



Business Leaders of **Color**
Chicago 2003


Chicago United
Closing the gap between race and business.

BUILDING THE
MULTI-RACIAL
LEADERSHIP
CONTINUUM



Sanjiv K. Anand
Chief Technology Officer
Hewitt Associates

Mr. Anand is the CTO for one of the world's largest HR outsourcing and consulting firms. He joined Hewitt in 1980 and helped grow its outsourcing revenues from \$5 million to more than \$1 billion. The key to this success was his ability to develop technology applications. According to Hewitt communications; "He and his team pioneered the way HR and benefits are delivered by corporations around the world."

Mr. Anand manages a staff of 1,800 associates and serves on the boards of India Life Hewitt and Embrace, leading HR outsourcing providers in Asia.

Says Anand, "My responsibilities let me work closely with people from various countries. These interactions raise my awareness of how to work effectively on global teams."

One of Hewitt's key strategies is to employ the widest range of people. Explains Anand, "We have moved from accepting diversity to considering it core to our success. There is a clear recognition that our workforce needs to mirror the diversity in our society for us to successfully address our clients' challenges."

Mr. Anand mentors those he meets professionally and, outside of work, goes even further. He supports Asha For Education, which helps with primary school education for underprivileged children in India, and, through family trusts, he provides college scholarships for students who could not otherwise realize their potential.

He believes that if you want to be a role model for diversity, you should "focus on growing the businesses with which you are involved. This will have the most positive impact on the community."



Brian Anderson
Chief Financial Officer
Baxter International, Inc.

Brian Anderson has had many mentors throughout his career, not the least being his schoolteacher mother. Says Mr. Anderson, “I credit her for helping me appreciate the value of education.”

He attended Howard University in Washington, DC, where Burt Smith, one of his professors and one of the first African American CPAs in the city, inspired him to pursue a career in accounting.

Yet another mentor, Milton Wilson, the Dean of Howard’s business school, also helped Anderson realize this goal. Explains Anderson, “He convinced me to explore Indiana University for my MBA. He was an alumnus and had good connections. I applied and got a scholarship. This was a significant turning point.”

After completing his MBA, Anderson joined an accounting firm that became Deloitte and Touche. He started at entry-level and ended as a partner.

Mr. Anderson joined Baxter International in 1991 and has served as its CFO since 1998. He actively supports Baxter’s financial development program, which helps college recruits broaden their work experience via job rotations in various positions around the world. Anderson also participated in the Mentium 100 Program, then helped create a similar mentoring program at Baxter.

Born and raised in Jamaica, Anderson works to help Jamaica’s schoolchildren. Both he and his wife volunteer at Chicago Concerned Jamaicans, a grass roots organization that raises scholarship funds to help pay for schoolbooks and computers. Additionally, Anderson serves on the Business School Advisory Board for Indiana University.

Says Anderson, “Education is extremely important. It provides access, opportunities, and alternatives.”



Yasmin T. Bates
Executive Vice President – Chicagoland South
Harris Bank

Yasmin T. Bates began her career at Harris Bank in 1976 as a management trainee. Over the past 27 years, she has held several leadership positions at the bank, working her way up to her current role of Executive Vice President.

Yasmin didn't need to look far to find role models early on, particularly individuals who ignore the status quo. "My grandmother went to college and earned her teaching degree, and my uncle became a doctor long before it was common for African Americans to do so. Their accomplishments made me realize that opportunities exist for people who work hard and refuse to limit themselves."

In 1984, Yasmin revolutionized urban banking with the launch of Harris Bank's Neighborhood Lending Program. This innovative program was one of the first of its kind in the country, providing funding for housing and small business development projects.

"I'm proud to say that Harris Bank was one of the first major banks to invest in the Kenwood neighborhood following World War II," says Yasmin. "By helping to rebuild communities, the residents increase their confidence -- creating a more stable environment for all to prosper."

Yasmin sits on the board of the Shedd Aquarium, and Glenwood School. Additionally, Mayor Richard M. Daley appointed her to the first Comprehensive Housing Affordability Strategy (CHAS) committee for the City of Chicago.

Yasmin believes in focusing on strengths, rather than weaknesses. "There are wonderful things happening every day in this city, but we don't talk about them enough. We need to highlight what is working and accentuate the positive aspects of every situation whenever possible."



Lester Blair
Chief Investment Officer, Managing Partner
Blair Capital Management

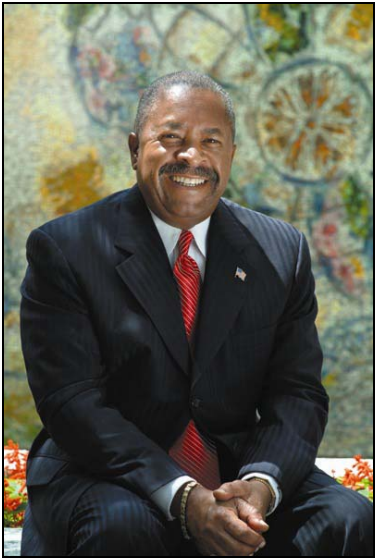
"When you grow up in the projects, you either take the positive route or the negative one," explains Lester Blair. Fortunately for Blair, finding positive examples were found at home, where he learned that hard work paid off. His parents were both working and his brothers participated in the Project 500 program, which assists African Americans to enter the University of Illinois.

Blair attended Bradley University, working three jobs to afford college. At one point he started building and selling clone computers, and he used this knowledge to launch his professional career. While interning with IBM, Blair was recruited by a Security Savings and Loan treasurer to manage his bond portfolio with computer technology.

After working as an analyst at Allstate and Alexander & Alexander and completing his MBA from the University of Chicago, he started Blair Capital in 1997. The company manages investment portfolios for individuals, foundations and corporations. "We're continuing to build assets and looking to make some acquisitions, while still maintaining a boutique firm with a personal touch."

A speaker on investment management principles, he has presented to Fortune 500 firms and teaches Investment Theory for the Lake Forest Graduate School of Business. He is also involved in the Evanston Community Foundation, CEDA Neighbors At Work, The Illinois Facilities Fund, WBEZ's advisory council, and the Community Renewal Society.

Mr. Blair's view on Chicago business: "Companies are realizing that consumers want their dollars to go back into the community. I think this is an advantage for minority-owned firms because we are from and for the community, and have the dollars to put back into it."



**William Bonaparte
President & CEO
Bonaparte Corporation**

In 1963, Mr. Bonaparte was the first African American hired by Illinois Bell for a technical position, earning stripes to eventually take over responsibilities for major installations in the Chicago Loop. In 1984 he joined AT&T as Area Manager of Chicago South Services, and received the Keystone Award for Excellence.

In 1986, Mr. Bonaparte took advantage of opportunities created by the break up of the Bell System and left to form Bonaparte Connection, a communication connectivity service company. In 1991 he sold his interest in Bonaparte Connection to establish Bonaparte Corporation -- now the largest full-service, African American-owned electrical contractor in Chicago.

He credits many people as his mentors. "My mother, who taught me to be level-headed about racially sensitive situations. Jim Bishop, who opened doors at Illinois Bell and at the Cosmopolitan Chamber. Mayor Washington, who created opportunities for minorities. And Barbara Sizemore, my 7th grade teacher, who threatened to make me do lawn work if I didn't try harder!"

Through a partnership with Exelon/ComEd, Mr. Bonaparte designed a training program for Chicago residents to become electricians. His efforts have resulted in a number of new jobs and over \$6 million in contracts -- over half of which he subcontracts to community vendors.

