# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Welcome</td>
<td>3</td>
</tr>
<tr>
<td>Dennis Kennedy</td>
<td></td>
</tr>
<tr>
<td>Angeles Valenciano</td>
<td></td>
</tr>
<tr>
<td>Leadership</td>
<td>5</td>
</tr>
<tr>
<td>National Board of Directors</td>
<td></td>
</tr>
<tr>
<td>Accomplishments &amp; Achievements</td>
<td>6</td>
</tr>
<tr>
<td>2016 Events</td>
<td></td>
</tr>
<tr>
<td>Premier Events Spotlight</td>
<td></td>
</tr>
<tr>
<td>Membership</td>
<td>18</td>
</tr>
<tr>
<td>Individual</td>
<td></td>
</tr>
<tr>
<td>Corporate</td>
<td></td>
</tr>
<tr>
<td>Financials</td>
<td>20</td>
</tr>
<tr>
<td>Staff</td>
<td>21</td>
</tr>
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</table>
Greetings,

As Founder and Chair of the National Diversity Council, I can say wholeheartedly that I am truly proud of the many accomplishments that this organization has achieved thus far. My journey with this company has allowed me the opportunity to work alongside many great diversity leaders across the nation. I am grateful for everything I have learned along the way.

Since founding the National Diversity Council in 2008, our growth has been exponential in many areas. In 2016, we expanded our DiversityFIRST™ Certification Program to 2 additional states allowing 65 graduates to be named National Diversity Council Certified Diversity Professionals. We also had the pleasure of seeing one of our most successful events, the Women in Leadership Symposium, expand to 2 international locations: Toronto, Canada and Mexico City, Mexico.

Following an undeniably successful year, we plan to continue expanding our events and strengthening our initiatives across the board. In the spirit of inclusiveness and global unity, we hope that our work in 2017 continues to highlight the true value of diversity in the workplace.

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 & Chairman
National Diversity Council
Friends,

Welcome to the National Diversity Council’s 2016 Annual Report. This past year was a one of exponential growth and renewed purpose for the National Diversity Council. Over the course of the year it became increasingly more evident that there was a great need for organizations such as ours that bring awareness about and foster an appreciation for diversity & inclusion efforts within the workplace and community. It is only with the support of our dedicated corporate partners, staff, members, and volunteers that we were able to make an impact across the nation.

It is our hope that this report will expand visibility into our programs. Throughout the annual report you will learn about the National Diversity Council’s leadership, membership, finances, new initiatives, and continued successes. Not only were we able to further develop our signature initiatives, such as our esteemed conferences and DiversityFIRST™ Certification Program, but we were also able to broaden our scope as we held events in Mexico and Canada for the first time in 2016.

We thank you for your interest in the National Diversity Council’s mission and vision. It is due to your passion and enthusiasm for our organization that we can continue to fulfill our goals. We look forward to your continued involvement in and impact on our national and local initiatives.

ANGELES VALENCIANO
Chief Executive Officer
National Diversity Council
LEADERSHIP

NATIONAL BOARD OF DIRECTORS

ELIZABETH CAMPBELL
Partner & Chief Diversity Officer
Andrews Kurth LLP

HARRIET DOMINIQUE
Senior Vice President
Corporate Responsibility & Community Affairs
USAA

EMILY FLETTY
Head of Talent & Development
Direct Energy

DENISE FOSTER
Global Diversity & Inclusion
UPS

MEGHAN KAHN
Manager, Diversity & Inclusion
Aerotek

DENNIS KENNEDY
Founder & Chair
National Diversity Council

DEANDRE JONES
Vice President & Regional GM
American Express

MARIO MIDDLETON
National Director, Urban Community Development
University of Phoenix

JAMES TAYLOR
Chief Diversity & Inclusion Officer
UPMC

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

ELLEN TOLBERT
Vice President, Diversity & Inclusion
Southwest

PERIKA SAMPSON
Vice President & Regional Diversity Officer
Morgan Stanley

KAREN HILL
Chief Diversity and Inclusion Officer
Transamerica Life Insurance Company

RODNEY MORRIS
Senior Vice President
The Elliot Group

ELIZABETH CAMPBELL
Partner & Chief Diversity Officer
Andrews Kurth LLP

HARRIET DOMINIQUE
Senior Vice President
Corporate Responsibility & Community Affairs
USAA

