

VIRTUAL

Diversity + Inclusion SUMMIT

December 7–8, 2020

EVENT PROGRAM

**PEOPLE
MAKE
AMERICA**



Mi MANUFACTURING
Institute

DAY 1

Monday, December 7, 2020

1:30 PM

WELCOME

- *AJ Jorgenson, Vice President, Strategic Engagement, The Manufacturing Institute*
- *Carolyn Lee, Executive Director, The Manufacturing Institute*

1:40 PM

BUSINESS CASE FOR D&I

In this era of globalization, diversity in business includes ability, age, gender, race and ethnicity, and sexual orientation, as well as education, political beliefs, and socioeconomic backgrounds. Today, benefits of creating an inclusive culture for all individuals go beyond the public relations and marketing campaigns. While the moral argument for Diversity and Inclusion is impactful enough, the financial outcome makes D&I a necessity for a business to be competitive.

- *Aneesa Muthana, President, CEO & Owner, Pioneer Service Inc.*

EXPLORING THE DIMENSIONS OF WORKPLACE DIVERSITY

1:45 PM

RACE DIMENSION

In May 2020, our national conversation moved again to racial inequity and injustice. Learn how manufacturers can promote racial equity in their companies and communities.

Dimension Expert

- *Larry Jemison, Jr., Vice President, Business Development, HBCU CONNECT, LLC*

Featured Manufacturers

- *Mona Babury, Global D&I Lead, Pfizer, Inc.*
- *Sabina Gebczyk, Diversity, Equity and Inclusion Lead, Ingredion*

2:05 PM

ABILITY DIMENSION

Autism Speaks and the Entertainment Industry Foundation are working with manufacturers to create pathways to one million employment and leadership opportunities for people with autism, intellectual and/or developmental differences by 2025. Learn how you can employ this under-employed segment of our population.

Dimension Expert

- *David Kearon, Director, Adult Services, Autism Speaks*

Featured Manufacturer

- *Mark Maybury, Chief Technology Officer, Stanley Black & Decker, Inc.*
- *Robert Varnedoe, President, Lee Container Corporation, Inc.*

2:25 PM

BREAK

2:30 PM

SEXUAL ORIENTATION DIMENSION

Out Leadership is working to make LGBT+ equality a priority in global C-Suites. Learn how your company can catalyze new business opportunities, accelerate professional growth and talent development, and stand up for LGBT+ equality.

Dimension Expert

- *Todd Sears, Founder & CEO, Out Leadership*

Featured Manufacturer

- *Alex Papastrat, Operations Leader, GLAD ERG Lead, Dow Inc.*

2:50 PM

MILITARY DIMENSION

Heroes MAKE America builds connections between the military community and the manufacturing industry. The signature program is an integrated training, certification and career-readiness program. Learn how your company can connect directly to this population of transitioning service members, veterans, National Guard, reservists and active duty military spouses.

Dimension Expert

- *Babs Chase, Vice President, Military and Veterans Programs, The Manufacturing Institute*

Featured Manufacturers

- *Ed Magee, EVP Operations, Fender Musical Instruments Corporation*
- *John Perez, Head, Military & Veterans Affairs, Johnson & Johnson*

3:10 PM

GENDER DIMENSION

The MI's STEP Women's Initiative is working to close the gender gap in manufacturing by empowering and inspiring women in the manufacturing industry through recognition, research and leadership.

Dimension Expert

- *Constance Thompson, Senior Director, Women's Engagement, The Manufacturing Institute*

Featured Manufacturers

- *Steve Buchanan, Vice President, Human Resources Americas Production Area, Fresenius Medical Care North America*
- *Patricia Rossman, Chief Diversity and Inclusion Officer, BASF Corporation*

3:30 PM

AGE DIMENSION

With one-quarter of the manufacturing workforce over 55 years old, learn how manufacturers are addressing this shifting demographic challenges.

Dimension Expert

- *Heather Tinsley-Fix, Sr. Advisor, Employer Engagement, AARP*

Featured Manufacturers

- *Hannah Kain, President and CEO, ALOM*
- *Lisa Winton, CEO and Co-Owner, Winton Machine Company*

VIRTUAL

Diversity + Inclusion SUMMIT

#MFGTogether

3:50 PM

DAY 1 WRAP

- *AJ Jorgenson, Vice President, Strategic Engagement, The Manufacturing Institute*

4:00 PM

OPEN DISCUSSION & NETWORKING (OPTIONAL 30 MIN)

Join us after the main event for open discussion and networking via ZOOM.

DAY 2

Monday, December 7, 2020

10:00 AM

DAY 1 SUMMARY

- *AJ Jorgenson, Vice President, Strategic Engagement, The Manufacturing Institute*

10:10 AM

EXECUTIVE PANEL: VOICES FROM LEADERSHIP

Hear from leading executives about how to lead change and embed D&I in an organization's culture and how to make it part of the fabric of your organization.

- **Moderator:** *Carolyn Lee, Executive Director, The Manufacturing Institute*
- *Tracey Hustad, Vice President, HR and Inclusion and Diversity, Arconic*
- *Dawn Jones, acting Chief Diversity and Inclusion Officer, Global Director of Social Impact Communications, Policy, and Strategy, Intel Corporation*
- *Stanley Porter, Vice Chairman and U.S. Energy, Resources & Industrials Leader, Deloitte*

11:05 AM

BUILDING D&I INTO TEAM AND INDIVIDUAL GOALS

Learn from leading manufacturers on how they have embedded, and measured, D&I goals for their employees and how other manufacturers can implement these practices in their own facilities.

