

Chicago United 2005





INTRODUCTION

As you know, Chicago is a city of tremendous diversity and talent. What you may not know is the extent to which Chicago businesses and organizations reflect those qualities. That is the purpose of this second edition of Chicago United's Business Leaders of Color, to showcase the diversity of executive leadership in and around Chicago.

The men and women in this publication are among the best of the best. Some of the faces might be familiar, while others are new. All are leaders who are changing the face of corporate leadership in Chicago. These are individuals who are qualified and prepared to assume even greater responsibilities, and to make further contributions to our community. Frankly, these men and women are the answers to those who say that they cannot find qualified people of color for their board rooms.

I am extremely proud that Chicago United has been able to highlight these business leaders of color for their outstanding professional and civic accomplishments. It was an extensive two-year process to produce this unique publication. I thank Crain's Chicago Business for its help in making the 2003 Business Leaders of Color a widely used resource. I am certain that the current edition will be just as valuable.

Finally, I ask for your help in identifying candidates for the next issue of Chicago United's Business Leaders of Color. I know that there are many more men and women of color who qualify for this publication. Our city has an extensive and wonderfully rich pool of talent. With your help, Chicago United will continue to find and promote these leaders.

Sincerely,

Raymond F. McCaskey
President and CEO, Health Care Service Corporation
Chairman, Chicago United Board of Directors



MISSION/VISION

CHICAGO UNITED is an advocacy organization that enriches the economic fabric of our region by building sustainable diversity in business leadership.

Chicago United is a corporate member organization whose active participants are the most senior level officers of each enterprise. Corporate CEOs work together with minority enterprise CEOs to explore key issues in the business environment that enhance the value of diversity and inclusion in their own organizations and generate a positive impact on the local social and financial structures in which their businesses operate and thrive. As the thought leaders that develop the advocacy positions and programs of Chicago United, our members focus on sustaining diversity in the business community as a way to improve the economic fabric of the Chicago region and our nation.

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“If we’ve been fortunate enough to rise much higher than the rest of our community, it is our responsibility to reach out and help that community get stronger.”

Ralph Alvarez

President
McDonald’s North America



When you see a high school athlete, more often than not, you believe you see a child sacrificing his or her higher education and career for unlikely ‘hoop dreams’. Ralph Alvarez sees something different: “Sports is a great place to learn to compete. And, in many places, it’s colorblind. When you pick teams, it’s based on the best player, not their race.” The business lesson? “If you work hard and you bring a certain skill, you’ll get an opportunity to succeed.”

Alvarez had help learning this lesson. “My junior varsity basketball coach was a CPA who was just giving back to his high school. He was a very strong

mentor of education, education, education and that the way you learn to compete will really help you down the road.”

The ‘road,’ for Alvarez, was paved mainly with hamburgers.

His resume includes more than a decade at Burger King, holding a variety of positions including Managing Director of Burger King Spain and President of Burger King Canada. He then moved to Wendy’s International and from there to McDonald’s, where he was promoted from regional positions to COO of McDonald’s USA and then to President where he is responsible for more

than 15,000 restaurants in the U.S. and Canada. Says Alvarez, “I feel proud that a Latino has been able to reach a prime position with such an American icon.”

He believes his success is due to a focus on his education and his ability to operate in different communities. “Understanding diverse cultures is absolutely critical. As leaders of color we are used to dealing with various cultures. And, being Hispanic, I have multiple language skills, which is also a benefit.”

Alvarez also stresses academics, putting it succinctly, “Education is the equalizer.”

“Business leaders of color have a better understanding of what corporate support means to a community because we generally see the impact firsthand.”

Next time you pass a cement mixer, look to see if the name on the side reads Aztec. If so, it's one of 40 ready-mix trucks owned by Joel Arce's company. Started modestly in 1991, Aztec now boasts three plants and more than 65 employees.

His company's success fills Arce with more pride than it might a non-minority owner. Says Arce, “We've got a 75% minority workforce and a 100% minority management team. We have shown we can compete and perform in an industry that has traditionally not been open to minorities.”

Arce began his career in public accounting, which he chose because “I felt it would provide the best understanding of what makes business work.” It was in his capacity as an auditor and consultant that he was first exposed to the construction industry.

Arce believes leaders of color need to recognize they are always in the spotlight. “I remind myself that even though I'm going through my daily routine, that others are aware of me and are affected by the way that I conduct myself. For this reason, we must always try to remain positive, morally strong and not be judgmental of others.”

