in 9 pathways. Students may graduate with an Associate's Degree (AA/AS), Certificate of Completion, and/or Associate Degree for Transfer (ADT). The college ensures that aspiring students have the opportunity and support to achieve their career goals and dreams in a truly inclusive college. LATTC's Office for Diversity, Equity and Inclusion located at the District Office welcomes everyone. The goal is to promote diversity and equal employment opportunity throughout the Los Angeles Community College District.

In the school's nurturing studio culture, inclusivity is paramount. It strives to create an environment where every student feels welcome and valued, fostering collaboration and open dialogue. LATTC continuously seeks feedback and engage in evaluations to assess our inclusivity efforts and make necessary improvements.



AMERICAN CANCER SOCIETY FINALIST

The mission of the American Cancer Society is to improve the lives of people with cancer and their families through advocacy, research, and patient support, and to ensure everyone has an opportunity to prevent, detect, treat and survive cancer. Diversity, equity and inclusion and reducing cancer disparities is an overarching goal of the American Cancer Society.

American Cancer Society believes it can't reach its mission if it is not inclusive of every community touched by cancer, actively working towards ending cancer disparities. The organization acknowledges that there is still much work to be done, in partnership with communities that have been disproportionately burdened by cancer and who experience greater obstacles to cancer prevention, early detection, treatment and survival. This includes Black people and African Americans; Hispanic/Latino people; Asian Americans, Native Hawaiians, and other Pacific Islanders; Indigenous people and Alaska Natives; LGBTQ+ people; and people with disabilities.



CALIFORNIA CREDIT UNION FINALIST

California Credit Union is a federally insured, state chartered credit union founded in 1933 with assets over \$4.5 billion, nearly 200,000 members and 24 retail branches. Headquartered in Glendale, the credit union serves community members and businesses in the California counties of Los Angeles, Orange, Riverside, San Bernardino, San Diego and Ventura as well as school employees throughout the state.

Diversity, Equity & Inclusion is an important strategic initiative for California Credit Union as it works to effectively serve and represent its employee team, its members and its communities. California Credit Union is committed to taking thoughtful action to promote DE&I throughout the organization at every level as a powerful and essential tool to create an innovative workplace where differing viewpoints, life experiences, cultures, traditions and mindsets come together to create a meaningful work environment, extraordinary member experience and healthy, successful credit union.



OTIS COLLEGE OF ART AND DESIGN FINALIST

Otis College of Art and Design is a nonprofit institution of higher education. Its mission is to educate a diverse community of students to become highly skilled, well-informed, and responsible professionals – empowering them to shape the world.

Otis College is among the most culturally diverse art and design colleges in the US, with 76% percent of its student population being people of color, including 34% Asian, 23% Hispanic, 6% Black/African American and 8% two or more races. Thirty percent are First Generation. More than 90% receive Financial Aid. Otis College has trained artists and designers who are in the vanguard of Southern California's cultural and entrepreneurial life. The college's commitment to DEI cuts across all constituent groups inclusive of faculty, staff and students, where it has leveraged DEI expectations in hiring and recruitment practices, curriculum development, as well as formalized training of staff and faculty.



UNIVERSITY OF LA VERNE FINALIST

The University of La Verne is a nonprofit comprehensive higher education institution offering a wide range of liberal arts and professional programs incorporating the same core values it was founded on in 1891 – lifelong learning, ethical reasoning, civic and community engagement, and diversity and inclusivity. With more than 70 percent of students from underrepresented groups, the federally designated Minority- and Hispanic-serving institution is among the most diverse small private universities in the nation.

The Southern California-based university has five colleges and provides a distinctive and relevant educational experience to a diverse population of more than 5,500 traditional-age, adult and graduate learners, preparing them for successful careers and lifelong learning. More than 90 percent of students receive some form of financial assistance. More than half of students identify as first-generation, or the first in their family to attend college.

AECOM congratulates the 2024 DE+I nominees.

AECOM is honored to be a sponsor for the 2024 Diversity, Equity + Inclusion Symposium and Awards Program. We congratulate all the DE+I nominees on their inspiring efforts to promote inclusivity and fairness in their communities.

Infrastructure for all
#TransformingLA

LOS ANGELES BUSINESS JOURNAL
**DIVERSITY,
 EQUITY +
 INCLUSION**
 Symposium & Awards
 2024

ORGANIZATION HONOREES & FINALISTS



DE+I ORGANIZATION OF THE YEAR (GROWING NONPROFIT) HONOREE

LOS ANGELES TOURISM & CONVENTION BOARD

Los Angeles Tourism & Convention Board (LA Tourism) serves as the official, non-profit tourism promotion organization for the City of Angels. With its mission to “improve the quality of life for all Angelenos through the economic and community benefits of tourism,” LA Tourism is proud to represent over 1,100 member businesses across the region who depend on tourism for their livelihoods, including hundreds of small and diverse-owned businesses.

As one of the world’s most diverse and welcoming destinations – with Angelenos hailing from 140 countries and speaking over 220 languages – tourism is indispensable as one of the region’s leading drivers of employment (with over 557,000 tourism-related careers), business sales (\$34.5 billion in 2022), and tax revenues (\$893 in tax savings to every LA County household in 2022), providing significant, lasting benefits to every region, neighborhood and household across Los Angeles.

The LA Tourism team members view themselves as community stewards, leveraging the economic power of tourism to create greater equity and opportunity across the region. Its Community Advisory Board is a remarkable group of 26 Angelenos who represent the full spectrum of LA’s diversity, and generously volunteer their time and talents to ensure that all of LA Tourism’s efforts around diversity, equity, inclusion and accessibility are guided by leading advocates from the public and private sectors. Meeting on a quarterly basis, members of the Community Advisory Board not only provide expert insights, they are empowered to hold LA Tourism accountable to ensure that it consistently honors its commitments to DE&I.



THE FRIENDSHIP FOUNDATION FINALIST

The Friendship Foundation’s mission is to: 1) bring happiness and companionship to children with special needs in a way that celebrates their uniqueness and individuality through participation in age-appropriate social, recreational and educational activities with their peers; 2) build leadership skills and foster the values of altruism, volunteerism, and sacrifice among student volunteers; 3) impart renewed strength, comfort and peace of mind to the parents of these special children; and 4) heighten the community’s awareness, sensitivity and sense of responsibility with regard to responding to these vital needs.

