Join us in celebrating 10 years of diversity, equality and unity!
HISTORY

The NDC 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. The success of the Texas Diversity Council (established in 2004) served as a catalyst for the National Diversity Council, launched in the fall of 2008. The National Diversity Council is a forerunner of community-based, national organizations that champion diversity and inclusion across the country. It is currently made up of state and regional councils, the National Women’s Council, the Council for Corporate Responsibility, and the Center for Community Leadership.

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VISION & MISSION

Our Vision on Making the World a Better Place

The vision of the National Diversity Council is to cultivate a nationwide network of affiliated councils to advance diversity and inclusion by transforming our workplaces and communities into inclusive environments where individuals are valued for their talents and empowered to reach their fullest potential.

Our Mission on Making the World a Better Planet

The mission of the NDC is to be both a resource and an advocate for the value of diversity and inclusion. The NDC serves as the umbrella organization to support our statewide and regional affiliates, which foster an understanding of diversity and inclusion as a dynamic strategy for business success and community well-being through various initiatives.
Greetings,

As we approach the end of our 10-year anniversary and wrap up another incredible year, it is hard to believe that the time has gone by so quickly. Since founding the National Diversity Council in 2008, our growth has been exponential in many areas. As we continue to grow in furthering the awareness of diversity and inclusion I am certain that our efforts would be nothing without the the many individuals who contribute to our success and has made a significant impact over the past decade.

This year we’ve promoting inclusion and empowerment of women as we made our way around the world on the WILS (Women in Leadership Symposium) World Tour, doubled our registrants for our distinguished DiversityFirst Certification Program and shared our journey to 10 years in Southwest Airlines’ Spirit magazine. It has truly been a year of celebration!

As we look forward to the upcoming year, we plan to continue expanding our events and strengthening our initiatives both nationally and globally. Again, I would like to thank all of our partners, sponsors, volunteers, and attendees for their continued support.

To find more information on how you can become a more involved and brand yourself as a diversity champion, please visit our website at www.nationaldiversitycouncil.org.

DENNIS KENNEDY
Founder & Chair
National Diversity Council

“I AM BEYOND GRATEFUL FOR EVERY EXPERIENCE I’VE HAD ALONG THE WAY”
Dear NDC Family,

Welcome to the 2018 National Diversity Council Annual Report. I am extremely proud, as someone who has been with this organization since day one, to have celebrated 10 years of successfully advocating for diversity and inclusion on an international scale. Being able to witness the growth of the company, our employees and our supporters has been such a fulfilling experience. This year, like many others, has been one to remember and I look forward to sharing with you all.

To say that 2018 has been a year of growth is definitely an understatement. An example of this growth that I am most proud of is the expansion of our DiversityFIRST™ Certification Program. After hosting only 3-5 programs per year since its inception in 2015, we successfully doubled our presence by hosting 10 programs across the nation in 2018. We are immensely pleased with the turnout and send our most heartfelt congratulations to our 140 newly graduated Certified Diversity Professionals (CDPs).

We would like to thank you all for joining the National Diversity Council as we have worked tirelessly to improve diversity and inclusion in workplaces and communities around the world. In celebration of the many ups, and despite the equally present downs, this journey has been nothing short of amazing. Cheers to another 10 years to come.

With great appreciation,

ANGELES VALENCIANO
CEO
National Diversity Council

“WE LOOK FORWARD TO YOUR CONTINUED INVOLVEMENT”
Our Board of Directors is made up of the best and brightest leaders across the nation. Those individuals hail from a broad array of industries, from academia to law, food service to retail. This core team governs the Diversity Council and sets the strategy for key initiatives and goals for the Council. Each member of the Diversity Council’s Board of Directors shares a common desire to expand the reach of the Council and help drive its mission and vision of diversity and inclusion in businesses, communities, and schools.

NATIONAL BOARD OF DIRECTORS

Perika Sampson
Executive Director, Sr. Regional Diversity Officer
Morgan Stanley

Rodney Morris
SVP, Operations & Strategic Development
Sustainable Restaurant Group

Yvette Hunsicker
Assistant Vice President Office of Inclusion and Diversity
Honda North America, Inc.