Another part of his daily routine is giving back to the community. Arce is Trustee Emeritus of the Governing Board of St. Augustine College, serves on the Board of Directors of the Hispanic American Construction Industry Association and is a member of the Board of the Illinois Road and Transportation Builder's Association. Arce received the 2002 Distinguished Citizen Award from the Boy Scouts of America (River Trails District) and the 2005 El Puente Award from St. Augustine College.

Joel Arce

President
Aztec Material Services, Inc.



“I relish the opportunity to give people a different view of people of color.”

James A. Bell

Executive Vice President
& Chief Financial Officer
The Boeing Company



During 2005, James Bell served as interim President and Chief Executive Officer of Boeing, making him a member of the most exclusive corporate club: CEO of a Fortune 500 company. “There are only 500 of these jobs in the world,” says Bell.

He sees this as proof that talent and hard work can overcome any barrier. “This shows there is a real opportunity for minorities to succeed to the top job or one of the top jobs in a major corporation. It’s important to have this dream, but it’s more important to know that it’s not just a dream, that it’s a reality.”

Bell fully understands what it takes to be a leader of any color. “You have to set the vision for the company. The way I deal with it is to be prepared by making sure I fully understand the requirements and expectations of our shareholders. Then, I lay out a plan we can achieve in measurable steps and articulate a compelling mission that will resonate with people so they will be eager to help achieve it through their individual role. I think you have to stay grounded in the fundamentals of leadership in order to be able to do that, and that’s what I try to do every day.”

But how did this top executive at a \$52 billion company get his start? You might be surprised.

In 1972, an affirmative action program placed Bell at Rockwell. “Some people resented that I was forced on them. But after several months, those same people changed how they felt about me and really helped me.”

What should not surprise you, however, is the effort Bell puts towards community development programs. Some of his many involvements include being a member of the Executive Leadership Council and on the Boards of the Joffrey Ballet, The Chicago Urban League, World Business Chicago and New Leaders for New Schools.

“I think you have to be even more on your game when you’re a person of color.”

Carole Brown is a Managing Director at Lehman Brothers, running the firm’s Midwest Municipal Finance office. As the senior investment banker for clients including the City of Chicago, the State of Illinois and the Chicago Board of Education, Brown has primary responsibility for managing a business that generates revenues in excess of \$10 million annually.

Brown believes that balancing the extra demands placed on a person of color can sometimes be challenging.

“You have to be able to differentiate yourself as a business expert versus a business expert who is of color. But since there are so few senior African-Americans in many firms, and even fewer

African-American women in senior positions, so many people look to you for advice and want your time. However, you need to remember, in my business anyway, that you are a revenue producer. At the end of the day, it is your success to the firm that keeps you around.”

She also believes people who represent themselves as business leaders in a community should also be civic leaders. “Anyone who succeeds in a certain community has a responsibility to give back to that community. I don’t think those responsibilities are specific to a person of color. If you benefit from the environment in which you work, then it is your responsibility to make that environment better for the next people coming about.”

Brown follows her own advice by serving on the Board of Directors of the Chicago Children’s Museum, Mercy Foundation and Illinois Council Against Hand Gun Violence. She also serves on the Advisory Board for Uhlich Children’s Home and is the Chairman for the Chicago Transit Authority Board – overseeing policy for the nation’s second largest transportation agency.



Carole Brown

Managing Director
Lehman Brothers

“It just makes good business sense for us to be supportive of our communities.”

A photograph of Todd Brown, Vice Chairman of ShoreBank Corporation, standing in front of a large, classical-style building with columns and a pediment. He is wearing a dark blue suit, a white shirt, and a red patterned tie. The building has a curved facade and a large window with a decorative grille. A street lamp is visible on the left side of the frame.

Todd Brown

Vice Chairman
ShoreBank Corporation

The expectations of others played a large part in Todd Brown's success. It was his unwillingness to give into these pressures, however, which resulted in his achievement.

“It was expected I was going to be a doctor. I was good in science during high school, but as I got into college, I realized that it wasn't my dream; it was more of what other people expected. If I wasn't really committed, I was probably not going to be successful.”

He pursued a career in business where he ran into another expectation. “I was in situations where

people assumed that I couldn't succeed. It wasn't the going-in supposition that people of color who took on a hard job would succeed at it.”

His strategy was to maintain a strong sense of self-reliance and make sure he received honest advice. “Too often, people of color don't get much open feedback, and sometimes we take it the wrong way. We must be willing to listen even though what we hear might not always be positive.” He also credits the guidance he received from other African-American managers, including Paula Sneed, a fellow Business Leader of Color 2005.