Founded in 2007, the Friendship Foundation focused its sights on simultaneously impacting two populations in the South Bay community: children with special needs and students with a willingness and desire to volunteer. The organization wanted to model for the community a lifestyle of acceptance and unity, fueled by the energetic and dedicated philanthropic students.



LOS ANGELES COUNTY ECONOMIC DEVELOPMENT CORPORATION (LAEDC) FINALIST

The Los Angeles County Economic Development Corporation (LAEDC) is a multifaceted nonprofit organization dedicated to fostering equitable economic growth in the Los Angeles region. With over 40 years of experience serving the diverse LA County region, LAEDC focuses on creating a sustainable, resilient, and high-standard economy for all residents. LAEDC serves as a regional convener and deploys expert teams that partner with equity focused organizations to deliver tailored programs geared for BIPOC and women owned businesses.

At LAEDC, DE&I are not just practices, they form the essence of the organization’s work culture and operational philosophy. LAEDC’s commitment to DE&I is deeply ingrained in its core values and is reflected in its diverse staff composition, where nearly all employees are BIPOC and women. This diversity enables the organization to engage effectively with communities that have historically faced economic marginalization and underinvestment.



SOUTHERN CALIFORNIA ASSOCIATION OF NONPROFIT HOUSING FINALIST

SCANPH is a membership association, founded in 1985, that supports and advocates for those who develop and sustainably operate affordable housing. SCANPH is uniquely situated to identify, prioritize, strategize and lead policy efforts that are designed to create an environment conducive to affordable housing development. The organization is measured by its ability to serve low-income residents of the region by securing critical public subsidy funds for new affordable home development.

Since November 2020, SCAHPH staff supported hosting a web series on increasing supplier diversity in affordable housing construction. Last year, Governor Newsom signed into law AB 2873, new legislation that seeks to address historic inequities and underrepresentation of disadvantaged contractors/businesses in the construction trades and affordable housing development industry. CSANPH staff collaborated with its northern California counterpart NPH to co-host an impactful webinar exploring AB 2873.



STEM ADVANTAGE FINALIST

Because talent is equally distributed, but opportunity is not, STEM Advantage mentors, prepares and inspires women and underserved communities for STEM careers providing economic and social mobility, while providing a vetted pipeline of diverse talent to businesses to fill their workforce needs. The organization’s vision is a diverse, equitable and inclusive skilled workforce.

STEM Advantage strives to “level the playing field” by empowering talented students, who are mostly first-generation college students from low-income families, with access to networks, employment, and economic mobility that is overwhelmingly limited to students attending private or elite public universities. The organization designed a holistic program that benefits students (“STEM Advantage Scholars”), their families and communities resulting in a generational impact with a clear and immediate path to address the gender and racial wealth gaps. The program extends beyond graduation by supporting alumni with a network of corporate leaders and career development opportunities.

The Friendship Campus

THE GREENBERG FAMILY/SKECHERS CENTER



Unlocking human potential.

Our Goal is to elevate the lives of those with disabilities, and help them integrate with the greater community. Friendship Foundation's inclusive Friendship Campus, opening in 2025, will provide vocational pathways and give individuals the tools to transform the workplace and find a lifelong passion & purpose.



friendshipfoundation.com/campus



LOS ANGELES BUSINESS JOURNAL
**DIVERSITY,
 EQUITY +
 INCLUSION**
 Symposium & Awards
 2024

ORGANIZATION HONOREES & FINALISTS

LIONSGATE®

DE+I TEAM OF THE YEAR HONOREE

LIONSGATE

Lionsgate operates the largest independent motion picture company in the world. Founded in 1997, Lionsgate encompasses world-class motion picture and television studio operations aligned with the STARZ premium global subscription platform to bring a unique and varied portfolio of entertainment to consumers around the world. The company's film, television, subscription and location-based entertainment businesses are backed by a more than 20,000-title film and television library.

With inclusiveness as one of Lionsgate's core company values, the company intentionally creates a culture where DE&I is championed, practiced and encouraged by its employees. Lionsgate has a transparent and equitable hiring process that is designed to attract the best talent in the industry and build an employee base reflective of the world we live in. Additionally, Lionsgate's infrastructure includes a workforce-focused, corporate DEI team led by the chief diversity officer, an Executive Diversity Council, chaired by the CEO and comprised of 12 additional C-suite executives, nine employee resource groups (ERGs), a supplier diversity program, as well as the Inclusive Content Team embedded in the Motion Picture Group (MPG) aimed at maximizing diversity and inclusion in front of and behind the screen across the company's film slate.

Lionsgate's Inclusive Content Team partners with creative teams to build an inclusive creative strategy that leverages robust slate analysis and data to deliver impactful recommendations and solutions that seek to maximize each film's potential. Lionsgate's Inclusive Marketing is a holistic approach that centers today's growing diverse & intersectional audience in every campaign and across every discipline of marketing.

HONORED TO BE
 A FINALIST FOR
 DE&I COMPANY
 OF THE YEAR

HBC
 HOWARD BUILDING CORPORATION



Learn more
 about our DEI efforts at
howardbuilding.com/company



AMS FULFILLMENT
FINALIST

AMS Fulfillment is a full service 3PL and order fulfillment partner. For over 20 years it has provided order fulfillment services to various brands, from apparel to cosmetics, home goods to electronics, dietary supplements, food & beverage, toys, books and more.

AMS' JEDI Committee (JEDI stands for "Justice, Equity, Diversity and Inclusion") is committed to fostering a workplace culture that upholds the principles of justice, equity, diversity and inclusion. The team, and the organization as a whole, believe that creating an environment where all employees feel valued, respected and empowered is not only essential for our business success but also integral to building a more just and equitable society. To achieve this, AMS developed a JEDI Policy, which incorporates employee involvement at every level. The policy states that justice dismantles barriers to resources and opportunities in society so that individuals and communities can live a full and dignified life.



