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Greetings,

As Founder and Chair of the National Diversity Council, it has been a pleasure to see how this organization continues to make an impact in the diversity and inclusion field. Having the opportunity to lead such an astounding non-profit has allowed me to connect with various diversity leaders and experience the council’s growth as a diversity and inclusion resource.

Founded in 2008, the National Diversity Council is the first non-profit organization to bring together the private, public, and non-profit sectors to discuss the many dimensions and benefits of a multicultural environment. In the past year, the council has taken pivotal strides in our efforts to promote diversity and inclusion in the workplace. In 2015, we launched several successful initiatives, such as the DiversityFIRST™ Certification Program, which certifies graduates as NDCCDP (National Diversity Council Certified Diversity Professionals). Following a successful first year, we will be hosting the certification program in three major cities in 2016. In addition, we will also be hosting our Women in Leadership Symposiums across all fifty states for the first time, in addition to several international locations.

I would like to thank all of our partners, sponsors, volunteers, and attendees for their support. Visit our website www.nationaldiversitycouncil.org, to see how you can become more involved and brand yourself as a diversity champion.

Dennis Kennedy
Founder & Chair
National Diversity Council
Dear Friends,

As the recently appointed Chief Executive Officer, it is my pleasure to introduce the National Diversity Council’s first Annual Report. 2015 was a year defined by the continued pursuit of equity and inclusion across the nation. As our communities become increasingly diverse, our function as advocates for diversity is imperative in fostering a truly inclusive mindset.

Throughout the report, you will learn about the National Diversity Council’s footprint, leadership, membership, finances, and new initiatives. It is our hope that this overview will provide increased visibility into our 2015 efforts and highlight our greatest achievements.

The National Diversity Council experienced exponential growth last year. Some of our new initiatives included the Council for Latino Workplace Equity and our first international Women in Leadership Symposiums in London and Paris. Introducing these new programs and expanding into the global market has propelled our organization to new heights. We look forward to having an even greater scope and impact in 2016.

Thank you for taking time to review our progress and for your role in helping us grow. None of this would have been possible without the assistance of our dedicated volunteers, members, and corporate partners. Our value lies in leaders like you spearheading our community efforts to promote the importance of diversity and inclusion in the workplace. We hope that you will continue to engage with us for many years to come.

ANGELES VALENCIANO
Chief Executive Officer
National Diversity Council
LEADERSHIP
NATIONAL BOARD OF DIRECTORS

ELIZABETH CAMPBELL
Partner & Chief Diversity Officer
Andrews Kurth LLP

DENISE FOSTER
Global Diversity & Inclusion UPS

JENNIFER GUDENKAUF
Vice President, Leadership Development & Learning
Bloomin’ Brands

KAREN HILL
Sr. Vice President, Human Resources Transamerica

MEGHAN KAHN
Manager, Diversity & Inclusion Aerotek

DENNIS KENNEDY
Founder & Chairman
National Diversity Council

TBD
UA-A

FERNANDO LITTLE
Assistant Vice President, Diversity & Inclusion
Carolinas Healthcare System

MARIO MIDDLETON
National Director, Urban Community Development
University of Phoenix

PERIKA SAMPSON
Vice President & Regional Diversity Officer
Morgan Stanley

DIANA THOMAS
Executive Thought Leader, Advisor & Coach
Winning Results LLC

ELLEN TORBERT
Vice President, Diversity & Inclusion
Southwest Airlines

RODNEY MORRIS
Sr. Vice President
The Ellison Group

FERNANDO LITTLE
Assistant Vice President, Diversity & Inclusion
Carolinas Healthcare System

MARIO MIDDLETON
National Director, Urban Community Development
University of Phoenix

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Southwest Airlines

Karen Hill
Sr. Vice President, Human Resources
Transamerica

Rodney Morris
Sr. Vice President
The Ellison Group

Elizabeth Campbell
Partner & Chief Diversity Officer
Andrews Kurth LLP

Meghan Kahn
Manager, Diversity & Inclusion
Aerotek

Denise Foster
Global Diversity & Inclusion
UPS

Jennifer Guenkauf
Vice President, Leadership Development & Learning
Bloomin’ Brands

Karen Hill
Sr. Vice President, Human Resources
Transamerica

PeriKsa Sampson
Vice President & Regional Diversity Officer
Morgan Stanley

Diana Torbert
Vice President, Diversity & Inclusion
Southwest Airlines

Stephanie Turner
Director, Corporate Diversity & Inclusion
Lockheed Martin

Damon Williams, PhD
SVP, Chief Educational & Youth Development Officer
BP

Maine Women in Leadership Symposium
NDC Hosted 94 Dynamic Events in 2015
NORTHWEST REGION

