



REFLECTING CHICAGO'S **DIVERSITY**

Financial Services Pipeline Initiative

Annual Summit

Advancing Cultural Transformation

Friday, October 20, 2017
Federal Reserve Bank of Chicago

2017 Annual Summit

Agenda



REFLECTING CHICAGO'S **DIVERSITY**

Fourth Annual Summit: Advancing Cultural Transformation

Friday, October 20, 2017, 8:00 a.m. – 12:45 p.m.

Federal Reserve Bank of Chicago Conference Center, Illinois Rooms
230 South LaSalle Street, Chicago, Illinois

- 7:30 - 8:00 **Conference Registration and Breakfast**
- 8:00 - 8:05 **Call to Order and Introduction to the Summit**
Dave Quinn, Executive Director, CME Group
- 8:05 - 8:10 **Welcome**
Charles Evans, President and CEO, Federal Reserve Bank of Chicago
- 8:10 - 8:25 **Overview and Update on the FSP Initiative**
Nokihomis Willis, Senior Vice President, Federal Reserve Bank of Chicago
- 8:25 - 9:25 **Mercer's FSP Research Findings and Q&A**
- 9:25 - 9:45 **Retention: Best Practices of Member Firms**
Perika Sampson, Regional Diversity Officer, Morgan Stanley Wealth Management
- 9:45 – 10:00 **Break**
- 10:00 – 11:00 **2017 Deliverables and Action Items in Three Domains of the Pipeline**
Domain 1: Preparation and Community Presence
Ellie Forman, Corporate Community Relations Manager, Mesirow Financial
Domain 2: Recruitment and Hiring
Deidra Jenkins, Senior Vice President and Chief Diversity Officer, Northern Trust
Domain 3: Development and Retention
Teri Hart, Director and Chief Learning Strategist, Discover Financial Services
- 11:00 – 11:30 **CEO Leadership Council Co-Chair Message**
Joint discussion with John W. Rogers, Jr., Chairman and CEO of Ariel Investments, and Matt Feldman, President and CEO of Federal Home Loan Bank of Chicago
Moderated by, Dr. Helene Gayle, President and CEO of the Chicago Community Trust
- 11:30 – 12:35 **Lunch & Keynote Address (LaSalle Dining Room)**
Introduction of Keynote, Julie Félix, Manager, Diversity and Inclusions, Mesirow Financial
Andrés T. Tapia, Senior Partner Korn Ferry, Global Solutions Leader Diversity & Inclusion Practice
- 12:35 – 12:45 **Closing Remarks**
Matt Feldman, President and CEO of Federal Home Loan Bank of Chicago

2017 Annual Summit

Profiles



REFLECTING CHICAGO'S **DIVERSITY**



Charles L. Evans is the ninth President and Chief Executive Officer of the Federal Reserve Bank of Chicago. In that capacity, he serves on the Federal Open Market Committee (FOMC), the Federal Reserve System's monetary policymaking body.

The Federal Reserve Bank of Chicago is one of 12 regional Reserve Banks across the country. These 12 banks — along with the Board of Governors in Washington, DC — make up our nation's central bank. As head of the Chicago Fed, Evans oversees the work of roughly 1,400 employees in Chicago and Detroit who conduct economic research, supervise financial institutions and provide payment services to commercial banks and the U.S. government.

Before becoming president in September of 2007, Evans served as director of research and senior vice president, supervising the Bank's research on monetary policy, banking, financial markets and regional economic conditions. Prior to that, Evans was a vice president and senior economist with responsibility for the macroeconomics research group. His personal research has focused on measuring the effects of monetary policy on U.S. economic activity, inflation and financial market prices. It has been published in the *Journal of Political Economy*, *American Economic Review*, *Journal of Monetary Economics*, *Quarterly Journal of Economics* and the *Handbook of Macroeconomics*.

Evans is active in the civic community. He is a trustee at Rush University Medical Center, a director of the Chicago Council on Global Affairs, a Governing Board member of Econ Illinois, a member of the Economic Club of Chicago Board of Directors and a member of the Civic Committee of the Commercial Club of Chicago, the Kellogg School of Management Global Advisory Board and Civic Consulting Alliance Board.