WINSTON & STRAWN LLP
FINALIST

Winston & Strawn LLP views DEI is more than numbers and statistics; it is a strategic goal and paramount core value that is formally incorporated into the firm's strategic business plan, and is reflected in the firm's Strategic DEI Action Plan, which outlines the concrete and measurable action steps to achieving greater DEI.

Winston & Strawn's DEI team, under the strategic leadership of Sylvia James, with John Tschirgi, Zakiyyah Connelly and Stephanie de la Rosa, has been pivotal in integrating DEI into every facet of the firm's functioning. Their approach, encompassing hiring, retention, advancement, client engagement, communications, training and education, and supplier diversity, aligns with the firm's Strategic Business Plan, reflecting Winston & Strawn's commitment to DEI as a strategic goal and paramount core value. Their collective expertise, ranging from two to 22 years, forms the backbone of the firm's efforts in creating an equitable workplace.

Proud Supporter

Foley is proud to be a sponsor and nominee at LA Business Journal's Diversity, Equity, and Inclusion Symposium and Awards.

For more information about Foley, please contact:
Kimberly Klinsport | Los Angeles | kklinsport@foley.com

FOLEY.COM





The Power of Belonging

Moving from DEI to a DEIB strategy

By LOIS M. SHELTON, Ph.D.

Many organizations are beginning to rethink their DEI strategy as studies show the critical importance of belonging—a person's perception of acceptance within a given group—in the workplace and beyond.

It's a core element of workplace well-being that will be critical as long as groups of humans conduct business. Accordingly, belonging bolsters the bottom line. A Harvard Business Review report indicates that high belonging increases job performance by 56 percent, lowers turnover by 50 percent and reduces sick days by 75 percent, which can translate into savings of over \$52 million annually for companies with more than 10,000 employees.

The Center for Talent Innovation has noted that nearly 40 percent of Americans feel physically and emotionally isolated in the workplace, fostering greater belonging in organizations has the potential to supercharge the benefits from DE&I initiatives. That's because belonging is intimately linked with one of our most basic human needs – the desire for connection.

Belonging can be spread throughout the workplace by promoting three of its key elements – affirmation, voice and agency. Team leaders at all levels can be equipped to become champions, and organizations can be populated throughout with persons experienced in working in teams and diverse environments.

- **Affirmation.** The Annie E. Casey Foundation has shown that recognizing and supporting individuals, their cultures and their backgrounds allow them to bring their whole authentic selves and their entire set of capabilities and knowledge to the workplace. Leaders can begin by using inclusive language and celebrating the self-identities of their team members. This initial affirmation can be reinforced in many ways, including establishing and prioritizing connections with team members and encouraging peers to check in on their fellow team members.

- **Voice.** Ensuring that all team members, particularly those from underrepresented groups, can freely express their ideas and critiques provides the double bonus of creating a sense of belonging as well as expanding the creativity and problem-solving capabilities of the team as a whole. Taking simple steps, such as asking for input, sanctioning interruptions during discussions and calling on members who are struggling to join the conversation and be heard, can substantially increase the flow of ideas and enhance team productivity. Leaders can privately consult with their more reticent members to encourage them to speak up and devise strategies to maximize their contributions. Author, historian and Pulitzer Prize winner Louis Terkel emphasizes that leaders can enhance the voice of members of underrepresented groups by seeking out ways to become allies.

- **Agency.** Empowering team members enables them to take on the mission of the organization as their own and encourages them to unleash their full potential. As the Annie E. Casey Foundation points out, leaders can give their team members the emotional and psychological wings they need to fly by studiously



avoiding micromanagement and stepping in as a resource when needed. Leaders should also be prepared to give all team members, including those from underrepresented groups, the permission to fail without dire consequences.

These key elements can be implemented as follows:

- **Voluntary training with relevant rewards.** Team participants and employees are more likely to view DEIB coaching as useful and constructive when they are allowed to opt in and to earn meaningful rewards for doing so. Rewards can be designed to meet any budget and can take a variety of forms, such as gift cards, comp time and/or special recognition, and extra pay.

- **Incorporating belonging and DEIB goals into criteria for advancement.** Include DEIB progress in benchmarks for choice assignments, pay raises and promotions. Institutionalizing these criteria helps ensure that individuals who move into leadership positions are mindful of the importance of DEIB. Plus, these criteria make voluntary DEIB training even more attractive and helps reduce the likelihood that large numbers of employees will opt out. Individuals striving to grow with an organization will see that the path to greater influence and responsibility lies in understanding and effectively implementing DEIB.

- **Hiring persons experienced in diverse environments.** The ability of leaders, peers and subordinates to help persons from a variety of backgrounds belong is an informal yet important form of support. As they model belonging-focused team leading, committee participation or division-level advancement day by day, others can observe and learn from them.

The Center for Talent Innovation has noted that nearly 40 percent of Americans feel physically and emotionally isolated in the workplace, fostering greater belonging in organizations has the potential to supercharge the benefits from DE&I initiatives.

As a leader in educating diverse populations, the Nazarian College of Business and Economics at California State University, Northridge, is an excellent source of these experienced role models. Employers consistently applaud the leadership and teamwork skills of Nazarian college graduates, especially in diverse contexts, as well as their superb business training.

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.

Nazarian College is the ninth largest business school in the country and is accredited by AACSB, the highest standard in business and management education. Most recently, the Wall Street Journal ranked California State University, Northridge, as the eighth best college in California (No. 2 among public universities) and the fifth in the nation for social mobility.

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 per-

sons from a variety of 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 organizational initiatives.

Nazarian College and its students, faculty, staff and alumni stand ready to partner with organizations to help them capture lasting gains from belonging, diversity, equity and inclusion. Through its expertise in training and developing diverse individuals and teams, Nazarian College is ready 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 harnessing the power of diverse perspectives, skills and thinking.

Lois M. Shelton, Ph.D. serves as a professor at Nazarian College, CSUN. Learn more at nazarian.csun.edu.



Setting the Path for an Inclusive Culture

By TERESA M. MAXWELL

At Skanska, people are our most valuable assets. And in Southern California, we know that valuing the experiences of our diverse team is key to not only the success of our projects, but to building a better society.