Describing his passion for development, "We're building businesses by identifying ways that large companies can work and partner with more qualified companies owned by people of color."

Mr. Bonaparte works with many youth groups, and funded a \$250,000 Library Media Center at Gillespie Elementary School, providing 4,000 new books, computers and furnishings.



Martin Cabrera
President
Cabrera Capital Markets

“Building relationships,” are the two words that Mr. Cabrera’s most powerful influence and mentor, Cornelius Ryan, Vice Principal at Bogan High School, used to describe combining good leadership with concrete, positive outcomes.

“He helped me understand business, politics and the power of networks,” explains Cabrera. “Mr. Ryan involved others in the school and got students involved in activities inside and outside of Bogan. He set an example of strong, positive leadership.”

Cabrera credits his parents for instilling a solid work ethic, the importance of an education, and a strong belief in God. He notes his Father’s “clear expectations about contributing to the community” as a driving force behind his own belief that accepting your responsibility to others and demonstrating with behavior is the path to success.

Cabrera’s company is an investment bank and brokerage firm that has underwritten over \$22 billion in municipal bond transactions. But it’s not the numbers in which Cabrera takes pride. Cabrera Capital Markets is one of six Latino brokerage firms in the country. “I try to help everyone understand that through partnerships there is more, not less for small companies that want to grow.”

Even with the time-drain of a self-owned business, Cabrera is on the board of a number of non-profit organizations and volunteers for many community programs, including his late Father’s role of Tutor for the Midtown Boys Center and Confirmation Teacher at St. Pancratius Church.

“I believe Chicagoans are realists. This makes them take action in the name of getting things done which helps both their business and the people they do business with.”



Marty Castro
Partner
Seyfarth Shaw

Mr. Castro decided to become a lawyer in his junior year of high school. His ambition was sparked on a campaign trip with his Father, who was running for Democratic Ward Committeeman, and the first Hispanic in Illinois to successfully do so. Says Castro, “I realized the leaders making decisions affecting my community lived outside my community and that they were by and large lawyers.”

Mr. Castro attended DePaul University because “many of Chicago’s legal and political leaders were DePaul grads.” Then, he became an unapologetic beneficiary of the University of Michigan Law School’s Affirmative Action Program. “I wear it as a badge of honor, actually. The program doesn’t accept people who aren’t qualified, but it gives people a chance who bring other important things to the table. I’m proud to be an example of, and advocate for, diversity.”

Only eight years after graduating, Mr. Castro made Partner at Baker & McKenzie, eventually becoming its Hiring Partner and leading its national Equal Employment Opportunity Program. He is currently a Litigation Partner with Seyfarth Shaw and serves on the firm’s Diversity Committee.

Mr. Castro ran for Congress in 2001. Even though he lost the primary, he is very proud of his campaign. “One of my goals was to get more young people engaged in civic participation. I’m pleased that many of our student volunteers have become involved in their communities.”

Mr. Castro’s favorite poem, “What is Success” by Ralph Waldo Emerson, ends with the lines: “To know even one life has breathed easier because you have lived. This is to have succeeded.”



Clarissa Cerda
Vice President, General Counsel
Initiate Systems, Inc.

At Initiate Systems, Clarissa Cerda is responsible for all legal matters pertaining to the company. Ms. Cerda was previously Vice President, General Counsel and Assistant Secretary for Open Port Technology, as well as a Corporate and Securities Partner in the national law firm of Sonnenschein, Nath & Rosenthal.

Prior to starting her corporate career, Ms. Cerda worked in the White House as the Assistant Counsel to the President of the United States. That experience cemented her lifelong commitment to community service.

One of her mentors, the late Secretary of Commerce Ron Brown, left a tremendous impression on Cerda by telling her, "The trick isn't getting the door to open. It opens periodically. You know you've really accomplished something when you walk through a door no one has walked through before and it stays open--allowing others to walk through behind you."

Ms. Cerda spends a great deal of time opening doors for others. She sits on the American Bar Association's (ABA) Council for Racial and Ethnic Justice and serves on the Board of the Chicago Committee on Minorities in Large Law Firms. She is a former Commissioner of the ABA's Racial and Ethnic Diversity in the Profession and served for many years on the board of the Hispanic National Bar Association. She also does a significant amount of public speaking at schools, bar association programs and corporate events. "I particularly like to speak on cross-gender and cross-cultural mentoring because if I had waited for a female Hispanic to mentor me in my field, I'd still be waiting."



C.W. Chan
Vice President
True World Foods

C.W. Chan came to Chicago to attend the University of Chicago. After graduating, he went into social work, a field that has never left his heart. As founder of Pioneer Live Shrimp, C.W. Chan grew his business steadily over 18 years before being purchased by True World Foods, a seafood distribution company with more than 20 locations across the U.S. and Canada.

An advocate of linking communities and businesses, Mr. Chan states, "When Chicago United says 'closing the gap between race and business', I think about closing the gap between humanity and business. The two can coexist."

In 1978, C.W. Chan helped to start what has become Chicago's largest Asian social service agency, the Chinese American Service League. Mr. Chan says, "Each of us took five dollars from our pocket and it developed into a full-fledged organization. We just celebrated our 25th anniversary, had a \$9 million fundraising campaign, are building new headquarters, and have more than 150 staff members."

C.W. Chan has served on Governor-elect George Ryan's transition team and on the Asian Advisory Councils for different public officials. He organized the Candidates Forum for Asian Americans so that candidates can hear Asian American community concerns. He has also served as President and Chairman of the Chinatown Chamber of Commerce and Chairman of the Asian American Coalition of Chicago.

Through his work, Mr. Chan has spearheaded a wide spectrum of initiatives that affect the Asian American community, and strives to bring the communities into mainstream America. "Political empowerment is a two-way thing. Communities have to reach outward and also be more responsive."



**Alison Chung
President & Founder
TeamWerks**

TeamWerks is a full service technology consulting firm with a unique niche: computer forensics. Ms. Chung's team uncovers proof of computer-based wrongdoing, such as misappropriation of intellectual property.

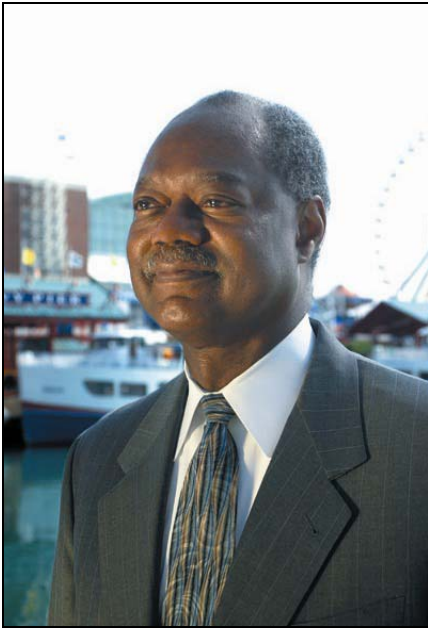
What amazes Ms. Chung is that she, as an Asian woman, has successfully built her own business and gained respect from her clients and the courts. Says Chung, "The fact that I can do what I want... that I can hire people of any ethnicity I want... I never lose sight that freedom and diversity are the strengths of this country."

TeamWerks' first year was challenging. She felt that she was at a disadvantage as an Asian woman. "There are always biases. But if you work hard, successful performance destroys ethnic and gender barriers in dramatic ways."