- **Moderator:** *AJ Jorgenson, Vice President, Strategic Engagement, The Manufacturing Institute*
- *Ray Dempsey, Jr., Vice President and Chief Diversity Officer, bp America; President, bp Foundation*
- *Michelle Murphy, Chief Diversity Officer & VP Talent Management, Trane Technologies*
- *Aleta Richards, Head, Coatings, Adhesives & Specialties – North America, Covestro LLC*

11:50 AM

2021 OUTLOOK

- *AJ Jorgenson, Vice President, Strategic Engagement, The Manufacturing Institute*

12:00 PM

EVENT CONCLUDES

PLEDGE FOR ACTION

Supported by the MI, manufacturers across the country are pledging specific actions to increase equity and parity for underrepresented communities.

“By 2025, manufacturers commit to taking 50,000 tangible actions to increase equity and parity for underrepresented communities, creating 300,000 pathways to job opportunities for Black people and all people of color. In doing so, manufacturing will reflect the diversity of the overall U.S. workforce by 2030.”

TAKE THE PLEDGE: nam.org/pledgeforaction

SPEAKERS

Mona Babury, Global D&I Lead, Pfizer, Inc.



Mona Babury is the Global Diversity & Inclusion Leader at Pfizer, leading diversity, equity and inclusion strategy for the Pfizer Global Supply and Finance and Business Operations Organization. Mona joined Pfizer in 2007 as a specialist in the counterfeit drug and serialization PMO. In the 13-year career span at Pfizer, she has had opportunities to develop a diverse background in Supply Chain, Technology, Data Analytics, Project Management and Capital Portfolio Management. In 2017, Mona led a program called Business Technology for Girls, giving young women, from inner city schools in middle school and high school, an opportunity to learn about careers in STEM. Mona has also led local internship programs and serves as a mentor to young women in STEM. As Global D&I lead, Mona is responsible for building relationships with external organizations aligned to the Pfizer Equity value and helping the business advance D&I strategy around talent acquisition, talent management and talent retention so that every colleague has an opportunity to develop, grow and succeed. Mona has a BSBA in HR Management and a Master's degree from Stevens Institute of Technology.

Steve Buchanan, Vice President, Human Resources Americas Production Area, Fresenius Medical Care North America

Steve is currently Vice President, Human Resources with the Global Manufacturing, Quality and Supplies (GMQS) business unit of Fresenius Medical Care (FMC) and member of the GMQS leadership team. He is also a member of the FMC North America Human Resources Leadership team. Steve has helped guide cultural transformations by designing/implementing human capital programs and leveraging his deep experience supporting strategic acquisitions, divestitures and restructurings. Steve is working with business leaders to transform GMQS to a globalized, learning, diverse and inclusive organization. Steve enables global leaders to achieve challenging business objectives through targeted world class talent management in leading, developing and retaining critical talent. Additionally, Steve provides enterprise leadership by implementing and executing an HR delivery model working with strategic business partners to address business needs with centralized CoE developed solutions that have produced significant operational service and cost efficiencies.

Previously Steve was Vice President, Human Resources at Covidien PLC, a \$10.7B manufacturer of medical technology solutions and patient care products, with 39,000 employees in more than 70 countries [NYSE: COV], Steve served as member of Covidien's Global Human Resources Leadership Team providing strategic human resources direction for the corporation. In this role he led the regular formal global talent review within corporate functions, partnered with national account leaders to create a new organizational structure to call on key customers in advance of the Affordable Care Act, implemented a common technology platform in support of Covidien's global leaders, directed the development/implementation of new HR Business Partner delivery model, coordinated acquisition, divestiture and restructuring activity between corporate human resources and the businesses – and played a key role in the integration planning/process following Medtronic's \$43 billion acquisition of Covidien in 2015.

Previously, as Vice President, Human Resources of Tyco Healthcare Retail Group (a \$1 billion business unit of Tyco Healthcare before it was spun off from Tyco International in 2007 and changed its name to Covidien), Steve was a member of the Leadership Team setting operational policy and strategic direction for the business. In this role he partnered with the senior leaders to create a business unit-wide cultural transformation process that significantly improved customer service levels; was a key member of the team conducting due diligence and integration planning of a \$700 million acquisition; and oversaw its integration resulting in annual savings of \$10 million.

Earlier in his career, Steve held Human Resources management positions at Simpson Paper Company, a fine quality text and cover paper manufacturer; and at UGI Corporation [NYSE: UGI], a Fortune 500 natural gas and electric power distribution company.

Steve is a member of the Manufacturers Institute (an affiliate of the National Association of Manufacturers) Diversity & Inclusion and Women's Advisory Committees, Drexel University LeBow College of Business MBA Career Services Advisory Council; attended the PDI/Ninth House Leadership Assessment and Development program; and is a Certified Korn Ferry Leadership Architect 360 feedback Coach. Steve is a frequent guest lecturer on leadership.

He received his B.S. Business Administration from Drexel University in Philadelphia, PA.

Babs Chase, Vice President, Military Programs, The Manufacturing Institute

Babs Chase is the Vice President of Military and Veterans Programs at The Manufacturing Institute, the social impact arm of the National Association of Manufacturers (NAM), the nation's largest industrial trade association. In her role, Babs leads Heroes MAKE America- the Institute's initiative to connect transitioning service members with the manufacturing industry creating a pipeline of skilled, credentialed candidates.

She has led outreach programs in myriad industries including Politics, Economic Development, Labor, Public Diplomacy, Corporate America and Defense. Babs's true passion is in the Defense industry connecting organizations wishing to be involved in the community by supporting those who wear the uniform of our country and the families serving alongside them.