Within the company, Skanska understands the value diverse backgrounds bring to our projects and how an inclusive culture allows those perspectives to be shared and be heard. That is why we recruit individuals from a variety of backgrounds who can contribute value to our work. We look for talent within our communities by expanding our recruiting efforts to community colleges, technical schools and construction management university programs – in addition to partnering with university chapters of Society of Women Engineers, Society of Hispanic Professional Engineers, Associated General Contractors and more.

To promote and support an inclusive work environment, Skanska created the Diversity & Inclusion Steering Council to guide D&I efforts through learning from the Lived Experience Project. Skanska also created the Womens Network, the first Employee Resource

Group (ERG), to advance allyship for women in the construction industry. It has advocated for enhanced benefits like paid parental leave, flexible work arrangements and caregiving support for all employees.

Skanska is a global construction company with over \$7 billion in US revenue for 2023 and 6,500 employees nationwide. That has given us an opportunity to have a major impact in the communities where we build our projects.

In Los Angeles, we have recently completed the Sixth Street Bridge and LA Metro's Regional Connector. Both projects have been recognized for their technical challenges and new, innovative construction methods, but what also stands out is how they both connect parts of LA that have never been connected before. This has allowed the movement of arts, food and culture from Boyle Heights to the Arts District downtown and connects the expansive Metro system from Azusa to Long Beach and everywhere in between.

Beyond the projects themselves, Skanska employees, labor partners and diverse suppliers are from the community.

On the Regional Connector project alone, there were 136 disadvantaged and local busi-

nesses on the project and \$261.2 million in contracts awarded. The project created over 15,400 jobs and created \$2.4 billion in economic activity. It also had over 5.2 million Project Labor Agreement and union work hours. And the Sixth St. Bridge project in downtown Los Angeles had an unprecedented number of women working on a civil project.

And as the need for people to connect and have access to jobs, greater education opportunities and basic needs, Skanska is continuing to build these large civil infrastructure projects across LA County and the greater Southern California region. We are working to revamp LAX, expand the Metro including the Purple Line, increase access to the Port of Los Angeles and alleviate congestion for commuters.

These projects take a large network of partners outside of Skanska employees. In LA, we have a long history of collaborating with diverse underrepresented companies and our commitment to supplier diversity helps further local economic growth, workforce development and competition within the construction industry.

In Los Angeles, Skanska runs a Small Business Bootcamp designed to equip diverse firms with tools and resources to become successful

contractors on local projects. These programs provide opportunities for participants to network, gain experience and at times, bid for subcontracting jobs with Skanska.

But to engage more people, you have to have fun! Over the past few years, Skanska's Los Angeles DBE compliance team has created outreach events that reach a broader, more diverse group of small, local contractors. Like our recent Pitching with the Stars, an outreach event that paired small, local and minority contractors with "stars" – Skanska project leaders – as they learned about the project and best practices to win work on large construction projects.

Events like these showcase the importance of education, opportunity and mentorship especially when it comes to the development of small, diverse businesses.

While we are just in the beginning of our D&I journey, our Los Angeles team is intentional about what we do and how we do it, because we are passionate about our shared commitment to people, culture and community.

Teresa M. Maxwell is DBE compliance officer & outreach manager for Skanska USA Civil. For more information, visit [Skanska.com](https://www.skanska.com).

Where diversity is never adversity.

Polsinelli is proud to be a finalist of the **Los Angeles Business Journal's DEI Company of the Year (Mid-Sized) Award**. We support the **LABJ Diversity, Equity + Inclusion Symposium & Awards** to foster diversity, equity and inclusion in the legal profession and communities we serve.



What a law firm should be.™

Am Law 100 firm | 1,000 attorneys nationwide | 20+ offices from LA to NY | 170+ services/industries

polsinelli.com | The choice of a lawyer is an important decision that should not be based solely upon advertisements. © 2024. Polsinelli PC, Polsinelli LLP in California, Polsinelli PC (Inc) in Florida.



Building a Future Where Everyone Has a Place

By KELLY STROMAN

The Friendship Foundation transforms lives one friendship at a time. Co-founded in 2007 by Yossi Mintz, its aim is to provide children with special needs the same opportunities as their peers, fostering equal opportunity for thriving in the community. Michael Greenberg, president of Skechers and co-founder of the Foundation, emphasized, “Everyone deserves to be happy and enjoy a sense of belonging.”

It began with eight participants and 22 volunteers meeting on Sundays, engaging in activities, practicing social skills, and forging lasting friendships. Co-founder and executive director Yossi Mintz envisioned supporting children and families in every possible way, highlighting the importance of recognizing the unique gifts individuals possess.

“When I see someone with what you might look at it as a challenge, it’s not a challenge, that means they have a gift to give... let’s give them that opportunity to bring it out,” said Mintz.

IMPACTING THE FUTURE

The Foundation has grown significantly. It now operates Friendship Clubs in 74 schools across 22 school districts in the greater south

bay region of Los Angeles County. Over 2,500 students gather monthly to engage in activities and promote inclusivity on school campuses.

Additionally, the Foundation offers over 60 monthly adaptive programs catering to individuals aged 8-35+, spanning various areas including social and life skills, arts, athletics, and healthy living. The annual Summer Camp further fosters mentorship, exploration and fun.

Student volunteers, as young as age 8, comprise almost 50 percent of the Foundation’s efforts, contributing to the inclusive environment and promoting social-emotional wellness for all.

THE FUTURE OF INCLUSION FOR ALL ABILITIES

The success and demand for inclusive programming have led to the vision of an innovative campus dedicated to empowering individuals with special needs. The Friendship Campus, a \$55 million, 62,000 square foot facility designed by Gensler, aims to facilitate skill development, vocational training and personal growth.

Participants will receive holistic training, enabling them to pursue careers aligned with their passions. The campus will bridge the gap between education and employment, fostering

a more inclusive workforce.

