



RISE UP:

Bolstering Momentum Around Black Excellence

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49th Annual H. Naylor Fitzhugh Conference

FEBRUARY 18 - 19, 2022

WELCOME

On behalf of the African American Student Union at Harvard Business School, it is our honor to welcome you to **Rise Up Weekend**, comprised of the 49th Annual H. Naylor Fitzhugh Conference, the 3rd Annual Black Tech Master Series, and the 3rd Annual Black New Venture Competition. We are overjoyed that you are joining us for a unique and uplifting weekend.

Our theme is **“Rise Up: Bolstering Momentum around Black Excellence.”** In 2021, we celebrated the stories of Black women leaders, often unseen in the background of movements to recognize disproportionate challenges seen in Black and Brown communities. This year we aim to celebrate and bolster our community as we rise in a world more aware than ever of the inequities our leaders have faced. We spotlight those leaders who saw the greatest challenges of the last two years and those leaders who are capturing the momentum of resources and allyship -- with the goal of helping our community answer the question exciting us all: ‘How do we keep the momentum?’

We extend our gratitude to all those who contributed to making this weekend a success. To our sponsors, the HBS faculty and staff, and alumni: thank you for your generous resources, wisdom, and overall support. To our keynote speakers, panelists, and judges: thank you for your time, guidance, and encouragement. To our incredible team: this weekend would not have been possible without your diligence and vision in making this weekend a reality.

Finally, to our attendees, we offer our deepest thanks to you for spending your time with us. We are thrilled you are joining us as we rise to seize the opportunities of this moment, together.

April Weathers

*49th Annual H. Naylor Fitzhugh Conference
Co-Chair*

Cyril Straughn-Turner

*49th Annual H. Naylor Fitzhugh Conference
Co-Chair*

Kwesi Acquay

Black New Venture Competition Chair

Olutosin Sonuyi

Black Tech Master Series Chair

Siham Adous

AASU Co-President

Nicole Clay

AASU Co-President



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RISE UP WEEKEND

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Tech Master Series

Friday, February 18, 2022

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BLACK TECH MASTER SERIES AGENDA

[ALL TIMES ARE US EST]

FRIDAY, FEBRUARY 18, 2022

| | |
|---------------------|---|
| 9:30 AM - 9:35 AM | OPENING REMARKS Olutosin Sonuyi , Black Tech Master Series Chair & Siham Adous , AASU Co-President |
| 9:35 AM - 10:20 AM | EXPERIMENTATION AND BUILDING AN MVP |
| 10:25 AM - 11:10 AM | CHARTING A PATH: The Black Funding Journey and Equitable Access to Capital FIRESIDE CHAT WITH CHARIS MÁRQUEZ Charis Márquez , Vice President of Fashion, eBay Moderated by Danielle Regis |
| 12:00 PM - 3:00 PM | BNVC PITCHES |
| 3:20 PM - 4:05 PM | TECHNOLOGY & SOCIETY: Community, Education, and Inclusion |
| 4:10 PM - 4:55 PM | CONNECTING THE WORLD THROUGH ZOOM |
| 4:10 PM - 4:55 PM | MVP OR MVB? The Importance of Brand for Startups at Every Stage |
| 5:00 PM - 5:10 PM | CLOSING REMARKS Olutosin Sonuyi , Black Tech Master Series Chair |



EXPERIMENTATION AND BUILDING AN MVP

9:35 AM - 10:20 AM

A workshop highlighting the importance of testing your product ideas and making sure that your future customers love what you build them. We'll spend time walking through different types of tests and learning cutting edge tools for building Minimum Viable Products without needing to write a single line of code.



NICHOLE BESTMAN

Director of Immerse at Bubble, Founder at Shipfair Inc.

Nichole is a marketing and business development strategist that specializes in accelerating and formalizing early stage ideas and concepts in small business, nonprofit, and startup formats. Currently, she directs founder inclusion efforts at Bubble.io through Immerse, a product pre-accelerator for underrepresented entrepreneurs; and leads early product and business development at Shipfair Inc. as founder. In prior roles between the United States, Europe, and continental Africa, Nichole has applied entrepreneurial gumption, creativity, and novelty thinking to bring out the inventive flavor of diverse, multidisciplinary teams; innovate within limited and dynamic resources; and define creative insights that are critical to strategy. This skillset is illustrated at organizations like the National Port Authority of Liberia where she created the authority's first CSR program and implemented a marketing strategy framework for the \$26M port network; and also at research based, think tanks such as Italia Innovation where she worked with artisanal businesses to formalize their existing product and process innovation structures through internal and external stakeholder collaborations. Nichole is passionate about the social and economic impact of entrepreneurship, and building bridges between the global north and south. She is committed to these causes in her current role as a mentor and advisor at Cornell University's eLab accelerator; previous board leadership as a World Economic Forum Global Shaper; and through her vision at Shipfair that aims to level the playing field in global fashion supply chains that include women and artisans in emerging markets. Nichole holds a BBA in International Business and Marketing from Howard University, an MBA from Cornell University, and currently resides in the Washington, DC metropolitan area.

CHARTING A PATH:

THE BLACK FUNDING JOURNEY AND EQUITABLE ACCESS TO CAPITAL

10:25 AM - 11:10 AM

Join us for a conversation with founders and funders to discuss what it means to be a Black entrepreneur in tech, and the unique challenges Black founders face on their funding journey.



JEFF BUSSGANG | [MODERATOR]

Senior Lecturer in Entrepreneurial Management Unit at the Harvard Business School

Jeffrey J. Bussgang is a Senior Lecturer in the Entrepreneurial Management Unit at the Harvard Business School as well as Co-Founder and General Partner at Flybridge Capital Partners, an early-stage venture capital firm with offices in Boston and New York City and approximately \$900 million under management. He studies lean startups as well as strategy and management challenges for founders.



DANIEL ACHEAMPONG

Co-Founder and General Partner at Visible Hands

Daniel Acheampong is a co-founder and General Partner at Visible Hands, an early-stage investment firm with a fellowship that invests in the most talented people of color and women across the U.S. to support them in building high-growth venture backable technology companies. He received a dual Masters in Business Administration from the Wharton School and Public Administration from Harvard Kennedy School. Prior to graduate school, Daniel was an associate at Summit Partners, a premier investment firm, where he managed the firm's due diligence process to raise investment funds. Previously, he was a financial analyst at Goldman Sachs, where he supported senior management in supervising the New England Private Wealth Management business.



DR. ROSHAWNNA NOVELLUS

Founder and CEO of EnrichHER

Dr. Roshawanna Novellus is the Founder and CEO of EnrichHER, a proven and trusted FinTech lending platform that makes it easy for retail and institutional funders to deploy capital to pre-qualified revenue-generating businesses led by women and people of color. A nationally-recognized financial inclusion advocate and champion of mindfulness, Dr. Novellus is dedicated to deploying working capital to women and people of color to help them grow their businesses. She holds a Ph.D. in Systems Engineering with a Minor in Finance, a Masters of Science in Information Technology emphasizing Information System Engineering, a Bachelor of Arts in Business Management Economics, and a Bachelor of Science in Computer Engineering – achieving Summa Cum Laude in each.

A native of San Diego, Roshawanna is one of the few Black women ever to have raised over \$1M in venture capital. She is a Roddenberry Foundation Fellow and served on the Commission on Women for the City of Atlanta from 2016 to 2018. Additional honors include: the “Excellence in Sister-Nomic\$ Award” from the National Coalition of 100 Black Women; Atlanta Business Chronicle’s “2016 Women Who Mean Business;” Georgia Trend’s 2017 “40 Under 40;” Washington Life’s “25 Innovators & Disruptors in Tech;” a LinkedIn Top Voice in Technology; and winner of the FinTech South Innovation Challenge. Dr. Novellus has appeared in Bloomberg, Fortune, Fox Business, Yahoo! Finance, and Black Enterprise and has been featured in national television campaigns for her advocacy work in partnership with Logitech, Mastercard, and Hennessy.



CALVIN THOMPSON

Finance and Special Initiatives at BlocPower

Calvin is a member of BlocPower’s finance and special initiatives teams, reporting to CFO & CEO. Focused on fundraising, offset tokenization, project underwriting, workforce, community-owned WiFi, and creating new ways to finance building retrofits nationally. Calvin previously served in roles as a Researcher at the MIT Community Innovators Lab and as an Investment Intern at the Boston Impact Initiative. Calvin received a BA in Urban Studies from Brown University.

FIRESIDE CHAT WITH CHARIS MÁRQUEZ

11:15 AM - 11:55 AM

An intimate conversation with eBay's VP of Fashion Charis Márquez where we'll discuss the importance of Black entrepreneurs, the career paths available before and after entrepreneurship, and how technology is impacting the future of eCommerce and fashion.



DANIELLE REGIS | [MODERATOR]

MBA Candidate at the Harvard Business School

Danielle Regis is a 2nd year MBA student at the Harvard Business School. Prior to business school Danielle worked as the Director of Product Management for STEMBoard and as an Engineer for the Federal Government. She has also spent time as a volunteer as a Technical Instructor for Black Girls Code. Danielle completed a BS and MS in Electrical and Computer Engineering from Cornell University.



CHARIS MÁRQUEZ

Vice President of Fashion at Ebay

Charis Márquez is the vice president of fashion at Ebay, where she oversees fashion initiatives for the marketplace, including luxury.

Prior to Ebay, Márquez was with Levi Strauss & Co. for the past four years, rising to VP, sales effectiveness. In that role, she focused on enhancing the selling process digitally and in-store consumer experiences. Her earlier positions at Levi's included VP, wholesale.com and digital operations and senior director, site merchandising.

Before joining Levi's, Márquez, who has an MBA from the Kellogg School of Management at Northwestern University, held leadership and general management roles at such firms as Sears and Sam's Club.