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Head of Talent & Development
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Global Diversity & Inclusion
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Aerotek

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Founder & Chair
National Diversity Council

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Vice President & Regional GM
American Express

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National Director, Urban Community Development
University of Phoenix

JAMES TAYLOR
Chief Diversity & Inclusion Officer
UPMC

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Executive Thought Leader, Advisor & Coach
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Vice President, Diversity & Inclusion
Southwest

PERIKA SAMPSON
Vice President & Regional Diversity Officer
Morgan Stanley

KAREN HILL
Chief Diversity and Inclusion Officer
Transamerica Life Insurance Company

RODNEY MORRIS
Senior Vice President
The Elliot Group
NDC HOSTED 108 DYNAMIC EVENTS IN 2016
WASHINGTON

Seattle
- Inaugural Washington Women’s Conference
- Women in Leadership Symposium
- Inaugural Washington LGBT Roundtable

OREGON

Portland
- Women in Leadership Symposium

CALIFORNIA

San Francisco
- Women in Leadership Symposium
- Diversity & Leadership Conference

Silicon Valley
- Women in Leadership Symposium
- Women’s Tech Roundtable

Santa Clara
- Women in Leadership Symposium
- Most Powerful Women in Tech Dinner

Orange County
- Women in Leadership Symposium

Long Beach
- Diversity & Leadership Conferences

Los Angeles
- Women in Leadership Symposium

City of Hope
- Financial Fitbit

San Diego
- Multicultural Roundtable
- Women in Leadership Symposium
- Healthcare Diversity Summit

COLORADO

Denver
- Women in Leadership Symposium
- Diversity Boot Camp

HAWAII

Honolulu
- Women in Leadership Symposium
SOUTHWEST REGION

TEXAS

Dallas
• Women in Leadership Symposium
• Best Practices and DiversityFIRST™ Awards Luncheon
• Healthcare Diversity Summit

Fort Worth
• Best Practices and DiversityFIRST™ Awards Luncheon
• Women in Leadership Symposium

Richardson
• Women in Technology Symposium

Central Texas
• Best Practices and DiversityFIRST™ Awards Luncheon
• Healthcare Diversity Summit
• Women in Leadership Symposium
• Young Women’s Leadership Symposium

Montgomery County
• Women in Leadership Symposium

Houston
• Women’s Conference
• Texas D&L Conference
• DiversityFIRST™ Certification Program
• Women in Leadership Symposium
• Best Practices and DiversityFIRST™ Awards Luncheon
• Healthcare Diversity Summit

San Antonio
• Women in Leadership Symposium
• Best Practices and DiversityFIRST™ Awards Luncheon
• Healthcare Diversity Summit
• Veterans Summit
• Young Women’s Leadership Symposium

Corpus Christi
• Women in Leadership Symposium
• Healthcare Diversity Summit
• Young Women’s Leadership Symposium

ARIZONA

Scottsdale
• Women in Leadership Symposium
ILLINOIS

Chicago
- Women’s Conference
- College Diversity Summit
- Legal Women in Leadership Symposium
- Women in Leadership Symposium

Peoria
- Women in Leadership Symposium

WISCONSIN

Madison
- Women in Leadership Symposium

OHIO

Toledo
- Women in Leadership Symposium

Cleveland
- Women in Leadership Symposium
- Healthcare Diversity Summit

Columbus
- Women in Leadership Symposium
- Healthcare Diversity Summit
- Leadership Roundtable
- Diversity and Leadership Conference

Dayton
- Women in Leadership Symposium

Cincinnati
- Women’s Conference

MISSOURI

Chesterfield
- Women in Leadership Symposium
ACCOMPLISHMENTS & ACHIEVEMENTS

EVENTS

SOUTHEAST REGION

NORTH CAROLINA
Chapel Hill
• Women in Leadership Symposium

TENNESSEE
Memphis
• Women in Leadership Symposium
Nashville
• Women in Leadership Symposium

KENTUCKY
Louisville
• Women in Leadership Symposium

VIRGINIA
Virginia Beach
• Women in Leadership Symposium

FLORIDA
Jacksonville
• Veterans Summit
Orlando
• Women in Leadership Symposium
• LGBT Allies Diversity Summit
• Diversity & Leadership Conference
Tampa Bay
• Women in Leadership Symposium
• Young Women’s Leadership Symposium
St. Petersburg
• Legal Diversity Summit
Pompano Beach
• Diversity Best Practices Meeting
Fort Lauderdale
• Healthcare Diversity Summit
Miami
• Women in Leadership Symposium
• National Latino Leadership Conference