A FUTURE IN WHICH THE BUSINESS WORLD RECOGNIZES THE POTENTIAL OF AN INCLUSIVE WORKFORCE

The campus will offer vocational pathway exploration, training and work experience opportunities across many disciplines. The Foundation’s partnership with the Frist Center for Autism and Innovation at Vanderbilt University will bring the extraordinary technology developed by Frist and Keivan Stassun, Ph.D. Employing individuals on the spectrum will take on a new meaning. Such individuals are incredibly talented and can become valuable long-term employees when trained, placed and transitioned thoughtfully into the workforce.

WHAT’S INSIDE MATTERS MOST

The Friendship Campus will house state-of-the-art facilities, including a culinary institute, farm-to table garden, 5,000 square foot creative arts studio catering to diverse interests and talents.

The recreation center will be home to adaptive sports, teach physical fitness, host clinics and provide an athletic gathering facility in the community. A financial empowerment curriculum will equip participants with essential

life skills, preparing them for independence. Participants will be able to explore their dream careers, hone their skills, gain work experience on campus and in the workforce and thrive in the community. Work readiness coaching, vocational counseling and placement, will prepare students for employment success.

The campus will serve as a hub for community engagement, offering a gathering place at the Friendship Café, event spaces and recreational facilities for all ages and abilities. The multi-generational center will promote communication and activities for all ages and aid cognitive function, empathy and overall well-being amongst the generations. The stunning rooftop terrace will encourage healthy living, wellness at work, and a landscape to gather for socials.

JOIN US IN CHANGING THE WORLD

The Friendship Campus will open in the Fall of 2025. To be a part of this miracle, please contact executive director, Yossi Mintz or myself. We are changing the world, one friendship at a time, please join us!

Kelly Stroman is managing director of the Friendship Foundation. To learn more, call (310) 214-6677 or email campusinfo@friendshipfoundation.com.

LIONSGATE®

CONGRATULATES THE INCLUSIVE CONTENT TEAM

FOR BEING SELECTED AS
THE **2024 HONOREE** FOR
THE LOS ANGELES BUSINESS
JOURNAL’S DIVERSITY,
EQUITY + INCLUSION
TEAM OF THE YEAR AWARD
IN THE LARGE
COMPANY CATEGORY





Breaking Barriers: A Journey to Leadership and Inclusivity

By VICKEN M. HALEBLIAN

“You’ve got to be kidding me!” would have been my immediate reaction if someone told me I’d become the CEO and managing partner of the largest public accounting firm based in Los Angeles. When I began my career in the ‘80s, I didn’t think I fit the mold of a typical public accounting professional. I am an immigrant and refugee. I speak with an accent. I’m Armenian. The conventional ways of building business relationships and dealmaking were foreign to me, which made me feel like an outsider. Unfortunately, this isn’t an unusual experience for people from underrepresented communities—even today.

My family immigrated to America from war-torn Lebanon in the ‘70s. Our escape was perilous and terrifying. Under the cover of night, we boarded a small boat with 80 other refugees that took us across the Mediterranean Sea to safety in Cyprus. I looked forward to starting anew in America, but I’m not sure I fully understood the new challenges I would face as a non-English speaking, pre-teen, immigrant. Fitting in with my peers wasn’t easy

because I didn’t understand the culture and their figures of speech. It was a lonely time.

Fortunately, my parents encouraged and instilled a strong work ethic in me. They told me that if I worked hard, I could achieve anything. They were right. In addition to my parents, I was fortunate to receive guidance and advice from amazing mentors throughout my career. These mentors motivated me, answered my endless questions, took me to meetings, and valued my contributions. These experiences taught me the importance of empathy and trying to understand everyone’s personal story. As a leader, I prioritize inclusiveness. Each of us has something unique and valuable to contribute and I am passionate about revealing these talents in others and empowering them to succeed.

The founders and partners of HCVT recognized the importance of diversity, equity and inclusion long before DEI programs became the norm in organizations across the country. It’s one of the reasons I joined the firm 20 years ago. HCVT’s culture of valuing character and contributions allowed me, along with my unique background and unconventional experiences,

to be appointed CEO and Managing Partner in 2023. This approach also extends to our strategy of doing what’s right for our people and clients.

We launched the HCVT DEI program four years ago. Audit Partner Rosario Bobadilla Farias and Tax Partner Atikah Bholat lead the HCVT DEI initiative and are supported by senior leadership and firm professionals. Advancing DEI principles in our firm and our communities allows us to listen, learn and be agents of change.

Our DEI strategy extends to our recruiting efforts where we partner with organizations and educational institutions to reach candidates from underrepresented communities in public accounting. We partner with the Los Angeles County Economic Development Corporation, the Cal State University campuses of Long Beach and Northridge, and community colleges in LA County to reach candidates who may not have considered a career in public accounting. Community college students, in particular, have a wealth of talent often overlooked in our industry. In fact, I began my undergraduate studies at Pasadena City College before transferring to USC where I completed my degree. HCVT

established a scholarship and mentorship program at Cerritos College to show our commitment to advance our efforts.

Our DEI strategy also helps the firm to engage and learn from each other. We host regular, internal firmwide discussion group events where everyone is invited to explore and discuss topics like implicit bias, how to celebrate diversity, and finding common ground amidst our differences. In addition, HCVT observes heritage months to raise awareness and educate. We also utilize formal research by conducting surveys and holding focus group meetings to identify opportunities for improvement and monitor our progress against our stated goals.

DEI faces strong headwinds today, but I can’t think of anything more congruous with American principles than diversity, equity and inclusion. America’s rich diversity is one of the elements that make it unique. The DEI landscape is shifting, but our firm’s commitment to fostering understanding and inclusion among our people is unwavering.

Vicken M. Haleblian is the CEO and managing partner of HCVT, LLP. Learn more at hcv.com.