The diversity and team spirit she fostered brought about one of her most fulfilling moments. For one project she hired staff that included a mixture of African Americans and Chinese. "At first, everyone was eyeballing everyone else. Three months later, they were trading pictures of their families. I heard some of the African Americans speaking Chinese!"

A native of Hong Kong, Ms. Chung has lived in the U.S. since she began her studies at Wellesley College. "After Wellesley I was expected to return to Hong Kong. But once I experienced the freedom and opportunity this country offers, I could never go backwards."

In addition to many other community and charitable efforts, Ms. Chung supports Perspectives Charter School, to which TeamWerks donates financially, teaches computer classes in English and Spanish, and provides technology support pro bono.



Frank Clark
President
Commonwealth Edison

Frank Clark's rise to the helm of "ComEd" reads like a sweeping saga.

Starting in 1966 in the mailroom Mr. Clark slowly, but surely, worked his way to the top. He now heads an organization with more than 3 million customers and many government and regulatory agencies watching his every move.

Here's where the 'saga' part comes in: When asked if he had any mentors, Mr. Clark recounted a nearly unending cast of characters.

Says Clark, "Like every person, Black, White or Hispanic, I've had a lot of people shape my future. It's all happened because people have helped me. I try very hard to do the same for others."

In the mailroom with Clark in the 60s was a man named John Hooker. "John and I have worked together for 35 years. We did something I always tell minority folks to consider and that is work together."

Though it might have served either man's short term success to undercut the other, they worked their way up the corporate pyramid together... helping other minorities as they rose.

"We keep the names of minorities in front of management. People don't try to exclude women and minorities; they just don't talk about them. It's not intentionally racism, it's just overlooked."

Named by *Fortune* magazine as one of the 50 most powerful Black Executives in the country, Mr. Clark serves on the board of Metropolitan Family Services, is Chair of the renovation and expansion campaign for the DuSable Museum, and is "absolutely determined to see the Harold Washington Center completed."



Lester Coney
Senior Managing Director
Aon Group, Inc.

Walk into a room where networkers gather. Look for an outgoing African American man seemingly on a mission to meet everyone. That's Lester Coney.

"People always tease me about how big my rolodex is and how many people I know," says Mr. Coney, "but most of the time when I talk to people it's on behalf of someone else."

He says he's selfish. He says he helps people because "it makes me feel like a better person." But it's really because he believes assisting others is everyone's unofficial business. "You don't do it to get points, you don't do it because they ask you, you do it because it's right."

Mr. Coney joined Aon in 1998. Since then he led the team that secured one of the company's largest accounts in its long history. He also helped Aon revise their HR efforts to recruit from less mainstream avenues, attracting more minorities.

Always willing to lend a hand, it's no surprise that Mr. Coney is so active in the community. After joining his first board, explains Coney, "It became a domino effect. Once people see you're involved, everyone wants to get you involved in their cause."

Among other commitments, Mr. Coney is Vice Chairman of the Goodman Theatre Board, a Deacon for Chicago United, is founder of the board of the Congo Square Theatre, and is also on the board of The DuSable Museum and City Year.

"I think most people try to help other people. My only regret is that you can't help everybody, no matter how much you want to."



Ron Daly
President & CEO
Océ-USA Holding, Inc.

Mr. Daly is the first American to run the Océ-USA Holding's North American operations and the first to sit on the Board of its Netherlands-based parent. Prior to joining Océ, Mr. Daly was President of Donnelley Print Solutions, the largest business unit of R.R. Donnelley, a company he served for an impressive 38 years.

One of the first African American apprentices hired by Donnelley, he says, "I was very lucky. Donnelly really encouraged employees to go to school. Early in my career I went to night school and got an associate's degree."

While moving up through the ranks at Donnelley, he continued to further his education. He was proud to receive his BA from Governor's State University. "I was first person in my family to graduate from college." Three years later he had his MBA from Loyola. He firmly believes his college work was a key ingredient to his career path at Donnelley.

His experiences showed him the importance education plays in both personal growth and the strength of the country itself. "America is the world's most powerful nation. I don't think any nation can militarily take it down. The destruction will come from within, from the fact that we've lost our competitive advantage because we don't educate our children well enough."

Mr. Daly is President of the Leadership Greater Chicago Board, Vice-chairman of the Environmental Law and Policy Center Board, a member of the Board of Trustees for the Chicago Symphony Orchestra, as well as a member of both the National Black MBA Association and the Conference Board Council of Operating Executives.



William McKnight Farrow, III
Executive Vice President
The Chicago Board of Trade

Mr. Farrow has been in charge of the CBOT's technology efforts since May 2001. Prior to that, Farrow held many high-level positions with Bank One, the most recent being Senior Vice President, where he created the bank's e-business unit for large corporate, government and internet markets.

Farrow has had many positive influences throughout his life, most notably from his Mother and Grandfather, who reinforced a common theme that he has found to ring true: "Do what you love, and the rewards will come."

Farrow received his BA from Augustana and his Masters in Management from Kellogg. A Chicago native involved at the top levels of the corporate world, he has seen the business world's commitment to diversity waver in recent years. Says Farrow, "The incentive for creating a racially diverse Chicago may not be an articulated goal for companies who are not truly based here."

Personally, Farrow's efforts have never wavered. He has been involved for 23 years with the Leadership, Education and Development (L.E.A.D.) Program at Northwestern University. He's also worked with Chicago Youth Centers, Life Directions and Leadership Greater Chicago.

His life experiences have provided a unique social perspective for Farrow. "If you throw enough pebbles in a hole, you can eventually fill the hole. Even the smallest personal investment or time commitment can create huge rewards. My goal is to try to contribute something each day. "



Phil Fuentes
Director, Clarity Communications Inc.
Owner/Operator, PMA McDonald's

When the highlight of your career is receiving an award from a clown, you either have a long way to go or you've really done something worthwhile. For Phil Fuentes, the latter is most certainly the case.

The clown in question is, of course, Ronald McDonald and the *Ronald McDonald Award* is presented to an individual franchisee that demonstrates extraordinary community service.

The path to that award was paved with hard work, an unerring belief in his own abilities (no matter his disabilities) and strong mentors.

Mr. Fuentes has cerebral palsy on his right side. "It's amazing how negative people can be," says Fuentes. "I was constantly told what I couldn't do, not what I could do."

At 16, Fuentes met Jim Olsen who gave him the courage to accomplish whatever he set his mind to do. One of these ideas was to buy a McDonald's franchise. "I applied," says Fuentes, "but I didn't have the money then."

So he started Clarity, a telecommunications company, with his brother. This provided the necessary funds.

Now, Fuentes help sponsors a floor at the Rehabilitative Center of Chicago through Rotary One, where he is Chair of the community service committee, paying bills for those who can't. He started an immunization program that gives free happy meals to every child who receives a shot. And he has a day named after him in Cicero.

If you want Fuentes to do something, tell him he can't. "Doctors told me I would never ride a bike, and I can. People always talk about positive mental attitude and it really does work."



Brenda J. Gaines
President & CEO
Diners Club North America

Brenda J. Gaines is President and CEO of Diners Club North America, a key franchise in the twenty-nine billion-dollar Citicorp Diners Club International Payment Systems Brand.

Brenda started her corporate career in 1988, after serving as the City of Chicago's Deputy Chief of Staff under Mayor Harold Washington.