Márquez has been a champion for diversity, inclusion and belonging in the workplace, serving as executive sponsor and leadership roles in various companies' Associate Resource Groups, a role as a Fair Employment Consultant while at Sears, and launched Levi Strauss & Co.'s first consumer facing Black History Month campaign. Charis is passionate about creating work environments where people can bring their best and most authentic self to create amazing results in the business and community.

TECHNOLOGY & SOCIETY:

COMMUNITY, EDUCATION, AND INCLUSION

3:20 PM - 4:05 PM

Technology can be used to tackle social and economic issues by leveraging public-private partnerships to improve underserved communities, increase racial and economic equity, and improve access to information. The creation and deployment of civically focused technologies have and continue to amplify everyday voices and facilitate agency in terms of defining the “public good.” This panel discussion will highlight the creation and deployment of civic technology from the perspectives of founders and executives, emphasizing the benefits to society.



JEROME FULTON JR. | [MODERATOR]

MBA Candidate at Harvard Business School

Jerome Fulton, Jr., is a first year MBA candidate at Harvard Business School. Prior to school he served as a Finance and Enterprise Performance Consultant at Deloitte Consulting. Jerome’s primary industries were Technology, Media and Entertainment, and Telecommunications, and he specializes in improving Financial Operations and assisting with Finance Transformations.

Prior to joining Deloitte Consulting, Jerome was a Senior Consultant at Ernst and Young (EY). At EY, Jerome worked on Global Financial Institutions focusing on Financial Management, Operations Improvement, Financial Reporting, Project Management, and Risk Management.

Jerome is a University of Southern California and University of Florida graduate with a Master of Accounting and a Bachelor of Science in Accounting, respectively. Jerome aspires to inspire, and he enjoys mentoring and giving back to his community.



RALPH CLARK

President and CEO at ShotSpotter, Inc.

Ralph A. Clark is the President and CEO of ShotSpotter, Inc. Since 2010, Mr. Clark has spearheaded the company's mission to help law enforcement agencies reduce gun violence and provide equal protection for historically underserved neighborhoods. With over 30 years of corporate and financial leadership experience, Mr. Clark led ShotSpotter's transition to a software as a service (SaaS) business model, resulting in the launch of the company's IPO in 2017, and his designation as EY's "2019 Entrepreneur of the Year® Award for Northern California." Mr. Clark has served in leadership positions at IBM, Goldman Sachs, and Merrill Lynch, and currently holds board of directors' positions with Glowforge and TriNet, Inc. He earned a B.S. in economics from the University of the Pacific and an M.B.A. from Harvard Business School. With roots in Oakland, California, Ralph is an emeritus board member with the Boys and Girls Club of Oakland.



DAMOLA OGUNDIPE

CEO and Co-Founder at Civic Eagle

Damola is the co-founder and CEO of Civic Eagle — an innovative data and software company that uses artificial intelligence to interpret and predict public policy. In his capacity as CEO, he's raised over \$4 million dollars from leading venture capitalists and generated millions in revenue.

Before co-founding Civic Eagle, Damola worked as a management consultant with a focus on health policy, built a music production studio out of shipping containers that featured artists such as Tinashe, Tyga, and Smokey Robinson, and started and sold a sneaker retail business.



ELIZABETH M. ADAMS

Chief AI Ethics & Culture Advisor at Paravision

As one of Forbes “15 AI Ethics Leaders Showing The World The Way Of The Future”, Elizabeth M. Adams is a highly-sought-after resource in business and professional circles for executives, small business owners, non-profits, institutions of higher learning, and community leaders from all sectors of society, looking to expand their knowledge of AI Ethics and Leadership of Responsible AI™. For over two decades, she has studied the science of business and technology influences on society while leading large-scale technology initiatives for Fortune 500 companies and various government organizations. As a scholar-practitioner, Elizabeth has developed her expertise by interviewing, observing, advising, and working alongside successful technical and non-technical leaders, creating alliances with community that translate theory into results. Elizabeth is pursuing a doctoral degree at Pepperdine University with a research focus on Leadership of Responsible AI™. Elizabeth serves as the Global Chief AI Culture & Ethics Officer for Women in AI, where she volunteers her time building a world-class team and program to support the needs of 8,000 women worldwide.

CONNECTING THE WORLD THROUGH ZOOM

4:10 PM - 4:55 PM

Get to know our sponsor- Zoom. Learn about future career opportunities with them and walk away with some tactical tips and advice about how to build connections and expand your network through internships.



VANESSA MCQUEEN

Global Emerging Talent Recruiter at Zoom

Vanessa is a recruiter on the Emerging Talent Team. Before coming to Zoom she was a University & Programs recruiter at eBay. With over 10 years of experience in the Early Talent space she has found that it is truly her sweet spot. A Bay Area native, when she is not connecting amazing managers to rockstar talent, she can be found anywhere from enjoying the views of the Golden Gate hiking at Lands Ends Trail to sampling the best that Wine Country has to offer in Sonoma. Vanessa also enjoy spending time with her children (boy mom *3 ☐), watching prank shows and anything Beyoncé.

MVP OR MVB?

THE IMPORTANCE OF BRAND FOR STARTUPS AT EVERY STAGE

4:10 PM - 4:55 PM

Most early-stage companies tend to focus on the tactical, i.e. how to get their product functional and in market as quickly as possible. We want to help founders investigate the question of what is the Minimum Viable Brand necessary to support your company at your current stage of growth. As brand and market experts, we know that brand is much more than a veneer that is tacked on to a company when it's time to woo customers. Rather, brand is about creating clarity, which is important at every stage of your journey. Very early on, being able to clearly articulate who you are, what you are building, why it matters, and why you're the best person to do it, is central to even raising the funds and recruiting a team to bring your product to life.



JOANNA REES | [MODERATOR]

Managing Partner at West Venture Studio

Joanna Rees is a seasoned brand marketer, company builder, and investor, who has spent her career embracing the idea that “the best way to change the future is to create it”. Joanna supports entrepreneurial leaders at the intersection of brand creation, company scaling, and growth. In addition to her work at West, Joanna currently serves on the board of FICO (NYSE: FICO), Tentrr, Prelude Fertility, Boon Supply, and Perch and as the Board Chair of The Representation Project. Most recently, Joanna led the formation and capital raise for Endeavor Catalyst, an impact investment fund supporting high-impact entrepreneurs in emerging markets. Joanna has previously served on more than 25 boards including Care.com (NYSE: CARE), Leapfrog (NYSE: LEAP), and Endeavor Global among several others. Joanna holds a BS in Psychology from Duke University and an MBA in Finance from Columbia University.



BRANDON HIGHTOWER

Strategist at West Venture Studio

Brandon is a strategist whose life's mission is to “use technology to enhance our essential humanity and make the world more beautiful, more intelligent, and more just”. He is a skilled and highly original synthesizer of insights, unexpected answers, and human-centered design techniques to source fresh ideas that propel his partner companies to real-world impact. Prior to West, brand served as a UX Designer and Design Researcher for SAP. Brandon has a B.S. in Product Design from Stanford University.



MICHAEL BROUGHTON

CEO and Founder at Perch

Michael Broughton is a young entrepreneur who studied business at the University of Southern California. Coming from a military family, he grew up in the Far East, living in South Korea and Japan. He eventually moved to South Dakota. Broughton's love of business isn't based so much on his ability to climb a ladder as it is on his desire to build one. Communitarianism in business and the revival of social entrepreneurship are among his life goals.



JEAN BROWNHILL

CEO and Founder at Sweeten

After earning an Architecture degree at The Cooper Union, Jean spent a decade working in architecture and construction. Her own challenging renovation inspired her to transform the opaque construction industry and create the first modern renovation experience that is transparent, efficient and personal.

Sweeten (as in "home, sweet home") launched in 2011. Today, Sweeten has nearly \$1.5B of construction projects in the pipeline. The two-sided marketplace brings trust, transparency and technology to a \$400B industry, creating the end-to-end standard for the renovation experience. Sweeten has been called a "Renovation Game-Changer," with Jean hailed as "The Contractor Whisperer" by New York Magazine and one of Inc. Magazine's "Most Innovative Women Founders in America."

Jean is a Loeb Fellow from Harvard University's Graduate School of Design, where she co-founded the African American Student Union (AASU), an organization supporting African Americans in architecture, real estate and urban planning. As a member of the 2018 Class of Henry Crown Fellows at the Aspen Institute, she recently launched SAW (Sweeten Accelerator for Women) to help female contractors build their businesses.



RISE UP WEEKEND

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New Venture Competition

Friday, February 18, 2022

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THE 2022 BLACK NEW VENTURE COMPETITION

FRIDAY, FEBRUARY 18, 2022

12:00 PM - 3:00 PM

The Black New Venture Competition connects promising early-stage Black founders with resources to develop their ventures into dynamic powerhouses. The event serves as a launching pad for innovative ventures by providing exposure to capital, mentors, and advisors.

Founders will have the opportunity to pitch their ventures to a panel of esteemed judges and compete for a chance to win \$275K of total prize money. There are two tracks, one for pre-revenue ventures and another for revenue-generating ventures.

24 semi-finalists were selected to pitch their ventures on Friday, February 11th to determine the 11 finalists. The final 11 will pitch on Friday, February 18th, and winners will be announced at 2:45pm on Saturday, February 19th during the 49th Annual H. Naylor Fitzhugh Conference.