“RANKED TOP 5 IN THE NATION FOR DIVERSITY”

THE AMERICAN LAWYER

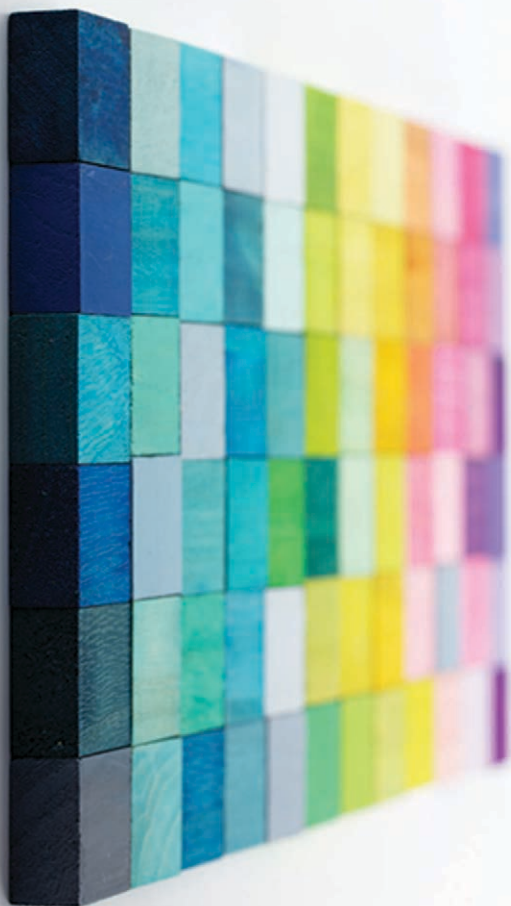
2023 Diversity Scorecard

aalrr Atkinson, Andelson
Loya, Ruud & Romo
A Professional Law Corporation

Strength through *Diversity.*

Cerritos | Fresno | Irvine | Marin | Pasadena
Pleasanton | Riverside | Sacramento | San Diego

www.aalrr.com





A New AI-Powered Tool for Optimizing Health Outcomes Through a DEIA Lens

The Institute for Diversity Certification (IDC) and E3 NexHealth have announced the groundbreaking launch of the Intelligent Culture Assessment and Transformation (iCAT) tool. This innovative predictive modeling solution leverages the power of research and AI to optimize and improve health care outcomes.

Using a Diversity, Equity, Inclusion, and Accessibility (DEIA) lens, the tool will scan the internal and external landscape and propel a transformation in the workplace through a weighted measurement system. As a valid and reliable assessment tool, the iCAT assists with cultural alignment and risk management, as well as provides real-time feedback regarding policies, practices, and people.

In today's dynamic health ecosystem, both patient and workforce needs are evolving. Forward-thinking companies understand that fostering an inclusive and thriving culture is a business imperative. Existing cultural assessment solutions often provide surface-level insights that fail to address the root causes of disparities, or properly ascertain the complexity that is associated with inequities. The iCAT is a

game changing AI-powered solution that dives deeper, exposing organizational inadequacies that impede high-performing and agile teams, as well as facilitates understanding around the multi-faceted, interconnected approach that is required to transform insights into action.

"In the Tech sector, there's a saying: fail early, fail fast, fail often. However, in the health-care and DEIA fields, organizations avoid failure at all costs. As a result, organizational inadequacies predominate because we can't fix what we don't acknowledge as broken," said Leah Smiley, CDE, president of IDC. "Cultural misalignment within healthcare organizations creates significant barriers, impacting everything from employee and patient recruitment and retention to disparate health outcomes. The iCAT tool tackles these challenges, offering a data-driven and layered approach to prescribing smart workplace transformation strategies and fostering healthy organizational cultures."

iCAT operates through a multifaceted methodology, engaging in comprehensive data analysis, qualitative research, direct observation, and additional strategies to bring to light the

unseen biases. By scrutinizing patient outcomes, auditing algorithms for medical decision-making, and analyzing social networks within the organization, iCAT identifies disparities and biased decision-making processes. It also examines company policies, internal documents, and communications for language or practices that might propagate stereotypes or disadvantage specific groups.

Dr. Anthonise Fields, founder and CEO of E3 NexHealth, explained, "the iCAT goes beyond sentiment analysis and pulse surveys to deliver an exhaustive cultural analysis. Our novel approach pinpoints specific DEIA (Diversity, Equity, Inclusion, and Accessibility) gaps and recommends tailored interventions to address root causes of disparate outcomes – including health disparities. This level of precision sets the iCAT apart and is essential for driving meaningful change and ensuring strong outcomes for everyone."

Dr. Fields will serve as the lead researcher for the iCAT tool.

Key features of the iCAT:

- AI-powered cultural assessment: Uncover

systemic DEIA challenges within the organization that may impact health outcomes.

- Research-based interventions: Targeted solutions aligned with best practices to improve health equity.

- Virtual measurement: Track progress and ROI through continuous data analysis, ensuring sustained improvements to health disparities.

- DEIA competency: Backed by the expertise of leading diversity and inclusion professionals, ensuring interventions are safe, effective, and culturally relevant.

The target market for the iCAT tool will be hospitals and healthcare providers, pharmaceutical companies, medical equipment manufacturers, health insurers, regulatory agencies, non-governmental organizations (NGOs), research bodies, educational institutions, and others who serve marginalized communities.

"Together, we're offering a solution that goes beyond compliance, leading the way in responsible AI use for real-world impact," said Smiley.

Visit e3nexhealth.com/icat to learn more.

HAHN & HAHN LLP
LAWYERS

Congratulations to LABJ "Diversity, Equity + Inclusion Award" Finalist Jason Lyon



This material may be deemed
"Attorney Advertising."

NOMINATE TODAY!



LOS ANGELES BUSINESS JOURNAL
HEALTH CARE
2024 LEADERSHIP AWARDS

KNOW AN OUTSTANDING HEALTH CARE LEADER?

Nominate today for Los Angeles Business Journal's annual **Health Care Leadership Awards** where we will recognize the accomplishments of individuals and organizations that have made great strides in providing better quality health care in Los Angeles.

**NOMINATE AN INDIVIDUAL OR
ORGANIZATION TODAY!**

NOMINATION DEADLINE
FRIDAY, JUNE 14

To nominate, please visit
labusinessjournal.com/events/hclawards



Law Firms Gather to Explore Diversity Best Practices

Last year, the Association of Law Firm Diversity Professionals (ALFDP) and the American Bar Association (ABA) co-hosted an industry wide diversity discussion titled, “Performative Art vs. True Commitment: Stakeholders and Change Makers Using Diversity Data.” The program which featured multiple panels attracted more than 250 participants from corporations, law firms and other industry constituents. This Summit follows their previously announced co-sponsorship and co-branding arrangement on future iterations of the ABA Model Diversity Survey this past fall.

