

## Program Speakers

### Inside the Boardroom: Senior Women Executives Share a View from the Top and Their Pathways To Diversifying Corporate America

#### Program Panelists:



**California Senator Hannah-Beth Jackson (ret'd)**

Hannah-Beth Jackson is a former California legislator, practicing attorney, educator and small business owner. From 2012 to 2020, she served in the State Senate, representing nearly one million residents in the 19th Senate District, which includes Santa Barbara County and western Ventura County. From 1998 to 2004, she represented the 35th State Assembly District. During her legislative career, Hannah-Beth served as Chair of the Senate Judiciary Committee and received national recognition as a champion for women's equality, among many other significant law-making achievements. The Huffington Post identified her as one of 11 women in the United States "blazing new trails" in American politics and she was described as "the state senator shifting California's workplace culture" by The New York Times.

She served her districts and her state in diverse areas, including as a member of the Committee on Natural Resources and Water, the Labor and Industrial Relations Committee, the Human Services Committee and the Public Safety Committee. She also served as Chair of the Joint Legislative Committee on Emergency Management and as Chair of the California Legislative Women's Caucus.

Hannah-Beth is the author of the California Fair Pay Act, landmark legislation that strengthens the state's equal pay law, and Senate Bill 826, the first law in the nation that requires publicly-held corporations to include women on their board of directors. She is a joint author of legislation that created the nation's first affirmative consent standard ("Yes Means Yes") for the state's college and university campuses authored legislation to ensure victim-centered processes for responding to sexual harassment and assault on college campuses.

In addition to her work championing women's equality, Hannah-Beth is known as an effective advocate for protecting the environment, advancing legislation to reduce gun violence, expanding services for aging Californians, and supporting military veterans struggling with mental illness and drug addiction. She is an outspoken advocate for Internet privacy protection, as well as for women's reproductive rights.

Hannah-Beth is a recipient of the prestigious Fay Stender Award, presented annually by the California Women Lawyer's Association to an attorney committed to affecting positive change with "zest, humanity (and) personal courage" who serves as a role model for women. She is also a founding member and Past President of the Santa Barbara Women's Political Committee and Santa Barbara Women Lawyers.

An advocate for justice for women, children and victims of crime for more than three decades, she helped establish Santa Barbara Shelter Services for Women (now known as Domestic Violence Solutions) and Santa Barbara's Women Against Gun Violence (now known as Coalition Against Gun Violence).

A native of Boston and lifelong Red Sox fan, she earned her law degree from Boston University School of Law and commenced her legal career as a Santa Barbara County deputy district attorney. She was engaged in the private practice of law for 20 years with offices in Los Angeles, Ventura and Santa Barbara prior to her election to the State Assembly, and was the managing partner for The Law Offices of Eskin & Jackson.



**HP, Inc. Special Advisor to the CEO Kim Rivera**

Kim M. Rivera is serving as Special Advisor to the CEO at HP Inc. In this role she provides strategic advice and counsel on key enterprise business, operational, and legal matters. She recently served as HP Inc.'s President, Strategy and Business Management and Chief Legal Officer. In this role, Kim led corporate strategy and development, indirect procurement, customer support and real estate and workplace functions. Kim also oversaw the worldwide legal organization, including all aspects of legal and government affairs, brand security, compliance and ethics. Since joining HP, Kim has served as a key business executive, playing an instrumental role in navigating geopolitical and trade issues, major acquisitions, and the strategy and development of HP's businesses and long-term go-to-market plan.

A graduate of Duke University and Harvard Law, Ms. Rivera has more than 25 years of experience advising Fortune 500 companies in the health care, consumer products and technology markets on significant corporate transactions, strategy, governance, compliance, risk management, audit and litigation matters.

Ms. Rivera was appointed to the Thomson Reuters Board of Directors in 2019, and she serves a member of their Audit and Risk Committees.

Passionate about giving back to the community, Ms. Rivera has also served on numerous non-profit boards including the California Latino Community Foundation and the Denver Metro Hispanic Chamber of Commerce. She currently serves on the Boards of the American Leadership Forum of Silicon Valley and the Leadership Council on Legal Diversity. She is a frequent speaker on diversity and inclusion in corporations and the legal profession, with emphasis on women in leadership.