After the death of Mayor Washington, Gaines received a call from the Chairman of Citibank Illinois. "We talked about investing in the city, and we shared the same goals. Given my love for Chicago and passion for providing more affordable housing, Citibank was a great opportunity."

Gaines serves as a director for Office Depot, Inc. She also serves on several not-for-profit boards including the Museum of Science and Industry.

Gaines has appeared on *Black Enterprise* Magazine's "Top Fifty Blacks in Corporate America" list, as well as *Fortune* Magazine's recent "Top Fifty Most Powerful Black Executives in America" list. She has won several community service awards, including the 1999 "Volunteer of the Year" from the Chicago Boys and Girls Clubs. Says Gaines, "The Dr. Martin Luther King Boys and Girls Club is a fantastic club with wonderful children who need a safe place to go."

Ms. Gaines strongly believes in a diverse workforce, mentoring and community involvement, and instills these values at Diners Club. "We have 'change drivers' to recognize and reward people -- for diversity and for community contributions. We have also initiated a mentoring program to enhance career development that has made a difference."

A native of North Chicago, Illinois, Ms. Gaines received her BA from the University of Illinois and her MPA from Roosevelt University.



Michael Gonzalez
Co-Founder, Principal & Director
Primera Engineers

Years ago, if you bought your newspaper from a stand at People's Gas, there was a preteen counting out your change. He is now the Director of one of the city's leading Engineering companies. Says Gonzalez, "I had to pay rent for the stand and learned that by working a little harder I could make a lot more money." He 'retired' from the stand at 13.

The math skills he developed took him into engineering. "Starting at the lowest possible level, as a draftsman, was the best thing for me. After 18 months I realized I needed a college degree to become a decision maker." After completing his studies at the University of Illinois, he worked for half a dozen years at Sargent & Lundy, before deciding to start his own firm.

Gonzalez is the past president of the Chicago Chapter of the Society of Hispanic Professional Engineers (SHPE) and the current president of the Hispanic Construction Association (HACIA). At HACIA Gonzalez works on political empowerment, which he says, "Affects everything." Also, he designed HACIA's first scholarship program. "We've gotten huge support."

Gonzalez says he also got huge support from mentors during the early stages of his career. "Dr. Felipe Webber influenced me in my co-op experience at UIC. Hector Gonzalez helped me in more ways that I could ever repay. And Cordell Reed was a tremendous role model, right around the time we started the company."

Positive role models, Gonzalez believes, are the key motivating factor for minorities. "If people don't see diversity, they feel why bother."



**James Hill Jr.
Founder, Managing Partner
Hill, Taylor LLC**

Jim Hill thought that a job like his Father's at the steel mill would be good enough, but his Father was determined he should strive for more.

So he went to Central State University in Ohio and met Professor Herbert Willis, the Chair of the Accounting Department and his first mentor. Willis recommended a career in accounting. "My Dad was unsure," says Hill, "there were no Black corporate accountants in those days. But I followed Willis' encouragement."

Willis helped Hill become the first Black accountant at Union Carbide. Noticing he wasn't getting the same experiences as his White peers, making it impossible to get his CPA license, Hill decided to go back to school.

He went to the University of Chicago's MBA program and graduated with 22 job offers, including some from the Big 8 firms.

Fast forward through a few career moves and a stint as the owner of a car wash chain and in 1972, Hill got his CPA. This gave him the tool he needed to open his own firm. He decided to focus on employee benefit audits and non-profits, which remain the firm's specialties to this day.

As an African American accounting pioneer, Hill has received dozens of awards and sits on a great number of boards. He works diligently to use his business and experience to help African Americans, Latinos and other minorities enter the accounting field.

And he has seen great progress. "Minorities are now in top tier accounting firms and in corporate accounting roles. I think Chicago is doing better than most cities in this regard."



Mellody Hobson
President
Ariel Capital Management, Inc.

Mellody Hobson is President of Ariel Capital Management, Inc. — a Chicago-based investment management firm specializing in equities with over \$12 billion in assets under management.

Esquire Magazine recently named her one of “America’s Best and Brightest” emerging leaders. She has also been recognized by World Economic Forum in Davos, Switzerland, which named her a Global Leader of Tomorrow. *Fortune* Magazine named her one of 25 “Next-Generation Global Leaders.” *Crain’s Chicago Business* named her one of the city’s young leaders in its annual “40 Under 40” feature. She’s also been listed on *Working Woman* Magazine’s “20 Under 30” and *Ebony* Magazine’s list of “30 Leaders of the Future.”

All of this media attention, however, does not leave Mellody satisfied. “I’ll go whole days in my industry where I see no other person of color. Being the first or the only is not something that I take any pride in. The “I Have a Dream” speech is on my desk because I think 30 years later it’s still very relevant.”

In an effort to increase the visibility of women of color and to educate Americans about the importance of saving and investing in the financial world, Mellody appears as a weekly financial contributor on ABC’s *Good Morning America*.

“I am also delighted to serve on the board of the Chicago Public Education Fund... the first fund closed at \$10 million and now we’re doing a next fund for \$15 million. I went to public grade school, so I feel really good about helping those who did so much to help me.”



David Holly
Chief Operating Officer
Aon Data Solutions

David Holly joined Aon Data Solutions in 2002 as Chief Operating Officer. The company provides data integration and reporting services that enable companies to manage their information flow to empower business decisions.

Prior to joining Aon, Mr. Holly held a number of senior positions during a 15-year tenure at Bank One. The creation and management of a number of marketing and strategy departments highlighted his work at Bank One. His noteworthy accomplishments include developing an end-to-end marketing function for the Treasury Management Services Group, a \$1.5 billion revenue division, and increasing client retention and profitability in the commercial lines of business. Prior to leaving Bank One, Mr. Holly assumed responsibility for their eBusiness Development in the large corporate and government market segments of the Commercial Bank.

Throughout his career, Mr. Holly has been an untiring mentor and advisor to interns and junior executives interested in pursuing careers in marketing and technology.

Holly believes in a more subtle approach to opening the doors to diversity. "It's about creating a non-threatening environment and dialogue so there is something learned and something contributed," explains Holly. "I believe that many of the doors are open. Part of your role as a mentor is helping people see these opportunities."

David has an undergraduate degree in business with a concentration in finance from DePaul University. He holds a Masters in Business from Northwestern University with a concentration in management policy and finance.

"Establishing yourself as a minority in business, it's not about losing sight of your cultural identity, but understanding it in the context of others that are different."



Tao Huang
Chief Operating Officer
Morningstar, Inc.

Tao Huang came to America to attend a small private school in Wisconsin. He was impressed by how friendly everyone was, especially their patience with his limited English skills. Says Huang, “I could understand English, but speaking was harder. Nobody embarrassed me and sometimes they would pretend to understand.”

He wanted to stay in America since he felt he could be himself. “I want to say what I want to say and do what I want to do. In China that was impossible.” To remain, however, he needed to get into graduate school. His math teacher, Richard Poss, connected Huang to Dr. Harris at Marquette, who paved the way. Says Huang, “It’s amazing how much he helped a stranger. It was so unselfish.”

At Morningstar, Huang helped bring their first software product to market; led the launch of Morningstar.com, the company's first website; and is responsible for increasing Morningstar's presence worldwide.

Today, as COO, Huang makes it a priority to embrace diversity. Morningstar now boasts that 25% of its workforce comes from different countries. Huang explains, “People want to hire those who look and behave like them. That can be very dangerous. I think bringing different people together helps them be successful.”