Since joining ShoreBank in 2003, Brown has helped build brand awareness and introduce a systematic marketing approach to an organization that has relied primarily on word-of-mouth and community contacts. Before ShoreBank, Brown rose to Executive Vice President of Kraft Foods North America and President of the company's e-commerce division.

Outside of work, Brown lends his leadership and time as a Board member for a number of organizations, including The Executive Leadership Council, the Metropolitan Planning Council, Colgate University, the National Charter Schools Institute and the Art of Makin' Music Foundation.

“I’m not here to speak on behalf of the African-American diaspora. We cannot allow anyone but ourselves to define who we are or how we operate. Stereotypical slots are no longer acceptable.”

From 1988 to 1992, Peter C.B. Bynoe served as Executive Director of the Illinois Sports Facilities Authority, a joint venture of the City of Chicago and State of Illinois created to develop the new Comiskey Park for the Chicago White Sox. He was responsible for all aspects of the planning and development for this \$250 million project, which was completed on time and several million dollars under budget.

Since then, he negotiated the \$65 million purchase of the Denver Nuggets and served as a consultant for the 1996 Summer Games in Atlanta, helping define the framework for the 85,000 seat Olympic Stadium, develop its construction budget and negotiate its subsequent lease to the Atlanta Braves.

Currently, Bynoe is Senior Partner in his firm’s Corporate and Securities Practice Group, where he negotiates major infrastructure projects for clients such as The Boeing Company, Sara Lee Corporation and, not surprisingly, major sports teams including the Miami Heat and the Milwaukee Brewers. He is a member of the firm’s Executive Committee, Chicago Office Hiring Committee and Diversity Initiative Committee.

Outside of the office, he commits a significant amount of time to corporate, civic and charitable Boards, such as the Goodman Theatre, Rewards Network Inc., Rush University Medical Center and the CORE Center for the Prevention, Care and Research of Infectious Diseases.

Says Bynoe, “I think it’s critical that business leaders allocate a certain amount of their time to civic and community activities. We have to provide leadership, resources and an infrastructure. So many community and civic organizations lack the necessary infrastructure. Not just human and financial resources, but office space, telecommunications equipment and more. Business leaders have the opportunity to provide such resources so these organizations can be successful and ongoing.”



Peter C.B. Bynoe

Partner
DLA Piper Rudnick Gray Cary US, LLP

“Set very high goals for yourself and never lower that bar, ever.”

When you look through a client roster and see “New York City,” “The City of Chicago” and “The State of Connecticut,” you can be sure the person in charge is at the top of her field. You can also be sure she sees the larger picture.

Says Cepeda, “To find the resources and human capital you need, it’s key to think beyond physical and geographic boundaries. You must be willing to accept different cultures and a different approach.”

As President of A.C. Advisory Inc., Cepeda has led the company to a leadership position in Illinois, advising on more than \$25 billion of major municipal financings, including O’Hare and Midway airports, Chicago Public Schools and Cook County.

She serves in leadership roles for many corporate and civic Boards, including Chicago Community Trust, Joffrey Ballet, UBS Funds, Amalgamated Bank of Chicago and Wyndham Hotels where she is also the Chair of the Audit Committee.

A recipient of the Women’s Leadership Exchange Compass Award in 2004 and named one of *Hispanic Business*’ 100 Most Influential Hispanics, Cepeda believes people of color represent not only themselves, but an entire ethnicity. “We are set to a higher standard. Because the pool of us is much smaller, there is more expected of us. There is also a greater demand for our visibility. This can diminish our ability to devote our time to business. This is a particular issue for business leaders of color.”

Cepeda sees two sides to this ‘higher standard.’

“If we’re going to succeed, we have to be flexible and we can’t be angry about the extra burdens our differences create for us. Yet, when I am able to surpass these hurdles, the thrill is greater.”

Adela Cepeda

President
A.C. Advisory, Inc.



“A corporation is no longer just a business enterprise, it is very much a citizen of the country and the world.”

Thomas F. Chen

Vice President,
Pacific Asia & Latin America
Abbott Nutrition International



In 1998, Chen was asked to become Abbott's first Chinese corporate officer in its 110-year history. This meant uprooting his family and moving from his homeland to America. While he had already spearheaded Abbott's pharmaceutical joint venture in China and built their nutritional business from scratch, he felt he needed to make an even greater impact. Says Chen, "I wanted to demonstrate to other Chinese, other Asians, that you could succeed in a global corporate environment."