One of the goals of the groundbreaking program was to foster collaboration and drive tangible change within the legal industry by encouraging open and constructive conversations between in-house counsel and law firm Diversity, Equity and Inclusion (DEI) leaders.

Notable attendees included representatives from U.S. Bank, Public Service Electric & Gas Co. (PSEG), Toyota Motor North America and Xcel Energy. The wide range of topics included Partnering on DEI Strategies and Embedding DEI into Outside Counsel Relationships.

One of the program’s highlights was an exclusive preview of the enhanced ABA

Model Diversity Survey with its client specific supplement. This survey is a valuable resource that provides critical insights into the diversity landscape of law firms and helps to identify areas for improvement. Attendees had the opportunity to explore the survey’s latest features which will be incorporated into the 2024 Survey, enhanced following a series of industry focus groups, feedback surveys and discussions to better understand how the MDS can evolve to meet current demand.

“We are thrilled to have collaborated with the American Bar Association to host this significant program,” said Karlie Ilaria Garcia, president of ALFDP. “By bringing together industry leaders, in-house counsel and DEI experts, we fostered a space for thought-provoking discussions and helped to open a door for future constructive conversations between firms and their clients on we can work together to advance DEI in our respective organizations.”

The success of the joint program reflects the dedication and commitment of both ALFDP and ABA in their pursuit of diversity, equity and inclusion in the legal profession. Through events like this, they continue to make valuable contributions to the ongoing



dialogue and work towards a more equitable and inclusive legal community.

The Association of Law Firm Diversity Professionals (ALFDP) is a national association of law firms dedicated to advancing diversity and inclusion in the legal profession. ALFDP

promotes dialogue, education and collaboration among its members to effectuate positive change

For more information about ALFDP, visit alfdp.com.



BDO congratulates

Fred Tan

on being honored by the *Los Angeles Business Journal* Diversity, Equity & Inclusion 2024 Awards

People who know, know BDO.SM

Diversity, equity and inclusion at BDO starts the way everything at BDO starts — with relationships. As we continuously work to fulfill our core purpose of Helping People Thrive Every Day, we are focused on understanding the experiences of our professionals, listening to their challenges and ideas, and putting thought into action; not only to better support our people, but to better meet the needs of our clients and our communities.

Fred Tan, Tax Principal
ftan@bdo.com

BDO Los Angeles
515 South Flower Street, 47th Floor
Los Angeles, CA 90071

Accountants and Advisors

www.bdo.com

© 2024 BDO USA, P.C. All rights reserved.





Fostering Belongingness in Nursing Schools

The American Association of Colleges of Nursing (AACN) has launched a new survey instrument to assist nurse educators in their work to create inclusive learning environments where all students have a strong sense of belonging and purpose. With funding provided by Johnson & Johnson, AACN adapted its Leading Across Multidimensional Perspectives (LAMP) Culture and Climate Survey to better assess the experiences of diverse nursing faculty, students and staff while identifying practices that facilitate student and professional success.

“Creating academic settings where all feel welcomed and supported is critical to the well-being and success of nurses engaged in academic and practice settings,” said Dr. Deborah Trautman, AACN president and chief executive officer. “AACN applauds Johnson & Johnson for supporting this critical work and the 51 nursing schools nationwide for their commitment to piloting our environmental assessment tool and for adding to our understanding about belongingness in nursing.”

As used in other disciplines, culture and climate surveys help academic administrators understand the experiences of students, faculty and staff as well as mechanisms essential to

facilitating student recruitment, retention, and persistence. AACN developed LAMP to identify and assess the unique environmental and programmatic characteristics of schools of nursing that facilitate engagement and success.

First piloted in 2019, AACN secured support from Johnson & Johnson to complete a national pilot study of the latest iteration of LAMP in 2023 with 51 nursing schools nationwide. This project, titled Building a Culture of Belonging in Academic Nursing, centered on scaling up the use of LAMP to better assess the experiences of nursing students, faculty and staff while identifying policies and practices that facilitate a sense of belonging. With assessment data collected from each constituent group, the survey supplied educators with the information needed to initiate change, target areas of growth, and improve student outcomes. AACN staff provided technical assistance to the pilot schools as well as final reports for each institution.

Key findings from the national report containing cumulative findings for the 2023 pilot survey include the following:

- In terms of belongingness, differences were found across the three surveyed groups: faculty, staff and students. Though 76% of fac-

‘Creating academic settings where all feel welcomed and supported is critical to the well-being and success of nurses engaged in academic and practice settings.’

ulty and 80% of staff feel connected with the campus community, just over 60% of students report feeling a strong sense of belonging.

- Over 50% of students agree that students of all races, ages, genders, sexual orientations and with disabilities are treated fairly. Greater than 75% of faculty and 55% of staff also agree.

- 32% of white students and 46% of African American and Asian students believe that subtle discrimination and microaggressions may exist in the structure of their programs. Among faculty, 55% of white faculty, 69% of African American faculty, and 61% of Asian faculty also agree.