Evans has taught at the University of Chicago, the University of Michigan and the University of South Carolina. He received a bachelor's degree in economics from the University of Virginia and a doctorate in economics from Carnegie-Mellon University in Pittsburgh.



Matthew R. Feldman is President and CEO of the Federal Home Loan Bank of Chicago. Mr. Feldman became President and CEO in April 2008. Mr. Feldman has been with the Bank since September of 2003 and has served in several executive capacities. Prior to his employment with the Bank, Mr. Feldman was co-founder and Chief Executive Officer of Learning Insights, Inc. from 1995 to 2003. Mr. Feldman conceived, established, financed and directed the operations of this privately held e-learning company.

Mr. Feldman was previously President of Continental Trust Company, a wholly owned subsidiary of Continental Bank and served in a number of other roles in capital markets, investments and general management during his 15 years at Continental Bank. Mr. Feldman holds degrees from Case Western Reserve University and the Kellogg School of Management of Northwestern University, where he is Chair of the North American Kellogg Alumni Council.

Mr. Feldman serves on the Board of Directors of the Office of Finance of the Federal Home Loan Banks and as Chair of the Human Resources and Compensation Committee. He also serves as Vice Chair of the Bank Presidents Conference of the Federal Home Loan Banks and on the Board of the Pentegra Defined Benefit Plan for Financial Institutions.

2017 Annual Summit Profiles



REFLECTING CHICAGO'S DIVERSITY



Julie Félix is the manager of Diversity and Inclusion at Mesirow Financial. In her role, she is responsible for planning and directing the overall activities and function of diversity and inclusion at Mesirow Financial. Her responsibilities include recruiting and retaining a diverse workforce, maintaining an inclusive work environment, improving cultural competency and aligning diversity and inclusion initiatives with business priorities. Prior to joining Mesirow Financial in 2015, Julie had seven years of global non-profit work experience in micro finance, education and hunger relief.

She has traveled to over 25 countries and speaks Spanish fluently. Julie earned a BA from Saint Louis University and an MS from DePaul University. She holds a Professional Human Resources Certification and the Claritas certification from the CFA Institute. Julie is a member of the Women's Board of the Chicago Urban League.



Ellie Forman manages Mesirow Financial's deep-rooted and long-standing community relations efforts. This includes financial and human capital investments in nonprofit and community organizations that are moving the needle in education, healthcare, arts & culture and more. Ellie has built strong rapports with key players in Chicago's corporate, nonprofit, government, media, business and other industries during her 12 years in communications and philanthropy.

Prior to joining Mesirow Financial in 2012, Ellie was a senior account executive at Chicago public affairs firm Jasculca Terman, where she spent more than seven years managing communications, media relations and event planning on behalf of nonprofit, government, education, foundation and corporate clients.

Ellie has been recognized by Crain's Chicago Business for her work in corporate philanthropy. She has served on numerous boards and committees including: Girls on the Run-Chicago, Chicago Center for Jewish Genetics, Bright Pink, The Children's Place Association, and Nest. In 2014, she joined the Women's Board of the Joffrey Ballet where she has served as secretary and luncheon co-chair. Ellie launched the Chicago Young Professionals Board for buildOn, an organization for which she now sits on the Midwest Board.

After completing a public relations internship in London, Ellie earned her BA in speech communication from Miami University (Ohio) in 2005. Ellie enjoys being active and has completed a number of half marathons. She loves to spend time outside with her family in their Northbrook neighborhood.



Helene D. Gayle is President and CEO of The Chicago Community Trust, one of the nation's leading community foundations. The Trust works with donors, nonprofits, community leaders and residents to lead and inspire philanthropic efforts that improve the quality of life in the Chicago region.

Previously, Dr. Gayle was CEO of McKinsey Social Initiative, a nonprofit that brings together varied stakeholders to address complex global social challenges. From 2006 to 2015, she was President and CEO of CARE USA, a leading international humanitarian organization. An expert on global development, humanitarian and health issues, Dr. Gayle spent 20 years with the Centers for Disease Control, working primarily on HIV/AIDS. She also worked at the Bill & Melinda Gates Foundation, directing programs on HIV/AIDS and other global health issues.