Huang received his master’s degree from Marquette and an MBA from the University of Chicago.

He feels strongly that America is the land of opportunity and that Chicago is a leader in diversity. Says Huang, “I have traveled a lot and I don’t see any issues in Chicago. I see more diversification here than elsewhere.”



Abe Tomás Hughes, II
Managing Director
Hughes Girardi Partners

As founder of a leading merger and acquisitions firm that specializes in international ventures, Hughes finds himself spending a great deal of time working with companies in South America, the U.S. and Europe.

He feels that companies outside of the U.S. have a longer-term philosophy than their counterparts in America. Says Hughes, “I’ve started to bring some of their ideas to Chicago to try to influence companies here to follow a longer term plan for growth.”

Hughes believes that Chicago is fertile ground for minority-owned companies, especially Latino-owned ones. “I have not felt that being a person of color has been a problem here. This is a very diverse city. There are still geographic communities in the city, but you don’t really feel out of place anywhere. I love that about Chicago.”

Having grown up in a small border town in Arizona, Hughes saw an Ivy League education as, in his words, “the way out of Dodge.” He attended Cornell and surrounded himself with a tight network of others destined to succeed. As they moved into MBA programs, so did he, at Harvard’s Graduate School of Business.

As a student, Mr. Hughes started helping other Latinos further their educational and professional lives. At Cornell he was founder of the Mexican Student Association and is currently a member of the Trustee’s Subcommittee on Diversity. Hughes presently serves as Chairman of the Hispanic Alliance for Career Enhancement (HACE), a Chicago-based national organization dedicated to nurturing Latinos throughout their educational and career continuum, and serves as a motivational speaker on the value of obtaining an education and MBA.



Darrell Jackson
President & Chief Executive Officer
Personal Financial Services, Illinois West Region
The Northern Trust Company

Throughout his 24-year banking career, Darrell Jackson has found a number of unique ways to help others embrace cultural differences and to promote greater leadership opportunities for people of color in both the business and civic communities.

Among his first assignments upon joining The Northern Trust Company in 1995 was heading “The Committee for Change,” an effort to build relationships with African American entrepreneurs and professionals. In addition to developing new relationships and generating new business for the Bank, this highly successful initiative became the model for *The Dream Maker’s Forum* created by Jackson and fellow Northern Trust colleagues. Now in its fourth year, this national forum brings together some of the country’s most successful African American entrepreneurs with leading financiers, venture capitalists, and wealthy individuals to discuss business opportunities.

Born on Chicago’s South Side, Jackson credits Ben Holt, a community leader and employee of the Chicago Public School System, among his early role models who instilled in him the importance of giving back to the neighborhood. “Ben taught me that I had a responsibility and commitment to the community,” says Jackson. “And I believe it’s the experiences and background that people like me can bring to leadership positions that will help to foster a greater understanding and appreciation for the diverse interests of the business community.”

In addition to mentoring young professionals, Jackson is actively involved with the Chicago Shakespeare Theater, the ETA Creative Arts Foundation, the Boys & Girls Clubs, and Saint Xavier University.

Prior to joining Northern, Jackson held positions at both Harris and South Shore Banks.



Valerie B. Jarrett
Managing Director & Executive Vice President
The Habitat Company

Valerie B. Jarrett is the Managing Director and Executive Vice President of one of the nation's premier developers and managers of residential apartments. She has worked directly with Mayor Daley in several capacities over the last 14 years, and she credits him for supporting her career and being a mentor. She was chairman of the CTA for eight years and spurred the drastic changes that helped begin the path to the organization's turnaround.

When asked what energizes her, she doesn't hesitate. "Talking to young people. Mentoring them has definitely been a two-way street."

While she is now a trustee of both the University of Chicago and the Museum of Science and Industry, as well as being on the board of the University of Chicago Hospital, she didn't come in through the top. She attended the University of Chicago's Laboratory School and worked at both the Museum and the U of C Hospital part-time during high school.

"The University has been an active partner with the city and community-based organizations in spurring the redevelopment of Woodlawn and North Kenwood. It has really served as an anchor for the surrounding areas."

A recurring comment from Ms. Jarrett is how much the people around her have supported her community efforts. She credits them with creating a positive environment that leads to both the betterment of the city as a whole and more opportunity for individuals.

"It has been great to see individuals I have worked with or spoken to moving up and achieving success."



Bernard Loyd
Partner
McKinsey & Company

Mr. Loyd was born in one of Chicago's most distressed neighborhoods on the West Side. By age eight, he lived in Germany and Liberia. After high school he returned to the U.S. to study engineering and management.

Says Loyd, "I've always felt very fortunate for the opportunities that I received and feel obligated to give back to the communities that nurtured me."

Perhaps one of his most life-changing moves, however, occurred many years later -- after becoming one of the few African Americans working at McKinsey in 1990.

"I was a consultant serving Caucasian clients, largely. And I lived in Lincoln Park. I felt a disconnect between what I was experiencing and what was happening in the African American community."

That's when Mr. Loyd took action. He moved to Bronzeville, to be able to participate in rebuilding the predominantly African American community. And he decided to help other African Americans break into the white collar world of McKinsey by forming the Black Client Service Staff affinity group, which focuses on the recruitment and retention of African American consultants.

"Corporations with strong cultures have sharply-defined pictures of success to which they compare candidates. These pictures are difficult to apply to different groups," explains Loyd. "We helped translate those models, so McKinsey could better assess non-traditional candidates. We worked hard to create a critical mass of Black consultants and changed the firm's culture and expectations around diversity."

Mr. Loyd reports he is leaving McKinsey & Company at the end of October to focus on economic development of inner-city areas.



Lester McCarroll, Jr.
President
McCarroll & Associates

Lester McCarroll, Jr. recently started his own business development company with a mission of enhancing urban lifestyles through technology. He is the former Vice President and Director of Strategy and Operations for Motorola Global Relations and Resources Organization.

Mr. McCarroll started his career as a 15 year-old intern at Bell Labs. After receiving degrees in Electrical Engineering from the Illinois Institute of Technology and Stanford University, he returned to Bell Labs for ten years before joining Motorola.

At Motorola, he co-led the Black Business Council, and served on the Executive Committee of the National Consortium for Graduate Degrees for Minorities in Engineering and Science.

McCarroll is on the board of the Chicago Southside/Wabash YMCA and Destiny Outreach, an organization that helps youth find and fulfill their dreams. He is also a member of the Art Institute of Chicago's Leadership Advisory Council.

A native of Woodlawn, he has worked hard to provide opportunities for other youth coming out of the community. Says McCarroll, "My sister and I formed a mentoring program at our former elementary school about twelve years ago. One of the students in that first wave just graduated from the University of Arkansas. It's these moments that are very rewarding...to see people who you've touched reach their goals."

Technology seems to run in McCarroll's family. "My 15-year old son recently told me he was thinking of becoming a systems analyst. I realized then that the philosophy my wife and I have to raise our children is probably working. That stands above anything I've done in the corporate world."



Gary E. McCullough
Senior Vice President – the Americas
Wm. Wrigley Jr. Company

Gary E. McCullough is responsible for all Wrigley operations in North and South America. He joined the Wm. Wrigley Jr. Company after 13 years at Procter & Gamble, where he succeeded in a variety of marketing and general management positions in Cincinnati, Puerto Rico, and Venezuela. As an Army brat he moved around a lot, so new environments were no challenge for him. Then he entered the military, earning multiple awards and decorations.

