



## **Program**

# **Northeastern University's Employer Conference: Fostering Diversity, Equity, Inclusion, and Belonging in the Workplace**

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**Date**  
**June 24<sup>th</sup> 2021**  
**Time**  
**1-5 pm EDT**

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This conference is an opportunity to share best practices in workforce diversity, equity, and inclusion (DEI). It will feature reflections from current students and their needs for DEI in the workplace and employers who recruit and retain diverse talent.

At the end of the day, you will...

- Be able to implement and share best practices in DEI recruiting and retention within their organizations
- Be prepared for DEI trends within the future of work
- Be able to create talent pathways for Northeastern students across experiential learning (co-op, XN, full-time recruiting)
- Have connected and networked with panelists and audience members during and post event to continue the DEI discussion



## Conference Agenda

### **1:00** = **Northeastern Welcome Address**

Manny Contomanolis, PhD, Senior Associate Vice President, Employer Engagement and Career Design at Northeastern University

### **1:15** = **Keynote Speaker**

Dr. Karl W. Reid, Senior Vice Provost and Chief Inclusion Officer at Northeastern University

### **2:00** = **Panel # 1: NU Students**

Moderated by Anthony Wilder, Program Coordinator, Office of Institutional Diversity and Inclusion at Northeastern University

### **3:00** = **Panel # 2: Employers Representatives**

Moderated by Sumana Northover M.Ed.'16, Associate Director, Talent Acquisition Team, Employer Engagement at Northeastern University

Panelists will include senior leaders of diversity, equity and inclusion from the following organizations:

Dell Technologies

PHV Corporation

American Red Cross

NetApp Inc

State Street Corporation

### **4:00** = **Introduction of Employer for Closing Remarks**

Manny Contomanolis, PhD, Senior Associate Vice President, Employer Engagement and Career Design at Northeastern University

### **4:10** = **Closing Remarks**

Bob Athwal, Global Lead for Racial Diversity, Employer Brand, & Early Careers, Skyscanner Ltd.



## Presenters

### **Adrienne Alberts** (*she, her, hers*)

*Chief Diversity Officer, American Red Cross*

Adrienne Alberts has been an active organizational leader focused on diversity, talent management, operations, and career development for more than 20 years. In her current role, she leads enterprise-wide diversity, equity, and inclusion efforts. Adrienne's experience with the Red Cross spans 7 years where she worked in strategic roles in Human Resources and Disaster Cycle Services

Adrienne is a native of Virginia, and received her M.Ed. in Counseling Psychology with a concentration on College Student Personnel Administration and her B.S. in Psychology from James Madison University in Harrisonburg, VA.





## **Bob Athwal (he, him, his)**

*Global Lead for Racial Diversity, Employer Brand, & Early Careers, Skyscanner Ltd.*

Bob Athwal is the Global Lead for Racial Diversity, Employer Brand and Early Careers at Skyscanner. He has a unique background and perspective as he has been an employer, a vendor and a University senior leader. He is a regular International conference speaker specializing in Early Careers, Social Mobility and Racial Equity, Student Experience and Student Outcomes. He has been the recipient of several industry awards relating to graduate recruitment and development as well as career preparation within universities. Bob is the co-founder of the Global Career Services Summit, which now includes the International Network of Employers and University Career Service Associations. He is also the co-founder of the 1 Hour Project, an initiative designed to level the playing field based upon his PhD to help advance social mobility amongst graduates.





## **Danny Best (he, him, his)**

*Director of Global Diversity & Inclusion, Dell Technologies*

As director of global diversity and inclusion at Dell Technologies, Danny Best is responsible for building the strategic foundation for one of the key pillars of Dell's D&I focus areas: ethnic and cultural empowerment. In this role, Danny is responsible for creating innovative empowerment efforts pertaining to race, ethnicity and culture in the parts of the world where these diversity dimensions can create barriers to full inclusion. Danny leads a team of D&I professionals who work across Dell Technologies to enhance the attraction, hiring, development, promotion and engagement of historically underrepresented talent. His team is also responsible for partnering with academic and special interest organizations to scale Dell's impact in our communities and build a workforce that is representative of the customers we serve.



Prior to joining Dell, Danny was senior director of human resources at Dana Farber where he oversaw talent acquisition, employee relations/HR business partnerships, learning and organization development and workforce development. Prior to this role, he was an HR executive at EMD Serono/Merck KGaA where he led HR strategy, HR business partners, employee relations and staffing for executives leading global research development, medical affairs and biotech manufacturing organizations. Danny also spent 12 years at Bank of America, where he led HR and DEI programs.

Beyond his experience as a seasoned diversity and HR executive, working across various industries including IT, biopharma, healthcare and financial services, Danny strongly believes that having an inclusive workforce is the pathway to ongoing innovation and overall organizational success. Danny holds an MBA from Northeastern University, where he also attended as an undergraduate, and resides in Massachusetts.