LOUISIANA
Baton Rouge
• Women in Leadership Symposium

New Orleans
• Women in Leadership Symposium

GEORGIA
Atlanta
• Women in Leadership Symposium
• LGBT Allies Diversity Summit
• Leadership Conference
• Talent & Diversity Best Practices Summit
• Spring Mixer
ACCOMPLISHMENTS & ACHIEVEMENTS

EVENTS

NORTHEAST REGION

MASSACHUSETTS
- Boston
  - Women in Leadership Symposium

MAINE
- Portland
  - Women in Leadership Symposium

VERMONT
- Burlington
  - Women in Leadership Symposium

CONNECTICUT
- Hartford
  - Diversity Best Practices Meeting
  - Women in Leadership Symposium
  - Generational Diversity Summit

RHODE ISLAND
- Providence
  - Women in Leadership Symposium

PENNSYLVANIA
- Philadelphia
  - Diversity & Leadership Conference
  - Healthcare Diversity Summit
  - Women in Leadership Symposium
  - College Diversity Summit

- Pittsburgh
  - Leadership Conference
  - Women in Leadership Symposium

NEW YORK
- New York City
  - Generational Diversity Summit
  - Women in Leadership Symposium
  - Diversity Best Practices Meeting
  - Diversity & Leadership Conference

- New York City
  - Women in Leadership Symposium

NEW JERSEY
- Newark
  - Diversity Best Practices Meeting

- Parsippany
  - Women in Leadership Symposium

- Bedminster
  - Generational Diversity Summit
INTERNATIONAL

EVENTS

CANADA
- Toronto
- Women in Leadership Symposium

MEXICO
- Mexico City
- Women in Leadership Symposium

ENGLAND
- London
- Women in Leadership Symposium
DIVERSITYFIRST™ CERTIFICATION PROGRAM EXPANDS TO THREE CITIES IN 2016

Realizing a longtime goal, the National Diversity Council launched its DiversityFIRST™ Certification Program in 2015. The inaugural class took place in Houston, TX and graduated 23 Certified Diversity Professionals (CDPs). This past year, the program expanded into two additional cities - Gardena, CA; and Tampa, FL – marking the first time the program was held on the East Coast and West Coast U.S. markets. The 2016 sessions graduated an additional 42 cohorts, comprised of individuals from across the nation who participated in the program in order to be trained in diversity & inclusion, bringing the total of CDPs the program has produced to 65.

“This concept was several years in the making, however we are proud of the graduates’ accomplishments and contributions they will make to fostering diversity & inclusion in the workplace,” said Dennis Kennedy, Founder & Chair of the National Diversity Council.

In addition to the geographical expansion, the DiversityFIRST™ Certification Program further developed its curriculum as well, incorporating updated data and feedback from the inaugural class. Dr. Cecilia Orellana-Rojas, Vice President of Strategy & Research for the National Diversity Council, explains “we have gone to extraordinary lengths to ensure that our graduates receive the finest, timeliest, and most relevant knowledge available in the evolving field of Diversity & Inclusion.” The program has also re-launched its website including a DiversityFIRST™ Graduate Network platform that will facilitate the continued exchange of ideas and networking opportunities between previous participants of the program.

The National Diversity Council would like to give a special thanks to the sponsors who hosted the 2016 sessions: University of Houston - Downtown, University of Phoenix, the University of Tampa and Sodexo. Without their support, we would not be able to bring this valuable program to various regions across the nation.

For information on the 2017 DiversityFIRST™ Certification Program sessions, please visit: www.diversitycertificationprogram.org

“THIS IS A PHENOMENAL PROGRAM, AND A POTENT COMBINATION OF CURRENT BEST PRACTICE AND REAL-WORLD APPLICATION. I LEARNED A GREAT DEAL FROM THE FACILITATORS AND FROM MY FELLOW CLASSMATES, AND I WILL BE ABLE TO APPLY WHAT I LEARNED IMMEDIATELY.”