WASHINGTON
Seattle
- Most Powerful & Influential Women Breakfast
- Women in Leadership Symposium
- Healthcare Diversity Summit

CALIFORNIA
San Francisco
- Women in Leadership Symposium
- Diversity & Leadership Conference
- Healthcare Diversity Summit

Silicon Valley
- Women in Leadership Symposium

Redwood Shores
- ERG Diversity Conference

Santa Clara
- Most Powerful Women in Technology Dinner

Orange County
- Women in Leadership Symposium
- Diversity Council Veterans Forum
- Multicultural Roundtable

Los Angeles
- Women in Leadership Symposium
- Healthcare Diversity Summit

Garden Grove
- Diversity & Leadership Conference

San Diego
- Multicultural Roundtable
- Women in Leadership Symposium
- Veterans Summit

COLORADO
Denver
- Most Powerful & Influential Women Breakfast
- Women in Leadership Symposium
SOUTHWEST REGION

OKLAHOMA

Oklahoma City
• Women in Leadership Symposium

TEXAS

Fort Worth
• Best Practices & DiversityFIRST Awards Luncheon

Richardson
• Best Practice & DiversityFIRST Awards Luncheon

Austin
• Healthcare Diversity Summit
• Women in Leadership Symposium
• Best Practices & DiversityFIRST Awards Luncheon

Houston
• Women’s Conference
• Consulting Leadership Roundtable: DiversityFIRST Awards Luncheon

ARIZONA

Scottsdale
• Healthcare Diversity Summit

Mesa
• Women in Leadership Symposium

Glendale
• DiversityFIRST Awards Luncheon

San Antonio
• Latino Leadership Conference
• Best Practice & DiversityFIRST Awards Luncheon
• Women in Leadership Symposium

Corpus Christi
• Young Women’s Leadership Symposium
• Women in Leadership Symposium
MIDWEST REGION

ILLINOIS

Chicago
• Women's Conference
• College Diversity Summit
• Leadership Conference

MINNESOTA

St. Paul
• Women in Leadership Symposium

OHIO

Toledo
• Women in Leadership Symposium

Cleveland
• Women in Leadership Symposium
• Multicultural Leadership Roundtable

Columbus
• Women in Leadership Symposium
• Diversity & Leadership Conference

Dayton
• Women in Leadership Symposium

Cincinnati
• Women's Conference
• Women in Leadership Symposium

MISSOURI

Webster Groves
• Women in Leadership Symposium
SOUTHEAST REGION

NORTH CAROLINA
Raleigh
• Diversity Best Practices Meeting

TENNESSEE
Memphis
• Women in Leadership Symposium

MARYLAND
Baltimore
• Women in Leadership Symposium

ALABAMA
Birmingham
• Women in Leadership Symposium
• Women's Conference

FLORIDA
Jacksonville
• Veterans Summit

GEORGIA
Atlanta
• Women in Leadership Symposium
• LGBT Allies Diversity Summit
• Leadership Conference
• College Diversity Summit

LOUISIANA
Baton Rouge
• Women in Leadership Symposium

New Orleans
• Healthcare Diversity Summit
• Women in Leadership Symposium
• Diversity Best Practices Meeting

ORLANDO
• Women in Leadership Symposium
• LGBT Allies Diversity Summit

TAMPA BAY
• Young Women's Leadership Symposium
• Women in Leadership Symposium

ST. PETERSBURG
• Legal Diversity Summit

MIIRAMAR
• Women in Leadership Symposium
• Corporate Responsibility Summit

FORT MYERS
• Women in Leadership Conference

FORT LAUDERDALE
• Women's Conference

MIAMI
• Women in Leadership Symposium
• Diversity & Leadership Conference
NORTHEAST & INTERNATIONAL REGION

NEW YORK
New York City
• College Diversity Summit
• Women in Leadership Symposium
• Diversity Best Practices Meeting
• Diversity & Leadership Conference
• Veterans Summit

PENNSYLVANIA
Philadelphia
• Diversity & Leadership Conference
• Healthcare Diversity Summit
• Women in Leadership Symposium

Pittsburgh
• Diversity Conference
• Women in Leadership Conference

MASSACHUSETTS
Boston
• Women In Leadership Conference
• Business & Leadership Summit

CONNECTICT
Hartford
• Diversity Best Practices Meeting

NEW JERSEY
Newark
• Diversity Best Practices Meeting
• Women in Leadership Symposium

FRANCE
Paris
• Women in Leadership Symposium

ENGLAND
London
• Women in Leadership Symposium
2015 was filled with great accomplishments for the National Diversity Council. Our commitment to encouraging diversity and inclusion has allowed us to build many treasured relationships with a variety of reputable organizations across the nation. These connections have expanded our reach and led us to new heights of financial growth.