DeAndre Jones
Vice President and Regional GM
American Express

Denise Foster
Human Resources Director
UPS Global Business Services

Dennis Kennedy
Founder & Chairman
National Diversity Council

Diana Thomas
Executive Thought Leader
Winning Results, LLC

Elizabeth Campbell
Diversity & Inclusion Director
Commpared Group Company

Ellen Torbert
VP, Diversity & Inclusion
Southwest

Harriet Dominique
SVP Corporate Responsibility and Community Affairs
USAA

Helane Wilbourne
Vice President, Diversity & Inclusion
Transamerica Insurance Company

James Taylor
Chief Diversity, Inclusion and Learning Officer
UPMC

Kelly Hermann
Vice President of Accessibility, Equity & Inclusion
University of Phoenix

NATIONAL PARTNERS

AT&T

AMERICAN EXPRESS

Capgemini

Direct Energy

GameStop

Harland Clarke

Honda

JetBlue

Morgan Stanley

Southwest

Transamerica

United Airlines

UnitedHealth Group

University of Phoenix

UPMC

USAA

UPS
The National Diversity Council begins with the launch of the Florida and California Diversity Councils.

In a year of rapid expansion, three new diversity councils are launched: Pennsylvania, Tri-State, and Georgia.


In a year of rapid expansion, three new diversity councils are launched: Pennsylvania, Tri-State, and Georgia.

Dennis and Angeles work to launch the Arizona and Illinois Diversity Councils.

The National Diversity Council continues to grow with the launch of the Louisiana and Ohio diversity councils.

After hosting a successful Women in Leadership Symposium, the Colorado Diversity Council is launched.

Angela Valenciano is named CEO of the National Diversity Council as the organization launches the Washington Diversity Council and holds the Inaugural DiversityFIRST™ Certification program.

The Pacific Northwest Diversity Council is launched and Women in Leadership Symposums are held for the first time in Toronto and Mexico City.

The council welcomes Colin Powell, Donna Brazile and Tony Plana as event keynote speakers while also launching the DiversityFIRST™ Toolkit to serve as a resource for our growing partnership base.

The Pacific Northwest Diversity Council is launched and Women in Leadership Symposums are held for the first time in Toronto and Mexico City.

Dennis and Angeles work to launch the Arizona and Illinois Diversity Councils.

The NDC store is launched, allowing the National Diversity Council to sell exclusive merchandise promoting diversity and inclusion.

National Diversity Council rebrands their logo and announces Southwest as the official airline of the organization, enabling the company’s staff to travel the world demonstrating the importance of inclusive work environments.

After hosting a successful Women in Leadership Symposium, the Colorado Diversity Council is launched.

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National Diversity Council rebrands their logo and announces Southwest as the official airline of the organization, enabling the company’s staff to travel the world demonstrating the importance of inclusive work environments.

The NDC store is launched, allowing the National Diversity Council to sell exclusive merchandise promoting diversity and inclusion.
2018 EVENTS
NDC HOSTED 120 DYNAMIC EVENTS IN 2018
2018 EVENTS
NORTHWEST REGION

OREGON
Portland
Healthcare Diversity Summit
Women in Leadership Symposium
LGBTQ+ Roundtable

WASHINGTON
Seattle
LGBTQ+ Roundtable
Women in Leadership Symposium
Tech Diversity Summit

CALIFORNIA
Sacramento
Women in Leadership Symposium
Healthcare Diversity Summit
Santa Clara
LGBT Allies Diversity Summit
DiversityFIRST™ Certification Program
Veterans Summit
San Francisco
Women in Leadership Symposium
Diversity & Leadership Conference
Silicon Valley
Tech Diversity Week
Women in Leadership Symposium
Orange County
Women in Leadership Symposium
Multicultural Roundtable
Los Angeles
Women in Leadership Symposium
Diversity & Leadership Conference
Diversity Best Practices Round Table
San Diego
Women in Leadership Symposium
Multicultural Leadership Roundtable
D&L Conference