- 81% of white students and 69% of Afri-

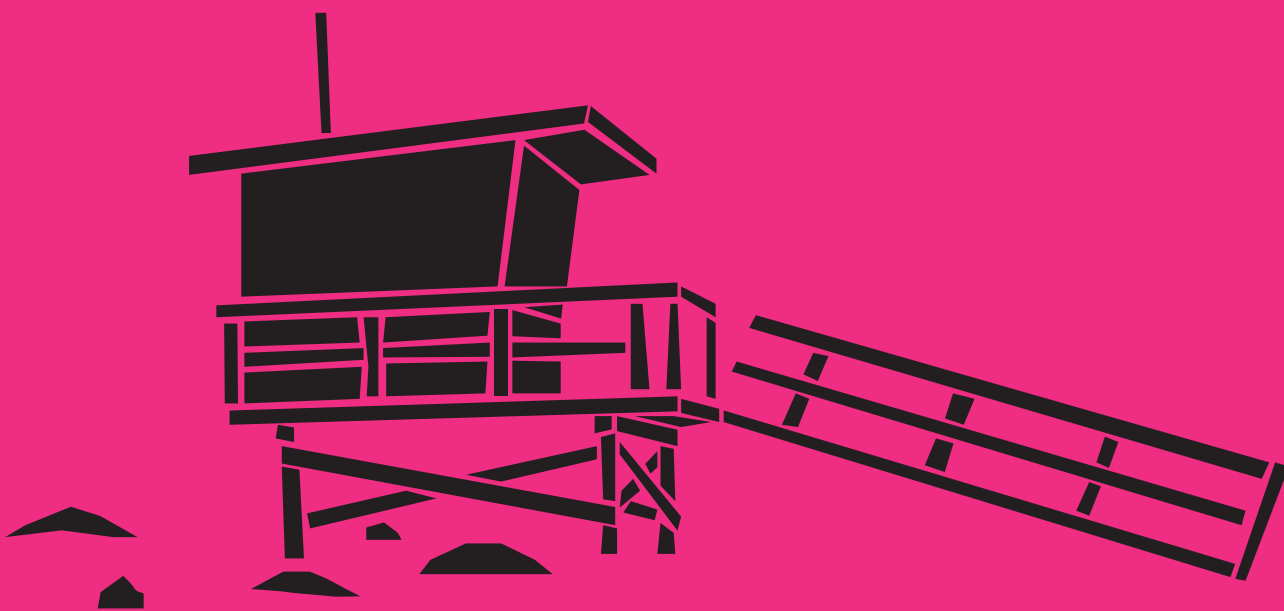
can American students believe that the curriculum appropriately addresses racial and ethnic diversity. Among faculty, 55% of white faculty, 68% of African American faculty, and 61% of Asian faculty agreed.

- A strong majority across all surveyed groups (74% and higher) agree that a diverse student body enhances the educational experience of all students.

These findings are based on a total of 9,049 survey responses received from 5,936 students, 2,283 faculty, and 830 staff from schools of nursing offering baccalaureate and/or higher degrees. AACN is preparing a more in-depth analysis of the pilot survey findings, which will be published in the Journal of Professional Nursing later this year.

The American Association of Colleges of Nursing (AACN) is the national voice for academic nursing representing more than 865 schools of nursing nationwide. AACN establishes quality standards for nursing education, influences the nursing profession to improve health care, and promotes public support of baccalaureate and graduate nursing education, research and practice. Learn more at aacnnursing.org.

Thank you for honoring Los Angeles Tourism with the 2024 Diversity, Equity + Inclusion Award



Los Angeles Tourism is proud to represent over 1,100 diverse Members across the city who depend on tourism for their livelihoods. Let's continue to leverage this economic power to create greater equity and opportunity in the City of Angels.



discoverla.com



US Department of State Releases FY 2023 Demographic Data

Earlier this year, the Secretary’s Office of Diversity and Inclusion released the Department’s FY 2023 DEIA demographic data, which is available on the interactive dashboard that hosts the Department’s DEIA Demographic Baseline Report (DBR): state.gov/deia-dbr.

The DBR is updated at the beginning of each calendar year and provides a bureau-by-bureau breakdown of the Department’s Civil and Foreign Service workforce by race, ethnicity, sex, disability, grade/rank, and job series/skill codes. The DBR includes Census data so the Department can see how it reflects the rich diversity of America and data from the US Department of Labor statistics which outlines who is available to be hired from the US labor market in any given job series skill codes.

Per Executive Order 14035 on Diversity, Equity, Inclusion and Accessibility in the Federal Workforce and in National Security and Foreign Policy Workforce, as directed by National Security Memorandum-3, the Federal Government must strengthen its ability to recruit, hire, develop, promote, and retain our nation’s talent and remove barriers to equal

opportunity. The Department’s DBR data is examined to identify if there are potential anomalies that may suggest a barrier to equal employment opportunity so that barrier analyses can be conducted to identify what policies, practices, and procedures may need to be changed to ensure equal opportunity.

The Department of State’s ability to achieve critical national security and foreign policy goals requires it to attract America’s best and brightest employees, regardless of race, ethnicity, gender, sexual orientation, disability, or diversity indicators such as status as a veteran or first generation American, socioeconomic status, or where they grew up. Conducting diplomacy that serves the interests and honors the values of the American people requires a Department of State that includes all Americans. Such a workforce gives us a unique advantage on the world stage. Advancing DEIA in our workplace is a national security imperative and the best way to ensure that the United States is positioned to handle the challenges—and opportunities—of the 21st Century.

Advancing DEIA in our workplace is a national security imperative and the best way to ensure that the United States is positioned to handle the challenges — and opportunities — of the 21st Century.

The dataset for the DBR represents all full-time, permanent, direct-hire Civil Service and Foreign Service employees as of September 30, 2023. Other staff, such as contractors of any type, as well as Locally Employed (LE) Staff, Interns, Eligible Family Members (EFMs), and Reemployed Annuitants (REAs) are not included in this report.

By transparently sharing the workforce data with employees, Congress, and the public, the Department demonstrates its commitment

to holding itself accountable for creating an environment where all employees have equal opportunity to reach their full potential and contribute to protecting and promoting U.S. national security interests.

Information is part of Diversity, Equity, Inclusion and Accessibility (DEIA) Demographic Baseline Report.

For questions, please contact diversity@state.gov.

NOMINATE TODAY!



The **Los Angeles Business Journal** is proud to host the **2024 Women’s Leadership Symposium & Awards**.

Nominate an outstanding associate, friend, co-worker or acquaintance today as we recognize these inspiring women leaders in our Community of Business™.

NOMINATION DEADLINE: FRIDAY, APRIL 5

To nominate, please visit labusinessjournal.com/events/wlsa2024

PLATINUM SPONSORS



GOLD SPONSORS

CSUN Nazarian | Mazars
McDermott Will & Emery | PNC Bank