-DIRECTOR, GLOBAL LEARNING & DEVELOPMENT
In 2016, the National Diversity Council had the pleasure of expanding our global reach by hosting Inaugural Women in Leadership Symposiums in Toronto, Canada and Mexico City, Mexico. Each event found success in creating dialogue that contributes to the improvement of diversity and inclusion in the workplace. The theme of the 2016 symposium was “Securing Your Place at the Table,” or “Asegurando su Lugar en la Mesa.”

“It makes me extremely proud to see the growth of our Women in Leadership Symposiums’ said Dennis Kennedy, Founder and Chair of the National Diversity Council. “Expanding our reach into new global markets allows us the opportunity to honor exceptional women for their professional success around the world.”

The Inaugural Mexico City Women in Leadership Symposium took place on July 20, 2016. The event opened with networking, breakfast, and a warm welcome from AT&T and Neilson representatives. Our very own Chief Executive Officer, Angeles Valenciano had the pleasure of moderating the various panel discussions presented. Featured panelists at the Mexico City Women in Leadership Symposium included outstanding female leaders from companies such as AT&T, American Express, Neilson, HSBC, and Unilever.

“Southwest Airlines is very excited to expand service to Mexico and Latin America,” said Ellen Tolbert, Vice President of Diversity and Inclusion at Southwest Airlines during a January meeting of the NDC Board of Directors. “It was an extraordinary experience to be part of the Inaugural Women in Leadership Symposium in Mexico City and I am thrilled with its great success.”

The Toronto Women in Leadership Symposium took place on July 7, 2016 at Torys LLP. The symposium offered a moderated panel discussion covering topics such as “Finding Your Own Voice, “The Courage to Lead,” and “Positioning Yourself for the Next Big Opportunity.” Our distinguished group of panelists utilized this platform to share their experiences and the many lessons they learned along the way. This event would not have been a success without the assistance of our exceptional sponsors Torys LLP, Jetall, and Xerox.

“It was a pleasure to be in the event,” said Margaret Zanel, Vice President of Strategy & Business Transformation at Xerox. “Incredible women and a great cohort of women in the audience. I loved attending and learned a lot myself.”

Following the success of these international symposiums, the National Diversity Council looks forward to hosting this event in additional locations around the world in 2017. To get more information on our 2017 international Women in Leadership Symposiums, please visit www.globaldiversitycouncil.org.
On October 27, 2016, the National Diversity Council received a great surprise during the Gulf Coast Best Practices & DiversityFIRST™ Awards Luncheon. Mayor Sylvester Turner officially declared October 27th as Dennis Kennedy Day in the City of Houston. This ceremonial proclamation is reserved for organizations or individuals that have utilized their talent and resources to make a positive impact on their communities.

“It is an amazing feeling to receive such an honor,” said Dennis Kennedy, Founder and Chair of National Diversity Council. “Knowing that my efforts have had such an impact confirms that all of the hard work is worth it. It feels great to have my very own spot on the City of Houston calendar.”

The City of Houston extended this honor in recognition of Mr. Kennedy’s unwavering passion for people and his dedication to ensuring all individuals receive equal opportunities in the workplace regardless of their personal backgrounds. The various events hosted by the National Diversity Council bring together fellow diversity professionals to advocate for the improvement of diversity and inclusion in the workplace. National Diversity Council events currently take pace in all 50 states in the U.S. and 3 countries around the world.

Dennis Kennedy joins the likes of notable Houstonians with their own day such as labor leader and civil rights activist, Delores Huerta, Texas Heart Institute President, James T. Willerson, MD, and Olympic Gymnast Simone Biles.
In 2016, the National Diversity Council was fortunate to have been represented by several staff and advisory board members within our local chapters who dedicated their time and resources in service to the community. We are proud to have committed staff and volunteers who truly embody the spirit of diversity & inclusion and who work to implement the National Diversity Council’s mission and vision within their local communities.

**Tampa, FL:** Florida Coordinator, Ameerah Mukayed, volunteered as staff for Community Tampa Bay’s ANYTOWN program – a 5-day residential program for teens where they experience cross-cultural interactions and learn to champion diversity & inclusion within their schools and neighborhoods.

**Jacksonville, FL:** Chapter advisory board volunteered at the Clara White Mission serving breakfast to 456 men, women, children, and veterans.

