

20

PROGRAMMING  
GUIDE

**Chicago United**

Advancing multiracial leadership in business



# Delivering programs with impact.

Chicago United is the premier thought leader in advancing inclusion. Our year-long program series is designed to provide platforms for attendees to learn, collaborate and engage with peers, and ultimately lead transformative change throughout Chicago's business ecosystem.

**CEO Roundtable Series:** Confidential, peer-to-peer, host-facilitated forums that discuss the issues and challenges critical to implementing bold actions that develop, advance, and sustain an inclusive culture.

**Diversity Officer Roundtable Series:** Peer-to-peer learning sessions facilitated by executives responsible for their organization's diversity, equity, and inclusion strategies, that investigate current trends and leading practices for less common challenges.

**Employee Resource Group Symposium:** A prime opportunity to learn best practices from experts on creating models for highly effective resource groups that advance business imperatives.

**NEW! Mid-level Manager Series:** Programs that equip managers with the leadership skills to build collaborative, diverse and effective teams.

**NEW! Emerging Leader Series:** Young diverse professionals gain insights from executives on navigating corporate culture toward career advancement.

**Minority Business Partnerships:** A network of Chicago-area corporations who select five local minority firms and commit to helping them develop and grow in scale over a period of five years. Participating companies receive benchmarking tools and partnering minority firms receive capacity-building assistance, including coordinated resources from technical assistance agencies and nonprofits to address their individual needs.

**NEW! Business Leaders of Color (BLC) Series:** This new program series supports the growth and achievement of selected Business Leaders of Color. Participants will learn innovations and share ideas to become prime candidates for corporate Board of Directors' positions.

**Corporate Inclusion Institute (CII):** Established in 2019, this nine-month comprehensive talent development program helps organizations harness the power of inclusion, deliver cultural transformation and drive business performance. Participating corporations are improving their employee experience and retention and strengthening their ability to return value to shareholders.

**Inside Inclusion:** A research publication that provides a complete review of the status of diversity and inclusion progress in Chicago's top corporations.

## Our Vision

To transform the Chicago region into the most inclusive business ecosystem in the nation.

## Our Mission

To achieve parity in economic opportunity for people of color by advancing multiracial leadership in corporate governance, expanding the talent pipeline for executive level management, and growing minority businesses.

Tiffany Hamel Johnson

President & CEO

**Chicago United**



## 2022-2023 CHICAGO UNITED BOARD OF DIRECTORS

### EXECUTIVE COMMITTEE

#### Chairman

**John C. Robak**

Chairman and Chief Executive Officer  
Greeley and Hansen

#### Vice Chairman

**Darrel Hackett**

President  
BMO Wealth Management - U.S.

#### Treasurer

**George Burciaga**

Chief Executive Officer  
IGNITE CITIES

#### Secretary

**Nichole Owens**

Vice President,  
Customer Channels  
ComEd, An Exelon Company

#### Investment Officer

**Santino Bibbo**

Managing Director & Head of  
Corporate Finance  
Cabrera Capital Markets

### BOARD MEMBERS

#### Aurora Austriaco

Shareholder  
Valentine Austriaco &  
Bueschel, P.C.

#### Tim Crane

President  
Wintrust Financial Corporation

#### Cristy Garcia-Thomas

Chief External Affairs Officer  
Advocate Aurora Health

#### Maurice Grant

Principal  
Grant Law, LLC

#### Nidhi Kapoor

President  
RK Management Consultants, Inc.

#### Sam Pambah

Principal  
KPMG LLP

#### Erika Patterson

Director, Americas Corporate  
Responsibility Leader  
EY

#### Andrea Sáenz

Chief Operating Officer  
The Chicago Community Trust

#### Katherine M. Scherer

Vice Chair, Central Region Mar-  
ketplace Leader and Managing  
Partner, Chicago Office  
Deloitte US

#### Karriem Shakoor

Senior Vice President - Chief  
Information Officer  
UL Solutions

#### Manika Turnbull

Senior Vice President and  
Chief Human Resources Officer  
Blue Cross and Blue Shield  
of Illinois

## ANNUAL MEETING

Chicago United's highly anticipated Annual Meeting welcomes Chicago-area business leaders who are committed to diversity, equity, and inclusion. The meeting includes the election of the 2022-2023 Board of Directors and Executive Committee members, and a special awards presentation, recognizing our Members' outstanding, mission-advancing contributions in 2021.