**Independent Board Member** of public and private boards, Mutual Fund Trustee, and ESC (Sustainability) Authority **D'Anne Hurd**

D'Anne Hurd is an SEC qualified financial expert and sustainability/ESG (environmental, social responsibility and governance) authority, who brings to her board assignments hands-on experience as a senior financial management executive at GTE and PepsiCo, Inc. in addition to serving as CFO and General Counsel for six rapidly-growing, Boston-based technology companies. She has served on the boards of four public companies—including as Lead Independent Director—and eight private company boards across retail, medical devices, cloud-based SaaS, technology, pharma/biotech, financial services, telecommunications, and manufacturing industries. She has chaired each of the Audit, Compensation and Nominating and Governance Committees as well as special committees on CEO Succession/Search, on Strategy and on Technology.

Among her public company board positions, D'Anne has served since 2015 as an independent trustee for PAX World Funds/PAX Ellevest Fund (MYTF: PXWEX), the first mutual fund to invest solely in companies committed to a sustainable future (since 1971) and now a leading impact investment mutual fund family integrating ESG measures. For the Pax World Funds she serves on the Audit Committee and the Nominating and Governance Committee.

Recently D'Anne joined the board of Martin Engineering, Inc., a global manufacturer of durable products that help corporate customers handle bulk materials efficiently, safely, and profitably. She is chair of Martin's Audit Committee and is helping this growing family business move to the next generation of products, in terms of strategy and innovation. For EILEEN FISHER, Inc., in 2017, after consulting to the company and its founder on how to structure and form a board of directors, she was invited to join the board as its first independent director. The company is a 40% ESOP-owned, Certified B Corp, which manufactures and sells luxury women's clothing sourced and manufactured under stringent sustainability guidelines. The company's founder, Eileen Fisher, is a pioneer in circular fashion, believing in many "lives" of her clothes. During her tenure, D'Anne served as Lead Independent Director, Chair of the Governance and Nominating Committee, member of the Technology Committee and Interim Chair of the Audit Committee. She led the finance committee on the board which helped the company weather COVID, preserve its powerful and unique brand and emerge as a strong digital but values-driven retailer. Since 2013 D'Anne has served on the board (Chair of Audit 2015-2020) of Peckham Industries, Inc., a fourth-generation, family-owned road and bridge construction materials company. Today she continues to serve on the Peckham board as a member of the Audit Committee and member of the Nominating and Governance Committee.

D'Anne earned her JD in Corporate and Securities Law from Duke University School of Law, an MBA in Finance from the University of Connecticut, and her BA from Mount Holyoke College. She is a senior member of NACD's Board Advisory Services practice, a regular instructor at NACD's Director Professionalism Series, an NACD Board Leadership Fellow and a member of the Boston Chapter of Women Corporate Directors.



**Netflix, Inc., Vice President, Inclusion & Strategy Vernā Myers**

Vernā Myers is an inclusion strategist, cultural innovator, thought leader, and social commentator. A Harvard-trained lawyer and founder of The Vernā Myers Company, Vernā was recently made VP, Inclusion Strategy at Netflix. In this newly created role, she will help devise and implement strategies that integrate cultural diversity, inclusion and equity into all aspects of Netflix’s operations worldwide. Vernā is the author of *Moving Diversity Forward: How to Go From Well-Meaning to Well-Doing and What If I Say the Wrong Thing? 25 Habits for Culturally Effective People*. Her inspiring TED talk, “How to Overcome Our Biases? Walk Boldly Toward Them,” has been viewed almost 3 million times.



**Snap, Inc., Global Head, Integrity & Compliance Nicole Diaz**

Nicole Diaz is a Harvard Law School graduate and integrity-first compliance attorney with over a decade of experience in investigations and civil and criminal litigation, named as a Los Angeles Business Journal Leader in the Law. She currently serves as the Global Head of Integrity & Compliance Legal for Snap Inc., where her responsibilities include promoting ethical business standards and adherence to the Code of Conduct, managing risk in key areas such as anti-bribery and trade law, and leading internal investigations. Her passion is building open and inclusive cultures that minimize ethical blind spots. Before working at Snap, Nicole worked at Skadden Arps and Willenken, and clerked for a US District Court. She is very active in legal diversity efforts, serving as a Board Member of the California Minority Counsel Program, co-founder of the Los Angeles chapter of Law in Tech Diversity Collaborative, co-chair of Snap Legal's Diversity Group, member of the PODER25 cohort of the Hispanic National Bar Association, and Fellow of Leadership Council on Legal Diversity.

## Workshop Faculty:



**Ernst & Young, West Region Leader - Center for Board Matters Robyn Bew**

Robyn draws on more than ten years of experience in the corporate governance space in her work with board members and executive teams of EY's clients on a wide range of governance and strategy issues. She represents the firm at director events and roundtables and is a leader in the region's initiatives to advance board diversity.