**Houston, TX:** Texas Diversity Council staff volunteered at the Houston Food Bank, a non-profit organization that collects and distributes food to hunger relief charities.
ACCOMPLISHMENTS & ACHIEVEMENTS

PREMIER EVENTS SPOTLIGHT

GIVING BACK TO OUR LOCAL COMMUNITIES

Orlando, FL: Sock donation drive held in conjunction with Winter Mixer benefiting the Coalition for the Homeless of Central Florida

Houston, TX: Dennis Kennedy Foundation donated bicycles to second graders at Dezavala Elementary School

Houston, TX: Dennis Kennedy Foundation awarded several scholarships to local youth

Tampa, FL: Toiletries donation drive held in conjunction with Winter Mixer benefiting Metropolitan Ministries

Join us as we continue to give back in 2017!
MEMBERSHIP

2016 INDIVIDUAL MEMBERSHIP DEMOGRAPHICS

MEMBERS BY GENDER

Men: 23%
Women: 77%

MEMBERS BY CAREER LEVEL

CONSULTANT: 6%
ENTREPRENEUR: 3%
ENTRY-LEVEL: 10%
MIDLEVEL: 44%
SENIOR LEVEL: 29%
EXECUTIVE: 8%

MEMBERS BY REGION

NORTHWEST: 23%
NORTHEAST: 19%
MIDWEST: 17%
SOUTHWEST: 2%
SOUTHEAST: 39%
MEMBERSHIP

CORPORATE MEMBERSHIP

21st Century Oncology
AAA of Michigan
Abundance Leadership Consulting
Addeco Group
Aerotek
AIG
Air Liquide
Air Products
Alamo Colleges
Alliance
Amegy Bank
American Express
American General Life
American Honda Motor Company, Inc.
American Signature
Andrews Kurth
Applied Materials, Inc
Appio
Archer Daniels Midland Company (ADM)
Arizona State University
AT&T
Aultman Hospital
Aviall Inc
B. Braun Medical Inc.
Bacardi
Baldwin Wallace University
Banner Health
Bayor Scott & White Health
Bayou City Event Center
Bayside Printing
BD
Black Knight Financial Services
Bloomin’ Brands
Blue Cross Blue Shield of Louisiana
Blue Cross Blue Shield of Michigan
Blue Shield California
Bluestone Wealth Partners
Bob Evans, Inc
Bricker & Eckler LLP
Bridgeway Health Solutions
Brinker International
Broadway Bank
Broward Health
Burnett Specialist
Cameron Mitchell Restaurants
Campbell Ewald
Campbell Soup Company
Capalino + Company
Capgemini
Capital Metro
Carolina Healthcare System
CB&I
Center for Performance Learning
Centerpoint Energy
Charter Communications
Charts
CHE St. Luke’s Health
Chirsto Rey Jesuit
Christus Health
CHRISTUS Santa Rosa Health
Cigna
Citigroup
City National Bank
City of Corpus Christi
City of Dallas
City of Hope
City of Houston
City of San Antonio
Clark State Community College
ClarkDietrich Building Systems
Cleo
Colliders International
Columbus State Community College
Comcast
Compass Tech International
Constellation Energy
Cornerstone Home Lending, Inc.
CORP! Magazine
Country Financial
Cox Communications
CPS Energy
Cracker Barrel
Crystal Stairs, Inc.
CVS
Dallas Area Rapid Transit (DART)
Dallas Convention & Visitors Bureau
Dallas County Community College District (DCCCD)
Dana Holdings Inc
Dave & Buster’s Entertainment
David A. Straz, Jr. Center for the Performing Arts
DayVita
Day Pitney
DCAS
Del Mar College
Denbury
Denison University
Denton
Detroit Energy
Detroit Public Television
DFW International Airport
Direct Energy
Discover Financial Services
Drexel University
DSW
Empath Health
Energy
Enterprise Holdings
ESPN
Events of Significance
Everbank
Experis
Farmer’s Insurance
Feichter Advertising
Federal Reserve Bank of Dallas
Fiat Chrysler (FCA)
FirstEnergy
Florida International University
Florida Virtual School
FordHarrison LLP
Friedlein Companies, Inc.
GAF
GameStop
Giant Eagle
Global Collaborations
Global Printing
Golf Channel
Great Parks of Hamilton County
Greater Austin Hispanic Chamber of Commerce
Greater Dallas Asian Chamber of Commerce
Greeley and Hansen
Grow Financial Federal Credit Union
Gulf Interstate Engineering
Halliburton
Harland Clarke Corp.