His career success has continued at Wrigley. “When I arrived, the business had been stagnant for years, so I hired some strong people and blended them with long-tenured Wrigley employees to create an Americas Team. The business has grown consistently since then.”

Mr. McCullough has worked to help the many communities in which he has lived. Currently, he serves on the boards of Keep America Beautiful and the Goodman Theatre.

“Once you’ve established yourself you must contribute to the community in which you live. Writing a check is not sufficient. We all have to find a way to contribute. I always try to do more.”

He admits he used to think that you could make it on sheer ability and hard work. McCullough feels he, like many others, received more mentoring than he realized. “Early on I wasn’t good at recognizing who was putting their hand out.”

Then he offers a challenge to other successful people, minorities or otherwise. “People tend to mentor people like themselves. I challenge people to look at the people they are consciously or unconsciously mentoring and make sure it’s a broad group.”



Thomas McLeary
President
Endow, Inc.

The president of what he terms a “boutique insurance brokerage and employee benefits firm”, Mr. McLeary grew up seeing a dual picture of success.

His father was an entrepreneur and struggled. His uncle worked for a large insurance firm and prospered. Says McLeary, “My uncle lived well. He had a nice house and a nice car. So at a very early age I knew what success looked like.”

This ‘picture of success’ led McLeary to Prudential. Though increasingly successful and more and more looking the part, McLeary became dissatisfied. “The only way I could truly serve small business owners was by having my own company.”

At Prudential, he met another African American. “He was from Detroit and doing exactly what I wanted to do. He was coming to Chicago to speak at a meeting so I volunteered to pick him up at the airport.” The conversation en route led to a 2-day visit to Detroit. “It changed my whole life,” explains McLeary.

His appreciation of small business owners led him to be selected as the National Chair of the Minority Business Enterprise Committee of the National Minority Supplier Development Council. McLeary is also the first Black president of the National Association of Insurance and Financial Advisors in the state of Illinois.

While helping small business owners is his mission, McLeary gets his inspiration from an even smaller source: children. McLeary volunteers at the YMCA, coaches Little League, and was on the Board of the Girl Scouts for thirteen years.

He says, “Being around kids keeps you young. You always learn from them.”



Francisco Menchaca
First Vice President
Bank One

To explain his commitment to the urban immigrant community, Mr. Menchaca quotes Margaret Mead: "Never doubt that a small group of thoughtful, committed people can change the world."

Growing up in Pilsen/Little Village, Menchaca witnessed first-hand the hard road of what he terms "an undereducated and over-challenged" community. Menchaca believed these communities were, in fact, being cheated out of opportunities for education and economic development. "On many days it appeared there were more groups exploiting this segment than helping it."

Armed with a strong sense of justice, honed in large part by his parents' and siblings' own efforts, Menchaca looked for ways and places to help. He found a willing partner at Bank One, where he is now First Vice President in charge of developing the company's relationships with emerging small business segments.

At Bank One, he spearheads the Latino Employee Network, which is active in community outreach and educational activities while supporting the bank's corporate objectives.

Outside the office, Menchaca supports underserved communities. Among his many interests: he is on the City of Chicago's Commission on Human Relations Mayor's Advisory Council on Latino Affairs; he secured funding to provide over 100 at-risk youth with internships in a college preparation program; and he has served as the City of Chicago's Chairman for the Latino Business Opportunity Conference, hosted by UIC, for over five years.

Explains Menchaca, "The collaboration between the City and large organizations such as Bank One and the University of Illinois Chicago reflect the impact a good partnership can have on communities."



Willie Miller
Executive Vice President & Chief Legal Officer
LaSalle Bank Corporation

Mr. Miller serves as a key member of the senior management team at LaSalle Bank, providing legal perspective and business advice on the ramifications of the strategic decisions made throughout the organization.

When asked how he arrived at such a prestigious position at one of the largest financial organizations in the city, Mr. Miller gives a great deal of credit to the many mentors he had during his career. Says Miller, “I would be remiss if I started listing names, as there are too many people to list.” When pressed, however, he does name two: “It starts with my parents, Willie and Mary Miller, who made me comfortable with the person I am.”

Both during and after work hours, Mr. Miller strives to help others succeed. An advisor for both the Black Leadership Council and the Mentoring Committee at LaSalle, as well as a Hall of Fame member of The Fellowship of African-American Men (F.A.A.M.) and President of the Board of Education for Evanston Township High School (E.T.H.S.), Miller has watched many individuals exceed others’ expectations. “One of my most rewarding experiences was handing out a high school diploma to a student I had coached in F.A.A.M., who most people felt would not graduate from high school.”

When it comes to promoting diversity, Mr. Miller mentions the ‘fear factor.’ “Positive impact can be made on the business community by people continuing to work on breaking down fear. After that, faith and trust will help the City to continue to grow.”



Bob Nash
Vice Chair
ShoreBank Corporation

Mr. Nash has extensive board membership experience in the areas of development finance, regional planning, philanthropy and housing. He currently chairs several of ShoreBank Corporation's non-profit affiliate boards who work in partnership with its member banks to create economic equity, build vibrant communities and produce profits.

Mr. Nash also finds personal time to volunteer on the boards of The South Side YMCA and The Council For Improvement In Education in the South Shore neighborhood.

When asked why he has been so active on a number of boards over his career, Mr. Nash has a ready response. "Early in my professional life I learned that participation on corporate, community and government boards offered an opportunity to add organizational value and have a positive impact on people and communities."

Before joining ShoreBank, Bob was Director of the White House Personnel Office where he was responsible for recruiting cabinet members, ambassadors and other senior government officials. "We wanted an administration that looked like America without sacrificing quality, capability or competence. For six years I headed up this effort for the President and at the end of our term, we had the most diverse administration in the history of the US. I also think we had a positive impact on the economy."

Prior to his federal government service, Bob served as Senior Economic Advisor to the Governor and President of the Arkansas Development Finance Authority. The results of his policy and management work resulted in modernization of the state's economic policies and business development programs.



Lou Nieto
President & CEO
Federated Group, Inc.

Lou Nieto is a 4th generation Texan, but when the President and CEO of this Private Brand creator for the grocery and foodservice industry tells people where he's from, he's often faced with disbelief. Says Mr. Nieto, "They say, 'Well, what about your parents?' I say Texas. And they think I'm joking. People don't realize that four generations ago Texas belonged to Mexico. They have a hard time grasping that Hispanics have such deep roots in the US."

Mr. Nieto stays in close contact with his roots. He was founding Chairman of the Cristo Rey Jesuit High School Board of Trustees and served on its board for 6 years. The school was so successful, there is now a plan to have six other schools built based on the Cristo Rey model. The school was recognized by the Gates Foundation, which provided seed money for the other schools.

"I was thrilled to be involved with the creation of Cristo Rey," says Mr. Nieto. "I feel the whole city benefits any time you help disadvantaged youths focus on pursuing a productive career. It's in everybody's best interest to try to create opportunities."

Mr. Nieto believes that education helped create opportunities for him and led to his own success. After graduating from St. Ignatius College Preparatory High School, he got his Bachelor's Degree from The University of Chicago and then completed an MBA at Harvard Business School.

Explains Nieto, "A city is only as strong as the average productivity and education level of its citizens."



Roderick Palmore
Senior Vice President, General Counsel & Secretary
Sara Lee Corporation

Mr. Palmore joined Sara Lee in 1996 as Deputy General Counsel and soon became a vice president. Previously, he was a Partner at two prestigious law firms and an Assistant United States Attorney in the Northern District of Illinois.

