

Dr. Virginia Bianco-Mathis (Ginny)

Professor, Marymount University and Partner, Strategic Performance Group



- Teach, consult, publish: organization behavior, organization development, executive coaching, strategic planning
- Organizes diversity and inclusion programs within major government agencies and businesses
- Coaches leaders throughout the world
- Conducts research and writes books on the implementation of “coaching conversations”—the cornerstone of inclusion and participation
- After just returning from Norway, understands what a nation “for all the people” really looks and feels like.

Stephen Leach, Workforce Diversity and Inclusion



- In this role, Stephen is responsible for the development and execution of Nestlé USA's Diversity & Inclusion strategy.
- Stephen is responsible for building and supporting a workforce that reflects NUSA's ever-expanding consumer base and fostering an inclusive culture that enables all employees to bring their best to work.
- Prior to his D&I role, Stephen managed community relations for NUSA responsible for external affairs, CSR, and philanthropy.
- Stephen spent a number of years in DC in the government and non-profit sector before relocating to Los Angeles to join the company. Recently Nestlé USA moved its U.S. HQ to Arlington, VA.
- Stephen enjoys spending time with his wife and soon-to-be 3 year old son.

Erika Johnson, Senior Rewards Consultant



- Erika provides a wide range of consulting services on broad-based compensation program design, implementation and administration.
- Erika serves as part of Willis Towers Watson's national subject matter team regarding on pay equity, FLSA and related compensation compliance topics.
- She regularly consults to a variety of clients including the not-for-profit, aerospace/defense, and healthcare sectors as well as federal, state and local governments.
- Erika is a native of Northern Virginia (Go FCHS Jaguars!) and proud graduate of UVA (Wahoowa!)
- Erika loves trips to NYC and Broadway; like everyone, she is currently obsessed with the Hamilton soundtrack – particularly the parts where Lafayette raps in French

Bill Fahey, VP Office of Minority and Women Inclusion



- In this role, he leads the day-to-day operations of Office of Minority and Women Inclusion.
- Bill promotes diversity, inclusion, and non-discrimination, and develops and implements strategies to ensure diversity and inclusion are embedded in the company's initiatives, programs, and practices.
- He has had prior experiences in a variety of roles in Human Resources at Fannie Mae and other financial services such as Merrill Lynch and Thomson Reuters.
- Bill has traveled to 30 countries and was most recently in Japan and China.
- Bill just finished reading *Evicted: Poverty and Profit in the American City* by Matthew Desmond

Monica Oldham, Senior Specialist, Diversity and Inclusion



- In this role, she serves as lead technical advisor on diversity and inclusion.
- Monica develops and manages programs to incorporate diversity and inclusion into HR and WBG processes, advising staff and management across WBG and coaching clients on how to leverage diversity and inclusion to accomplish their business objectives.
- She has had prior experiences in D&I and Human Capital Consulting in the public and private sector.
- Monica is the only person at the World Bank Group who started her career tracking satellites for a living.
- Monica is an avid crafter, focusing on jewelry, knitting, and making clocks.