Harris Health
Haynes and Boone, L.L.P.
HEB
Hess Corporation
Hexion, Inc
Hilcorp Energy
Hillenbrand
Hilton Grand Vacations
Holiday Inn Club Vacations
Horizon Blue Cross Blue Shield
Houston Department of Health and Human Services
Houston Methodist
HSBC
Humana
Huntington Bank
INROADS
Intercontinental Hotel Group
Jeni’s Splendid Ice Creams
Jetall Companies
JM Family Enterprises Inc
John Carroll University
Johnson & Johnson
Johnson Matthey
Jones Walker LLP
Jud’s World - The World of Autism Through the Eyes of a Mother
Keck Medicine of USC
Kelley-Seibold
Kendall College
KOA Motors America
KPRS
KPMG
Leadership Advisory Board
Lee Hechti Harrison
Liberty Mutual Insurance
Lincoln Financial Group
Lockheed Martin
Lone Star College System
LSC Communications
Luby’s Fuddruckers
LumineX
MARS
MARTA
McDonalds
Medical Mutual
Medimpact Healthcare Systems
Meijer
Memorial Hermann Hospital
Mercedes Benz Financial Services
METRO Transportation Authority
Miami University Farmer School of Business
Monty & Ramirez LLP
Morrison & Foerster LLP
Mount Carmel Health System
MWH Public Relations
National Grid
Neeley School of Business at TCU
Nestlé, USA
Newmont Mining Corporation
Newton Consulting
NextEra Energy
Nielsen
Northern IL University College of Engineering
Northstar Anesthesia
Nova Southeastern University
NYC Department of IT
Occidental Petroleum Corporation (Oxy)
OCLC
ODELL RESOURCES
Ohio Wesleyan University
Orange Lake Resorts
Panasonic
Pathone Inc
PCOM
PGA Tour
Phillips 66
Popeyes
PPL
Pratt & Whitney
Praxair, Inc.
Premier Health Partners
PricewaterhouseCoopers
ProMedica
Proskauser Rose LLP
Prudential Financial
PSCU
Quantum Health
Quarles & Brady LLP
Radespace Hosting
Raymond Group
Raytheon Company
Regina Rogers
Republic Services
Rev1 Ventures
Richard’s Disposable Inc.
Right Management
RR Donnelly
Rutgers Business School
Saint David’s Healthcare
Saint Leo University
SAP
SCE
Scott’s Miracle Grow
Seton Healthcare Family
Sherwin Williams
Siemens PLM Software
SNBC
Sodexo
Southern Grocers LLC
Southwest Airlines
Southwest Research Institute
Spectra Energy
St. David’s Healthcare
State Bar Association
State Farm
STP Nuclear
Strasser & Price LLP
Strategic Restaurants Acquisition Company, LLC
(Burger King)
Strat Center for the Performing Arts
Sun Trust Bank
Symantec
TEDCU Your Credit Union
Tech Data Corporation
TENFOLD
Tesoro Corporation
Texas A&M University-Commerce
Texas Business Alliance
Texas Health Resources-Presbyterian Dallas Hospital
Texas Instruments
Texas Tech University
The Boeing Company
The City of Corpus Christi
The Home Depot
The Ohio State College of Nursing
The Texas A&M University College of Food, Agricultural, and Environmental Sciences
The Timken Companies
The University of Texas at Arlington
The University of Texas at Austin
The University of Texas at San Antonio
The University of Texas M. D. Anderson Cancer Center
The University of Texas at Austin Branch Campus
Thrivent Financial
Timken Steel
Toyota Motor Manufacturing, Texas, Inc.
Transamerica
TriHealth
UBS
Unions
United Airlines
University of Central Florida
University of Cincinnati
University of Houston-Downtown
University of Michigan
University of Phoenix
University of San Francisco
University of the Incarnate Word
University of Toledo
UPS
US Oncology
USA
USDA/OCF/NIC
USF Federal Credit Union
UT Southwestern Medical Center
Valero Energy Corporation
VALIC
Vantiv
Verizon Wireless
VIA Metropolitan Transit
Wal-Mart
Wayne State University
Webk Resorts
Wells Fargo
Westchester Medical Clinic
WGU Texas
Williams-Sonoma, Inc.
Winston
Worthington P.C.
Wood Mackenzie
Worley Parsons
Wyant Pearson
Wyant State University
Wyndham Vacation Ownership
### REVENUE