## **Bob Blachette**

*Associate Director for Global Employer Engagement at Northeastern University*

As the Associate Director for Global Employer Engagement, Bob is dedicated to providing client companies with the brightest and best talent drawn from our culturally rich and diverse student population, and to providing our students with rewarding career opportunities that bring value to both our client companies and our students. In addition, Bob fosters client partnerships to help provide solutions to a variety of their talent development needs.





## Manny Contomanolis

*PhD, Senior Associate Vice President, Employer Engagement and Career Design at Northeastern University*

Dr. Manny Contomanolis has more than 30 years of experience in university career services and career development and staffing, and serves as the Senior Associate Vice President for Employer Engagement and Career Design at Northeastern University. Dr.

Contomanolis is the author of numerous writings including the recent publication, *Leadership in Career Services: Voices from the Field* which he served as lead author and editor. Manny was selected by the National Association of Colleges and Employers (NACE) to develop and conduct the training of external reviewers for career development centers nationwide and was awarded The NACE Kaufman Award in 2014 and inducted into the NACE Academy of Fellows in 2011. Manny has also been pivotal in his work on behalf of Career Services Operations nationwide, leading efforts focusing on standardizing First Destination Surveys and outcome reporting in higher education and is working closely with the American Council on Education on these initiatives.



Dr. Contomanolis has also served as the President of the National Association of Colleges and Employers (NACE) [www.nacweb.org](http://www.nacweb.org) the leading professional association focused on the employment of the college educated. NACE connects more than 3,000 organizational and 8,000 individual members representing higher education, business, industry, government, and non-profits with an interest in career services and college relations and recruiting. NACE forecasts trends in the job market; tracks legal issues in employment, the job search, and hiring practices; and provides college and employer professionals with benchmarks and standards of practice to help guide their work

Manny has a PhD in Educational Leadership and Policy from the University of Buffalo, a Masters in College Student Personnel from Bowling Green University, a graduate certificate in Industrial and Labor Relations from Cornell University, and a Bachelor's degree in History from The State University of New York.



## Movell Dash

*Interim Global Head of Inclusion at Unity Technologies  
at Unity Technologies*

Movell joined Unity Technologies in 2020 and leads on inclusion for the EMEA region. She is currently working on a number of key initiatives that will impact Unity globally both internally and externally.

In 2019 Movell was voted Investing in Ethnicity Top 10 Future Leader and she has been a D&I practitioner for 17 years in the public and private sector. Movell led the award-winning Embrace Career Development Program for Her Majesty's Revenue and Customs and consequently consulted on the development of similar programs in Foreign and Commonwealth Office and private sector organisations. She has also developed Mentoring and Sponsorship programs for underrepresented groups. Movell has experience in writing diversity and inclusion strategy and currently mentors and consults on diversity and inclusion.

Qualified as a Personal Development and Strengths Coach, Movell enjoys working with a variety of people, helping them lead more fulfilled and purposeful lives based on their goals and aspirations. She enjoys helping others by volunteering as a mentor and tutor in schools, building a following for her podcast Modas Talks and running her Diversity and Inclusion and Coaching practice specialising in Strengths Personal Development Coaching and Diversity and Inclusion Consultancy.







## **Gerri Mason Hall, JD (*she, her, hers*)**

*Vice President of Global Diversity, Inclusion & Belonging,  
NetApp, Inc.*

Gerri Mason Hall is a C-suite leader with more than 25 years' experience in Diversity, Equity & Inclusion. Her journey ranged from legal compliance, to human capital engagement, to cultural and social transformation. In December 2020 she joined NetApp as its first VP Diversity, Inclusion & Belonging. She is laser focused on accelerating NetApp's growth and culture shift. Since 2006 Gerri held a series of senior level roles at Sodexo, including Chief Diversity Officer and Chief Human Resources Officer for the Americas, leveraging her employment law acumen with her passion for human capital engagement and unshakeable belief that corporations can and will advance social change. Gerri spent eight years at Amtrak, the US national passenger railroad. She was instrumental in settling a class action lawsuit avoiding millions of dollars in protracted litigation.

Augmenting her commitment to Inclusion and advancing the underserved, Gerri is a member of the UNCF Board and sits on its Audit and HR Committees. She is a Board member of the Congressional Hunger Center and the Sodexo Stop Hunger Foundation and provides pro bono D&I counsel to a host of non-profit organizations. Gerri is a graduate of Vassar College and the George Washington University National Law Center.





## **Lance A. LaVergne (*he, him, his*)**

*Chief Diversity Officer & Senior Vice President, Global Talent Acquisition and Associate Experience PVH Corp.*

Lance LaVergne, Chief Diversity Officer & Senior Vice President, Global Talent Acquisition and Associate Experience, is responsible for developing and implementing global strategies that enhance PVH's ability to attract, develop and retain talent through the practices of talent acquisition, inclusion and diversity and associate experience. His key areas of focus are further developing and deploying enterprise I&D targets, creating omni-channel recruitment strategies and leveraging data to develop initiatives that will continue to make PVH a great place to work.