ELIGIBILITY CRITERIA:

The competition was open to entrepreneurs with innovative solutions to today's toughest problems. Entrepreneurs with ventures that met the following criteria were encouraged to apply:

- Self-identified Black founder, co-founder, or other member of C-suite.
- Proven minimum viable product
- Early Stage (Pre-seed – Seed)
- Less than 5 years in operations
- Raised less than \$500,000 in funding at the time of the competition



BLACK NEW VENTURE COMPETITION

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PRE-REVENUE FINALISTS



REMOUND WRIGHT

EnvironXR



ENVIRONXR



DARA COOK

Expect Fitness



SAIDA FLOREXII

Imanyco



DARIUS GRANDBERRY

Leagueswype



OLAOLUWA ADESANYA

Palmplug



SHANTE FRAZIER

WellCapped



REVENUE FINALISTS



BROOK AYALNEH

Avion UAV



TOBY EGBUNA

Chezie



EMMANUEL BROWN

Church Space



GWANYGHA'A GANA

Garage Mobility



SYDNEY DAVIS

NixCode



SEMIFINALS JUDGES

PRE-REVENUE



B.J. WILEY WILLIAMS

Founder & CEO, SoHooked



TYLER DEAN

Co-Founder, Confluence.VC



JEANCLAUDE DORSAINVIL

Associate, XYZ Venture Capital

SEMIFINALS JUDGES

REVENUE



KIM FOSTER

Co-Founder, Black New Venture Competition & Tech Master Series, Launch with GS at Goldman Sachs



KHALID DAVID

Founder & CEO, TracFlo



BRIAN BURTON

Venture Investor, Playground Global



FINALS JUDGES

PRE-REVENUE



MANDELA SH DIXON

Founder & CEO, Founder Gym

In 2012, Mandela SH Dixon became one of the first Black women to raise venture capital from Silicon Valley investors. A few years later, she transitioned into the investing world, and became one of the first Black women to work at a venture capital firm. Now as the CEO of Founder Gym, Mandela leads the #1 training program teaching underrepresented founders how to raise venture capital. Founder Gym was launched in 2017 and leverages the best investors and funded-founders to help teach underrepresented entrepreneurs how to raise capital to scale their tech startups. To-date, Founder Gym has trained over 600 founders across 26 countries, spanning 6 continents who have gone on to raise over \$130 million. According to the ProjectDiane Report, only 93 Black women in all of history have ever raised \$1 million or more, and 1 out every 10 of these trailblazers are Founder Gym Graduates. Prior to Founder Gym, Mandela was the Founding Portfolio Services Director at Kapor Capital, and the Global Director of Startup Weekend Education (acq. by Techstars). Mandela is an angel investor, Limited Partner, Sequoia Capital Scout, and inaugural member of First Round Capital's Angel Track. Her frameworks for success have been shared on over 150 stages and in more than 100 publications. Mandela has received various recognitions, including being named Entrepreneur magazine's 100 Most Powerful Women, LinkedIn's Top 10 Voices in Venture Capital and Startups, and a Forbes 30 Under 30 awardee.



CHARLES HUDSON

Managing Partner, Precursor Ventures

Charles Hudson is the Managing Partner and Founder of Precursor Ventures, an early stage venture capital firm focused on investing in the first institutional round of investment for the most promising software and hardware companies.

Prior to founding Precursor Ventures, Charles was a Partner at SoftTech VC. In this role, he focused on identifying investment opportunities in mobile infrastructure, mobile applications, and marketplaces. In addition to his investment activities, he supports SoftTech portfolio companies on business and corporate development matters. He was also the CoFounder and CEO of Bionic Panda Games, an Android focused mobile games startup based in San Francisco, CA.

Prior to joining SoftTech VC and cofounding Bionic Panda Games, Charles Hudson was the VP of Business Development for Serious Business until the company was acquired by Zynga in February 2010. Prior to Serious Business, he was the Sr. Director for Business Development at Gaia Interactive, an online hangout and virtual world for teens. Prior to Gaia, Charles worked in New Business Development at Google and focused on new partnership opportunities for early stage products in the advertising, mobile, and ecommerce markets. Prior to joining Google, he was a Product Manager for IronPort Systems, a leading provider of antispam hardware appliances that was acquired by Cisco Systems for \$830 million in 2007.

Charles was also the founder of the Virtual Goods Summit and Social Gaming Summit, two of the leading conferences in the freetoplay games space.

Charles spent several years working at InQTel, the strategic venture capital group for the Central Intelligence Agency. While at InQTel, he focused on identifying investment opportunities that could deliver significant value to the CIA and the commercial market in both the short and long term. He holds an MBA from the Stanford Graduate School of Business and a B.A. in Economics and Spanish from Stanford University.



JOEY WOMACK

Founder & CEO, Goodie Nation

With a life's purpose of helping to equalize socio-economic disparities in communities all over the world, Joey Womack's goal is to positively impact 1 billion people by the year 2039. Part super-connector, part startup coach, he is the Founder/CEO of Goodie Nation, a national support nonprofit that is closing the relationship gap for tech-focused social entrepreneurs and diverse founders, and the Founder/CEO of Amplify 4 Good, a mission-driven agency that uses rapid problem-solving to help large companies, nonprofits, and government agencies create social impact.

Womack, a TEDx speaker, has been named a 2020-2021 Game Changing Founder of Color by SOCAP, one of Atlanta's 500 most powerful business leaders by Atlanta Magazine, received the Technology Association of Georgia's (TAG) Diversity in Tech Game Changer Award for Community Engagement and Equity Champion Award by Startup Atlanta, named one of the Top 10 social entrepreneurs in Atlanta by Hypepotamus, featured by McDonald's, PepsiCo, and Jack Daniels for commitment to social impact, and listed by Huffington Post as one of the Top 20 Innovators in the Atlanta Tech Startup Scene.

He serves on the boards for Startup Atlanta, Venture Atlanta, and the Georgia Social Impact Collaborative as well as advisory boards for SXSW and SOCAP's Spectrum Conference. An entrepreneur since his student days, Womack also launched digitalguestlist.com in 2002 while earning his MBA at Florida A&M University where he was also initiated into Beta Nu Chapter of Alpha Phi Alpha, Fraternity, Inc.



ADINA TECKLU

Principal, Khosla Ventures

Adina Tecklu is a Principal at Khosla Ventures where she focuses on Seed - Series B investments in SaaS and Fintech. Prior to KV, Adina was an investor at Canaan where she built and led the firm's Seed practice. Before becoming an investor, she was a Product & Ops leader at Oracle and Zenefits. Adina holds degrees in Management Science & Engineering and Science, Technology & Society from Stanford University. She was featured on Forbes' 30 Under 30 List for Venture Capital. Adina cares deeply about increasing diversity across venture and venture-backed companies and is a Founding Board Member at BLCK VC and Co-Head of the VC Careers team at All Raise.

FINALS JUDGES

REVENUE



MERCEDES BENT

Partner, Lightspeed Venture Partners

Mercedes Bent is a Partner at Lightspeed Venture Partners. Mercedes is an investor and operator who lives and breathes startups. She invests in consumer, fintech, edtech, LATAM, & multicultural regions and founders including Flink, Outschool, Stori, and more. In 2016, she was named a 40 Under 40 for Tech Diversity in Silicon Valley” and in 2021, WSJ named her one of 9 “Women to Watch in VC”. She has an MBA and a Masters in Education from Stanford University and an AB from Harvard University. She is an African-American of Bermudian, Grenadian, and Colombian heritage and in her free time she enjoys playing cards & off-roading in her Jeep.



SONGE LARON

Co-founder & CEO, SQUIRE

Songe LaRon is Co-founder & CEO of SQUIRE Technologies, the premier barbershop management and POS software system. Since its inception in 2015, SQUIRE has acquired over 2000+ partners in over 40 major markets, and across three continents.

LaRon’s passion for entrepreneurship and innovation is the infrastructure on which SQUIRE was founded -- seeking to utilize technology to solve the problem of how to streamline barbershop operations and increase their efficiency, in order to service their clientele more effectively.

Under his leadership, SQUIRE has grown exponentially in a short period of time - the company now boasts over 200 employees, and has secured Series D funding that helped catapult it into one of the fastest growing startups, and forged a pathway for other tech-based businesses.

Prior to co-founding SQUIRE, LaRon earned his J.D. at Yale School of Law and practiced for several years, but sought out an opportunity to create a longer lasting and more impactful legacy of entrepreneurship, wealth building and creation, among his peers, and for generations to come.



DAVE SALVANT

Co-founder & President, SQUIRE

Dave Salvant is Co-founder & President of SQUIRE Technologies, the premier barbershop management and POS software system. Since its inception in 2015, SQUIRE has acquired over 2000+ partners in over 40 major markets, and across three continents.

As a graduate of University at Albany, and a consortium fellow at the University of Wisconsin Business School, Salvant's finance background was an integral part of his journey, and helped lay the foundation for the strategy and design behind the SQUIRE concept and platform as it exists today.

Under his leadership, SQUIRE has been able to make monumental headway in the tech and beauty industry. Merging the two, created an opportunity for shop owners and their clientele alike to have an experience that is more efficient and effective than ever before.

Salvant's passion for problem solving and technology is what makes SQUIRE innovative -- the software promotes cohesiveness and small business management that is ultimately designed to make business owners' lives easier.



MEGAN MALONEY

Former Principal, General Catalyst, HBS MBA Candidate 2022

Megan Maloney is currently completing her MBA from Harvard Business School. Immediately prior to Harvard, Megan was a Principal at General Catalyst, where she worked closely with portfolio companies including Gusto, Coda, and Stripe, and served as a board observer for Audius, Samsara, Grammarly, and Livongo (acq. by Teladoc for \$18B).

Prior to General Catalyst, Megan was an analyst in the Institutional Equities and Technology Investment Banking teams at Morgan Stanley. She holds a Bachelor of Arts from Columbia University in Economics and Music.



BELÉN MELLA

Investor, Thrive Capital

Belen Mella is an investor at Thrive Capital where she works closely with fintech, software, healthcare and consumer businesses. Prior to Thrive, Belen was an investor at Bridgewater Associates where she worked on the Macro Equities Research Team. She earned a BA in Social Studies at Harvard, where her focus was Science, Technology, and Society (STS) studies. Belen was born in Santiago, Chile and grew up in Miami, Florida.



