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JULY 17, 2023

SAN FERNANDO VALLEY BUSINESS JOURNAL

DIVERSITY, EQUITY + INCLUSION

Roundtable & Awards
2023

HONOREES & FINALISTS

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Letter from the Publisher



As the discussion around diversity, equity and inclusion continues to evolve, it is worth noting that there is now a mounting collection of evidence to support the fact that organizations that are proactive in DEI efforts perform better as a whole.

It makes sense to take a closer look at the companies in the Valley region that are excelling when it comes to DEI programs.

The San Fernando Valley Business Journal is proud to continue the DEI conversation. We have had the opportunity to hear from – and learn from – some of the top organizations who are going above and beyond to support these efforts in the SFV region.

We're proud to bring you our second annual profiles in Diversity, Equity + Inclusion – a gathering of spotlights on some of the individuals and organizations that are leading by example through the use of impactful programs and/or proactive initiatives to further excel in the DEI space.

These are some of the most influential thought leaders and best organizations in the nation in terms of DEI, in that they have

demonstrated genuine commitment and bar-raising best practices – and they all happen to be based in the Valley. These outstanding executives, companies and organizations have repeatedly proven that they know what it takes to create equitable, welcoming environments where people love to come to work. Congratulations to each of the admirable individuals and businesses we honored this year.

Many thanks to our Diamond Sponsor, the **David Nazarian College of Business and Economics at CSUN**, for their leadership in supporting our diverse Community of Business™.

Best regards,

Josh Schimmels
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ORGANIZATION HONOREES



DE-I COMPANY OF THE YEAR (TIE)

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automate financial close, accounts receivable and intercompany accounting processes, helping large enterprises and midsize companies across all industries do accounting work better, faster and with more control.

BlackLine was founded in 2001 by Therese Tucker, the first VC-backed, female tech founder in Los Angeles to take her company public. Diversity, equity and inclusion are deeply rooted in the company's core values in service of its global workforce, its customers and the communities in which its team works and lives. The BlackLine team strives to be constantly advancing a culture of inclusion that empowers employees to think, create, serve and deliver in a workplace where employees can be confident that they truly belong.

BlackLine leadership understands its employees all have unique and diverse needs, and its policies, benefits, and resources are intended to recognize and support the diversity of the company's workforce. Its programs are designed to attract, develop, retain, and engage exceptional talent, and BlackLine continues to support this with a company-wide objective to strengthen its culture of diversity, equity, and inclusion to develop an agile, diverse, inclusive and highly engaged workforce. Programs that advance this strategy include reducing unconscious bias in the workplace, an increasing focus on recruitment in underrepresented communities, and supporting a diverse workforce. BlackLine also continues to support its Employee Resource Groups, which are made up of employee-led teams designed to support and foster connections among underrepresented groups, including women, people of color, LGBTQ+ and military veterans.



DE-I COMPANY OF THE YEAR (TIE)

SUN HILL PROPERTIES

Sun Hill Properties is a hospitality company serving Universal City, Simi Valley and Denver. The company strives to provide quality environments for guests to enjoy. The Hilton Universal City, a Sun Hill Property, is led by Mark Davis, whose vision is fully supported by the owners. His main components of focus are quality, service, integrity, and clarity. Davis has grown these core values as the organization has

grown (going from one to four properties, with another significant hotel forthcoming for the San Fernando Valley). Every guest experiences this treatment, as do the employees, visitors, and the communities Sun Hill is based in.

The DEI aspect of what Sun Hill does is also a natural when one witnesses the diversity of the guests and team at the Hilton Universal City. The population is fully multicultural and many languages are spoken throughout the property. The menus reflect different cultures, various holidays are celebrated in the public spaces, and each employee is taught the importance of inclusivity, respect and courtesy. All are welcomed and made to feel welcome throughout each stay.