### Attend if you are:

- A member of the CU Board of Directors
- A member of CU's CEO Council or Leaders Council
- A Diversity Officer in your organization
- A Business Leader of Color or a CU member company guest
- An invited guest interested in learning about Chicago United and inclusion advocacy
- A Five Forward Initiative™ committed corporation executive

📅 Wednesday, March 30 ⌚ 8:00 - 9:30 AM

📍 Virtual Event



## CEO ROUNDTABLE SERIES

Regardless of business, industry or organization, senior-level leaders and C-suite executives share certain common responsibilities. Chicago United's unique CEO Roundtable Series is a collection of confidential, peer-to-peer, host-facilitated forums that allow participants to identify and discuss the issues and challenges critical to implementing bold actions that develop, advance, and sustain an inclusive culture throughout their enterprises.

### Attend if you are:

- A member of Chicago United's CEO Council (guests and representatives are not eligible.)



## DIVERSITY OFFICER ROUNDTABLE SERIES

Chicago United's Diversity Officer Roundtable Series features peer-to-peer learning sessions facilitated by executives responsible for their organization's diversity, equity, and inclusion strategies. With a focus on instructive analysis of current trends and leading practices, these programs provide participants with the insight needed to lead an organization towards an inclusive culture.

### Attend if you are:

- A Human Resources Executive
- A Diversity, Equity, and Inclusion Officer
- A business leader responsible for inclusive talent development

Tuesday, March 10 9:00 - 10:30 AM

Virtual Event

Hosted by:  
**Carrie Steyer**  
General Manager, Slalom Chicago

Tuesday, June 14 9:30 - 11:00 AM

33 South State St, Suite 750, Chicago, IL

Hosted by:  
**Helene Gayle**  
President and CEO, The Chicago Community Trust

Tuesday, September 20 8:00 - 9:30 AM

353 North Clark Street, Chicago, IL

Hosted by:  
**Natalie Brown**  
President, Mesirow Financial

Wednesday, October 26 9:00 - 10:30 AM

320 South Canal Street, Chicago, IL

Hosted by:  
**David Casper**  
U.S. Chief Executive Officer, BMO Financial Group

**Darrel Hackett**  
President, BMO Wealth Management - U.S.

Tuesday, March 15 8:30 - 9:30 AM

Virtual Event

Hosted by:  
**Kathryn Medina**  
Senior Vice-President of People & Culture,  
Chief Human Resources Officer and Director  
of the Office of Minority and Women Inclusion  
Federal Reserve Bank of Chicago

Tuesday, May 24 8:30 - 10:00 AM

1844 West Ferry Road, Naperville, IL

Hosted by:  
**Emeka Igwilo**  
Chief Data Officer and VP Operations Support  
Nicor Gas

Wednesday, September 28 8:30 - 10:00 AM

110 North Carpenter Street, Chicago, IL

Hosted by:  
**Reginald J. Miller**  
Vice President, Global Chief Diversity, Equity, &  
Inclusion Officer  
McDonald's Corporation

## BUSINESS LEADERS OF COLOR (BLC) SERIES

Through the Business Leaders of Color (BLC) Series, Chicago United identifies innovative, global thinkers to share insights on corporate board governance. Programming in this series brings together BLCs to connect to corporate board directorships and engage with accomplished and diverse Chicago-area business executives.

### Attend if you are:

- Chicago United CEO Council Member
- Chicago United Business Leader of Color

### Business Leaders of Color Reception: Hot Topics in Corporate Governance

Thursday, September 15 5:00 - 7:00 PM

111 South Wacker Drive, Chicago, IL

Hosted by:

**Deloitte.**





## MID-LEVEL MANAGER SERIES

Mid-level managers often face unique challenges as their teams grow and diversify. Chicago United has established this series of programs to equip mid-level managers with the leadership skills to build collaborative and effective teams and further impact their organization's diversity, equity, and inclusion practices.

### Attend if you are:

- CII Corporate Guide
- Employee Resource Group Leader
- Employees of Member Companies

### Sponsored by

WINTRUST

📅 Thursday, October 6 ⌚ 9:00 - 11:00 AM

📍 9700 West Higgins Road, Rosemont, IL

### What's Trust Got to Do With It? Managing Intercultural Conflict



#### Expert Speaker:

Andrés T. Tapia  
Senior Client Partner, Global Diversity,  
Equity & Inclusion Strategist, Korn Ferry

## EMERGING LEADER SERIES

Chicago United works to empower young, diverse professionals to pivot their careers and advance multiracial leadership within their organizations. Our Emerging Leaders series highlights Business Leaders of Color who provide insight into assessing and navigating corporate culture toward career advancement.