Dr. Gayle serves on public company and non-profit boards including The Coca-Cola Company, Colgate-Palmolive Company, the Rockefeller Foundation, Brookings Institution, the Center for Strategic and International Studies, New America and the ONE Campaign. She is a member of the Council on Foreign Relations, the American Public Health Association, the National Academy of Medicine, the National Medical Association and the American Academy of Pediatrics.

2017 Annual Summit

Profiles



REFLECTING CHICAGO'S **DIVERSITY**

Named one of Forbes' "100 Most Powerful Women," she has authored numerous articles on global and domestic public health issues, poverty alleviation, gender equality and social justice.

Dr. Gayle was born and raised in Buffalo, NY. She earned a B.A. in psychology at Barnard College, an M.D. at the University of Pennsylvania and an M.P.H. at Johns Hopkins University. She has received 13 honorary degrees and holds faculty appointments at the University of Washington and Emory University.



Deidra Jenkins is a Senior Vice President and Chief Diversity & Inclusion Officer-Americas at Northern Trust. She is responsible for the development, execution and leadership of the regional strategy for the Americas and collaboration with the Chief Diversity & Inclusion Officer – APAC and EMEA. In this new role, her primary areas of focus include collaboration on people representation, talent acquisition, retention, and development; creating, deploying and managing diversity and inclusion initiatives for employees throughout the Americas region; and ensuring all diversity and inclusion initiatives are directly aligned with the core strategic imperatives of the organization.

Prior to becoming Chief Diversity & Inclusion Officer-Americas, Ms. Jenkins was the Director of Supplier Diversity in the Global Procurement Group. She was responsible for expanding the company's business opportunities and strengthening corporate partnerships with diverse businesses. Under her leadership, Northern Trust experienced double-digit percentage increases year-over-year and the diverse vendor base expanded by 60%. Deidra began her career with Northern Trust in 1989 and has over 25 years of experience as a banking professional with expertise in operations, client servicing, product management, and change management.

Ms. Jenkins has served as a board member and Executive Committee member of The Chicago Minority Business Development Center (CMBDC) and Chair of the Membership Committee for the National Minority Supplier Development Council (NMSDC) Financial Services Roundtable of Supplier Diversity Industry Group.



Dave Quinn serves as the Executive Director of Global Recruiting for the CME Group. He is responsible for leading the overall Recruiting function globally for the firm which includes managing a team of experienced recruiting professionals providing full lifecycle recruiting services to internal clients. Dave and his team have successfully built the talent acquisition function to act as a strategic partner and proactive recruiting organization that is aligned with the firm's respective businesses allowing his team to build market intelligence, attract top-tier talent, and successfully place business leaders within the firm.

Prior to joining CME Group in 2009, he led the Recruiting function at Navigant Consulting, a publicly traded global consulting firm. Prior to that he worked in Executive Search leading an external recruiting practice for a division of American Express, and also serving as a Practice Director for Korn/Ferry Futurestep where he built their Midwest search practice. Prior to joining Korn/Ferry, he managed a Recruitment consulting/outsourcing company called inSOURCE where he was responsible for growing a business from concept to profitability. Quinn started his career in corporate recruiting working for both Deloitte and Hewitt in various recruiting positions.

Quinn is a proven leader with 25+ years of business management, recruitment strategy and delivery, organization development, client delivery, and human resource management expertise in a variety of company environments. He has a unique ability to design, implement, and manage business solutions to desired state. He is adept at visualizing an ultimate outcome, communicating that vision, and then influencing and managing to that plan.

Quinn holds a BA degree in Psychology from Loras College. He is an active member of his community serving on various local boards, and is an active participant in various youth athletic programs.

2017 Annual Summit Profiles



REFLECTING CHICAGO'S **DIVERSITY**



John W. Rogers, Jr. is Founder, Chairman, Chief Executive Officer and Chief Investment Officer of Ariel Investments. Headquartered in Chicago, the firm offers six no-load mutual funds for individual investors and defined contribution plans as well as separately managed accounts for institutions and high net worth individuals.