In 2018, Babs launched Chase Magnolia Partners, a consulting firm focused on building partnerships to support clients striving to make an impactful difference in the Military Veterans community. Previously, Babs worked on the Public Affairs Team in Corporate Responsibility at JPMorgan Chase & Co. where she was responsible for expanding the face of the Firm in the Mid-Atlantic region by building relationships and engaging with local stakeholders and civic leaders.

From 2011 – 2017 Babs orchestrated executive outreach on behalf of the U.S. Army Senior Leadership developing and maintaining a network of hundreds of external influencers to advise them on impactful opportunities for the Army. She received the Department of the Army Superior Civilian Service Award and Meritorious Civilian Service Award in recognition for her contributions.

Babs served almost all 8 years in the Administration of President George W. Bush. She started out working in Intergovernmental Affairs and Public Liaison at the Department of Labor representing the Secretary with local and State governments and corporate and association leaders around the country. Next, she joined the Public Affairs Team in the Office of the Secretary of Defense where she built an integrated Community Relations Program to inform influencers about the policies, programs, and goals of the Department. She also led the Joint Civilian Orientation Conference, a program for corporate and community leaders to expand their understanding of the role of the defense around the world showcasing our military from all Services. Babs also served at the Department of State Foreign Press Center where she coordinated the foreign press coverage of the 2008 elections for hundreds of international journalists.

A graduate of Baylor University, Babs is a proud native of Memphis, Tennessee. She and her husband, Andrew Mickley (a Navy retiree), reside in Alexandria, Virginia with their Cavalier King Charles, Elvis.

Ray Dempsey, Jr., Vice President and Chief Diversity Officer, bp America; President, bp Foundation

Ray Dempsey, Jr. is chief diversity officer for bp America and president of the bp Foundation. Dempsey leads a broad portfolio including national strategic relationships and initiatives, supplier diversity, workforce diversity, and philanthropy. Since joining the company in 1990, Dempsey has held a variety of management and operational roles in engineering, strategy, finance, and external affairs in the US and abroad.

Ray comes highly acclaimed, awarded by Savoy Magazine as one of the "Most Influential Blacks in Corporate America". Ray holds a BS in Industrial Engineering from Kansas State University and an MBA from Northwestern University's Kellogg Graduate School of Management in Evanston, Illinois.

Sabina Gebczyk, Diversity Equity and Inclusion Lead, Ingredion



Sabina Gebczyk is a passionate advocate for diversity, equity, and inclusion not only in the workplace but also in our communities. For her it's a deeply personal calling. She currently serves as a Global Diversity, Equity and Inclusion (DEI) Lead at Ingredion Inc. She is responsible for leading design, development and execution of Ingredion's global DEI initiative, and ensuring alignment to the business goals and objective.

Prior to joining Ingredion Inc. she served as Diversity and Inclusion Project Manager at Chicago Housing Authority (CHA). In her role, Sabina worked closely with the senior management to develop and sustain an environment of inclusion and also managed the CHA's Community Alliance partnership. Prior to joining CHA, Sabina had seven years of non-profit work experience in international fundraising, refugee resettlement, housing, and global development.

Sabina was born and raised in Poland, and immigrated to the U.S. on her own when she was eighteen to seek better education opportunities. Sabina holds a M.S. in Peace Operations from George Mason University Schar School of Policy and Government and B.A. in International Relations from Webster University. She also serves on the board of New Leaders Council Chicago Chapter.

Tracey Hustad, Vice President, HR and Inclusion and Diversity, Arconic



Tracey Hustad currently works for Arconic (split from Alcoa in 2016) and is based in Davenport, Iowa. After holding various engineering and operations management roles for the first 13 years of her career, she has been in Human Resources since 2004 serving as an HR Business Partner, HR Manager, Talent Manager and Global HR Director. Tracey recently had Inclusion and Diversity added to her scope while retaining HR leadership for Arconic's NA rolled products and extrusions business units, which employs over 5,000 people in multiple locations. She has been based at several U.S. locations and travels both domestically and internationally to various manufacturing sites. Some of her favorite HR focus areas include leadership development, inclusion, organizational design, and talent management tools such as exit risk mitigation, workforce planning, career

mapping and succession planning.

Tracey has a BS in Industrial Engineering and an MBA. She serves as a board member for the local, non-profit YWCA Board of Directors and is part of their Social Justice committee. She enjoys outdoor activities, travel, reading and spending time with family, friends and her two dogs.

Larry Jemison, Jr., Vice President, Business Development, HBCU CONNECT, LLC



Larry Jemison, Jr. is a powerful author, consultant, and business leader. Larry earned a Masters Degree in Business from Babson College in Boston, MA in 2000.

Prior to this Larry earned a Marketing Degree from Tuskegee University in 1997, where he graduated with Honors from the esteemed historic institution that produced the likes of Tom Joyner, Lionel Richie, and the "Tuskegee Airmen". Larry focuses on sharpening your business skills, but also provides you with the ability to enhance your life skills. These are the skills that you need when life has thrown you a curve ball and you were only prepared for the slider.

He has spent over 20 years in the corporate sector in the areas of Finance, Training, and Marketing and Sales, with companies such as FedEx, Novartis Pharmaceuticals, and Lucent Technologies. In his most recent assignment, Larry has taken the position, VP of Business Development (Southeast) with HBCU Connect, a firm that connects HBCU graduates to Corporate job openings. When working with the HBCU community Larry conducts keynote speeches and seminars covering leadership, team building, diversity, customer service, and sales. He customizes his presentations to reflect the current market place so that your organization receives the most real time, accurate information, as it pertains to the success of your business or organization. In this HBCU Connect role, Larry has worked with clients such as Wells Fargo, Goldman Sachs, Novartis, and Nestle Purina just to name a few.