The Hilton Universal City and Sun Hill Properties are emblematic of a vibrant and responsive DEI business model. The guest population from all over the globe is ever-changing, so the DEI outlook is challenged daily. Another reason why Hilton Universal is such a great place to work is its diverse and inclusive culture. The company is committed to fostering an environment where employees feel valued, respected, and supported, regardless of their background or identity. This commitment is reflected in the company's policies and practices, including its diversity and inclusion training programs and employee resource groups. It's no surprise that with its welcoming culture of inclusivity, Hilton Universal City also has a reputation for employee satisfaction and engagement.



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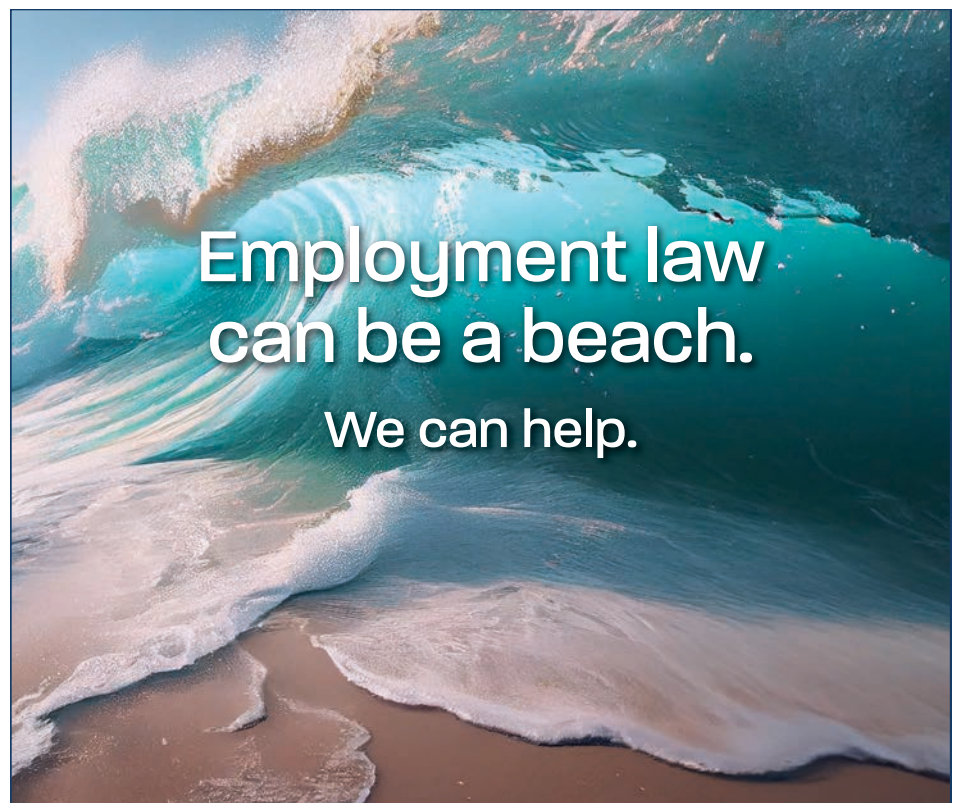
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ORGANIZATION HONOREES



DE+I NONPROFIT ORGANIZATION OF THE YEAR

CHILD CARE RESOURCE CENTER (CCRC)

Each month, Child Care Resource Center (CCRC) provides quality, support, development, and education to almost 50,000 children and their families in its 22,500-square-mile service area. CCRC remains a unique and distinctive leader in the child care industry, with current programs including resource libraries, home visiting, workforce development, family engagement, financial care assistance, Head Start preschool, Early Head Start, childcare partnership, motherhood and more.

DEI is integrated into CCRC's everyday services provided for children, families, providers, and staff. CCRC further committed to DEI when its CEO created the Anti-Racist Taskforce in June 2020. Now known as the DEI council, the task force advocated for a new division, and CCRC's first director of diversity, equity, and inclusion was hired in January of 2022.