COLORADO
Denver
Women in Leadership Symposium
Diversity Bootcamp Series

HAWAII
Honolulu
Women in Leadership Symposium

2018 EVENTS
SOUTHWEST REGION

ARIZONA
Phoenix
Women in Leadership Symposium
DiversityFIRST™ Awards Luncheon

TEXAS
Dallas
College Diversity Initiative
DiversityFIRST™ Awards Luncheon
Healthcare Diversity Summit
Inaugural LGBT Allies Diversity Summit
Legal Diversity Week
Women in Leadership Symposium
Women’s Conference
Fort Worth
Healthcare Diversity Summit
Women in Leadership Symposium
Montgomery
Women in Leadership Symposium

TEXAS
Houston
Corporate Responsibility Summit
Diversity & Leadership Conference
DiversityFIRST™ Awards Luncheon
Gulf Coast Women in Leadership Symposium
Healthcare Diversity Summit
Legal Diversity Week
LGBT Allies Diversity Summit
Multicultural Leadership Roundtable
Women’s Conference

TEXAS
Austin
LGBT Allies Diversity Summit
Women in Leadership Symposium
San Antonio
DiversityFIRST™ Awards Luncheon
DiversityFIRST™ Certification Program
Latino Leadership Conference
LGBT Allies Diversity Summit
Women in Leadership Symposium
Veterans Summit
Corpus Christi
Women in Leadership Symposium
### 2018 EVENTS

#### MIDWEST REGION

**WISCONSIN**
- Madison: Women in Leadership Symposium

**MICHIGAN**
- Detroit:
  - Diversity & Leadership Conference
  - Healthcare Diversity Summit
  - Women in Leadership Symposium

**OHIO**
- Cleveland:
  - Gateway to Growth
  - Healthcare Diversity Summit
  - Multicultural Leadership Roundtable
  - Women in Leadership Symposium
  - LGBTQ+ Advocacy Forum
  - Multicultural Leadership Roundtable
  - Women in Leadership Symposium
  - Columbus:
    - Diversity & Leadership Conference
    - Emerging Leadership Summit
    - Fair Housing Summit
    - Leadership Roundtable
    - Multicultural Leadership Roundtable
    - LGBTQ+ Advocacy Forum
    - Women in Leadership Symposium

**ILLINOIS**
- Chicago:
  - College Diversity Summit
  - D&I Best and Next Practices Roundtable
  - DiversityFIRST™ Certification Program
  - Multicultural Roundtable
  - Women in Leadership Symposium
  - Women’s Conference
  - Veterans Summit

**MINNESOTA**
- Minneapolis:
  - Women in Leadership Symposium

**OHIO**
- Cincinnati:
  - LGBTQ+ Advocacy Forum
  - Multicultural Leadership Roundtable
  - Women in Leadership Symposium
  - Women's Conference
  - DiversityFIRST™ Certification Program

**Dayton**
- Multicultural Leadership Roundtable
  - Women in Leadership Symposium
  - Multicultural Roundtable

### 2018 EVENTS

#### SOUTHEAST REGION

**NORTH CAROLINA**
- Durham:
  - Women in Leadership Symposium

**GEORGIA**
- Atlanta:
  - DiversityFIRST™ Certification Program
  - Leadership Conference
  - LGBT-Allies Diversity Summit
  - Talent & Diversity Best Practices Summit
  - Women in Leadership Symposium

**FLORIDA**
- Jacksonville:
  - Diversity in Action Roundtable

**TENNESSEE**
- Nashville:
  - Women in Leadership Symposium

**MISSISSIPPI**
- Jackson:
  - Women in Leadership Symposium

**LOUISIANA**
- Baton Rouge:
  - Women in Leadership Symposium

**FLORIDA**
- Tampa Bay:
  - Business of Diversity & Inclusion
  - Diversity in Action Roundtable
  - Gender Diversity Summit
  - Healthcare Diversity Summit
  - Women in Leadership Symposium
  - Young Women’s Leadership Symposium

**FLORIDA**
- Deerfield Beach:
  - Healthcare Diversity Summit
  - Fort Lauderdale:
    - Diversity in Action Roundtable
    - Women’s Conference
2018 EVENTS

NORTHEAST REGION

PENNSYLVANIA
- Pittsburgh
  - College Diversity Summit
  - Women in Leadership Symposium