Chen considers this his "mission" and it is the driving force in his career and life.

"Being from a different background or origin makes you more understanding and receptive of differences. And, therefore, you should play the role of being a bridge, not only within your own community, but country-to-country."

He likens his role at Abbot to that of Tiger Woods in golf and Barack Obama in politics. "Tiger inspired a lot of young athletes to participate in what has been regarded as a Caucasian sport. You look at Obama and see an inspiration for young people of color to pursue success. And the effects reach beyond those with similar backgrounds. They are

an inspiration to people of all origins, races and religions. You have to believe that a business leader of color can also make a difference."

Though responsible for more than 6,000 employees in 30 countries, Chen manages to mentor people on an individual basis. He serves as an Advisory Board member for Abbott's Chinese Cultural Network, is an International Rotary Club member and, while in Thailand at the time of the 2005 tsunami, was a key member of the Abbott team that raised more than \$5.5 million in relief.

“We are just starting to arrive in places none of us have been. Now, it’s a matter of networking with our brethren and making an overall stronger community.”

In 1995, Mayor Richard M. Daley appointed Gery Chico President of the Board of Trustees for the Chicago Public Schools, the nation’s third largest and, at that time, arguably most troubled school system. Under Chico’s leadership, the Board initiated a broad series of reforms resulting in six straight years of student performance increases, six years of balanced budgets and six years of labor peace – all leading to the system’s dramatic turnaround.

Says Chico, “I was fortunate to be able to help so many children have a more meaningful life because of a better education. There’s nothing more gratifying.”

In 2004 Chico formed the Law Offices of Chico & Nunes LLP, a Hispanic-owned law firm. Before that, his resume includes being Mayor Daley’s Chief of Staff, being a Partner at both Sidley & Austin and Altheimer and Gray, as well as being a candidate for the U.S. Senate.

His resume also includes an unwavering dedication to the community. He is an especially strong proponent of mentoring the next generation of leaders. “If we don’t share what we have learned with those coming behind us, then our lives aren’t worth much.”

To this end, Chico was one of the founders of the Mexican-American Chamber of Commerce and is currently on many Boards, including DePaul

University, the Chicago Urban League and Scholarship Chicago.

For his efforts, he has been awarded numerous honors, including the 2003 Person of the Year Award by the Latin American Police Association; the 2000 Distinguished Award for Excellence by the Illinois Bar Foundation; the 1998 Citizen of the Year by the City Club of Chicago; the 1996 Champion of the Public Interest by the Business and Professional People for the Public Interest; and the 1995 Chicagooan of the Year by Chicago.



Gery J. Chico

Partner
Chico & Nunes, LLP

“I feel the banking industry can really help a community grow, and the community also helps the bank to grow.”

Betty P. Chow

President & CEO
Pacific Global Bank



Betty Chow believes that the leadership qualities needed by people of color are no different than those needed by any business leader. She points to four universal attributes: “A vision of what you want to accomplish; honesty, to earn trust; the ability to select and develop a qualified staff; and being passionate about what you are doing.”

When asked if leaders of color have additional civic duties, she speaks globally, “All business leaders need to appreciate that we earn our income from our community. We should contribute back to this community. In Chinatown, there are immigrants

coming in every day. We need to help them adapt to life in the United States.”

Born in Shanghai, Chow was educated through high school in Hong Kong and received her B.S. and MBA from Indiana University and Northwestern University, respectively. She started her career at KPMG, spent 17 years at the Federal Reserve Bank of Chicago and in 1995, as part of her mission to serve Chicago’s Chinese community, formed the Pacific Global Bank.

Since then, the bank has helped many immigrants realize the ‘American Dream’ of educating their

children, buying homes and starting businesses. Accordingly, the bank has also thrived.

Chow’s efforts to serve her community extend far past the bank’s doors. She is President of Chicago Chinatown Chamber of Commerce and Director of Pui Tak Center, which teaches language and computer skills to immigrants and their children.

Chow fully appreciates her role as an ambassador for her community. “Sometimes others do not really understand Orientals, so I spend time promoting the community, in addition to the bank.”

“You can accomplish so much more than you think you can, but you have to take steps to make it happen.”

A portrait of Carolyn H. Clift, a Black woman with short brown hair, smiling. She is wearing a dark blue blazer over a white top and a necklace. A small pin is on her lapel. The background shows a city skyline with a highway in the foreground.