Larry feels that his gift to society is inspiring individuals to realize their true potential and attain the success that so often eludes them. He enjoys reading books, watching movies, and playing golf when he is not traveling on business. Larry is the father of two beautiful girls (Madison & Jada Jemison), and has published two books, "How to Make it in a World that Wasn't Made for You" & "How to Make It. Guide to Getting a Great Job in Any Economy. Larry is a champion for diversity, and feels we are all better off when our organizations look and feel like the markets we serve. You can connect further with Larry on instagram: @larryspeaksdotcom

Dawn Jones, Acting Chief Diversity and Inclusion Officer and Global Director of Social Impact Communications, Policy, and Strategy, Intel Corporation



Dawn is the acting Chief Diversity and Inclusion Officer and Global Director of Social Impact Communications, Policy, and Strategy at Intel Corporation. As acting CDIO, she manages Intel's Global Diversity and Inclusion operation and oversees the company's investments and programs that deliver positive global impact and enrich lives globally.

As Global Director of Social Impact Communications, Policy, and Strategy, Dawn drives Intel's diversity and inclusion strategy and public policy advocacy. Additionally, she is responsible for the development of Intel's global Inclusion Index.

Dawn joined Intel in 1997. Since that time, she has held numerous roles, including being the Intel Texas Public Affairs Manager, where she was responsible for creating and implementing Intel's external strategic engagement. In 2014, she also completed a 6-week rotational assignment in South Africa, where she led a project implementation team to scale the Intel® She Will Connect program throughout the continent of Africa.

Dawn holds a bachelor's degree in broadcast journalism from Arizona State University and a master's degree in communications management from Syracuse University.

AJ Jorgenson, Vice President, Strategic Engagement, The Manufacturing Institute



AJ Jorgenson is the Vice President of Strategic Program Engagement at The Manufacturing Institute, the non-profit affiliate of the National Association of Manufacturers. Ms. Jorgenson develops and executes all strategic operations for the Institute's Diversity and Inclusion initiative, and the Institute's largest program, STEP Ahead. She is also leading industry engagements to increase the number of women in manufacturing, while developing and maintaining a network of more than 1,000 STEP Ahead alumnae.

Previously, Ms. Jorgenson oversaw national Manufacturing Day to 2,500 events

nationwide, reaching 350,000 students, parents, and teachers and helped lead the Institute's partnership with the U.S. military to assist veterans and transitioning military personnel prepare for and find jobs in manufacturing. As Communications Director, she also managed all aspects of the Institute's communications strategy and execution, public relations and internal communications for the organization.

Prior to joining the Institute, Ms. Jorgenson worked at the NAM as the Manager of Board and Strategic Initiatives, where she was responsible for developing engagement strategies for the Board of Directors.

Previously, Ms. Jorgenson served as the Executive Coordinator of Research and Development for Mars, Incorporated. Before Mars, she worked as a programs and marketing assistant, specializing in government affairs and event planning.

Hannah Kain, President, ALOM



Hannah Kain is President and CEO of ALOM, a global supply chain company she founded in 1997 headquartered in Fremont, California.

ALOM operates out of 19 global locations to support its Fortune 500 customers in the technology, automotive, medical, financial, and energy sectors with brand enhancing supply chain management services and solutions.

Hannah was born in Denmark where - in addition to a business and political career - she taught at Copenhagen Business School. Hannah holds three university degrees. She immigrated in 1990 and moved to Silicon Valley in 1994.

Hannah is a Board member of the National Association of Manufacturers and former board member of the Women's Business Enterprise National Council (WBENC), part of the WBENC Forum Leadership Team and a current board member of WBENC-Pacific. She is the board chair of How Women Lead, Silicon Valley. She serves on the Advisory Council of Heritage Bank of Commerce and The Michelle R. Clayman Institute for Gender Research at Stanford University. Kain is a member of the exclusive invitation-only Committee of 200 for executive women.

She has received numerous awards for her supply chain, leadership and diversity activities. Among her 2020 recognition, Business Insider named her one of the top 100 people transforming business. For the sixth year in a row, Hannah was named a Supply Chain Pro to Know. She was recognized as one of the top 10 women in logistics, and she won the inaugural SDCE Women in Supply Chain award in September 2020. Among her prior awards, 2019 WBENC-Pacific Pinnacle Award, 2017 Gold Woman of The Year Stevie, and the 2017 Silver Stevie for best global woman-owned business. She has been honored as a Top 25 Champion of Diversity in STEM, won the Manufacturing Institute STEP Ahead Award, the YWCA Tribute to Women Award, inducted into the Silicon Valley Capitol Club wall of fame, won the global Vistage Leadership Award, and named a WBENC Business Star. In addition, ALOM has won numerous awards.

ALOM has earned numerous quality certifications, including ISO 9001, ISO 13485, ISO 14001, TL 9000 and DMSCA CMP Level 3.0.

David Kearon, Director, Adult Services, Autism Speaks



Dave Kearon is the Director of Adult Services at Autism Speaks. In this role, Dave's work focuses on national initiatives promoting solutions for the needs of individuals with autism and their families across the spectrum and throughout the lifespan. Dave works to increase the quality and quantity of opportunities and resources available to youth and adults with autism related to the transition to adulthood, employment, housing and residential supports, postsecondary education and community integration.