Philadelphia
- Diversity & Best Practices
- Healthcare Diversity Summit
- Women in Leadership Symposium
- Diversity & Leadership Conference

MASSACHUSETTS
- Boston
  - Women in Leadership Symposium

CONNECTICUT
- East Hartford
  - Diversity Best Practices Meeting
- Hartford
  - Women in Leadership Symposium

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

NEW JERSEY
- Newark
  - College Diversity Summit
  - Diversity Best Practices Meeting
  - Authentic Leadership Summit
  - Women in Leadership Symposium

2018 EVENTS

GLOBAL

CANADA
- Toronto
  - Women in Leadership Symposium

ENGLAND
- London
  - Women in Leadership Symposium

MEXICO
- Mexico City
  - Women in Leadership Symposium
The annual Women in Leadership Symposium (WILS), a national and global event is held in more than thirty-eight states and several countries including England, Mexico, Argentina, Chile, Canada, Africa, Dubai and Taiwan. With each event, overall attendance and interest has increased among the cities in which each has been held and in 2018 the National Diversity Council took noticed and built a global campaign inspired by the expansion called the WILS World Tour.

The global campaign ignited by the growing locations of the WILS, was promoted in the fashion of a concert tour. The promotional content included: a pop art diverse version of Rosie the Riveter, concert tour style posters which included dates and locations of the event for social media and merchandise with the pop art Rosie’s that was seen worn by Angela Bassett. This successful campaign resulted in greater visibility for the council and increased sales for the NDC’s online merchandise store.
SOUTHWEST PARTNERSHIP
National Diversity Council and Southwest Airlines Join Forces to improve workplace diversity

The National Diversity Council and Southwest Airlines closed out 2018 by announcing their new partnership: Southwest has been named National Diversity Council’s official airline, enabling the company’s consultants and certified diversity professionals to travel the world demonstrating the importance of inclusive work environments.

“This partnership with Southwest has come just in time to end our 10-year anniversary with a bang,” said Angeles Valenciano, Chief Executive Officer of National Diversity Council. “It will ensure our continued mission of transforming workplaces and communities into inclusive environments where individuals are valued for their talents and empowered to reach their fullest potential.” This partnership has been established at the perfect time as both companies have gone global in the past few years. National Diversity Council has expanded events and services to Europe and Mexico and Southwest Airlines now offers flights to Latin America and the Caribbean. Working together to move beyond domestic lines creates an opportunity to serve more diverse groups and create a culture of global unity.

“It is such an honor to align with such an impactful organization,” said Ellen Torbert, Vice President of Diversity & Inclusion at Southwest Airlines. “Southwest Airlines has always had a Culture of Inclusion and our partnership with National Diversity Council allows us to further enrich our appreciation of diversity.”

To kick off the partnership, Southwest Airlines featured National Diversity Council’s Founder & Chair, Dennis Kennedy, in the December 2018 edition of their magazine. This article highlighted Kennedy’s journey to creating an international diversity advocacy organization.

“We are very excited to name Southwest as our official airline,” said Dennis Kennedy, Founder and Chair of the National Diversity Council. “Together, we will create an international platform to promote diversity and inclusion in workplaces and communities across the world.”

Southwest article excerpt

Embracing Diversity
Southwest Airlines supports inclusion and equality at every level.

When Dennis Kennedy’s dreams of playing college football didn’t go as planned, his mentors helped show him the way to something even greater. In 2004, Kennedy set up shop in his Houston living room to launch the Texas Diversity Council, founding the National Diversity Council (NDC) only four years later. Today, he’s a force for inclusion and equality for all, and he’s keenly aware of how far he’s come since beginning his journey 16 years ago. The NDC was born of Kennedy’s grassroots efforts to promote diversity, inclusion, and equality. He traveled coast-to-coast to states where he had no connections and forged partnerships with organizations and companies seeking diversity. He leveraged his personal resources and relied on the passion of a staff of five. Building the NDC took resilience—something Kennedy learned from struggling with undiagnosed dyslexia in his youth.

After a successful start in Texas, the organization has established state and regional councils across the country. The NDC now maintains a presence in 28 states, has 400 corporate partners, and hosts more than 120 events annually. These events feature notable speakers and sell out across the country. From its Women in Leadership Symposiums to its Diversity Best Practices Luncheons, the NDC’s events benefit the corporations and communities it serves.