### Attend if you are:

- CII Fellow
- Employee Resource Group Member/Leader
- Employees of Member Companies

📅 Tuesday, April 5 ⌚ 1:00 - 2:00 PM

📍 Virtual Event

### A Guide to Advancing Your Career



#### Tracie Morris

U.S. Chief Human Resources and Diversity  
and Inclusion Officer  
BMO Financial Group

📅 Wednesday, June 22 ⌚ 5:00 - 7:00 PM

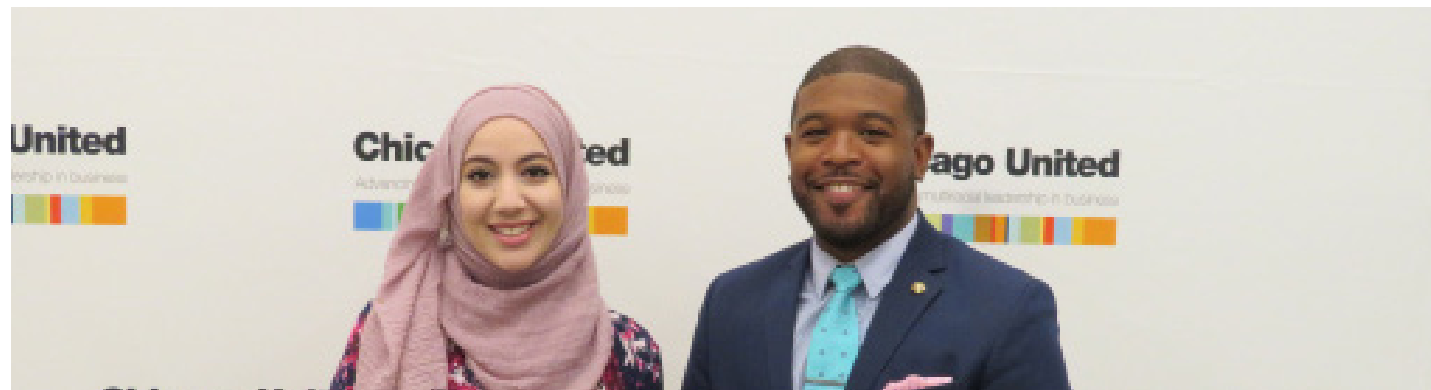
📍 The Metropolitan - 233 South Wacker Drive, 67th Floor

### Making the Net Work Reception



#### Billy Dexter

Partner and the Americas Regional Diversity Leader  
Heidrick & Struggles



## EMPLOYEE RESOURCE GROUP SYMPOSIUM

Chicago United convenes Employee Resource Group Leaders through this series of programs to create an incomparable peer-to-peer learning experience. Participating Senior-level ERGs will learn from thought-leaders and experts as they share actionable strategies towards systemic change and cultural inclusiveness.

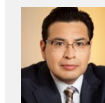
### Attend if you are:

- A Chief Human Resources Officer/Chief Diversity Officer
- An executive or senior human resources professional responsible for resourcing and/or developing ERGs in your organization
- An ERG Executive Sponsor
- An ERG Chair/Leader

📅 Wednesday, March 2 ⌚ 1:00 - 2:00 PM

📍 Virtual Event

### Employee Resource Group Excellence

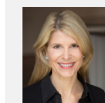


Dr. Robert Rodriguez  
Founder and President  
DRR Advisors LLC

📅 Thursday, November 3 ⌚ 8:30 - 10:30 AM

📍 1 N. Wacker Drive, 9th Floor, Chicago

### Leading with Purpose



Shannon Schuyler  
Chief Purpose and Inclusion Officer  
PwC US

## CU THERE! EVENTS

Offering a chance to engage outside the office, Chicago United's CU There! Events are special occasions welcoming the Chicago United community to interact outside the office or boardroom. These informal, festive social gatherings are created to inspire conversations that ultimately lead to advocacy initiatives and solutions.

📅 Thursday, September 15 ⌚ 5:00 - 7:00 PM

### Business Leaders of Color Reception: Hot Topics in Corporate Governance

**Deloitte.**

## BRIDGE AWARDS

Established in 2004, Chicago United presents the Bridge Awards to Chief Executive Officers whose efforts have helped drive inclusion in corporate governance and executive-level management. This highly anticipated evening of celebration and entertainment features the presentation of two awards – the National Bridge Award and the Chicago Bridge Award — and gathers advocates together to share aspirations and experiences.