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<tr>
<td>Consulting</td>
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<tr>
<td>Corporate Membership</td>
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<tr>
<td>Diversity Certification</td>
<td>138,000</td>
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<tr>
<td>Events</td>
<td>301,914</td>
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<tr>
<td>General Donation</td>
<td>13,359</td>
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<tr>
<td>Grants</td>
<td>179,500</td>
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<tr>
<td>Individual Membership</td>
<td>23,315</td>
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<tr>
<td>Webinars</td>
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**Total Revenue** 1,876,418

### EXPENSES

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<tbody>
<tr>
<td>Consulting and Training</td>
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<tr>
<td>Events</td>
<td>133,810</td>
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<tr>
<td>Operations</td>
<td>1,650,450</td>
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</table>

**Total Expenses** 1,790,260

### CHANGE IN NET ASSETS

86,158
<table>
<thead>
<tr>
<th>Name</th>
<th>Title/Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Laura Alvarado</td>
<td>Sr. Director of Operations &amp; Communications</td>
</tr>
<tr>
<td>Lorena Barcenas</td>
<td>Coordinator</td>
</tr>
<tr>
<td>Brandy Berry</td>
<td>Coordinator</td>
</tr>
<tr>
<td>Jason DeGroot</td>
<td>Chief Financial Officer</td>
</tr>
<tr>
<td>Albien Fezga</td>
<td>Front End Web Developer</td>
</tr>
<tr>
<td>Shalom Gibtsawi</td>
<td>National Programs and Event Coordinator</td>
</tr>
<tr>
<td>Kelsea Haught</td>
<td>Senior Coordinator</td>
</tr>
<tr>
<td>Crysta Hernandez</td>
<td>Business Development Coordinator</td>
</tr>
<tr>
<td>Daniel Juday</td>
<td>Director, Ohio Diversity Council</td>
</tr>
<tr>
<td>Nama Kanate</td>
<td>Coordinator</td>
</tr>
<tr>
<td>Dennis Kennedy</td>
<td>Founder and Chairman</td>
</tr>
<tr>
<td>Darlene King</td>
<td>Director</td>
</tr>
<tr>
<td>Jason Lee</td>
<td>Front End Web Developer</td>
</tr>
<tr>
<td>Jasmine Mack</td>
<td>Communication Specialist</td>
</tr>
<tr>
<td>Mae Marshall</td>
<td>Director of Programs, Events and Membership</td>
</tr>
<tr>
<td>Nermeen Marzouk</td>
<td>Graphic Designer</td>
</tr>
<tr>
<td>Carlos Mavins</td>
<td>Business Development Coordinator</td>
</tr>
<tr>
<td>Emily McDonald</td>
<td>Research Assistant/Grant Writer</td>
</tr>
<tr>
<td>Brittney Morgan</td>
<td>Coordinator</td>
</tr>
<tr>
<td>Amerah Mukayed</td>
<td>Program &amp; Communications Lead</td>
</tr>
<tr>
<td>Lanre Ogunbufunmnia</td>
<td>Coordinator</td>
</tr>
<tr>
<td>Cecilia Orellana-Rojas, Ph.D.</td>
<td>VP Strategy and Research</td>
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<tr>
<td>Dejoron C. Thorpe, MBA, PHR</td>
<td>Research &amp; Development Lead</td>
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<tr>
<td>Lauren Truong</td>
<td>Graphic Designer</td>
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<tr>
<td>Angeles Valenciano</td>
<td>Chief Executive Officer</td>
</tr>
<tr>
<td>David Vanek</td>
<td>Business Development</td>
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<tr>
<td>Avauna Walker</td>
<td>Coordinator</td>
</tr>
<tr>
<td>Jackie Williams</td>
<td>Senior Graphic Designer</td>
</tr>
<tr>
<td>Demaria Woods</td>
<td>Front End Web Developer</td>
</tr>
<tr>
<td>Brittnay Wright</td>
<td>Coordinator</td>
</tr>
<tr>
<td>Michael Zamora</td>
<td>Communications, Graphics, &amp; Web Manager</td>
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</tbody>
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