Today, the NDC is working to certify the next generation of diversity experts through its DiversityFIRST™ certification program, a weeklong seminar for diversity professionals. Kennedy’s brand-rich council has become a key resource for organizations, supporting them through every stage of establishing and executing strong diversity and inclusion initiatives.

The NDC is proud to announce an expanded partnership with Southwest Airlines. In 2018, Southwest became the official airline for the NDC. Through this partnership, the NDC can continue to advocate for diversity and inclusion in all the destinations that Southwest serves.

— Beth Douglass Silcox, National Diversity Council Consultant

Southwest article excerpt

Southwest DECEMBER 2018

PHOTOGRAPHY BY DARON BOURNE

2018 ANNUAL REPORT

LEADING THE WAY
Dennis Kennedy founded the National Diversity Council.
CERTIFICATION PROGRAM

291 DiversityFIRST™ Certified Diversity Professionals and counting!

The DiversityFIRST™ Certification Program prepares professionals to create and implement highly successful D&I strategies for organizational excellence and a competitive edge in today’s global marketplace. In 2018, the National Diversity Council hosted sessions in Dallas, Detroit, San Antonio, Atlanta, Chicago, Oakland, Houston and Ft. Lauderdale. 143 professionals attended and became Certified Diversity Professionals.
TEXAS DIVERSITY AND LEADERSHIP CONFERENCE

The Texas Diversity and Leadership Conference provides attendees with the opportunity to explore the tools and resources necessary to build diverse workforces to remain competitive on the global stage. The highlight of this year’s conference was keynote speaker Angela Bassett. She was also joined by Jeb Bush and Julian Castro.
Heritage Month Items

NDC STORE

PRESS

DENNIS SHARES HIS THOUGHT ON STARBUCKS UNCONSCIOUS BIAS TRAINING

Following the inappropriate arrest of two black men in a Philadelphia store, Starbucks closed all their locations around the nation on May 29 to facilitate unconscious bias training for their employees. As part of a special news segment, Khou 11 news interviewed Dennis Kennedy to get his thoughts on the training. He commended Starbucks for their efforts, while reiterating that change starts at the top, and future training must be embraced by those in the boardroom and c-suite to make an impact on the organization. Be sure to check out the full interview at https://www.youtube.com/watch?v=Qjg5L6FUuzM&t=8s.

WILS WORLD TOUR FEATURED ON FOX

As part of the WILS World Tour campaign, we created a promotional video to highlight the different locations where we were hosting our Women in Leadership Symposiums. The video was featured on Fox 7 News when William Hopkins, President of the Central Texas Advisory Board, visited the network to discuss the Austin Women in Leadership Symposium. Visit https://www.youtube.com/watch?v=4pp0mkRuQc&t=25s to watch the full video.
MEMBERSHIP & FINANCIALS
MEMBERSHIP