49TH ANNUAL

H. NAYLOR FITZHUGH CONFERENCE

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FEBRUARY 19, 2022

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CONFERENCE AGENDA

SATURDAY, FEBRUARY 19, 2022

[ALL TIMES ARE US EST]

| | | | |
|---------------------|--|--|--|
| 9:00 AM - 9:10 AM | WELCOME & OPENING REMARKS April Weathers and Cyril Straughn-Turner , AASU Conference Co-Chairs | | |
| 9:10 AM - 10:10 AM | OPENING KEYNOTE ADDRESS Leslie Brun , Co-Founder, Chairman, and CEO, Ariel Alternatives Moderated by Henry McGee , Senior Lecturer of Business Administration, Harvard Business School | | |
| 10:10 AM - 10:25 AM | BREAK AND NETWORKING | | |
| 10:25 AM - 11:25 AM | PANEL SESSION #1 Arts & Beauty: Black Is Beautiful: Celebrating Black Entrepreneurship in Beauty Entrepreneurship/VC: Betting on Black: Improving Access to Capital for Black Founders | | |
| 11:25 AM - 11:45 AM | BREAK AND NETWORKING | | |
| 11:45 AM - 12:45 PM | PANEL SESSION #2 Public Sector: Buying Black the Block: How Do We Revitalize Our Communities? ETA: Demystifying Entrepreneurship through Acquisition: Alternative Paths to Ownership & Wealth Creation | | |
| 12:45 PM - 1:45 PM | LUNCH AND NETWORKING | | |
| 1:45 PM - 2:45 PM | FIRESIDE CHAT Dr. Danielle Allen , Harvard University Professor and Author of Democracy in the Time of Coronavirus Moderated by Tsedal Neeley , Naylor Fitzhugh Professor of Business Administration and Senior Associate Dean of Faculty Development and Research Strategy, Harvard Business School | | |
| 2:45 PM - 3:00 PM | BNVC WINNERS ANNOUNCEMENTS Kwesi Acquay , Black New Venture Competition Chair | | |
| 3:00 PM - 3:15 PM | BREAK AND NETWORKING | | |
| 3:15 PM - 4:15 PM | PANEL SESSION #3 Media: Representation Across the Content Creation Value Chain Business Leadership: Agency in Adversity: How to Harness Your Leadership Power | | |
| 4:15 PM - 4:30 PM | ALUMNI AWARD PRESENTATION Trailblazer Award: Kwame Owusu-Kesse Bert King Award for Service: Simisola Sanni Nwogugu Kenneth Powell Professional Achievement Award: Paris Wallace | | |
| 4:30 PM - 5:30 PM | CLOSING KEYNOTE Beny Ashburn & Teo Hunter , Co-Founders, Crowns & Hops Moderated by Monique Burns Thompson , Senior Lecturer of Business Administration, Harvard Business School | | |
| 5:30 PM - 5:35 PM | CLOSING REMARKS April Weathers and Cyril Straughn-Turner , AASU Conference Co-Chairs | | |



KEYNOTE
KEYNOTE
KEYNOTE

ADDRESSES

OPENING KEYNOTE ADDRESS

9:10 AM – 10:10 AM



LESLIE BRUN

Co-Founder, Chairman, and CEO, Ariel Alternatives

Les Brun is Chairman and Chief Executive Officer of Ariel Alternatives, LLC, which invests in mid-market, scalable businesses that are or will become Black and Latinx owned. He is also Chairman and Chief Executive Officer of Sarr Group, LLC, a diversified holding company for his investments, as well as Senior Advisor to G100 and World 50, a private platform of peer-to-peer communities for senior most executives and directors from some of the world's largest companies. Previously, he was a Managing Director in the New York office of CCMP Capital Advisors. Les also founded and was Chairman Emeritus of Hamilton Lane, the world's leading Private Equity advisory and management firm. He was also a member of the board of directors of the Richcourt Group, a Hamilton Lane company specializing in hedge fund of funds management.

Les is currently Chairman of the Board of Director of CDK Global, Inc. (NASDAQ "CDK"). He is Lead Director of Broadridge Financial Solutions, Inc. (NYSE "BR"), where he was formerly Chairman of the Board of Directors. He also serves on the Board of Directors of Corning, Inc. (NYSE "GLW") and Footprint, LLC. Les was formerly Lead Director of Merck & Co., Inc. (NYSE "MRK") until August 2021, Chairman of the Board of Directors of Automatic Data Processing, Inc. (NYSE "ADP") until November 2015, and Chair of the Compensation Committee of Hewlett Packard Enterprise (NYSE "HPE"). He is also a Member of the Council on Foreign Relations. In addition, he was Chairman of the U.S. Small Business Administration's S.B.I.C. Advisory Council, and a member of the Committee for the Reinvention of the S.B.A.

Les has over 42 years of investment banking, commercial banking and financial advisory experience.

Les holds a B.S. from the State University of New York at Buffalo, where he has been recognized as a Distinguished Alumnus, and is a former Trustee of the University at Buffalo Foundation, Inc. He is also a former Trustee of Widener University, as well as Episcopal Academy in Merion, PA. Les was recognized by the NACD as one of America's top 100 Corporate Directors in 2015 and most recently inducted into the 2019 Business Hall of Fame for Philadelphia Inquirer's Industry Icons.





HENRY MCGEE | [MODERATOR]

Senior Lecturer of Business Administration, Harvard Business School

Henry McGee joined the HBS faculty in 2013 after retiring as President of HBO Home Entertainment, the digital and DVD program distribution division of Home Box Office, the pioneering premium television company. A member of the Entrepreneurial Management Unit, he has taught courses in both the MBA and Executive Education programs. McGee has coauthored numerous media industry case studies and in 2016 launched a new field study course, Hollywood: Distribution and Marketing Challenges in a Digital World. He also co-designed and teaches the courses Arts and Cultural Entrepreneurship and Scaling Minority Businesses. He serves as faculty co-advisor for both the Entertainment and Media Club and the African American Student Union and is a two-time recipient of the Robert F. Greenhill Award for service to the HBS community.





DR. DANIELLE ALLEN

Harvard University Professor and Author of *Democracy in the Time of Coronavirus*

Professor Danielle Allen is a seasoned nonprofit leader, a democracy advocate, a national voice on pandemic response, and a mom. Danielle's work to make the world better for young people became personal in 1995 when her younger cousin Michael was incarcerated in Southern California. Since losing him in 2009, to a combination of mass incarceration and gun violence, she has used every tool at her disposal to drive change. Danielle's fight has taken her from teaching college and leading a \$60 million university division to driving change at the helm of major nonprofits, advocating for cannabis legalization, democracy reform, and civic education.

Most recently, Danielle's leadership in rallying coalitions and building solutions resulted in the country's first Roadmap to Pandemic Resilience; her policies were adopted in federal legislation and a Biden executive order. Part of a wave of Black women running to make gubernatorial history in 2022, Danielle is working to reimagine the possible, knit our communities together as One Commonwealth, and help Massachusetts forge a path out of these hard times toward the green and healthy next-generation democracy we all deserve.



TSEDAL NEELEY | [MODERATOR]

Naylor Fitzhugh Professor of Business Administration and Senior Associate Dean of Faculty Development and Research Strategy, Harvard Business School

Tsedal Neeley is the Naylor Fitzhugh Professor of Business Administration and Senior Associate Dean of Faculty Development and Research Strategy at the Harvard Business School. Recognized as one of the 100 people transforming business who are innovating, sparking trends, and tackling global challenges by Business Insider, her work focuses on how leaders can scale their organizations by developing and implementing global and digital strategies. She regularly advises top leaders who are embarking on virtual work and large scale-change that involves global expansion, digital transformation, and becoming more agile.



CLOSING KEYNOTE

4:30 PM - 5:30 PM

BENY ASHBURN & TEO HUNTER

Co-Founders, Crowns & Hops



Beny Ashburn is CEO and Co-Founder of Crowns & Hops Brewing Co. – a Black-owned craft beer brand in Inglewood, CA. Beny started her career in advertising & brand marketing as a successful Executive Producer and Creative Strategist for some of the top ad agencies and brands around the world i.e. Ogilvy, Beats By Dre and SONOS. Today, Ashburn, Spelman College Alumni, along with her business partner Teo Hunter, are “Changing the Face of Beer” says TIME Magazine.

Ashburn is the driving force of Crowns & Hops! As a brand architect & creative strategist, she has helped build the brand’s creative and marketing framework, ensuring the brand visuals and messaging coexist in a way that is consistent and high quality!

As a Black female CEO in an industry dominated by white males, Ashburn focuses on the “Business” of beer and entrepreneurship. “There is very little conversation or resources around foundational support, brand development, strategy and growth for Black-owned business. Financial support is only step-1. Those additional pillars are key to creating a sustainable business along with building and maintaining racially equitable society.”



Teo Hunter is COO & Head of Brewing Operations for Crowns & Hops Brewing Co. In this role, Teo is a craft beer connoisseur, recipe designer, brand community manager and activist for racial equity in the craft beer industry. Howard University Alumni, Teo’s refined palate and experience in the cellar allows for him to lead beer production, beer distribution, global brand partnerships and operations.

As a 14-Year Army veteran (Paratrooper/Artillery), he is no stranger to leading men & women under difficult circumstances towards success. His passion for spreading the love of craft beer and community is not only infections, but also a key driver in collaborations throughout the brewing industry.

Teo is a California native, born in Inglewood and raised in the Altadena/Pasadena area. He has three daughters; one married living in Washington state and twin daughters in their junior year of college. Teo believes that fractal, transformative change is the key to many of the issue he sees in his community, the craft beer industry and around the country. His goal is to implement as many of these progressive strategies into his business as possible proving that racial equity is a plan for economic growth, not a zero sum game.