Since then, the agency has expanded the DEI division and hired two DEI specialists, with a robust budget; created a DEI strategic plan for 2023-2025; launched five Employee Resource Groups; created a DEI certificate program for more in-depth learning; provided DEI educational books to all employees; hosted a company-wide DEI panel as well as monthly events; presented best equity-minded practices at the National Black Childhood Development Institute in Washington DC.; created a DEI committee on its board; provided DEI education and resources to its external providers; and created customized DEI action plans for its more than ten divisions. At CCRC, DEI is also integrated into services provided for children, families, and providers including: offering interpretation services and translated information for families; creating a safe and inclusive classroom setting; arranging bias training for staff, teachers and providers; and implementing Play Days aimed to offer children and families resources that encourage healthy living, early education and family well-being.

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DE+I TEAM OF THE YEAR

ARCUTIS BIOTHERAPEUTICS, INC.

Arcutis Biotherapeutics, Inc., founded in 2016, is a biopharmaceutical company that focuses on developing meaningful innovation in the treatment of immune-mediated skin disease. With extensive dermatology development expertise, and a deep understanding of what really matters to patients and healthcare professionals, Arcutis challenges the existing standard of care. With a lack of topical innovation spanning over the last 20 years, it's Arcutis' belief that patients deserve better, and the company strives to simplify disease management and optimize drug efficacy, safety, and tolerability. The company has experienced impressive growth in a short amount of time, both from an employee base and business perspective, starting from a team of three employees from its inception to expanding to a team of over 280 today. Of the current employee base, 95% of Arcutis employees believe it is a great place to work compared to 57% of employees at a typical US-based company.

The company has reported the diversity of the Board of Directors, with 40% of the board comprised of women and 40% from under-represented racial and ethnic groups. Arcutis is committed to diversity and inclusion in its hiring practices, with 32% of its leadership team comprised of women and 28% of its leadership team from under-represented racial and ethnic groups.

For Arcutis, diversity and inclusion also means health equity. The company is committed to providing affordable access to therapy through responsible pricing and patient support and assistance programs. To further promote a diverse and inclusive culture, the company created the Arcutis Culture Team, a cross-section of employees throughout various levels and functions to integrate and facilitate the education of Arcutis employees and provide opportunities to strengthen their employee community. Since 2020, the Arcutis Culture Team has been engaged to plan, coordinate, and communicate employee engagement opportunities.

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LIVABLE AND SUSTAINABLE COMMUNITIES COMMITTEE MEETING

Thursday, July 20, 2023

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Are you ready to make a positive impact on the San Fernando Valley? Join us for the quarterly meeting of the Livable and Sustainable Communities Committee as we work to enhance the livability, sustainability, and economic vitality across our communities.

This virtual meeting is free and open to the public, but registration is required. We welcome your ideas, input and engagement!

Meeting Agenda Items:

- Strategic Plan
- Housing Think Tank and Roadmap
- Energy and Sustainability Roadmap
- Transportation and Mobility Innovation Roadmap

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INDIVIDUAL HONOREES



CEO OF THE YEAR (TIE)

DAVID ASPINALL
auticon US

David Aspinall has served as CEO of auticon US since 2020. He is responsible for overseeing the further market development of auticon in the US to create more job opportunities for autistic professionals in the technology space. Prior to joining auticon, Aspinall was an executive in a Fortune 10 brand at AT&T, where he spent nearly 12 years, including time leading the telecommunication giant’s Canadian operations. He also served as regional president, South for Sprint in Texas. More recently, he worked as an operating executive with various private equity

firms specializing in scaling businesses and revenue growth.

Aspinall is deeply committed to addressing the high rate of unemployment and underemployment among autistic adults (85%) and increasing autism acceptance and inclusion across the workforce. Under his leadership, auticon has partnered with Fortune 500 companies and other major employers across the finance, healthcare, technology, and entertainment sectors to hire autistic professionals on their technology projects and help the companies become more inclusive of autistic and neurodivergent employees overall. Aspinall is also leading the expansion of auticon’s Neuroinclusion Services, which help companies build an autism-friendly and inclusive culture and become a destination for autistic and neurodivergent talent.