Individual

Members by Gender

80% WOMEN

20% MEN

Members by Region

SOUTHEAST

101

NORTHEAST

86

MIDWEST

75

NORTHWEST

50

SOUTHWEST

23

MEMBERSHIP

Corporate

Accenture
Aerotek
Alston & Bird LLP
American College of Education, Inc.
American Honda Motor Company
American Signature
ARC Broward
Archer Daniels Midland Company
(ADM)
Ascend Materials
AT&T
Bacardi
Baldwin Wallace University
Banfield Pet Hospital
Banner Health
Battlefield
Black Knight Financial Services
Blinds.com
Blue Cross Blue Shield of Michigan
Blue Shield of California
BMO Financial Group
Bridgeway Health Solutions
Broward Health
Calypso Enterprises, LLC
Capital One
CARE
CenterPoint Energy
Christiana Care Health System
Cincinnati Bell
Citigroup
City National Bank
City of Columbus Department of Public Utilities
City of Garland
City of Hope
City of Philadelphia
Cleveland Indians
Coastal Healthcare Alliance
Cognizant
Collins Aerospace Systems
Comcast
Comerica
Compass Tech International
Contact At Once!
Country Financial
CoverMyMeds
Cox Communications
Cracker Barrel
Crowley Maritime
Daimler Trucks North America
Darden
Dayton Children’s Hospital
DBI Services
Denison University
Dentons
DHL Supplychain
Discover Financial Services
DJI
Doctors Without Borders
DSM
DSW
Eaton Corporation
EDF Renewables
ElsterAmper
ElderSource
Empath Health
ENI Petroleum
Enterprise Holdings
Essendant
EverBank
Federal Home Loan Bank of Chicago
Federal Reserve Bank of Cleveland
Flagstar Bank
Ford & Harrison LLP
GAF
GameStop
Geisinger
Giant Eagle
Gold Coast Health Plan
Golf Channel
Grainer Jacksonville
Great Parks of Hamilton County
Greenspoon Marder
Groupon
HAP
Harland Clarke Corp.
Henry Ford health Systems
Hillerbrand
Hilton Garden Vacations
Hobart Brothers
Holiday Inn Club Vacations
Honda
HRisian Solutions
HUB International
Humana
Huntington National Bank
Hylan
Hyundai Capital America
ICC Technology
Indiana Institute of Technology
Ingram Micro
Jones Walker LLP
Kastner Westman & Wilkins LLC
Kegler Brown Hill & Ritter
Kent State University
Kia Motors America
KnowledgeWorks
Komatsu Mining Corp. Group
Legacy Community Health
Liberty Mutual Insurance
LifeBridge Community Services
LSC Communications
MAHLE Industries
Marsh and McLennan Agency-Michigan
MARTA
McAfee
McCar & English
Medical Mutual
MedImpact Healthcare Systems
Mercedes-Benz
Methodist Health System
Miami University Farmer School of Business
Morgan Stanley Wealth Management
Morrison & Foerster LLP
Mount Carmel Health System
Nationwide Children’s Hospital
NEORISD
Nestle, USA
New Jersey Resources
### MEMBERSHIP
Corporate Continued

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### FINANCIALS

#### REVENUE

| CORPORATE PARTNERSHIP | $1,582,093 |
| EVENT REVENUE | $496,524 |
| GRANT REVENUE | $8,000 |
| DIVERSITYFIRST™ CERTIFICATION | $607,712 |
| CONSULTING AND TRAINING REVENUE | $76,608 |
| INDIVIDUAL MEMBERSHIP DUES | $46,824 |
| MISCELLANEOUS | $8,951 |
| TOTAL REVENUE | $2,826,712 |
STAFF

Alexis Abuhadba  Program Lead
Eboni Arnold  Graphic Designer
Brandy Berry  Coordinator
Joyce Booth  Coordinator
Daron Bourne  Graphic Designer
Kathryn A Buntain  Coordinator
Dejoron Campbell  Associate Director, Diversity & Inclusion Strategic Initiatives
Jason deGroot  Chief Finance Officer
Miranda Del Bosque  Lead Coordinator
Katrina Glenn  Jr. Communications Specialist
Kelsea Haught  Director of California, Pacific Northwest, & Global
Kanetra Hights  Coordinator
Kathryn Hood  Program Manager
Ohio and Indiana Council

Daniel Juday  Director of Ohio & Iowa Councils
Dennis Kennedy  Founder & Chair
Darlene King  Director of Michigan Diversity Council
Jason Lee  Front End Web Developer
Jasmine Mack  Communications Manager
Mae Marshall  Director of Program Events and Membership
Napmi Moran  Coordinator
Jasmine Nelson  Senior Communications Specialist
Cecilia Orellana-Rojas  VP Strategy and Research
Kate Padula  Coordinator
Jim Penny  Director of Learning
Emily Pickett  Event Coordinator

Elana Powell  Partner Engagement & Development Lead
Jalyn Radziminski  Coordinator
Amy Reeber  Coordinator
Sofia Reed  Assistant Vice President of Business Operations, Development, and Training
Rachel Robledo  Coordinator
Jonathan Seiford  Web Developer
Tahra Taylor  Human Resources Director
Angeles Valenciano  Chief Executive Officer
Emily Weisenberger  Social Media Intern
Jackie Williams  Senior Graphic Designer
Michael Zamora  Director of Communications, Marketing & Branding