Dave's work in recent years has included the development of an autism-led corporate employment consultancy, an online job search tool for autistic job seekers, and an autism small business accelerator. Current initiatives include the development of digital, interactive developmental pathways for the transition to adulthood, as well as a larger employment collaboration with other nonprofits for people with intellectual and developmental disabilities called Delivering Jobs.

Carolyn Lee, Executive Director, The Manufacturing Institute



Carolyn Lee is the executive director of The Manufacturing Institute, the education and workforce partner of the National Association of Manufacturers, the nation's largest industrial trade association.

In her role, Ms. Lee leads the Institute in its goal of supporting the manufacturing workforce of today and growing the manufacturing workforce of tomorrow. The Institute does so through a variety of programs designed to excite, educate and empower—with a particular focus in four key areas: women, veterans, youth and lifelong learning.

Ms. Lee was raised in a manufacturing family. She saw from a young age the transformative impact manufacturing can have on communities, families and the men and women who build the world around us. Now it's what drives her every day as she works to bring manufacturing's powerful potential to more Americans.

Prior to her role leading the Institute, Ms. Lee served in a policy role at the NAM and worked in leadership positions with the Telecommunications Industry Association and 3M and in the offices of former Sen. Olympia Snowe (R-ME) and former Rep. Sue Kelly (R-NY).

Ms. Lee lives in Northern Virginia with her husband and three children.

Ed Magee, EVP Operations, Fender Musical Instruments Corporation



Ed Magee brings over 25 years of diverse work and life experience to his current role as Executive Vice President of Operations at Fender Musical Instruments Corporation (FMIC), one of the world's leading musical instrument manufacturers, marketers and distributors, transforming music history since 1946. Having spent a decade at Harley-Davidson, Magee knew what it felt like to be at a company with an incredibly passionate consumer base and a true sense of purpose, and was immediately drawn to Fender knowing the opportunity to once again be at a company with immense passion, purpose, history and further potential.

Magee's passion for manufacturing, learning and process improvement is clear in his experience and vision. As the EVP of Operations, he oversees internal manufacturing in Fender's Corona,

Calif. and Ensenada, Mexico factories, as well as new product introduction, the Fender Custom Shop, supply chain and purchasing, logistics and distribution, and planning. He aims to build strong connections between the front-and back-end of the business in order to create the right product at the most opportune time—and get it in the hands of the right customer in the right channel. He is currently working on developing build standards for each aspect of making a guitar, after successfully moving a warehouse and implementing a new warehouse management system in 2016. He notes that the level of teamwork and collaboration between operations, IT, sales, and finance was eye-watering and inspirational, and reaffirmed his love for the company and the overall vision.

Prior to falling in love with the guitar-making process and the opportunity for continuous improvement at Fender, Magee spent 15 years flying the A-6E Intruder and the F/A-18Hornet for the United States Marine Corps, earning the rank of Lieutenant Colonel. After his time in service, he spent a decade at Harley-Davidson Motor Company in their Kansas City, Milwaukee, and York, Pa. factories and also ran a 13-factoryoperating company for 3 years at ABB in Memphis, Tenn.

The eVP of Operations is currently learning to master playing his American Professional Telecaster with the help of his Fender Play lessons and is most inspired by Stevie Ray Vaughan. He also loves Prince and Jimi Hendrix, and cites The Sugarhill Gang and Grandmaster Flash and the Furious Five as the artists whose albums are among the first he ever owned. Outside of work and music, the Lafayette, La. native spends time with his wife Jamelle and their daughters, the eldest of which is an accomplished guitarist herself. Magee is known to come up with his own “Ed-isms,” which include sayings like “self-licking ice cream cone” and “giddy up.”

Mark Maybury, Chief Technology Officer, Stanley Black & Decker, Inc.



Dr. Mark Maybury is Stanley Black & Decker’s first Chief Technology Officer. He is responsible for accelerating the award-winning innovation ecosystem of Stanley’s \$14B global enterprise including Stanley<X> in Silicon Valley, Industry 4.0 Manufactory and Stanley+Techstars Accelerator and the Corporate Ventures Board. He is a member of the Defense Science Board and the Mark Twain House and Museum Board. He formerly served as Chief Technology Officer and Chief Security Officer of The MITRE Corporation championing the spinoff of five startups and directing the National Cybersecurity FFRDC. Dr. Maybury served as the 33rd Chief Scientist of the United States Air Force and was recently named Veterans Advantage Veteran of the Year. An IEEE and AAI Fellow and Federal 100 Award recipient, he was awarded three patents and edited ten books. Dr.

Maybury hold a BA in mathematics and advanced degrees in business administration, human language technology, and artificial intelligence.

Michelle Murphy, Chief Diversity Officer & VP Talent Management, Trane Technologies



Michelle leads Ingersoll Rand’s efforts to create a Progressive, Diverse and Inclusive (PDI) work environment, a key underpinning of our winning culture. Building upon our strong PDI foundation, Michelle refreshed our long-term strategy and approach with a focus on deeply integrating PDI into our HR, functional and business processes across the company. She works closely with company leaders and our strong network of diversity champions, councils, and Employee Resource Groups (ERGs) to define the next phase of our diversity and inclusion journey. A diverse workforce is the primary outcome of our PDI strategy and In 2018, Michelle began leading our Talent Acquisition team as well. She has been a passionate supporter of Ingersoll Rand’s PDI and Recruiting efforts over the years, and is a

founding member of the Women's Employee Network also serving as chair.