Aspinall leads auticon and its internal culture in accordance with the company’s core values, one of which is to respect individual differences. This culture enables positive and productive communication and collaboration between all levels of the team, and it creates an environment where autistic professionals (and all employees) can be their authentic selves and be appreciated for their strengths and talents. auticon’s entire purpose is to create autism-friendly and inclusive work environments that enable its autistic technology professionals to thrive – both within auticon and at each of its client companies.



CEO OF THE YEAR (TIE)

MARIETES (TES) MACARAYA
M&G Partners, LLP

Tes Macaraya, a respected figure in her field, serves as a thought leader, mentor, and founding partner at M&G Partners, LLP. She obtained her Bachelor of Science degree in Accounting from the University of San Carlos in The Philippines and embarked on her career in public accounting in 1989. Macaraya, who immigrated to the United States as a first-generation immigrant at the age of 20, earned her Certified Public Accountant license in 1993 and later pursued a Masters in Taxation from Golden Gate University. In December 2021, she established M&G Partners, LLP

with an initial staff of eight, which grew to 18 employees by June 2022. Having amassed over three decades of professional experience, Macaraya specializes in offering tax consulting and compliance services.

Macaraya has a strong commitment to supporting and mentoring accountants from diverse backgrounds. One of her goals is to create pathways for the women and immigrants to achieve significant milestones in their careers. As the co-founder of the Women Empowering Women networking group, Macaraya encourages women of all backgrounds to pursue their profession. She is also an active member of several networks supporting CPAs from minority backgrounds, such as the Diversity Equity and Inclusion panel for Prime Global and acting as a mentor for entrepreneurs in the Provisors network.

Diversity, equality and inclusion are core values at M&G. Macaraya has taken steps to promote equity and inclusivity in her firm, which include enacting policies to provide equal opportunities, establishing a culture of empathy and respect, and creating support networks for marginalized groups. Aiming to provide more opportunities and foster a diverse workforce, Macaraya encourages the hiring of individuals who do not have English as their first language. Currently, her team comprises members from seven different countries, representing a wide range of backgrounds and perspectives.



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TriCore Panels is proud to be a company that places diversity, equity, and inclusion at the heart of our operations. We firmly believe that a diverse workforce drives innovation, fosters creativity, and leads to better business outcomes. We are committed to cultivating a workplace where individuals from all backgrounds, experiences, and perspectives feel welcomed, respected, and empowered. At TriCore Panels, we believe in creating an inclusive culture that celebrates differences, values contributions, and promotes collaboration. We are dedicated to building a workforce that reflects the diversity of the communities we serve. By fostering a supportive environment that champions DE&I, we not only enhance our workplace but also strengthen our ability to deliver exceptional results for our clients. Join TriCore Panels and be part of a company that thrives on diversity, equity, and inclusion, where everyone can truly shine. **TOGETHER, WE BUILD EXCELLENCE THROUGH DE&I.**

Chief Executive: Misha Homara ■ Founded: 2012 ■ Location: Santa Clara, CA
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INDIVIDUAL HONOREES



DE+I EXECUTIVE OF THE YEAR

TAMIKA JEAN-BAPTISTE

Amgen

Tamika Jean-Baptiste's business expertise and deep experience in diversity, inclusion and belonging (DI&B) enable her to speak honestly and expertly on best practices for addressing diversity, equity, inclusion and accessibility in the workplace. She is responsible for developing, operationalizing, and evaluating the execution of DEI strategies and initiatives at Amgen and is dedicated to ensuring the workforce reflects the globally diverse communities served.