**MONIQUE BURNS-THOMPSON | [MODERATOR]**

Senior Lecturer of Business Administration, Harvard Business School

Monique Burns Thompson is an accomplished social entrepreneur who returns to HBS (class of 1993) and brings her twenty years of successful start-up and organizational leadership experience to her research and teaching at HBS. She has led as a co-founder, President and Chief Curriculum Officer focusing specifically on building organizations and systems, developing leaders and closely aligning programs and products with marketplace need. In addition to teaching Leadership and Corporate Accountability at Harvard Business School, Burns Thompson is collaborating with the Harvard Graduate School of Education to develop and deliver the Certificate for School Management and Leadership (CSML): a high quality, low cost, school leadership and management training program designed for school principals worldwide. This entrepreneurial venture launched in 2018, using HBS Online, and has had over 10,000 participants.

Burns Thompson earned her Bachelor's Degree from Dartmouth College, her MBA from Harvard Business School, and her Master's in Education from Harvard Graduate School of Education. She is ABD for her doctorate in Education Administration and Social Policy.

Burns Thompson is the proud mother of two daughters. She keeps her balance in this world by running long distances slowly, skiing quickly, and traveling whenever possible.





DISTINGUISHED

**ALUMNI
ALUMNI
ALUMNI**

AWARDS

BERT KING AWARD FOR SERVICE

4:15 PM - 4:30 PM



SIMISOLA SANNI NWOGUGU, MBA 2004

Simi Nwogugu is the CEO of Junior Achievement Africa (JA Africa), which equips young Africans with financial literacy, entrepreneurship and employability skills for future success. JA Africa is a member of Junior Achievement Worldwide, which is the world's largest youth-serving non-profit economic education organizations. Prior to joining JA Africa, Simi served as the executive director of Junior Achievement (JA)Nigeria, which she brought to Nigeria in 1999, after she served as a volunteer in New York and realized that the entrepreneurial training programs were exactly what the large unemployed youth population in Nigeria needed.

Simi started her career as an investment banker at Goldman Sachs after studying economics and English at Mount Holyoke College, and it was at Goldman that she was introduced to JA New York. After setting up and running JA Nigeria for three years, she left to pursue an MBA at Harvard Business School, after which she worked at MTV Networks in Business Development and Corporate Strategy for a few years before launching HOD Consulting, Inc., a New York-based leadership development firm that helps major corporations retain and advance high-performing women, particularly women of color.

Simi and her contribution to work-life management in the United States, youth empowerment in Nigeria and her own personal struggles to balance work, family and social responsibility, are the subject of a Harvard Business School case study titled, An Entrepreneur's Journey: Simi Nwogugu. After a decade of entrepreneurship, Simi returned to her role as executive director of JAN in 2016, to help the organization expand its economic empowerment programs to reach one million young people across Nigeria, which was achieved in the first quarter of 2020.

Simi sits on the governing Board of the Harvard Business School Association of Nigeria (HBSAN) as its President, the Advisory Council of the African Capital Alliance Foundation and is a member of the Global Advisory Committee for Teach For All.



KENNETH POWELL PROFESSIONAL ACHIEVEMENT AWARD

4:15 PM - 4:30 PM



PARIS WALLACE, MBA 2007

Paris is currently an Entrepreneur in Residence at the Harvard Business School and working on various DEI and gender equality projects. In 2021 Paris sold Ovia Health to Labcorp (LH). Paris was the CEO and founder of Ovia Health, the leading women's health and technology company. Ovia Health's fertility, pregnancy, and parenting programs helped over 20 million families and improved obstetric and fertility care around the world for women and infants. Paris also founded and led Good Start Genetics while a graduate student at Harvard. Good Start Genetics is a genomics technology company focused on fertility and reproductive health. Good Start Genetics was acquired by Invitae (NYSE: NVTX).

A recognized expert on entrepreneurship and DE&I, Paris has lectured extensively in academic and corporate settings including Harvard, MIT and Wharton. Paris holds a bachelor's degree from Amherst College, and an M.B.A. and M.P.A from Harvard University, where he was a Reynolds Fellow.

He is an avid cyclist and he and his wife split their time between Miami and New England to avoid cold weather at all costs and keep riding bikes year-round.



TRAILBLAZER AWARD

4:15 PM - 4:30 PM



KWAME OWUSU-KESSE, MBA 2012

Kwame Owusu-Kesse is chief executive officer of Harlem Children's Zone (HCZ), a nationally acclaimed, anti-poverty organization that has pioneered the field of comprehensive, place-based services.

As CEO of Harlem Children's Zone, Owusu-Kesse oversees the organization's comprehensive programming, ranging from life-shaping early development and innovative education programs to community health and wellness and outreach initiatives. He is also responsible for leading the implementation of a multifaceted five-year strategic plan that leverages HCZ's program data to refine its strategies, pursue innovative solutions to further improve participant outcomes, create efficiencies to reduce costs without reducing effectiveness, and improve operations and procedures in several key areas.

Additionally, Owusu-Kesse spearheaded a national COVID-19 response and recovery strategy that raised more than \$50M to support 7 cities across the US: Atlanta, Chicago, Detroit, Minneapolis, Newark, New York City, and Oakland. Given the early success of the national COVID response and recovery strategy, and with a highlighted focus on the importance of bridging the digital divide across the U.S., Owusu-Kesse also helped broker a unique corporate partnership with the Take on Race Initiative led by Procter and Gamble and a coalition of major corporations including Walmart, Dell, Dow Jones, and others.

Owusu-Kesse has appeared on numerous national media shows including CNBC's Squawk Box, MSNBC's Live with Stephanie Ruhle, PBS' Amanpour and Company, and CNN's Newsroom with Poppy Harlow. He has written for The New York Times and has been profiled in their "Sunday Routine." He also was named to BET's Future 40 List, and most recently selected to City & State New York's Top 100 list of most influential African Americans in New York politics and the 2021 Nonprofit Power 100. On account of his cross-sectoral leadership, Harvard Business School features Owusu-Kesse as a case protagonist in its Leadership and Organizational Behavior (LEAD) course, which is mandatory for all first-year students.

Prior to joining HCZ, Owusu-Kesse worked in investment banking at Morgan Stanley.

Owusu-Kesse received his bachelor's degree in economics from Harvard College, a master's in business administration from Harvard Business School, and a master's in public policy from Harvard Kennedy School.





PANEL

SESSION 01
SESSION 01
SESSION 01

Saturday, February 19, 2022

10:25 AM - 11:25 AM

BLACK IS BEAUTIFUL

CELEBRATING BLACK ENTREPRENEURSHIP IN BEAUTY

10:25 AM - 11:25 AM

Black-owned businesses are growing and gaining national media attention but whether that momentum can be sustained remains to be seen. A panel of four black women entrepreneurs will discuss their journeys and what needs to be done to ensure black-owned beauty brands survive and thrive.



CHELCTIE TAYLOR | [MODERATOR]

HBS AASU Class of 2022

Chelcie is a second-year MBA student at Harvard Business School where she is focused on venture capital and entrepreneurship. Prior to HBS, Chelcie was the Director of Strategic Initiatives at ViacomCBS reporting to the Chief People Officer to design and implement key employee programs in organizational design, learning & development, diversity & inclusion as well as recruitment. Before joining ViacomCBS, Chelcie held business development and strategy roles at management consulting firms aiding brands like Tiffany & Co, Shiseido, and the New York Times strengthen their go-to-market functions through the implementation of digital technology tools. Chelcie is passionate about diversity & inclusion and an avid traveler.



KETA BURKE-WILLIAMS

Co-founder, CEO, Aspen Apothecary

Inspired by a story from her mother, conversations with her sister, and the belief that black girls can create something of luxury for all, Keta is introducing a new conversation into fragrance through Aspen Apothecary, the non-toxic fragrance house that's about celebrating you, as you are. Prior to co-founding the brand, Keta honed her skills at KraftHeinz, Carnival Cruise Lines, and Harvard Business School.



KENDRA BRACKEN-FERGUSON

Founder and CEO, BrainTrust Founders Studio

Kendra Bracken-Ferguson, Founder of BrainTrust, is one of fashion and beauty's most successful digital pioneers, not only for creating the social media footprint for Ralph Lauren's fashion empire, but also as a co-founder of Digital Brand Architects, the first agency to manage "bloggers" as talent in 2009. Kendra is one of only 200 Black women ever to have received over \$1M in investment for her first company. She has launched three companies herself; most recently her latest endeavor BrainTrust Founders Studio focuses on increasing inclusive economic opportunities for Black beauty and wellness founders providing mentorship, education, community and capital to help them accelerate their businesses and build sustainable growth. She partnered with Halle Berry to launch rē-spin, a health and wellness brand; co-founder of BeautyUnited, a non-profit dedicated to driving DE&I in the beauty and wellness industry; and the host of Business of the Beat Beauty and Wellness Podcast. Kendra graduated from Purdue University with a BA in Communications and then received her MBA in Business Administration from Keller Graduate School of Management of DeVry University. She has an endowment at her alma mater for a Black female freshman student in the communications school to increase the number of Black students at the University.



AYO OGUN

Founder & CEO, Soultanicals

Ayo Ogun, the Founder/CEO of Soultanicals, a mom of six, including three girls with different hair textures, started the company with a genuine curiosity on how to make the hair care process a painless experience for her three daughters. Starting a business was always in the cards, but this mission helped propel her purpose. With her homeschooling children in tow, Ayo embarked on a self-taught journey at neighborhood bookstores & libraries and studied all there was to learn about starting a business, marketing, sales, taxes and taking a binder-full of notes! Within 3 years of research & development, Soultanicals was born. Her toxin-free vegan line enables customers to address natural hair textures through high-quality hair care products formulated with natural ingredients. What started out as a small, handmade business from her kitchen in 2012, quickly morphed into a seven-figure company with viral-selling, sold out products! Fast forward to 2022, Soultanicals is now in over 5,000 stores Worldwide, including major Retailers such as Walmart, Target, Sally Beauty & Rite Aid.