LaVergne holds a bachelor's degree in Sociology from Harvard University and a master's degree in Finance from the Leonard N. Stern School of Business at NYU.



## Sumana Northover

*Associate Director, Talent Acquisition Team, Employer Engagement at Northeastern University*

Sumana Banerjee Northover is Associate Director of Employer Engagement and Career Design at Northeastern University. In her role, she leads the Talent Acquisition/ Early Careers team in connecting Northeastern learners and rising professionals with full-time and internship opportunities across all of the University's disciplines and degrees. Sumana works with employer partners and alumni in crafting signature programs that cultivate and strengthen recruiting partnerships across Northeastern's nine colleges, both domestic and regional. In her previous role at Wellesley College, Sumana built the employer engagement program from the ground up and presented her unique model at Eastern Association of Colleges and Employers. At Wellesley, she was part of the career education team earning NACE's Career Services Excellence Award as well as the Eduventures Innovation Award. Sumana received her M.Ed in Education with a concentration in Higher Education from Northeastern and is currently in Northeastern's Doctoral program for Education and Organizational Leadership.





## **Karl W. Reid**

*Senior Vice Provost and Chief Inclusion Officer at Northeastern University*

Dr. Karl W. Reid was appointed Senior Vice Provost and Chief Inclusion Officer at Northeastern University on April 1, 2021. He also holds the title of Professor of Practice in the Graduate School of Education in the College of Professional Studies. Prior to joining Northeastern, Dr. Reid served for seven years as the Executive Director of the National Society of Black Engineers (NSBE), marking his return to the organization that gave him his first major leadership experience 32 years earlier. A certified diversity professional, Dr. Reid has been a leading national advocate for diversity and inclusion, and increasing college access, opportunity and success for low-income and minority youth.



Dr. Reid sits on the National Council for Expanding American Innovation at the US Patent and Trademark Office; the Committee on Addressing the Underrepresentation of Women of Color in Technology at the National Academy of Engineering; the American Society for Civil Engineers Industrial Leaders Council; the Dean's advisory cabinets for the Harvard University School of Engineering and Applied Sciences and the University of Michigan College of Engineering. He holds memberships in the American Society for Engineering Education and the Council of Engineering and Scientific Society Executives.

He is a frequent contributor to the national diversity engineering dialogue and author of several commentary pieces, and he has been quoted in numerous articles in publications such as Forbes, The Wall Street Journal, U.S. News & World Report and The Hechinger Report.



## **Sharhea Wade (she, her, hers)**

*Head of Global Inclusion & Diversity – North America,  
State Street Corp.*

Sharhea is the Head of Global Inclusion & Diversity (I&D) North America at State Street Corporation. Reporting directly to the Chief Diversity Officer, she is responsible for developing and implementing I&D programs that promote State Street’s strategic goals of being a destination for top talent with a diverse workforce and inclusive culture. In partnership with Human Resources (HR) colleagues in areas such as HR Business Partners, Workforce Insights, Reporting, Learning, Talent Acquisition, and Total Rewards, she manages a team who drives delivery of I&D programs and services across the enterprise. She also oversees State Street’s approach to I&D consulting with internal clients, engaging leaders with insights from qualitative and quantitative diversity data.

Sharhea is an active community member, and currently serves as the elected President of National Black MBA Association (NMBBAA) – Boston Chapter and served on the founding board of The Philanthropy Connection. She also served as the Executive Director of the Boston Chapter’s Leaders of Tomorrow (LOT) Program. The LOT Program is the NMBBAA’s efforts to foster the next generation of entrepreneurs, business and community leaders. Sharhea graduated from Bryn Mawr College majoring in Economics, and Boston University with a Master of Business Administration. She is originally from the beautiful volcanic island of Montserrat, West Indies and now resides in Roslindale, MA.





## **Anthony Wilder (he, him, his)**

*Program Coordinator, Office of Institutional Diversity and Inclusion at Northeastern University*

Anthony Wilder (he/him/his) currently serves as the Program Coordinator in the Office of Institutional Diversity and Inclusion at Northeastern University. Originally from Milwaukee, WI, Wilder holds a Bachelor's of Arts in Music Performance and Journalism and Master's of Science in Counseling Psychology from the University of Wisconsin-Madison. His research and interests includes multiple areas and intersections of diversity and identity, including, mental health within people of color and LGBTQ communities, media and people of color identity, and queer people of color and identity development through mentorship. Prior to his current role, Wilder served as a Residence Hall Director at Augsburg University in Minneapolis, MN, where he also created new diversity programs and initiatives. Wilder also belongs to the Gender and Sexuality Knowledge Community with NASPA and serves as TQPOC Connexion Core Member.