Over the past year, the National Diversity Council increased corporate partner revenue by 30% and gained over half a million dollars in grants. As a non-profit organization, financial barriers create constraints that hinder our ability to grow and expand to new markets. Grants awarded throughout the year have contributed to filling the financial void and assisted with fulfilling the organization’s mission.

“I cannot begin to express how grateful we are to have received an abundant amount of support from our partners,” said Dennis Kennedy, Founder and Chair of National Diversity Council. “Their contributions have helped us reach new heights in contributing to the improvement of diversity and inclusion in the workplace.”

HSBC, a world-renowned financial institution, bestowed a grant worth $500,000 on the National Diversity Council. This funding allowed us to build our staff and improve event quality. As a result, we were able to successfully plan numerous conferences and symposiums with over 3,500 attendees throughout the year.

In addition, the National Diversity Council was also awarded a $30,000 grant by East West Bank and a $120,000 grant by Google to utilize Google AdWords, an online advertising tool. These funds also contributed to the expansion of the council, as they allowed us to enter new markets and put on a plethora of successful events.

As we move forward into 2016, the National Diversity Council will continue its mission to promote diversity across the nation with the goal of hosting an event in all 50 states for the first time. This can only be accomplished through the continued support and generosity of organizations that see the value of diversity and inclusion in the workplace and communities of our great nation.
In November of 2015, the National Diversity Council hosted the Inaugural DiversityFIRST™ Certification program in Houston, Texas. The 5-day event prepared 23 business leaders to implement diversity and inclusion initiatives within their organizations by certifying them as National Diversity Council Certified Professionals (NDCCDP).

“In today’s business world, diversity and inclusion is imperative in retaining top talent and ensuring continued growth,” said Dennis Kennedy, Founder and Chair of the National Diversity Council. “The DiversityFIRST™ certification program provides professionals with the tools they need to create an open and inclusive work environment.”

The DiversityFIRST™ Certification Program offered 5 days of intensive curriculum teaching qualified professionals the importance of diversity and inclusion. Topics such as “Cultural Competence,” “Inclusive Leadership,” and “Multigenerational Diversity” equipped participants with the knowledge required to implement effective diversity initiatives within their own organizations. After successfully completing the course material, participants took a comprehensive exam before graduating.

“I feel I have more tools in my toolbox to help my organization move forward in the D&I space. I will recommend this program and look forward to seeing how it progresses.”

— NDCCDP Graduate

Due to the tremendous success of the inaugural event, the National Diversity Council will host the DiversityFIRST™ Certification program in California, Florida and Texas in 2016, with the goal of certifying 100 professionals. For more information and to register for the certification program nearest you, please visit www.nationaldiversitycouncil.org/diversityFirst or contact Cecilia Orellana-Rojas at cecilia.orellana-rojas@nationaldiversitycouncil.org.
BUSINESS LEADERS RECOGNIZED AT INAUGURAL LATINO LEADERSHIP CONFERENCE

On October 28, 2015 the Council for Latino Workplace Equity (CLWE), a new initiative of the National Diversity Council, held its first program targeting the Latino community – the Inaugural Latino Leadership Conference. Themed “Latinos Rising Up to Leadership: The Time is Now,” the conference gathered expert leaders from various backgrounds and industries to collaborate and move the Latino agenda from awareness to action. The event provided a forum to discuss how a diverse workforce enhances our ability to address the needs of our increasingly diverse communities and more specifically, the needs of the ever-growing Hispanic community.

The conference began with two concurrent sessions in which attendees were able to attend workshops and panels on various topics relating to Latino leadership. Topics included: “Latinas as the New Paradigm Shifters,” “The State of Latinos in the U.S.,” and “Attracting, Developing, and Promoting the New Generation of Latino Leaders,” among others. Attendees also had the opportunity to network prior to the luncheon, as well as explore the exhibit on the history of Texan cultures on display at the conference venue, the University of Texas’ Institute of Texan Cultures. Participants would return to partake in additional breakout sessions after the luncheon.