AISHETU FATIMA DOZIE

Founder & CEO, Bossy Cosmetics Inc.

Aishetu is an experienced global finance and capital markets executive with a deep track record in business development and transaction execution with Goldman Sachs, Morgan Stanley, Lehman Brothers, Standard Chartered Bank, World Bank, and Rand Merchant Bank. Aishetu has provided advice to CEOs seeking to leverage public/private capital markets in their growth objectives across consumer products, non-Rx pharmaceuticals, banks and financial institutions, infrastructure, and oil and gas. She has built multi-jurisdictional businesses within large international corporations as well as scaled two businesses as a mission-driven entrepreneur.

Aishetu is a global citizen and has worked/lived in New York, London, South Africa, Nigeria, Southeast Asia, and Central and South America. Her deal experience is both expansive and deep reflecting her ability to navigate cultures and regulatory jurisdictions with a keen focus on effective execution. Aishetu has worked on over \$130 billion in M&A, private equity financings, IPOs, and public capital market transactions.

Aishetu has led multi-product regional teams to deliver excellence to medium and large corporations with significant operations in emerging markets. She led the coverage team at Morgan Stanley in building their Africa (ex-South Africa) investment banking franchise as well as the West Africa investment banking business for South African banking conglomerate, First Rand Group.

Aishetu is a dedicated chief executive with a “lead from the front” mentality and the ability to inspire and motivate teams to surpass management targets and their own personal expectations. She is also passionate about the advancement of women in business, which led her to executive produce a video series called African HERstory, where she interviewed successful female African executives to highlight their impact on the continent’s development. The insights gleaned from these conversations about igniting confidence in working women led to Aishetu’s current entrepreneurial pursuit – Bossy Cosmetics, a digitally-native beauty brand that targets ambitious working women. In the 2+ years since its founding, Aishetu has redefined the way beauty companies delight and convert professional women and has been featured in NPR’s How I Built Resilience, Vistaprint’s Small Business Podcast, Forbes, W Magazine, Refinery 29, Essence Magazine, Cosmopolitan, Marie Claire, BET Networks, Fashionista Magazine, The Zoe Report, and PopSugar.

BETTING ON BLACK

IMPROVING ACCESS TO CAPITAL FOR BLACK FOUNDERS

10:25 AM – 11:25 AM

Given the conference theme (Bolstering Momentum Around Black Excellence) and the 2021 conference's Entrepreneurship and VC panel discussion which centered on solutions for the disproportionate lack of funding for Black entrepreneurs, this panel's focus is more forward looking and explores how we can continue to drive change. We've seen some momentum since 2020, but a lot more needs to be done.



TEMI OLONILUA | [MODERATOR]

HBS AASU Class of 2023

Temi Olonilua is a first-year MBA student at Harvard Business School (Section B) and a Toigo Foundation Fellow. Prior to HBS, she spent five years at Con Edison – an investor-owned utility company in New York – where she led various engineering and operations teams and gained valuable knowledge across the energy value chain. Temi is passionate about building inclusive and equitable communities and has used her time at HBS to further this passion as the Community Values Rep for her section.

As a daughter of two Nigerian entrepreneurs, Temi has seen first-hand, the transformative power of entrepreneurship for individuals and communities. Thus, she is passionate about using entrepreneurship and VC to facilitate wealth transfer to underinvested communities and create pipelines for Black and African diaspora to build companies that challenge the status quo and produce more equitable societies.

Temi earned her Bachelor of Engineering (B.E.) in Chemical and Molecular Engineering from Stony Brook University. In her free time, she enjoys learning about different cultures through international travel and giving back to her local community by mentoring college students and early-career professionals.

**KWAME ANKU**

Chairman & CEO, Black Star Fund

Kwame Anku is the CEO and Chairman of the Black Star Fund, a \$12M early-stage innovation venture fund. Black Star Fund has invested in 15 companies, where over 100% of the founders are Black, 50% are women founders and over 70% of capital deployed has been invested in Black women-led ventures.

An honors graduate of Stanford University, Kwame was recently named “One of the Top 25 Black Venture Capitalists to Watch” by Pitchbook. For the last three years, Kwame has been an Aspen Ascend Fellow at the prestigious Aspen Institute.

Kwame entered into the tech industry after being personally recruited by the late legendary rock star Prince to develop his mobile app, overseeing business and development teams in Africa, Asia and the US. He later went on to serve as the National Director of Strategic Development for the Prince-inspired #YesWeCode initiative, where he developed corporate and strategic partnerships with NBC Universal, Comcast, Ford Motor Company Fund, ESSENCE magazine, Alabama Power, The City of Oakland, The City of Detroit, The City of Birmingham, and Google.

Kwame has appeared on numerous national television and radio programs including CNN, MSNBC, BBC Worldwide, SiriusXM, & National Public Radio. He has spoken extensively around the United States encouraging diverse audiences to think differently about social inclusion and technology. His work garnered two invitations to the Obama White House to share ideas and best practices with leaders from around the United States.

Kwame has delivered powerful keynote addresses and been a featured speaker at the Google For Entrepreneurs’ Black Wall Street Conference, TEDx in Ghana, Essence Festival, Culture Shifting Weekend, The National Black Chamber of Commerce, The Ford Freedom Awards, Ghana Tech Summit and The Aspen Ideas Festival.

Kwame serves on the Board of Regents at North Central University, on the board of directors for several startup tech companies including CEEK, Bandwagon, Win-Win and Vurple as well as a non-profit school in Zambia called Operation iDream. Kwame also sits on the Presidential Advisory Board for the Carlsen Center for Innovation & Entrepreneurship at Sacramento State University.



CHRISTA WILLIAMS-COLLETT

SVP and Investing Principal, Citi Impact Fund

Christa Williams is an SVP and Investing Principal at the Citi Impact Fund where she makes early and growth stage investments. She is also leading the fund's Black Entrepreneur's Investment Initiative, a program borne out of Citi's \$1bn "Action for Racial Equity" commitment focused on increasing access to venture capital for Black founders as well as the fund's fund-of-funds strategy.

Prior to joining Citi, Christa worked as an equity research analyst at Jefferies and an investment banker at J.P. Morgan and RBC Capital Markets where she led IPOs for venture-backed companies, most notably Chewy (NYSE: CHWY), Dynatrace (NYSE: DT) and Jumia (NYSE: JMIA). She has an MBA from Columbia University in New York and a BA from Michigan State University in East Lansing, MI.

**ABBAY WEMIMO**

Co-Founder, Esusu

Abbey Wemimo is the Co-Founder and Co-CEO of Esusu, the financial technology platform unleashing the power of data to bridge the racial wealth gap and dismantling credit barriers for low to medium-income households. In 2021, Esusu was named to the Forbes Fintech 50 Most Innovative Companies List and in 2022 raised \$130 million at a \$1 billion valuation. Prior to Esusu, Abbey founded Clean Water for Everyone, a global social venture providing affordable access to clean water for 250,000+ people in six countries. He also founded a data analytics company designed to gather machine-readable data on NGOs operating in Africa which was acquired in 2014. Previously, Abbey was a mergers and acquisitions consultant at PwC, where he worked on more than 20 buy and sell-side deals valued at over \$50 billion. His early career covered politics, finance, and international development working with Accenture, European Commission, Goldman Sachs, and campaigning for President Obama.

Abbey and his work have been recognized in the Wall Street Journal, New York Times, CNBC, Bloomberg, Financial Times, Inc Magazine, Quartz, Fortune, Forbes, Teen Vogue, Vice, Black Enterprise, and others. Abbey was named to the Forbes 30 Under 30 list in 2020 and Goldman Sachs selected him as one of the 100 Most Intriguing Entrepreneurs of 2021. Abbey was also selected by Queen Elizabeth II as a Queen's Young Leader and inducted into The Royal Commonwealth Society. He speaks at global conferences and has presented at the United Nations, the Vatican, the World Food Prize, and Clinton Global Initiative among others. Abbey graduated Magna Cum Laude from the University of Minnesota with a Bachelor of Science degree in Business Management. He holds a Master of Public Administration degree from New York University's Robert F. Wagner Graduate School of Public Service and is a Leading Change Scholar from The University of Cambridge.



PANEL

SESSION 02
SESSION 02
SESSION 02

Saturday, February 19, 2022

11:45 AM - 12:45 PM

BUYING BLACK THE BLOCK

HOW DO WE REVITALIZE OUR COMMUNITIES?

11:45 AM - 12:45 PM

An apt discussion centered on the revitalization of the Black community through the proliferation of black businesses. We will explore the current landscape of economic development in the black community as well as the role that entrepreneurship, social justice, and activism all play in building sustainable Black communities.



HASONI PRATTS | [MODERATOR]

Harvard Kennedy School MC/MPA Candidate

Hasoni Pratts initially began her professional career working for Deloitte in New York City in financial services which provided her with a strong finance foundation.

Hasoni has a long history in public service and political consulting. She is a trusted advisor to Presidential, gubernatorial, congressional, mayoral and other political candidates. In addition, she has served in high level roles advising college presidents, national nonprofits and civil rights leaders. Most recently she served as the National Director of Engagement for the Pete for America presidential campaign. Prior to that, Hasoni was the Vice President of Opportunity Zones for NY State. In 2017, Hasoni helped to make history by assisting District Attorney Eric Gonzalez in his successful campaign to be elected as the first Hispanic district attorney in New York state.

Since 2010, Hasoni has been on the front lines of helping Black women across this country get elected to public office through her work as a founding member of Higher Heights and as its National PAC Treasurer.