Michelle brings extensive HR leadership experience and has demonstrated strong acumen in HR strategy and business partnership, talent management, organizational development and learning. Most recently, Michelle was vice president of human resources for the HVAC Parts and Supply Solutions SBU, where she led HR efforts and served as a strategic partner to drive diversity, inclusion and people development across the business. In addition, Michelle brings experience from various business and HR leadership roles including sales and marketing operations, strategic sourcing, learning, organization development and change management while at Hewlett-Packard, Dell, Kohler Company and John Deere.

Aneesa Muthana, President, CEO & Owner, Pioneer Service Inc.



Aneesa Muthana is a hands-on leader with extensive experience in almost every aspect of a production environment. In 1993, Aneesa took the opportunity to run a small, struggling company. Today, that same company serves multiple industries. Her company, Pioneer Service is proud to be manufacturing components for ventilators, portable oxygen concentrators, lab equipment and many other products being used on the frontlines in the battle to defeat the COVID 19 virus.

Aneesa is known for both her business acumen and for leading-from-the-heart in everything she participates in. She attributes her success to building a high-performance team that embraces continuous improvement, diversity, and leading-edge technology.

She's won numerous awards including Manufacturing Institute's 2017 STEP Award, NAWBO Chicago's 2019 Woman Business Owner of The Year, and Crain's 2019 and 2020 Notable Woman in Manufacturing.

Alex Papastrat, Operations Leader, GLAD ERG Lead, Dow Inc.



Alex Papastrat is currently Operations Leader for the OXO complex located in Texas City, TX. In this role he leads an operations team. He has responsibility and accountability for the EH&S performance, plant assets, personnel and achievement of the plant related business goals. He is also the GLAD network sponsor for the Texas City site.

Alex joined Dow from college in 2011 at St. Charles, LA and held various manufacturing roles in the Performance Monomers business including Site Integration Engineer, Improvement Engineer, Run Plant Engineer and Production Coordinator over his 7 years in St. Charles. He was selected to participate in the CEO international exchange program moving to Map Ta Phut, Thailand in 2017 as an EH&S Delivery Leader. He spent six months working with the site to find EH&S innovations to use at the site and managing the site BBP tool.

Alex has been a contributing member for the GLAD network for nearly 7 years and on the Global Steering team for 5 years. His current role is the Global Network Leader working with a steering team to advance LGBTQ+ issues both internally and externally.

Alex received both his Bachelor's and Master's of Science degrees in chemical engineering from the University of Rochester.

Alex resides in Houston, TX. In his free time he enjoys classical music, cycling, traveling and working on small projects at his house. He is involved in several local organizations including the Houston chapter for the National Gay Chamber of Commerce and the Executive and Professional Association of Houston.

John Perez, Head, Military & Veterans Affairs, Johnson & Johnson

John Perez is the Head of Military & Veterans Affairs at Johnson & Johnson. John is a graduate of Johnson & Johnson's Procurement Leadership Development Program and the Shaping Talent & Accelerating Results (STARS) Program for supply chain talent. He's held previous Procurement, Supply Chain and Acquisition & Divestiture roles across Johnson & Johnson. Prior to joining Johnson & Johnson, John served as a US Army and US Army Reserve officer in various cross-functional roles, twice deploying to Iraq. John is a graduate of Seton Hall University and Yale School of Management and holds numerous professional certifications. John is also a George W. Bush Institute Stand-To Veteran Leadership Program alumnus.

Stanley Porter, Vice Chairman and U.S. Energy, Resources & Industrials Leader, Deloitte

Stanley is Vice Chairman | U.S. Energy, Resources, & Industrials (ER&I) Leader. ER&I is a \$2.7 billion practice where more than 6,000 practitioners—representing the Industrial Products & Construction; Oil, Gas & Chemicals; and Power & Utilities sectors — collaborate to address Deloitte's clients most critical and complex challenges. Stanley's responsibilities include the overall strategic direction of the practice, alignment of resources with clients, team leadership development and succession, and go-to-market strategies for Deloitte's key businesses, including consulting, audit, tax, risk, and financial advisory services.

Stanley is a member of Deloitte LLP's Board of Directors and is a Lead Client Service Partner with over 25 years of experience assisting executives in matters regarding strategy, capex optimization, opex reduction, mergers, and technology adoption (digital, analytics, robotic, etc.) to enhance business performance. Stanley has published and presented articles on the trends, challenges, and practices in energy to address the disruption and proliferation of data/information to improve analytics, decision-making, and performance.

Clients served include: American Electric Power, General Electric, AES Corporation, National Grid, Iberdrola, Ameren, Exxon Mobil, Exelon, Williams, Energy Future Holdings, Department of Energy, TransAlta, Nuclear Regulatory Commission, Springs Industries, Bechtel, and China Light & Power.

Prior to joining Deloitte, Stanley worked at Ernst & Young and ExxonMobil. Mr. Porter serves on Wofford College Board of Directors and is the Chairman of the Board for the Boys & Girls Club of Greater Washington. Mr. Porter received his Bachelor of Science from Wofford College and his Masters of Business Administration from Duke University – Fuqua School of Business.

Aleta Richards, Head, Coatings, Adhesives & Specialties – North America, Covestro LLC

Aleta Richards is head of commercial operations for the Coatings, Adhesives & Specialties (CAS) business unit for Covestro LLC. In her role, Richards is a member of the Covestro U.S. Country Council.

Having started her career at Covestro (then part of Bayer) in 1990, Aleta is well acquainted with the organization and brings to the role more than 20 years' experience in marketing, sales, human resources and general management.