Jean-Baptiste is deeply committed to cultivating an inclusive workplace culture of belonging and facilitating equitable and sustainable change that drives business and social impact. She brings authenticity, credibility as a successful business leader, and a bias for action that creates transformational change. During her more than 20 years at Amgen, Jean-Baptiste has held various roles, and prior to her appointment as chief diversity officer, she earned a reputation as a change agent for diversity, inclusion and belonging by challenging the status quo throughout her career. She has served the global co-chair for the Amgen Black Employee Network and was an integral part of the leadership team that launched Amgen's Women Empowered to be Exceptional (WE2), the first field-based Employee Resource Group (ERG) that is now a sustainable model for other Amgen field-based ERGs.

Beyond ERGs, Jean-Baptiste has been instrumental in creating greater awareness and engagement through trainings, education and transparency. Nearly 100% of Amgen's global staff has completed unconscious bias training, and additional resources are available online for continued education. Amgen also launched annual DEI goals and released its first Workforce Diversity Report in 2021, making public the company's progress toward its DEI talent recruitment, retention and promotion goals. As part of the latter objective, Jean-Baptiste helped lead Amgen's involvement in OneTen, a coalition of companies aimed at hiring one million Black Americans without a four-year degree into family-sustaining careers.

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COMMUNITY IMPACT AWARD

THEMA BRYANT DAVIS, PhD

Pepperdine University
 Graduate School of Education and Psychology

Dr. Thema Bryant Davis is the 2023 president of the American Psychological Association, the leading scientific and professional organization representing psychology with more than 120,000 members. Dr. Bryant completed her doctorate in Clinical Psychology at Duke University and her post-doctoral training at Harvard Medical Center's Victims of Violence Program. Upon graduating, she became coordinator of the Princeton University SHARE Program, which provides intervention and prevention programming to combat sexual assault, sexual harassment, and harassment based on sexual orientation. She is currently a tenured professor of psychology in the Graduate School of Education and Psychology at Pepperdine University, where she directs the Culture and Trauma Research Laboratory. Her clinical and research interests center on interpersonal trauma and the societal trauma of oppression. She is one of the foundational scholars on the topic of the trauma of racism and in 2020, she gave an invited keynote address on the topic at APA. In 2020, the International Division of APA honored her for her work in Africa and the Diaspora. Dr. Bryant has raised public awareness regarding mental health by extending the reach of psychology beyond the academy and private therapy office through community programming and media engagements.

Among many of Dr. Bryant's contributions to the community has been her work in the newly created role as the first ever equity officer for the Canoga Park Neighborhood Council and out of that new position she brought to the council innovative and impactful equity, inclusion and anti-bias training. Dr. Bryant's contributions helped to inspire other councils to look at creating similar trainings and eventually the City of Los Angeles created its own implicit bias training which is now a requirement for city employees and volunteers.

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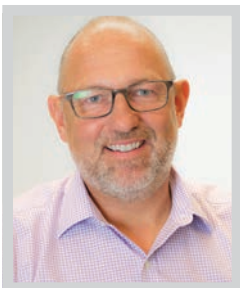
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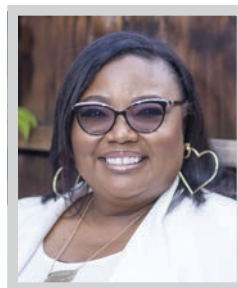
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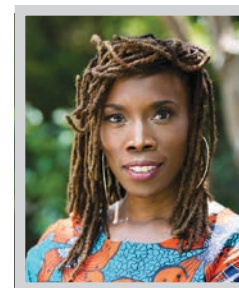
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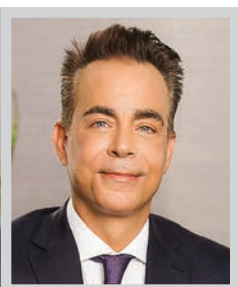
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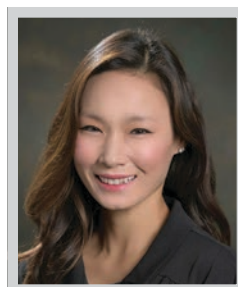
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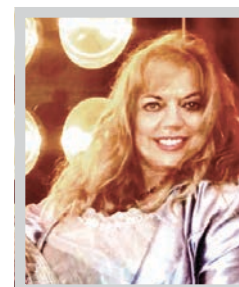
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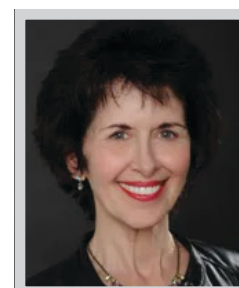
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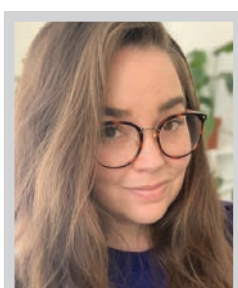
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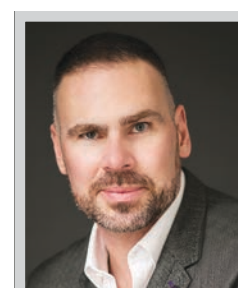
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Boost Your DE&I with Belonging