Hasoni is presently a candidate for a Masters In Public Administration at the Harvard Kennedy School of Government (expected May 2022).

Hasoni is a graduate of North Carolina A&T State University. She is a dedicated wife, mother of five, and grandmother to four.

**TAWAN DAVIS**

CEO, The Steinbridge Group

Tawan Davis is founding partner and CEO of The Steinbridge Group. Steinbridge has structured and executed over \$2.2 billion of institutional investments and is currently focused on developing nearly \$1 billion of high-quality residential homes for working families in America's major metros.

Davis' leadership combines deep training and experience in finance and economics with a prolific social activism. He began his career as an investment banker with Goldman Sachs and was later a real estate private equity investor with Prudential Financial, leading and managing investments both in Europe and the United States. Davis later served as Vice President and Head of Public-Private Partnerships for in the administration of New York City Mayor Michael Bloomberg and as CIO of a \$5 billion national real estate development firm.

Forbes Magazine, the Harvard Business School, and Bloomberg News among others have recognized Davis as one of America's emerging business, economic, and social leaders.

In addition to leading Steinbridge, Davis is also an Adjunct Professor of Real Estate at New York University (NYU). He has served on the boards of Harlem Hospital, the New York Urban League, the New Horizons Children's Advocacy Group, and was appointed to the New York Utility Board by Mayor de Blasio.

Tawan Davis earned his Bachelor's degree with honors from Georgetown University, a Masters of Sciences degree from England's Oxford University and an MBA degree from the Harvard Business School.



GREGG BISHOP

Executive Director, Social Justice Fund, Joe and Clara Tsai Foundation

Gregg Bishop has made a name for himself investing in low to moderate-income communities, growing the capacity of small and medium-sized enterprises (SME's), implementing sectoral workforce strategies, and building resilient technology infrastructure for media companies.

He is currently the Executive Director of the Social Justice Fund, an initiative funded by The Joe and Clara Tsai Foundation. The Social Justice Fund centers its work around racial justice and economic mobility for BIPOC populations in Brooklyn.

Before this role, Bishop served as the Interim Executive Director of Coro New York, an organization that believes meaningful change comes from collaboration: people in business and communities, schools and unions, government and nonprofits, working together to find creative solutions, and strengthen our democracy.

Bishop has over 13 years of government experience, serving under Mayor Michael Bloomberg and Bill de Blasio. From 2015-2020, he served as the Commissioner of the NYC Department of Small Business Services (SBS), where he was charged with running a dynamic City agency focused on equity of opportunity, leading to economic self-sufficiency and mobility for New York City diverse communities. During his tenure, he connected small businesses to over \$200 million in capital, certified a record 9,000 Minority and Women business enterprises, connected over 100,000 New Yorkers to good-paying jobs, and invested over \$10 million in capacity-building programs across the five boroughs. In addition, over 10,000 city residents were trained with new skills in the technology, healthcare, industrial and manufacturing, and hospitality sectors. He also developed and launched several initiatives aimed at structural barriers minorities face, including Black Entrepreneurs NYC (BE NYC) and Women Entrepreneurs NYC (WE NYC).

Born in Grenada and raised in East Flatbush, Brooklyn, Bishop received a master's degree in Integrated Marketing and Management Communication from Florida State University and graduated Magna Cum Laude with a B.S. in Business Administration from Florida A&M University. He studied International Management and Marketing in Tokyo, Japan, and is a graduate of Harvard Kennedy School's Senior Executives in State and Local Government program, and Coro Leadership New York.



JERIKA RICHARDSON

Senior Vice President, National Urban League

Jerika L. Richardson is Senior Vice President for Equitable Justice & Strategic Initiatives at the National Urban League. She leads the organization's advocacy, public education, and strategic work on civic engagement, police reform, criminal justice reform, and other justice related areas. Previously, Ms. Richardson was Deputy Executive Director and the Senior Advisor & Secretary to the Board for the nation's largest independent police oversight agency, the New York City Civilian Complaint Review Board.

She has also served as Chief of Staff in the Office of the Counsel to the Mayor of New York City and Special Advisor to the Mayor for media relations, criminal justice, and public safety planning. Before working in City Hall, Ms. Richardson was the Senior Spokesperson for the U.S. Attorney's Office in the Southern District of New York and a Field Producer & Off-Air Reporter for ABC News. She holds a J.D. from the University of Michigan Law School and a B.A. in English from Spelman College.

DEMYSTIFYING ENTREPRENEURSHIP THROUGH ACQUISITION

ALTERNATIVE PATHS TO OWNERSHIP & WEALTH CREATION

11:45 AM - 12:45 PM

This panel will help to shed light on the world of entrepreneurship through acquisition (ETA). From raising funds, purchasing and running successful businesses, and even investing in search funds, our panelists have a wealth of knowledge and unique perspectives on what it takes to be a successful searcher. We'll discuss the state of the industry today, the unique challenges facing people of color in search, and the power of ETA to promote ownership and build wealth.



LAETITIA TIANI VESSAH | [MODERATOR]

HBS AASU Class of 2023

Laetitia Tiani Vessah strives to be people's compass to confidence and wants to improve their lives through business. She has experience growing billion-dollar brands at Procter & Gamble. Her most rewarding experience has been helping her mom with Connect SA, her family's business in her homeland Cameroon. Laetitia earned a Bachelor's degree in sociology at Harvard College and is currently earning her Master in Business Administration at Harvard Business School. Post-MBA, she wants to pursue entrepreneurship through acquisition. In her free time, she loves traveling, dancing, and spending time with loved ones.



ANTHONY WALKER

Managing Partner & Investment Committee Member, Next Coast ETA

Anthony Walker is currently a Manager Partner at Next Coast Ventures, an Austin based multi-strategy investment firm, where he runs an investment portfolio focused on the Entrepreneurship through Acquisition asset class. Prior to joining Next Coast, Anthony was Vice President, Global Investment Research at Goldman Sachs. In 2019, he co-founded Ellisen Inc., a startup focused on helping institutions of higher education better recruit and retain diverse talent. Before joining Goldman, Anthony spent approximately 5 years managing long-short equity portfolios at Millennium Management and Citadel LLC, two of the largest asset management funds in the United States. He has also worked in long-only asset management and from 2012 to 2015 was a Vice President and member of the Investment Committee at Chicago based Ariel Investments, where he was responsible for covering the energy and industrial services sectors. Anthony began his career in sell-side equity research and spent five years at Barclays Capital and Lehman Brothers covering the Oil Service and Drilling sector. Anthony earned his BA from Columbia University (NY) where he double concentrated in economics and political science and received his MBA from the University of Chicago. He is a member of numerous Boards of Directors, including serving as Vice Chairman of GreatSchools, a national non-profit focused on helping parents make more informed choices on where to send their children for their K-12 education.



BRANDON LOVELL

Principal, The Lovell Fund

Brandon has a bachelor's from New York University and a master's in business administration from Harvard Business School. Over the course of Brandon's career, he has started a moving company, worked as a management consultant, and served as the vice president of operations for a fin tech start-up. After graduating from Harvard Business in May of 2020, Brandon started The Lovell Fund. The goal of the Lovell fund is to acquire businesses where Brandon's team can increase efficiencies and empower employees. Brandon's passions include helping the next generation get the opportunities that he has received. This has prompted him to lead several social impact initiatives during his career.

**MIA JACKSON**

CEO, Vital Care Industries

Mia Jackson is the CEO of Vital Care Industries, a medical surgical supplies company headquartered outside of Chicago, IL. Previously, as a Principal and Operating Partner with Broadtree Partners, Mia led the diligence for the transaction which led to the subsequent acquisition of Vital Care. Broadtree is an operational focused lower-middle market private equity firm and the Vital Care Industries December 2020 acquisition became the firm's 10th portfolio company.

Prior to her role as Principal and Operating Partner at Broadtree, Mia was the Managing Director at Azienda Solutions Group, a boutique management consulting firm focused on strategy and operations. At Azienda, Mia created value for middle market business owners and executives by developing innovative solutions to help make organizations more efficient and profitable.

From Mia's 15+ years of industry and consulting experience, she has strong functional expertise in strategy, supply chain and finance across a broad number of industries such as chemicals, building materials, industrial products, consumer products and the manufacturing and distribution sectors.

Mia is originally from Southern California but recently relocated back to Chicago, IL. She earned her MBA from the Kellogg School of Management along with a dual Master of Engineering Management from the McCormick School of Engineering at Northwestern University. Mia also holds a Bachelor of Science in Chemical Engineering from UCLA.



PANEL

SESSION 03
SESSION 03
SESSION 03

Saturday, February 19, 2022

3:15 PM - 4:15 PM

REPRESENTATION ACROSS THE CONTENT CREATION VALUE CHAIN

3:15 PM - 4:15 PM

This panel explores the evolution of Black content creators through various forms of media. Discussion points will address content acquisition strategies, financing of Black media, the inequity of talent pools, the portrayal of Black stories and Black culture in mainstream media, and the impact of Black Lives Matter on opportunities.



LANITA PATTON | [MODERATOR]

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Lanita Patton is a first-year student at Harvard Business School. She is currently pursuing opportunities in brand management/strategy and entrepreneurship. Prior to attending HBS, Lanita worked with companies such as General Electric and Google and most recently was a Management Consultant at PricewaterhouseCoopers in Atlanta, Georgia. Lanita partnered with telecommunications and media clients on several engagements including technology transformations, sales compensation assessments, go-to-market strategies, operational streamlining, and merger and acquisitions. Lanita also worked directly with the Senior Leadership team in PwC's Digital Experience Center, where she developed and drove growth strategies for the North America Market including spearheading the launch of two new office locations. Lanita was a co-Lead for PwC's Southeast Market Black Inclusion Network and served on PwC's Advisory National Council, where she advised the US Executive Leadership team on firm wide initiatives for digital upskilling, inclusion, and well-being.