Even with no lawyer role models, he wanted to be a lawyer for as long as he can remember. Says Palmore, "I never questioned this choice until I was a junior at Yale." His mentor, an Economics professor, advised him to go to graduate school for economics. "I thought about it for five minutes. The flexibility being a lawyer affords was a much better option." This decision led him to the University of Chicago Law School.

Palmore uses his 'flexibility' to serve on boards and support community organizations. His many board seats include Nuveen Investments, the American Corporate Counsel Association, and the Boys and Girls Clubs of Chicago. He is also the chairman of the Public Arts Advisory Commission of Oak Park and former chairman of its Plan Commission.

When asked about his most rewarding leadership initiative, he points to the Preferred Partner Program. Believing the legal profession is both slow to embrace diversity and has stalled somewhat lately, Palmore created the initiative to provide encouragement for Sara Lee's law partners who have diversity representation, and repercussions for those who don't.

"I've always been involved in one type of organization or another. To me that's the essence of citizenship. If someone doesn't shoulder their load, then the place we live will not resemble what we'd like it to be."



Barbara M. Quintana
General Manager
EMCOR Facilities Services, Inc.

Imagine leading a team of 35 professionals and dozens of partner firms to provide a first class working environment to approximately 6,000 individuals officed within 64 stories. Add to that, as tenants, the nation's sixth-largest bank holding company, one of the largest law firms in the country and a leading management consulting company. Now, balance the needs and wants of these tenants and your client with what is best for the overall building. This is the professional life of Barbara Quintana. "Life at Bank One Plaza is never dull," says Quintana.

In addition to a demanding career, she also volunteers her time. "A few years ago I was reminded of the importance of giving back, a lesson my mother taught me." Through a good friend and mentor, Quintana discovered an organization whose mission she could embrace -- Mujeres Latinas en Acción. Quintana also serves on the Board of the Building Owners and Managers Association (BOMA) of Chicago, is a member of their diversity committee and former chair of their mentoring program.

Additionally, Quintana mentors those who work for her, challenging them to give and expect more. "I don't believe in a lack of choice. There's always a choice. If their current environment can't fulfill them, I'll challenge them to look elsewhere. Someone did that for me early in my career. It was the best advice I ever received."

Ms. Quintana has a Bachelor of Arts degree from Harvard University and is a member of the National Society of Hispanic MBA's.



Jim Reynolds
Chairman & CEO
Loop Capital Markets

A number of people in Chicago point to Mr. Reynolds as being a true example of the selfless, successful minority entrepreneur.

As Chairman and CEO of one of the largest minority investment banks, you can see why. Reynolds' firm has been involved in over \$550 billion in debt and equity underwritings, and is also the largest underwriter of municipal securities in the State of Illinois.

But if you look a little deeper, you'll also see a man who cares deeply about the community, assisting other minority entrepreneurs and, especially, providing opportunities for young people.

Under Reynolds' guidance, Loop Capital donates hundreds of thousands of dollars to scholarship programs and, at his company, sponsors between 12 and 16 high school and college interns each year.

Explains Reynolds, "I think helping young people is a big part of being in business. I really enjoy it."

As President of the Alliance of Business Leaders and Entrepreneurs (ABLE), he has become an integral part of Chicago's efforts to expand the role of minority business.

"Unfortunately there aren't a lot of large, successful minority entrepreneurs. It's only fair for me and my organization to keep passing opportunities down the line."

In just six years, Mr. Reynolds has grown Loop Capital into an investment banking firm with more than 65 employees and 8 offices across the country, but he is even more proud of the culture he's created within the firm. "We're not just a group of people who make money and go home. We're very committed to making this a better city."



Mary Richardson-Lowry
Partner
Mayer, Brown, Rowe & Maw

Mary Richardson-Lowry came to Chicago from California intending to stay a couple years before continuing east. Twenty years later, she is still here.

Says Richardson-Lowry, “Chicago intrigued me. The way the people related, the diversity of the population, and the complexity of the business community. I am driven by the possibilities.”

She began working for the City of Chicago, where she remained for many years, eventually becoming Building Commissioner. At that post, she established scores of Building Permit centers throughout the city. Open evenings and weekends, these centers enable residents to prepare drawings and receive permits to improve their properties in compliance with building codes. For this effort, Ms. Richardson received the Harvard University John F. Kennedy School of Government Innovation Award.

Looking at those who have influenced her, Ms. Richardson-Lowry credits her mother for impressing upon her the importance of independence and feeling comfortable in your own skin. Adds Richardson-Lowry, “And making sure people are aware of that, so there’s nothing they can do to distract you.”

Now practicing in the private sector, Ms. Richardson-Lowry is a commercial transactions attorney specializing in contract negotiations between the public and private sectors. She advises companies on how to partner with local government to improve efficiencies and services.

She continues to work in the community by serving on the Board of Directors for AIDSCARE, an organization dedicated to providing a supportive environment for people living with HIV/AIDS. She also spends untold hours at Dewey Elementary reading to 5 year olds -- many of whom are foster children. “I’m not sure if anything I do is more significant than this.”



Jesse H. Ruiz
Partner
Gardner Carton & Douglas LLP

Elected a partner in 2002, Mr. Ruiz, the only Latino partner in Gardner Carton & Douglas's Corporate & Securities Department, concentrates his practice on mergers and acquisitions, and the representation of public and middle-market companies.

He is a member of the Firm's Diversity and Pro Bono Committees and co-chairs the Firm's legal clinic at Our Lady of Mercy Church, which provides pro bono legal services to hundreds of clients. He also is Chairman of the Hispanic Lawyer's Scholarship Fund of Illinois.

Says Ruiz, "My Firm's former chairman liked saying 'Gardner is a place for people who want to be more than lawyers.' Our environment allows me to be a good lawyer, husband, father and volunteer."

He was also 'more than a lawyer' at Booz Allen & Hamilton, where he helped start a program to collect toiletries from hotels and donate them to homeless shelters. "The shelters were thrilled to get the supplies. It seemed like a small thing, but we helped many people and saved the shelters a lot of money."

His selfless efforts have not gone unnoticed. Ruiz received the "El Humanitario" Award from Cook County State's Attorney Dick Devine and the "Aguila" Award from the Hispanic Lawyers Association of Illinois; both for commitment and outstanding legal service to the Hispanic community.

Ruiz is modest about his accomplishments. "For every success I have had, I also have had failures. I'm lucky I've always had people who were there to pick me up and dust me off. I came to realize that pushing the envelope is the way to learn and succeed."



Niranjan Shah
Chairman & CEO
Globetrotters Engineering Corporation

In January, 2001, Mr. Shah coordinated relief efforts for victims of the Gujarat, India earthquake. He worked with the Chief Minister of Gujarat in conjunction with Mayor Daley's Sister Cities International Program and United Airlines to airlift over 200,000 pounds of clothing, food and medical supplies. Mr. Shah continued to seek economic relief for Gujarat, as well as to provide resources and staff for the reconstruction teams to travel from the U.S. to Gujarat.

As CEO of one of the leading minority-owned architectural and construction management firms in Chicago, Mr. Shah has coordinated engineering management projects for federal, state and city government agencies.

"I give credit to Mayor Daley," says Shah. "He has brought ethnic groups together and reinforced that Chicago is big enough to serve the many different ethnic communities that encompass the city. We have always encountered a very viable open door policy."