By LOIS M. SHELTON, Ph.D.

LaFawn Davis of Indeed, Inc. said, “Diversity is being invited to the party; inclusion is being asked to dance; belonging is knowing all the songs.”

More than another buzzword; belonging is a sense of acceptance and security. It’s a core element of workplace well-being that will be critical as long as groups of humans conduct business. Accordingly, belonging bolsters the bottom line. According to Harvard Business Review, high belonging increases job performance by 56%, lowers turnover by 50%, and reduces sick days by 75%, which can translate into savings of over \$52 million annually for a ten thousand (10,000) person company.

Since nearly 40% of Americans feel physically and emotionally isolated in the workplace as noted by the Center for Talent Innovation, fostering greater belonging in organizations has the potential to supercharge the benefits from DE&I initiatives. That’s because belonging is intimately linked with one of our most basic human needs – the desire for connection.

Belonging can be spread throughout the workplace by promoting three of its key elements – affirmation, voice, and agency. Team leaders at all levels with key tools can be equipped to become champions and the organization can be populated throughout with persons experienced in working in teams and in diverse environments.

- **Affirmation.** The Annie E. Casey Foundation has shown that recognizing and supporting individuals, their cultures and their backgrounds allows them to bring their whole authentic selves and their entire set of capabilities and knowledge to the workplace. Leaders can begin by using inclusive language and celebrating the self-identities of their team members. This initial affirmation can be reinforced in many ways including establishing and prioritizing connections with team members and encouraging peers to check in on their fellow team members.

- **Voice.** Ensuring that all team members, particularly those from underrepresented groups, can freely express their ideas and critiques provides the double bonus of not only creating a sense of belonging but also of expanding the creativity and problem-solving capability of the team as a whole. Taking simple steps such as asking for input, sanctioning interruptions during discussions, and calling on members who are struggling to join the conversation and be heard can substantially increase the flow of ideas and enhance team productivity. Leaders can privately consult with their more reticent members to encourage them to speak up and to devise strategies to maximize their contributions. Author, historian, and Pulitzer Prize winner Louis Terkel emphasizes that leaders can enhance the voice of members of underrepresented groups by seeking out ways to become allies.

- **Agency.** Empowering team members enables them to take on the mission of the organization as their own and encourages them to unleash their full potential. As the Annie E. Casey Foundation points out, leaders can give their team members the emotional and psychological wings they need to fly by studiously avoiding micromanagement and stepping in as a resource when needed. Leaders should also be



prepared to give all team members, including those from underrepresented groups, the permission to fail without dire consequences.

These key elements can be implemented as follows:

- **Voluntary training with relevant rewards.** Team participants and employees are more likely to view belonging and DE&I coaching as useful and constructive when they are allowed to opt in and to earn meaningful rewards for doing so. Rewards can be designed to meet any budget and can take a variety of forms such as gift cards, comp time and/or special recognition, and extra pay.