Robyn joined EY from the National Association of Corporate Directors, where she led the organization's Advisory Councils serving committee chairs of Fortune 500 companies, authored NACD's flagship Blue Ribbon Commission reports, and was a faculty member for NACD's director education programs. She has been a featured speaker and writer on governance topics: appearances include Bloomberg BNA, CFO Magazine, Corporate Secretary, Directors and Boards, NACD and ICGN. Robyn is a member of the Methodology Advisory Committee for Ethisphere's World's Most Ethical Companies and has previously served on the Research Advisory Council for JUST Capital.



**Heidrick & Struggles Vice Chairman, Board and CEO Practice Lee Hanson**

Lee Hanson is a vice chairman and partner in the New York and San Francisco offices of Heidrick & Struggles. She is a senior member of the CEO/Board of Directors Practice, working with clients across a broad range of industries including financial services, industrial, consumer, professional services, and technology. She also conducts most of the firm's most significant Chief Legal Officer assignments for the firm, including those for General Motors, American Express, Colgate-Palmolive and HPI. She has written articles for Directors and Boards magazine and spoken on numerous occasions on topics such as diversity onboards and the evolving profile of corporate directors.

In addition to her executive search practice, Ms. Hanson was co-chair for several years of the firm's Global Promotions Committee and a past chair of the Global Partnership Council. In 2012, she received the John E. Struggles Award, a partner-nominated and selected award, given to the partner who most demonstrates the partnership commitment, client focus, and personal integrity hallmarks of the firm.

Prior to joining Heidrick & Struggles, Ms. Hanson spent fifteen years as an investment banker, most recently at Merrill Lynch & Co. and previously at Morgan Stanley & Co. Prior to this, she served as a law clerk to a federal district judge in New York.

Ms. Hanson graduated with a B.A. in economics, summa cum laude, from Yale University and holds a J.D. cum laude from Harvard Law School. She was a Trustee at the Head-Royce School in Oakland, California for nine years, the last two years as Chair of its Board. She also served as Co-Chair of the school's capital campaign.

Ms. Hanson is a member of the Board of Directors of Analysis Group, Inc., an economics and financial consulting firm. She is also on the board of Students Rising Above, a non-profit focused on assisting high-potential, low-income high school students to achieve a successful college career. She is also a Director of the Giffords Law Center, which advocates on behalf of preventing gun violence. She was previously Vice President of the Board of the Financial Women's Association of San Francisco.

## **Moderators:**



**Harvard Law School Women's Alliance, President, Nancy L. McCullough**

Nancy L. McCullough is the principal of a boutique law practice handling intellectual property matters, in particular for the entertainment, fashion and e-commerce industries, and general business advising, including serving as outside general counsel for diverse clients. Nancy counsels clients on strategic planning and compliant business practices, negotiates and drafts diverse agreements, guides dispute resolution, and advises on IP rights development, acquisition, monetization, and defense.

While in law school, Nancy served as a member of the Board of Editors of the Harvard Law Review, and as the president of the Harvard Committee on Sports and Entertainment law.

Nancy's career has been highlighted by extensive community service projects, particularly for nonprofit endeavors supporting underserved communities and traditionally-underrepresented group members, believing strongly that equality and fair access to opportunities should be within reach for all.



**Harvard Law School Association of Los Angeles Co-President, Sherry A. William**

Sherry A. William, Principal of Pacific Ivy Law Group, provides legal, business and strategic advice to companies of all sizes, individuals, governments, and financial institutions, domestically and internationally. Prior to launching Pacific Ivy Law Group, Ms. William practiced law in the New York offices and Los Angeles office at three of the top law firms in the world. She is licensed to practice law in California and New York and is fluent in Arabic and conversant in Spanish. Ms. William has also spent time in Tokyo, Japan at Nagashima Ohno & Tsunematsu, one of Japan's most highly regarded law firms.

Ms. William is active in her community. In addition to serving as President of the Harvard Law School Association of Los Angeles, she is also President of the League of Egyptian American Professionals. Early in her career she was an

immigration law fellow at the nationally recognized Greater Boston Legal Services where she represented clients in defensive and affirmative asylum claims and Violence Against Women and Act and U-Visa petitions. She has continued to advise on immigration issues since.

Ms. William is direct, practical, responsive and trustworthy. She is a fierce negotiator who takes a personal and measured approach. She is fluent in Arabic and conversant in Spanish, is licensed to practice law in California and New York and holds a real estate broker license in both California and New York.