

Building an Inclusive Culture – Best Practices



Jennifer A. Chatman

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Jennifer Chatman is the Paul J. Cortese Distinguished Professor of Management with the Haas Management of Organizations Group.

She teaches, researches, and consults on leveraging organizational culture, leading change, and managing complex teams. Professor Chatman runs the flagship executive education program at Haas: The UC Berkeley Executive Leadership Program.

Professor Chatman earned her PhD at the Haas School of Business at UC Berkeley, and her BA in Psychology from UC Berkeley.

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John Lewis

Global Head of Diversity, The Coca Cola Company

John was appointed Global Chief Diversity Officer for The Coca-Cola Company effective February 15, 2014.

In this role, he leads all diversity, inclusion and workplace fairness strategies across the 200+ countries where Coca-Cola does business, including, but not limited to its Global Women's Initiative, EEO/Affirmative Action Plan compliance, employee business resource groups (including multiculturals, millennials, LGBT, disabled, military veterans and women), diversity metrics, North America based multicultural employee initiatives and related routines with senior management and the Company's board of directors. Working with colleagues in philanthropy, supplier diversity, legal, human resources, multicultural marketing and government/media relations, he is responsible for relationships with internal and external stakeholders on inclusion and fairness related initiatives.

Previously, John, who joined the Company in 2002, was the Company's Senior Managing Compliance and Global Anti-Bribery Counsel responsible for Code of Business Conduct (COBC) compliance leading the COBC integration for Coca-Cola Refreshments following its acquisition by the Company in 2011. Prior to this, John was the Company's chief litigation counsel.

John is currently on the boards of the Private Bank of Buckhead (audit committee member), the GWU Law Alumni Association, National Black MBA Association and The Coca-Cola Company Political Action Committee. He is the former chair of the City of Atlanta Board of Ethics. He is a member of the Leadership Atlanta Class of 2012.

John holds a Bachelor of Arts degree (with honors) from Morehouse College and a Juris Doctor (J.D.) degree from the George Washington University National Law Center.

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Ashwin Datt

Senior Director, Genentech

In his current role, Mr. Datt is responsible for leading a global team of 40+ HR professionals supporting the Roche Pharma Technical Operations Biologics OU. The team supports staff across 10 Roche/Genentech manufacturing sites in North America, Europe, and Asia. Mr. Datt joined Genentech in 2005 in the Development Sciences organization as Associate Director of PKPDB Operations where he was responsible for Communication and Strategic Operations and very quickly helped the senior team develop a comprehensive long-term operating and communication plan to ensure success of the growing Genentech pipeline. He was promoted to Director of Business Support for Development Sciences where he led a team of 35 staff members to support non-clinical operations, business effectiveness, and IT systems. From 2007-2011 the Non-Clinical Operations team delivered on and supported the filing of over 70 INDs/CTAs/ED Go NMEs in various therapeutic areas including Immunology, Ophthalmology, Oncology, Infectious Diseases, and Neuroscience. Most recently, Mr. Datt was in the US Commercial organization, leading a diverse team supporting Pipeline Marketing (for Immunology, Respiratory, and Ophthalmology) and a field based team leading B2B discussions on various programs supporting Lucentis, Actemra, Rituxan in Immunology, and Xolair. Prior to joining Genentech, Mr. Datt worked at Amgen, Inc. in Thousand Oaks, CA in various Operations and HR roles. Mr. Datt began his career as a lab manager at the University of California, Los Angeles, Department of Neuropharmacology in support of research efforts in Parkinson's and methamphetamine drug abuse. He has over 20 years of lab management, business operations, and human resources experience. Born in India and living his early years in Afghanistan, Mr. Datt graduated from UCLA with a BA in Psychology.

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Vidula Bal

Chief Learning Officer, MARS, Inc.

As Chief Learning Officer of Mars, Incorporated, Vidula Bal is responsible for creating and enacting a learning strategy that supports the aggressive growth goals of the business and allows Mars to unlock the potential of their 70,000 associates around the globe. Increasingly, this role requires that she and her team focus on sustaining the unique culture of Mars while ensuring that the business is adaptable enough to compete and win. In her previous role as Global Leadership Development Director at Mars, she looked after the development of the top 750 leaders in the business. This role allowed her to do three of her favorite things: design world-class leadership experiences, facilitate groups of engaged leaders, and continuously learn from the people around her.

Prior to joining Mars, Vidula had the privilege of working at the Center for Creative Leadership in a Senior Faculty role. In her 10 years at CCL, she designed and facilitated leadership programs for a variety of clients, spearheaded a research project on executive team effectiveness, and managed CCL's flagship program. Her work has been published in a number of venues including *Personnel Psychology*, *Leadership in Action*, and a practical guidebook for leaders called *Managing Leadership Stress*.

Vidula holds a Ph.D. from the University of Texas at Austin.

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Kate Mitchell

Founder and Partner, Scale Venture Partners

Kate is a co-founder and partner of ScaleVP, a Silicon Valley-based firm that invests in early-in-revenue technology companies that are looking to scale. Kate and the ScaleVP team have backed successful, high growth companies including ExactTarget (SalesForce), Vitruve (Oracle), Ring Central (NYSE: RNG), Hubspot (NYSE: HUBS), Box (NYSE: BOX) and Docusign. ScaleVP is currently investing its \$300M Fund IV in companies in the SaaS, cloud, mobile and internet sectors. Kate is instrumental in building the firm's team and strategic direction. She also focuses on investments in software and business services – including SaaS and Mobile.

Kate is past chairman of the National Venture Capital Association (NVCA) and remains active in policy matters that impact entrepreneurship, diversity, start-ups & innovation. She chaired the IPO Task Force, whose recommendations to reform the IPO market were included in the JOBS Act and currently chairs the NVCA's new Inclusion & Diversity Task Force. Kate is also a current board member of Silicon Valley Bankshares (SIVB), a member of the NASDAQ Private Market Advisory Board, and on the steering committee of PE WIN, the Private Equity Women Investor Network.