- **Incorporating belonging and DE&I goals into criteria for advancement.** Include belonging and DE&I progress in benchmarks for choice assignments, pay raises and promotions. Institutionalizing these criteria helps ensure that individuals who move into leadership positions are mindful of the importance of DE&I. Plus, these criteria make voluntary DE&I training even more attractive and helps reduce the likelihood that large numbers of employees will opt out. Individuals striving to growing with your organization will see that the path to greater influence and responsibility lies in understanding and effectively implementing DE&I.

- **Hiring persons experienced in diverse environments.** The presence of leaders, peers and subordinates with the ability to make a variety of persons from a variety of backgrounds belong is an informal yet important form of support. As they model belonging-focused team leading, committee participation or division-level advancement day by day, others can

According to Harvard Business Review, high belonging increases job performance by 56%, lowers turnover by 50%, and reduces sick days by 75%, which can translate into savings of over \$52 million annually for a 10,000 person company.

observe and learn from them.

As a leader in educating diverse populations, the Nazarian College of Business and Economics at CSUN is an excellent source of these experienced role models. Employers consistently applaud the leadership and teamwork skills of Nazarian college graduates, especially in diverse contexts, as well as their superb business training.

The Nazarian College ranks among the top 5% of business schools by virtue of its AACSB accreditation, and has been regularly awarded top accolades from the Princeton Review, US News & World Report, CEO Magazine, Money Magazine and other esteemed agencies over the past six years. With over 7,000 majors and 400 minors, the College offers one of the 10 largest undergraduate business programs in the nation and top-ranked graduate business programs. As part of CSUN, which is a certified

Hispanic, Asian American, Native American, and Pacific Islander serving University, the Nazarian College student body boasts ethnicities, races, and nationalities from around the world as well as members of all socio-economic strata.

A curriculum steeped in collaboration and teamwork ensures that Nazarian College graduates at both the undergraduate and Master’s levels are experienced in working with persons from a variety of backgrounds to achieve demanding, time-sensitive goals. This active, team-based learning also occurs outside the classroom via engagement with practitioners, and hands-on experiences through consulting projects, internships, competitions, international excursions, and incubator/accelerator programs. This pragmatic yet rigorous approach gives Nazarian College students both the theoretical know-what and the practical know-how to maximize the effectiveness of your organizational initiatives.

The Nazarian College and its students, faculty, staff, and alumni stand ready to partner with you to help you capture lasting gains from belonging, diversity, equity, and inclusion. Through our expertise in training and developing diverse individuals and teams, we aim to partner with Los Angeles businesses in leveraging the vast assortment of people, cultures and ideas in the larger metropolitan area and make Los Angeles a leader in harnessing the power of diverse perspectives, skills and thinking.

Lois M. Shelton, Ph.D., is a professor of management at Nazarian College at CSUN. Learn more at Nazarian.csun.edu.



Building an Inclusive and Balanced Work Culture

In the fast-paced world of finance and tax consulting, work-life balance and inclusivity are often overlooked. M&G Partners, led by Tes Macaraya, stands out as an exemplar in fostering a work environment that prioritizes the well-being and growth of its employees and clients.

DEI SPOTLIGHT

Under the visionary leadership of Macaraya, the firm has successfully established

a culture that values work-life balance, mentorship, diversity, and inclusivity.

M&G Partners actively seeks to create an environment that values and respects individuals from varying backgrounds, cultures, and experiences. By cultivating an atmosphere of mutual respect and open-mindedness, the firm encourages collaboration, creativity, and the free exchange of ideas.

One of the ways M&G Partners demonstrates its commitment to diversity is through its embrace of linguistic diversity. The company actively seeks out individuals whose first

By cultivating an atmosphere of mutual respect and open-mindedness, the firm encourages collaboration, creativity, and the free exchange of ideas.



language is not English, recognizing the value they bring to the organization. By embracing multilingual talent, the firm expands its global perspective, improves communication with a diverse clientele, and provides valuable opportunities for those individuals to flourish professionally. This commitment strengthens the

fabric of the organization and contributes to a richer and more vibrant work culture.