She has held various leadership positions throughout the company, including time spent in the North American CAS group, where she led global key account sales and strategic marketing for four years. Aleta also served as head of the Bayer U.S. HR organization, which provided HR administrative services for roughly 14,000 Bayer employees. Most recently, Aleta served as head of regional product management for the North American Polycarbonates business.

Aleta serves as executive sponsor for the Covestro ACCESS employee resource group, an internal network for African American employees. She is also the executive co-sponsor for the CHAMPS employee resource group, which is focused on veteran employees. In addition, Aleta co-hosts a book chat for female colleagues.

A Pittsburgh native, Aleta received both her bachelor's degree and M.B.A. in marketing and international business from the University of Pittsburgh. She continues to support the PITT Community as a Board Member of PBAN, a group dedicated to helping ensure diversity within the Katz Business School MBA Program.

Aleta and her husband, Frank, currently reside in Robinson Township, Pennsylvania.

Patricia Rossman, Chief Diversity and Inclusion Officer, BASF Corporation

As Chief Diversity + Inclusion Officer for BASF in North America, Patricia Rossman is responsible for providing strategic leadership to help BASF Corporation achieve its goals of creating a more diverse and inclusive work environment and being known internally and externally as a top company for Diversity + Inclusion.

This includes leadership of the Diversity + Inclusion Council and its intensified focus on Inclusion to drive belonging, innovation and growth.

Under her leadership, BASF has been named by DiversityInc. as one of the Top 50 Companies for Diversity for seven consecutive years, moving up from #31 in 2013 to ranking #14 in 2020.

BASF also consistently maintains its 100% compliance rating in the Human Rights Campaign Corporate Equality Index for LGBTQ workplace equality, having consistently achieved 100% compliance for the past eight years.

Pat is also responsible for providing strategic leadership of all aspects of Human Resources Communications.

She is a member of the BASF Diversity + Inclusion Council, the Global Diversity + Inclusion team, and serves as a member of the Board of Trustees of the American Conference on Diversity and the Doing a World of Good Task Force of the American Institute of Chemical Engineers.

Patricia joined BASF through BASF's acquisition of Ciba Corporation. She previously led Corporate

Communications & Public Affairs for Ciba across the Americas Region. She also served as the Executive Director of the Ciba Foundation, a \$6 million philanthropic foundation creating science education and workforce development partnerships.

Pat has more than 25 years of HR and Communications experience working in the chemical, technology and service industries.

She and her husband Glenn have three sons.

Pat is also responsible for providing strategic leadership of all aspects of Human Resources Communications.

She is a member of the BASF Global Diversity + Inclusion team, Human Resources Leadership Team, Diversity + Inclusion Council, and the Corporate Communications Leadership Team. She serves as a member of the Board of Trustees of the American Conference on Diversity and the Board of Directors of the Texas Alliance for Minorities in Engineering.

Patricia joined BASF in 2010 through BASF's acquisition of Ciba Corporation. She had served as Ciba's Vice President, Corporate Communications & Public Affairs for the Americas Region. She also served as the Executive Director of the Ciba Foundation, a \$6 million philanthropic foundation creating science education and workforce development partnerships in communities surrounding Ciba's major site locations.

Pat has more than 20 years of Communications and HR experience working in the chemical, technology and service industries.

She and her husband Glenn have three sons.

Todd Sears, Founder & CEO, Out Leadership



Todd Sears is the Founder and CEO of Out Leadership, the global LGBT+ business advisory company that partners with the world's most influential firms to build business opportunity, cultivate talent, and drive equality forward.

More than 430 global CEOs have engaged in Out Leadership's work, and the organization counts more than 82 major companies as members. Thousands of LGBT+ and ally executives share insights and best practices at Out Leadership's annual Summits in New York, London, Hong Kong and Sydney. Many more engage with its global talent initiatives including *OutNEXT*, the first global development program for the next generation of LGBT+ executives; *OutWOMEN*, its groundbreaking effort to connect and celebrate Out LBT+ women in business; and Quorum, the first effort to place senior LGBT+ executives on corporate boards.

A former investment banker, Todd specialized in wealth management at Merrill Lynch, creating the first national team of financial advisors on Wall Street focused on the LGBT+ community, which brought over \$1.4 billion of new assets to the firm. Todd then moved into diversity leadership, as Head of Diversity & Strategic Initiatives at Merrill Lynch and then at Credit Suisse, where he served as Americas Head of Diversity and Inclusion.

A graduate of Duke University and Woodberry Forrest School, Todd is also an active philanthropist and community leader. He is the founding co-chair of Jeffrey Fashion Cares, a fundraiser supporting LGBT+ civil rights, youth and HIV/AIDS treatment and prevention, which has applied an innovative cost-structure to raise millions of dollars since its inception.

Todd serves on the non-profit boards of The Williams Institute of UCLA, The Palette Fund, and Lambda Legal and is an Advisory Board Member for The Stonewall National Library & Archives. In 2020, he received the Georgia Diversity Council LGBTQ Leadership Award and the 2020 Crain's Top 40 LGBTQ Leaders Award

Constance Thompson, Senior Director, Women's Engagement, The Manufacturing Institute



Constance Thompson, CCDP/AP serves as the Senior Director of Women's Engagement for The National Manufacturing Institute (MI) the non-profit workforce and education-focused affiliate of The National Association of Manufacturers (NAM)- the nation's largest industrial trade association. Thompson is responsible for partnering with The VP of Strategic Engagement and Manager of Women's Engagement to lead the MIs' rapidly expanding work with The STEP Women's Initiative and support the overall growth of diversity and inclusion solutions in the manufacturing sector. Thompson is noted for her considerable expertise in the development, integration, measurement, and sustainment of successful D&I workforce, strategic partnership and culture change focused initiatives.