📅 Wednesday, November 16 ⌚ 5:30 - 9:00 PM



## 2022 MEMBER MEETINGS AT A GLANCE

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
<b>Annual Meeting</b>			30 8:00 - 9:30 AM									
<b>CEO Roundtable Series</b>			29 8:00 - 9:30 AM		10 9:00 - 10:30 AM		15 8:00 - 9:30 AM		20 8:00 - 9:30 AM	26 8:00 - 9:30 AM		
<b>Diversity Officer Roundtable Series</b>			15 8:30 - 9:30 AM		24 8:30 - 10:00 AM				28 8:30 - 10:00 AM			
<b>Business Leaders of Color Series</b>						23 8:00 - 10:30 AM			15 5:00 - 7:00 PM			
<b>ERG Symposium</b>			2 1:00 - 2:00 PM								3 8:30 - 10:30 AM	
<b>Mid-level Manager Series</b>			24 8:30 - 10:00 AM							6 9:00 - 11:00 AM		
<b>Emerging Leader Series</b>				5 1:00 - 2:00 PM		22 5:00 - 7:00 PM						
<b>Bridge Awards Dinner</b>											16 5:30 - 9:00 PM	
<b>C U There!</b>												

As a courtesy to our presenters, please contact Doris Salomón, dsalomon@chicago-united.org or 312.977.3075, within 48 hours of the event date if you are unable to attend. \*Date coming

## CHICAGO UNITED MEMBERS

(AS OF SEPTEMBER 1, 2022)

Abbott	Diversified Technology, Inc.	MZI Group Inc.	Rush University Medical Center
Advocate Aurora Health	DiviHN	Nash Brothers Construction Co., Inc.	Sanchez Daniels & Hoffman LLP
Amazon	Dominican University Brennan School of Business	Nicor Gas	SDI Presence LLC
Aon plc	The Economic Club of Chicago	Northern Trust	Shapiro + Raj
Ariel Investments	Envision Unlimited	Northwestern Medicine	Sidley Austin LLP
Astellas Pharma US	Ernst & Young LLP	Northwestern University	Slalom Consulting, LLC
American Red Cross of Illinois	Federal Reserve Bank of Chicago	The OCC	Spaulding Ridge, LLC
Bank of America	Fifth Third Bank	Peoples Gas & North Shore Gas	Trilogy, Inc.
Baxter International Inc.	Franczek P.C.	PMI Energy Solutions, LLC	UL Solutions
Blue Cross Blue Shield of Illinois/Health Care Service Corporation	Gift of Hope Organ & Tissue Donor Network	PNC Bank	United Airlines
BMO Harris Bank N.A.	Grant Law, LLC	Prado & Renteria CPAs Prof. Corp.	University of Chicago
The Boldt Company	Greeley and Hansen	Primera Engineers, Ltd.	University of Chicago Medicine
BP America Inc.	IGNITE CITIES	Pritzker Private Capital	University of Illinois at Chicago
Cabrera Capital Markets, LLC	Johnson, Blumberg & Associates, LLC	PwC LLP	USG Corporation
California American Water	Kairos Consulting Worldwide	Quarles & Brady LLP	Valentine Austriaco & Bueschel, P.C.
The Caroline and Ora Smith Foundation	Katten Muchin Rosenman LLP	RGMA	VisionIT
CDW	KDM Engineering	RK Management Consultants, Inc.	Walgreens
Chicago Botanic Garden	KPMG LLP	RME (Rubinos & Mesia Engineers, Inc.)	Weber Shandwick
The Chicago Community Trust	Laner Muchin	Robert R. McCormick Foundation	Wintrust Financial Corporation
The Chicago Urban League	LSL Healthcare Inc.	Roosevelt University	Wynndalco Enterprises, LLC
Cresco Labs.	McDonald's Corporation	Sanchez Daniels & Hoffman LLP	Valentine Austriaco & Bueschel, P.C.
Clarity Partners, LLC	Mesirov Financial	RGMA	VisionIT
ComEd, An Exelon Company	Mitchell Titus, LLP	RK Management Consultants, Inc.	Walgreens
Deloitte	Montenegro Inc.	RME (Rubinos & Mesia Engineers, Inc.)	Weber Shandwick
Delta Dental of Illinois		Robert R. McCormick Foundation	Wintrust Financial Corporation
		Roosevelt University	Wynndalco Enterprises, LLC

## Chicago United

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