M&G Partners has successfully adapted to the prevailing trend of remote work. Recognizing the benefits of flexibility, the firm has incorporated work-from-home options into its corporate culture. Macaraya has implement-

ed a work schedule that allows individuals, including working mothers and entrepreneurs, to strike a balance between their personal and professional lives. This commitment to work-life integration enhances employee well-being and empowers individuals to reach their full potential. With 45% of the company's employees speaking English as a second language, Macaraya recognizes the importance of ensuring that everyone's voices are heard, promoting open communication and mutual respect.

Macaraya's impact extends beyond her own company, as she actively advances DEI principles within the accounting profession and beyond. Through her engagement with multiple networks and associations, she mentors accountants and supports CPAs through various platforms. She serves as a catalyst for change and a source of inspiration, driving growth and advocating for equal opportunities. Her passion for DEI drives her to empower those around her, inspiring others to act.

Tes Macaraya's professional journey and commitment to DEI exemplify the transformative power of inclusive leadership. She has achieved remarkable success while fostering a culture of belonging and support within M&G Partners. Macaraya is paving the way for a more inclusive future in the accounting industry and beyond. Her efforts inspire and uplift individuals from all backgrounds, leaving a lasting impact. Tes Macaraya is a true champion of diversity, equity, and inclusion, and her leadership paves the way for a more inclusive and equitable community.

Learn more about M&G Partners at mgpartnersllp.com.

Legal Experts Team to Discuss Diversity Trends

The Association of Law Firm Diversity Professionals (ALFDP) and the American Bar Association (ABA) on June 27, 2023, co-hosted an industry wide diversity discussion titled, "Performative Art vs. True Commitment: Stakeholders and Change Makers Using Diversity Data." The program which featured multiple panels attracted more than 250 participants from corporations, law firms, and other industry constituents. This Summit follows their previously announced co-sponsorship and co-branding arrangement on future iterations of the ABA Model Diversity Survey this past fall.

One of the goals of the groundbreaking program was to foster collaboration and drive tangible change within the legal industry by encouraging open and constructive conversations between in-house counsel and law firm Diversity, Equity and Inclusion (DEI) leaders.

Notable attendees included representatives from U.S. Bank, Public Service Electric & Gas Co. (PSEG), Toyota Motor North America and Xcel Energy. The wide range of topics included Partnering on DEI Strategies and Embedding DEI into Outside Counsel Relationships.

One of the program's highlights was an

exclusive preview of the enhanced ABA Model Diversity Survey with its client specific supplement. This survey is a valuable resource that provides critical insights into the diversity landscape of law firms and helps to identify areas for improvement. Attendees had the opportunity to explore the survey's latest features which will be incorporated into the 2024 Survey, enhanced following a series of industry focus groups, feedback surveys and discussions to better understand how the MDS can evolve to meet current demand.

"We are thrilled to have collaborated with the American Bar Association to host this significant program," said Karlie Ilaria Garcia, president of ALFDP. "By bringing together industry leaders, in-house counsel and DEI experts, we fostered a space for thought-provoking discussions and helped to open a door for future constructive conversations between firms and their clients on we can work together to advance DEI in our respective organizations.

The success of the joint program reflects the dedication and commitment of both ALFDP and ABA in their pursuit of diversity, equity and inclusion in the legal profession. Through events like this, they continue to make valuable contributions to the ongoing dialogue and

work towards a more equitable and inclusive legal community.

The Association of Law Firm Diversity Professionals (ALFDP) is a national association of law firms dedicated to advancing diversity and inclusion in the legal profession. ALFDP

promotes dialogue, education and collaboration among its members to effectuate positive change.

For more information about ALFDP, please visit alfdp.com.