Lanita also founded a women's wellness company, First Impressions, LLC, where she empowers women and girls through dance and movement. Lanita Patton graduated from the University of Florida where she received a B.S.B.A in Finance and Entrepreneurship.

**YASMINE PEARL**

Agent, United Talent

Yasmine Pearl is an agent in the Talent division of leading global talent, entertainment and sports company, UTA. A champion of unique voices, Pearl has worked with a wide range of established and emerging talent including Chante Adams, Andra Day, Marsai Martin, Tiffany Haddish, André 3000, Jada Pinkett Smith, Eiza González and Dominique Fishback, among others.

Prior to working at UTA, Pearl was a talent agent at WME for several years. Pearl was also a manager at First Access Entertainment and started her career at the Osbrink Agency. Pearl was named “Adult Theatrical Agent of the Year” at the Talent Managers Association’s Heller Awards.

**ADE PATTON**

EVP, CFO, HBO Max

Ade Patton is Executive Vice President and Chief Financial Officer, HBO and HBO Max, responsible for managing all aspects of the HBO and HBO Max divisional financial operations globally.

Prior to his current role, Patton served as the Chief Financial Officer of Turner Sports and led the Financial Planning and Analysis and Special Projects finance teams for WarnerMedia News and Sports. He began his career with WarnerMedia as the Senior Vice President of Corporate Finance and Development at Turner Broadcasting.

Previously, Patton spent nearly a decade as an investor focused on media, telecommunications, cable and the internet. He held positions as Senior Portfolio Manager for Millennium Management LLC and as Senior Research Analyst for Citadel Investment Group, where he co-managed the media, telecommunications and cable market neutral equity portfolio. He began his career as a Strategy Consultant at Bain & Company where he focused on technology, consumer/retail and business services.

Patton holds a B.A. in American Politics from The University of Virginia with highest distinction, a J.D. from Harvard Law School and an MBA from Harvard Business School. He currently serves as an Independent Director at Welltower Inc. (NYSE: WELL), elected May 2021, on the Audit Committee.



ADIA MATTHEWS

Vice President, Hulu Brand Partnerships & Synergy, Disney Streaming

Adia Matthews is the Vice President of Brand Partnerships & Synergy at Hulu. In this position, she leads a team responsible for creating breakthrough brand-moments and for delivering value-add experiences to subscribers through partnerships with brands, talent and businesses across The Walt Disney Company. From 2017 to 2021, Ms. Matthews led strategy for Disney Movie Insiders, The Walt Disney Studios' premier loyalty program, and managed a cross-functional team focused on the program's rebranding and relaunch, including a new website and mobile app.

Ms. Matthews was a founding member and Co-President for The Bond, Disney's Black employee resource group. She created The Bond's Think Tank, an internal focus group that leverages the perspectives of Black employees to provide insights on key business initiatives. As part of the Disney Media & Entertainment Distribution (DMED) division, Ms. Matthews co-created the strategic plan to improve the Black Consumer experience and was selected to serve on the Executive Diversity & Inclusion Council.

She began her career at Disney as a strategic planning manager in exhibitor partnerships. In this capacity, she developed in-theater marketing activations for new releases including Captain America: Civil War, Finding Dory, Star Wars: The Force Awakens and Black Panther. She launched the Studios' loyalty partnerships with Fandango, Regal Cinemas and Atom Tickets, one of the Studios' early initiatives focused on unlocking access to first party consumer data. Before Disney, Ms. Matthews began her career as a risk management analyst in Morgan Stanley's Institutional Equities Division.

Ms. Matthews is passionate about mentoring and creating spaces where others, particularly from underrepresented backgrounds, can feel seen. She is on the board of the Harvard Club of Southern California and informally mentors colleagues. An avid dancer throughout her childhood, Ms. Matthews is also an advocate for performing and visual arts.

Ms. Matthews was recognized in Delta Airlines' Ones to Watch Class of 2019. Ms. Matthews holds an AB in government from Harvard College and an MBA from Harvard Business School, where she was a researcher on the Shonda Rhimes' Shondaland case study.

AGENCY IN ADVERSITY

HOW TO HARNESS YOUR LEADERSHIP POWER

3:15 PM - 4:15 PM

A candid conversation on how to harness your leadership power throughout your career and across various business environments. Pulling from a wealth of industry expertise in Human Resources, Real Estate, Technology, and Entrepreneurship, our panelists will discuss how to leverage your personal power and your networks in the face of adversity.



MAYA BROOKS | [MODERATOR]

HBS AASU Class of 2023

Maya is an Award-Winning Product Manager, Educator, Speaker, and Entrepreneur in New York City. She's spent the bulk of her career at the intersection of Fintech and EdTech leveraging her product, technical, and operating expertise. Currently, Maya is a first-year MBA student at Harvard Business School and is building Privy, a blockchain enabled secure messaging platform providing ownership and control over users' most personal content.

Maya started her career at J.P. Morgan on the Commercial Banking credit underwriting and sales teams working with companies with \$20MM-\$2B in revenue. After a brief stint as a developer, she made the leap to startups in 2018 as an Associate in the Barclays Fintech Accelerator powered by Techstars. Most recently, Maya was a Sr. Product Manager at IFundWomen, a startup funding marketplace for women-led businesses. As hire #4, she built and scaled thoughtful and intuitive products & experiences to empower female founders. Maya has deep knowledge of the startup landscape for early-stage businesses and a deep appreciation for coaching and knowledge sharing. As such, she has counseled over 100 early-stage entrepreneurs on how to build revenue generating MVPs and taught thousands of people to code via General Assembly and COFFEE & CODED LLC, which she founded in 2018.

Maya earned her Bachelor's degree in Economics from New York University and holds professional certifications in Web Development, JavaScript, Python, and Cybersecurity.

Visit Maya's personal website mayanbrooks.com to view her portfolio of work, projects, and articles.



PATRICIA DAVID

Head of Diversity (Retired), JP Morgan

Patricia David is the former Senior Diversity Advisor for J.P. Morgan Chase.

During her tenure, she provided strategic advice to the firm on a wide range of diversity topics impacting our work environment, as well as to the head of Executive Talent Management & Diversity and the head of Advancing Black Leaders & Diversity Advancement Strategies.

Prior to joining JP Morgan Chase, she was a Managing Director and the Global Head of Diversity Citi's Institutional Clients Group where she was responsible for overseeing, developing and implementing the overall diversity strategy for this division. Her office was responsible for ensuring that these businesses promoted fair and equitable employment opportunities; fostered recruitment, mentoring, and promotional opportunities for women, minorities and underrepresented groups. Her responsibilities also included oversight of Citi's Institutional Clients Groups Employee Programs department.

Ms. David joined predecessor firm Salomon Brothers in 1996 as a Manager in the Technology division responsible for Global Human Resources Systems, Purchasing, Payroll and a series of Financial Systems. In 1999, she also assumed the role of Chief of Staff for the division's Chief Information Officer (CIO). She was responsible for overseeing non-project related activities, specifically as it pertained to budgeting, headcount reporting, compensation, expense management, and status reporting and presentation management. At this time Ms. David was also responsible for implementing process and productivity improvements within the Technology division. She was promoted to Managing Director in 2001. Prior to joining Citi, Ms. David worked for Merrill Lynch in N.J. for 10 years, leaving that organization as a Vice President and Manager of Financial Systems in the Technology Division.

In March 2002, she was the recipient of the YMCA "Black Achievers in Industry" award and in November 2005, she was the recipient of the YWCA "Women Achievers" award. She has been featured/interviewed in several diversity publications and has received numerous awards.

She authored and published The 'Her'story of Davidisms, which is based on years of career advice she has given. It's a no-nonsense pocket ally to help you get ahead and drive your career.

Born in Birmingham, England, Ms. David received a B.S. in Finance and Economics with a minor in Accounting from Fordham University in 1981. She is married and has 2 adult children.



PAYTON IHEME

Head of Public Policy, North America and Latin America at Bumble Inc.

Nkechi “Payton” Iheme is an accomplished public policy leader with over 20 years of experience in the field. She currently is the Head of Public Policy for North America and Latin America for Bumble Inc. At Bumble, she lends her expertise to focus on issues overlapping with community building, online safety, diversity and equity, data privacy, the digital economy, small business, and public/private partnerships.

Prior to joining Bumble, Iheme led aspects of public policy outreach at Facebook and also served as the Senior Policy Advisor for Communication Technology at the White House Office of Science and Technology Policy for the Obama Administration. She has also held various roles in the Dept. of Defense, the State Department, and in Congress as a legislative liaison with specialization in defense, intelligence, humanitarian assistance, and special access programs for Members on the Senate Intelligence, Armed Services, and Foreign Relations Committees. She is also a proud military officer/veteran and continues to serve. She is based in the Washington, DC area.



CRAIG ROBINSON

Chief Growth Officer, Industrious

Craig Robinson is an experienced chief executive, division president and board director for global commercial real estate, outsourcing and tech companies. He is currently the Chief Growth Officer for Industrious, a premium flex space provider, where he is responsible for all sales, marketing and strategic partnerships. Craig has led business units within both large global public companies and private mid-cap growth businesses. He most recently built and led Powered By We, a global division at WeWork that provided real estate development, technology and management services. Previously he was the CEO of Global Corporate Services at Newmark where he led all sales, operations and platform investments. Prior to Newmark, he was President of Colliers International Group Inc., U.S. Region, where he was responsible for \$1B+ in annual revenue and 5,600 real estate professionals. Craig serves on the corporate boards of Roofstock and Fyllo and is a board advisor to Statebook International and Pacific Program Management. Craig earned his MBA from Harvard Business School, and his BS from the Massachusetts Institute of Technology.