Susi Collins of the Bill & Melinda Gates Foundation said of the event “It was inspiring to experience the commitment and energy of the various Latino professionals at the inaugural Latino Leadership Conference in San Antonio, Texas. I came away with questions to help push how I am thinking about diversity and inclusion in my own work.”

During the event luncheon, Angeles Valenciano, Chief Executive Officer of the National Diversity Council and Founder of the Council for Latino Workplace Equity, spoke on the purpose of the event and the need for initiatives like the Latino Leadership Conference to bolster the Latino community’s voice and influence. Tony Plana, esteemed actor, director, and Hispanic rights activist, served as keynote speaker, addressing the harmful stereotypes about the Latino/Hispanic community perpetrated by Hollywood. He shared his personal mission and efforts to educate Hispanic youth in the arts so that this segment of the population can be more represented within the media and therefore create a more accurate representation of Latinos in America.

The event luncheon culminated in the recognition of the 2015 Top Latino Leaders. This award serves to recognize those Latinos who have overcome barriers and achieved success within their careers to rise to the top of their respective organizations, paving the way for other Latinos to advance in the corporate arena as well. To view the 2015 award winners, please visit clwe.org/top25hispanicleaders/2015/.

The 2nd Annual Latino Leadership Conference is planned for August 11, 2016 in Miami, Florida. Eduardo Martinez, President of the UPS Foundation and Chief Diversity & Inclusion Officer for UPS, will serve as Keynote Speaker during the event luncheon. We invite you to join us at the FIU Kovens Conference Center as we celebrate “One Community, One Vision, One Action” and recognize the 2016 Top Latino Leaders.

For more information, please visit: clwe.org.
In 2015, the National Diversity Council, in partnership with King’s College and Capgemini, hosted the first global Women in Leadership Symposiums in London, England and Paris, France. The events provided a platform for dialogue on the role of women in the workplace. This year’s theme was, “Celebrating Leadership: The Power of Women in the Workplace.”

“I am thrilled with the success of our first global Women in Leadership Symposiums,” said Dennis Kennedy, Founder and Chair of the National Diversity Council. “This type of events allow a diverse group of successful women to unite their knowledge and experiences in order to improve gender equality in the workplace.”

These signature events serve as an introduction to the NDC’s advocacy for diversity on a global scale. They brought together an international panel of executives with extensive cross sector experience from Finland, Austria, Germany, England, India, Somalia and the US, amongst others. The events began with registration, breakfast and networking sessions.

Following the opening activities, the symposiums offered panel discussions featuring various topics such as “Corporate Playbook for Women,” “Cracking the Confidence Code – What Women Need to Know,” “Nice Girls Don’t Ask,” “Speak Like a Man,” and “My Styles, My Success.” During these discussions, the panelists shared some of the lessons learned from their successful careers. Question & answer sessions were also held at the events, promoting participation amongst the attendees. The symposiums concluded with recognition of sponsors.

Due to the great success of these global events, the National Diversity Council will hold additional Women in Leadership Symposiums across the world in 2016. To view the full schedule of events, please visit www.globaldiversitycouncil.org.
MEMBERSHIP

2015 INDIVIDUAL MEMBERSHIP DEMOGRAPHICS

MEMBERS BY GENDER

MEN 26%
WOMEN 73%

MEMBERS BY CAREER LEVEL

MEMBERS BY REGION

CALIFORNIA Women in Leadership Symposium
### 2015 FINANCIALS

#### REVENUE

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<tr>
<td>Laura Alvarado</td>
<td>Sr. Director of Operations &amp; Communications</td>
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<td>Lorena Barcenas</td>
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<tr>
<td>Albien Fezga</td>
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<td>Ameerah Mukayed</td>
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<td>Cecilia Orellana-Rojas</td>
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<td>Rachel Robledo</td>
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<tr>
<td>Ashlyn Outler</td>
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<tr>
<td>Sofia Reed</td>
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<td>Angeles Valenciano</td>
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<td>Lauren Truong</td>
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<tr>
<td>Dennis Kennedy</td>
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<tr>
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<tr>
<td>Mac Marshall</td>
<td>Program &amp; Event Manager</td>
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<tr>
<td>Jim Penny</td>
<td>Executive Director</td>
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<tr>
<td>Dejoron Thorpe</td>
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<td>Kelly Williams</td>
<td>Coordinator</td>
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