After working for 2½ years as a stockbroker at William Blair & Company, LLC, John founded Ariel Investments in 1983 to focus on undervalued small and medium-sized companies. Patience served as the cornerstone of a disciplined approach that still drives the firm today.

John's passion for investing started when he was 12 years old when his father bought him stocks, instead of toys, for every birthday and Christmas. His interest grew while majoring in Economics at Princeton University. In addition to following stocks as a college student, John also played basketball under Hall of Fame coach Pete Carril. He was captain of Princeton's Varsity Basketball Team his senior year. There, Carril's courtside lessons on teamwork profoundly shaped his views of entrepreneurship and investing.

Early in his career, John's investment expertise brought him to the forefront of media attention, including being selected as Co-Mutual Fund Manager of the Year by Sylvia Porter's Personal Finance magazine as well as an All-Star Mutual Fund Manager by USA TODAY. Furthermore, he has been highlighted alongside legendary investors Warren Buffett, Sir John Templeton and Ben Graham in the distinguished book: The World's 99 Greatest Investors by Magnus Angenfelt. Today, he is regularly featured and quoted in a wide variety of broadcast and print publications and is a contributing columnist to Forbes.

Beyond Ariel, John currently serves as a board member of Exelon Corporation and McDonald's Corporation. Additionally, he is a trustee of the University of Chicago, a director of the Robert F. Kennedy Center for Justice and Human Rights, and a member of the American Academy of Arts and Sciences.

In 2008, John was awarded Princeton University's highest honor, the Woodrow Wilson Award, presented each year to the alumnus whose career embodies a commitment to national service. Following the election of President Barack Obama, he served as co-chair for the Presidential Inaugural Committee 2009, and more recently, he joined the Barack Obama Foundation's Board of Directors.



Perika Sampson is the Regional Diversity Officer for Morgan Stanley Wealth Management's Great Lakes Region. Her responsibilities include driving diversity and inclusion strategies across 10 states engaging more than 100 managers and impacting approximately 6500 employees. In addition, she develops talent acquisition strategies, facilitates community engagement, supports business development initiatives and manages national partnerships. Her region includes Illinois, Indiana, Michigan, Minnesota, New York, North Dakota, Ohio, South Dakota, Western Pennsylvania and Wisconsin.

Previously she founded and managed Dearborn Consulting Partners. Prior to her consulting career, she had a 20-year career in financial services. She served as Vice President Marketing and Strategy in the Private Client Services division of Bank One (now JP Morgan). Additional corporate roles included positions as senior marketing manager at Charles Schwab & Co., Inc., and institutional relationship manager at RCM Capital Management in San Francisco, CA. She was also a founding member of the management team of two internet-based financial services companies.

Perika is an alumna of the University of California Los Angeles. She has written and published numerous articles on corporate diversity and inclusion. In addition, she has served on the boards of arts and social service organizations in Chicago, IL, Oakland, CA and San Francisco, CA.

2017 Annual Summit

Profiles



REFLECTING CHICAGO'S **DIVERSITY**



Andrés T. Tapia is a Senior Client Partner for the Diversity and Inclusion Community of Practice in Korn Ferry's Chicago office. Mr. Tapia has been one of the leading voices in shaping a contemporary, next generation approach to diversity and inclusion. The approach is global, deeply integrated into talent systems, and focused on enabling marketplace success.

Mr. Tapia joined Korn Ferry Leadership and Talent Consulting from Diversity Best Practices, a diversity and inclusion think-tank and consultancy, where he acted as President and was responsible for the organization's overall vision, strategy, and outcomes. Prior to his tenure there, he acted as Chief Diversity Officer and Emerging Workforce Solutions Leader for Hewitt Associates and was responsible for shaping and leading that organization's internal diversity transformation as well as its diversity consultancy.