Prior to joining MI, Thompson served in a variety of Diversity & Inclusion focused roles with some of our nation's leading Fortune 500, Ivy League and nonprofit institutions. Most recently, Thompson served as the Senior Director of Operations for the National Society of Black Engineers (NSBE). At NSBE, she served as the second in command and internal consultant to the Society's National Executive Board and Executive Director and was responsible for leading all day to day operational and administrative functions for NSBE's World Headquarters. In tandem, while at NSBE, Thompson collaboratively established and served as the Inaugural Project Manager for The 50K Coalition, a collaboration between our nation's leading Inclusion focused engineering societies -(The American Indian Science and Engineering Society, The National Society of Black Engineers, The Society of Hispanic Professional Engineers and The Society of Women Engineers)- aimed at graduating 50,000 Female, Hispanic, Black and American Indian engineers by the year 2025. Prior to NSBE, Thompson served in various Diversity & Inclusion focused leadership roles with The American Society of Civil Engineers (ASCE), The American Chemical Society (ACS), Cornell University and Corning Incorporated.

Thompson is the proud daughter of a US Air Force Veteran. She and her family spent the majority of her developmental years serving on bases in the Eastern United States, Asia, and Europe. Thompson earned her B.S. in Political Science from Virginia State University and is a Cornell University Certified Diversity Professional/Advanced Practitioner (CCDP).

Heather Tinsley-Fix, Sr. Advisor, Employment Engagement, AARP



Heather Tinsley-Fix is a Senior Advisor at AARP, where she leads the organization's work on employer engagement and helps drive AARP's focus on providing members and the 50+ with the tools they need to thrive in today's work environment. She also focuses on employer engagement on a variety of topics affecting the 50+ worker. With a background in marketing, innovation, and program management, Heather works with employers and job seekers, external partners, and academics to provide thought leadership on 50+ labor market issues and create practical resources that enable employers to capitalize on the value of experience. Ms. Tinsley-Fix has been with AARP since 2006. Prior to joining AARP, she held various marketing, strategy, and program management positions with the American Psychological Association, MicroStrategy, and

the Advisory Board. She holds a B.A. in English Literature and an M.A. in Literary Theory, both from the University of Exeter.

Robert Varnedoe, President, Lee Container Corporation, Inc.



Robert Varnedoe is the President of Lee Container. His experience with the company (he joined Lee Container at its inception in 1989) includes sales, operations, and general management. Robert is a graduate of the University of Georgia and Abraham Baldwin Agricultural College. He and his wife Layne have two sons, Joel and John, and one feisty granddaughter, Bea. He is a lover of Labrador Retrievers and loves hanging out at his farms in Iowa and South Georgia.

Lisa Winton, CEO and Co-Owner, Winton Machine Company



Lisa Winton is the CEO of Winton Machine Company founded by her and her husband, George Winton, in 1997. With over two decades in managing the business together in metro Atlanta, Georgia, Lisa is the finance and business development mastermind and George is the engineering brains.

In addition to their team of 40 employees, interns and apprentices, Winton partners with 120 vendors to produce their machinery of which 60% are Georgia based companies. Winton designs and builds machinery that makes parts for a wide range of applications most notably including the NASA Mars Exploration Rover with collaborative plans underway for the next generation rover project dubbed Mars 2020; the Raytheon Iron Dome Weapon System which is used to help protect over 8 million people in Israel from incoming missiles and artillery; and mass production of refrigerators being built on General Electric assembly lines.

Winton Machine is a member of the National Association of Manufacturers (NAM). Lisa has actively advocated for trade, education and workforce development for several years. In 2019, Lisa was invited to participate in several joint meetings between NAM and White House representatives. In 2020, Lisa was honored to be elected to the NAM Board of Directors.

In May 2019, Lisa was appointed by Georgia Governor Brian Kemp as a Board Member for the Technical College System of Georgia (TCSG) serving as the Seventh Congressional District Representative. Lisa is serving a four year term on the State Board which is responsible for establishing standards, regulations and policies for the operation of the TCSG. As a part of her responsibilities she serves specifically on the economic development committee.

Lisa was recently elected to the Gwinnett Chamber of Commerce Board of Directors for a two year term (2021-2022). In 2019, Lisa served as a Chairman's Appointee on the Gwinnett Chamber of Commerce Executive Committee. She also served on Partnership Gwinnett's Executive Council to Chair to support the 2019 Talent Development/Workforce Development initiatives. She serves as an industry panelist and speaker on topics covering domestic and global trade, STEM education and manufacturing workforce development.

Winton Machine was awarded the Gwinnett Chamber 2019 IMPACT Regional Business Award for Small Business. Winton Machine took top honors as the Gwinnett Chamber 2018 Pinnacle Small Business Overall Winner and Best Small Business of the Year: 25+ Employees. Winton Machine was a finalist in the 2018 Metro Export Challenge sponsored by the Metro Atlanta Chamber.

VIRTUAL

Diversity + Inclusion

SUMMIT

#MFGTogether

Winton Machine proudly represented the State of Georgia at the 2018 Made in America Product Showcase held at the White House in Washington, D.C.

Over the years, several other state and local organizations have also recognized Winton Machine for their contributions to Georgia's manufacturing industry and their economic impact domestically and internationally.

Lisa is a University of Florida graduate with a bachelor's degree in business administration. She is a Leadership Gwinnett graduate. She is also a graduate of SBDC Fast Trac, GrowSmart, SBA Emerging Leaders and ExportGA programs.



MANUFACTURING
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