It's an opportunity that Mr. Shah is working to repay to others. He continually volunteers his time to community organizations, especially those that provide management and technical assistance to minority business development centers in economically deprived areas. Many consider him a humanitarian and social activist.

Additionally, Mr. Shah believes higher education is key to opening doors. He served on the Illinois Board of Regents under Governor Jim Edgar and was recently appointed by Governor Rod Blagojevich as a University of Illinois Trustee.

"As part of the Indian community, I work to bring equality and education to all. Without education, I would not have achieved the business success I enjoy today."



Alejandro Silva
President
Evans Food Products

When your father is honored as ‘one of the best city Mayors in the country’ by the president of Mexico, you don’t have to look far for a mentor. Says Mr. Silva, “My father was an extremely hard worker and gave me the gift of education.”

Mr. Silva received his BS in food technology from the Instituto Tecnológico y de Estudios Superiores de Monterrey in Monterrey, Mexico. He then received his MS in food engineering from the National College of Food technology in Weybridge, Surrey, England.

“There were a lot of opportunities in Monterrey, so I decided to start a company there. In the 80s, when Mexico had a recession, I went to Los Angeles. I had a different experience from many immigrants from my country. I already had a job and was trying to keep my business successful.”

Since 1985, Mr. Silva’s company, Evans Food Products, has grown continually. He now has facilities in five cities, as well as a partnership in Denmark and a large operation in Mexico.

He soon felt a need to give back to the communities that had helped make him successful. “I’ve been involved with the Mexican American Chamber of Commerce, the Mexican Fine Arts Museum, and El Valor. When I was most active I was on 14 boards.” He has also participated in the University of Illinois Advisory Board, Columbia College and the Chicago Public Schools.

He appreciates that community involvement is a two-way street. “I really admire Art Velasquez, who told me ‘You have to start giving. Then you will get back.’”



Stanley B. Stallworth
Partner
Sidley Austin Brown & Wood

Stanley Stallworth is a partner in Sidley Austin Brown & Wood's Commercial Real Estate group. His work has spanned the spectrum from large transactions for Fortune 500 multinational clients, to smaller Chicago-based entities. The Co-Chairman of the firm's Committee on Racial and Ethnic Diversity, Mr. Stallworth is proud of the progress that Sidley continues to make.

Says Stallworth, "At Sidley, we focus on more than simply recruiting diverse candidates - we work towards their retention and advancement. Our goal is to create an environment in which all our personnel feel valued and have equal opportunities for promotion and advancement."

Leadership has always been a part of Stallworth's career. He was President of his Senior Class and the Student Council in high school; President of the Student Government Association in college, and President of the Student Bar Association at the University of Wisconsin Law School – the first African American to hold that position.

"When I was younger, I wanted to be Alabama's first African American senator. Even though I decided not to pursue politics, I still actively support candidates that I like." For example, Stallworth worked on Mayor Daley's most recent campaign.

He also supports the arts. "I'm proud of being part of the Chicago Academy for the Arts." Stallworth has been on the Academy's Board of Trustees for four years, and its Chair for the last three. "The Academy saves youngsters' lives. Many of the students are 'too creative' to thrive in a traditional high school, but at the Academy they find a home where creativity is nurtured."



Charles Tribbett
Managing Director & Co-Director, Chicago Office
Russell Reynolds

This year, *Fortune* magazine listed Mr. Tribbett as one of the '50 Most Powerful Blacks in Corporate America.'

A senior partner of Russell Reynolds Associates, Mr. Tribbett heads the firm's diversity practice and co-leads their CEO and board services practice, focusing on senior level assignments. His notable searches include the CEO of Aetna US Healthcare, Inc.; Chairman and CEO of Bank One Corporation; and Chief Executive Officer of United Airlines. He also recruited former congressman Kweisi Mfume to serve as President and CEO of the NAACP.

No stranger to leadership positions himself, Mr. Tribbett was appointed by Mayor Harold Washington to serve as Chairman of the Metropolitan Pier and Exposition Authority (McCormick Place). He also served as Chairman of the Chicago Urban League from 1989 to 1993 and remains on the board.

Few people are better placed to help lead the drive towards diversity or see the progress being made at the very top rungs of corporate America.

Says Tribbett, "in the past 20 years, Chicago has become more open to diversity, but I have not seen tremendous growth. Recently, women and minorities are being considered much more aggressively for board positions, so I think in 4-5 years you'll see some change."

He believes faster success can be generated by more effort at the community level.

"The more people are involved in community activities, the more diversity will spread throughout Chicago."

Mr. Tribbett graduated with a B.A. from Marquette University and received a J.D. from the University of Virginia School of Law.



Edward J. Williams
Executive Vice President, Community Affairs
Harris Bank

As Executive Vice President, Community Affairs for Harris Bank, Ed Williams is responsible for overseeing the company's community development activities in the Chicagoland area.

Williams joined the bank in 1964 as a teller and held a succession of posts in the Retail and Commercial Banking Departments. In 1980, he was elected Senior Vice President and Group Executive, Retail Banking, and was named Department Executive, Community Affairs in 1991. Throughout his career, he has worked closely with small business owners in the community.

"Starting in the 60s, we built up a growing portfolio of African American entrepreneurs," explains Williams. "Some names we worked with in those days are now legends in Chicago."

Over the years, Mr. Williams has accepted many awards, both for the Bank and for his own efforts. One in particular serves as a testament to his continued efforts -- the Gale Cincotta Neighborhood Partnership Award from Neighborhood Housing Services of Chicago. The words of the tribute booklet say it best: "These stories show how much one person can impact a city. They offer a lesson in business ethics and compassion. More than anything, they show the far-reaching influence of a quiet, consistent voice of conviction."

In explaining his commitment, Williams recalls, "You see families that move into these homes from public housing and similar distressed situations. You can see the kids, playing safely in their own back yard. That's something that will stay with me forever."

A native of Chicago, Mr. Williams attended Clark College in Atlanta, Georgia and received his B.S.B.A. degree from Roosevelt University in 1973.



Desmond Wong
Americas Coordinating Partner – China
Ernst & Young, LLP

Desmond C. Wong is an Ernst & Young partner and the firm's subject matter specialist on business in China. He utilizes his understanding of Chinese laws and customs to support American companies as they develop and execute their China business plans.

Born and educated through high school in China, Mr. Wong is fluent in Chinese and holds a bachelor's degree in Accounting from Indiana University and an MBA from Harvard Business School.

Recognizing Harvard's enormous influence on his life and career, Wong freely admits that he "bleeds Harvard crimson." He has been Class Secretary for over two decades and is past president of the Harvard Club and the Harvard Business School Club of Chicago.

In the early 80's, Mr. Wong was appointed to a U.S. Presidential (Grace) Commission to make process reengineering and cost-savings recommendations at the United States Treasury for President Ronald W. Reagan. He later served as Assistant Treasurer and Corporate Director of Finance at Sears, Roebuck and Co.

He serves on the Boards of Directors of Junior Achievement of Chicago and the Indiana University Foundation. He was former trustee of the American National Red Cross Endowment Fund. He also served at the American Red Cross and describes why he started volunteering. "I decided to help them," he says, half jokingly, "because I liked the thought of driving an emergency vehicle with strobe lights and sirens."

Then he becomes serious and shows his true mixture of Eastern/American beliefs, "There's a Chinese proverb that says 'Drink water. Ponder source.' I am committed to help perpetuate the resources that helped me succeed."