Mr. Tapia, the author of a groundbreaking book, "The Inclusion Paradox: The Obama Era and the Transformation of Global Diversity," is a frequently sought after speaker globally on the topic of diversity and inclusion. He has been published in major dailies throughout the U.S. and Latin America primarily through his writing for the New America Media wire service as well as on the Huffington Post. He is the recipient of numerous leadership and diversity awards and has served on a number of boards, including currently serving on the editorial board of Diversity Executive Magazine, the corporate advisory board for the Bentley University Center for Women and Business, and Ravinia Arts Festival.

Mr. Tapia received a Bachelor's degree in modern history from Northwestern University in the Chicago area with an emphasis in journalism and political science. He grew up in a bilingual/bicultural home in Lima, Peru.



Nokihomis Willis is an executive committee member, senior vice president and director of the office of minority and women inclusion (OMWI) at the Federal Reserve Bank of Chicago, one of 12 Reserve Banks across the United States that, together with the Board of Governors in Washington, D.C., serve as the central bank for the nation. Willis oversees human resources and internal communications (HRIC) and the office of diversity and inclusion (ODI). In her role, Willis provides senior strategic leadership and direction for the Bank's human resources and internal communications functions, including strategy development, achievement of high-priority talent management objectives and integration of diversity and inclusion into all aspects of human capital processes. She supports the Bank in achieving its strategies, including fostering an environment of inclusion and mitigating people related risks. Representing the Seventh District on the Federal Reserve System's subcommittee on human resources (SOHR), a committee comprised of Reserve Bank senior HR officers, designed to address Reserve Bank System related human resource initiatives and issues, Willis is SOHR's talent management leadership team (TMLT) co-chair.

Willis received a bachelor degree in operations management from DePaul University and is a graduate of the University of Chicago Executive MBA Program. She has also earned senior professional in human resources (SPHR) certification. In January 2016, she began the masters of arts in clinical mental health counseling program at Moody Theological Seminary.

2017 Annual Summit

Profiles



REFLECTING CHICAGO'S **DIVERSITY**



Teri Hart is Director of Learning strategy at Discover Financial Services, where she has worked nearly five years (non-consecutively). In her current role, she oversees learning strategy for all of Discover's training and development, including functional training and onboarding, leadership development, professional development and compliance training.

Prior to Discover, Teri has a twenty year plus career in training and talent development and has managed aspects of learning at various companies, including McKinsey & Company, GE Healthcare and Abbott. In addition to her deep subject matter expertise in leadership development, learning design and learning theory, she has extensive experience developing and deploying learning globally and measuring effectiveness and business impact.

Teri has a BA in Economics from the University of Wisconsin, a Master's degree in Education from Indiana University, and an MBA from Northwestern's Kellogg School of Management.

Teri devotes much of her personal time to training for triathlons – swimming, cycling and running. She is doing Ironman Arizona in November. She is a new empty-nester – Her daughter is a freshman at BU and her son is a sophomore at Michigan State.

2017 Annual Summit Notes



REFLECTING CHICAGO'S **DIVERSITY**

2017 Annual Summit Notes



REFLECTING CHICAGO'S **DIVERSITY**

Thank You for Attending!

Financial Services Pipeline Initiative Members

Ariel Investments, LLC

BMO Harris Bank

The Chicago Community Trust

CIBC

CME Group

Discover

Federal Home Loan Bank of Chicago

Federal Reserve Bank of Chicago

Illinois State Treasurer's Office

Loop Capital

Madison Dearborn Partners

Mesirow Financial

Morgan Stanley

The Northern Trust Company

U.S. Bank

Urban Partnership Bank

William Blair

Wintrust Financial Corporation

A big thank you to the event planning team!

Julie Felix, Mesirow Financial

Sarah Helm, Discover Financial Services

Courtney Hollins, Federal Reserve Bank of Chicago

Auyana S. Orr, Ariel Investments

Karina Sanchez, Federal Reserve Bank of Chicago

Steve Thomas, Federal Home Loan Bank of Chicago

Jill Verges, BMO Harris

Halima McWilliams, Federal Reserve Bank of Chicago

Luis Zamudio, Federal Reserve Bank of Chicago



REFLECTING CHICAGO'S **DIVERSITY**

FSPChicago.org



@FSPChicago | #DiscoverFSP A blue LinkedIn logo icon.