Carolyn H. Clift

Vice President, General Counsel
& Assistant Secretary
Health Care Service Corporation

Health Care Service Corporation operates through its divisions Blue Cross and Blue Shield of Illinois, Blue Cross and Blue Shield of Texas and Blue Cross and Blue Shield of New Mexico. Carolyn Clift has responsibility for the Illinois Legal Department and litigation in Illinois, Texas and New Mexico.

Clift received her Juris Doctorate from John Marshall Law School in 1981 and a Masters of Law in Health Care Law from DePaul Law School in 1996. Prior to joining Blue Cross, she served as an Assistant State's Attorney in the Civil Division of the Cook County State's Attorney's Office.

Outside of her professional obligations, Clift is on the Boards of the Chicago Anti-Hunger Federation and the Illinois Legal Justice Foundation, which finds funds for non-profit organizations that help low-income residents with legal needs.

Clift appreciates how she became a role model to so many others. “People see themselves in you because you look like them. They watch how you handle things. And they celebrate your successes as if they were their own.”

She also appreciates that, as a role model, you need to “Do the best you can. You have to take the time to act in a way that can serve as lessons for others.”

While every leader of color has a unique set of challenges, occasionally the hurdle transcends skin color or community. “My challenge was that my mother died while I was in high school. I had to learn to dig deep inside myself to find the strength to do what I know she would have wanted me to do. The more I dug inside myself, the more strength I found.”

“We have to train the next generation, or at least prepare the next generation of workers, and one way to do that is through civic and community activities.”

Joy Cunningham admits her career path was somewhat “circuitous.”

At first she wanted to be a nurse or a physician. She earned a Bachelor's of Science Degree in Nursing from the City University of New York and worked as Nurse, Assistant Director of Nursing, and Nursing Education Program Coordinator. Then she pursued a legal career, working part-time at a hospital in Evanston to pay her law school bills. After receiving her degree, she served as an Assistant Attorney General and joined a law firm. Her next position is where her careers intersected: she became the Chief Healthcare and Litigation Counsel for a prominent Illinois academic center.

Now she is General Counsel for Northwestern Memorial Hospital, where she uses her double set of skills to full advantage. She also adds diversity to their leadership. Says Cunningham, “For a number of years I was the only person of color on the senior management team.”

She believes she provides the organization with added insights, but feels she cannot speak for an entire race. “I’ve had situations where I’m asked ‘Why do black people do such things?’ And, well, how on earth would I know that?”

Cunningham is currently the President of the Chicago Bar Association, on the Boards of both the Center for Conflict Resolution and the Center for Disability and Elder Law, and heavily involved in numerous community groups.

Cunningham also spends significant time mentoring law students and young lawyers both at her company and John Marshall Law School, where she gave the Commencement address in 2003.

“As a business leader of color, the need to provide community support and mentoring is particularly important because a disproportionate number of underserved and disadvantaged youth tend to be Hispanics and African-Americans.”



Joy V. Cunningham

Senior Vice President
& General Counsel

Northwestern Memorial Hospital

“A leader is never satisfied with the status quo.”

A portrait of Pedro DeJesús, Jr., a man with short dark hair and glasses, wearing a dark suit, white shirt, and a patterned tie. He is smiling and has his arms crossed. The background is a blurred cityscape with tall buildings.

Pedro DeJesús, Jr.

Vice President & Corporate Counsel
Information Resources, Inc.

La Raza called Pedro DeJesús ‘a brilliant lawyer.’ The *Chicago Sun Times* reported he was a ‘self-made son of Dominican immigrants.’ The *Chicago Tribune* wrote, ‘DeJesús ... has the makings of a leader.’ That was in 2004, when DeJesús was a candidate for the Illinois legislature. All three appellations had been true for some time and remain just as true today.

DeJesús is Vice President and Corporate Counsel for Information Resources, Inc. He serves on the Roosevelt University Board of Trustees and is a Board member for numerous organizations including the Hispanic Lawyers Scholarship Fund

of Illinois and Mujeres Latinas En Acción, where he provides pro bono legal counsel. His community efforts include working on the JD Mentors Program and the Puerto Rican Parade Committee of Chicago, here again providing free legal work.

Never too busy to give his time and energy to social and educational services, DeJesús says this is all part of being a leader. “When governments cut provisions for community services, business leaders have the responsibility to fill that gap.”

He thinks leaders of color are in a great position in this regard. “We are able to encourage our companies

to bring resources to bear on community and social development.” He says there are benefits on both sides. “By helping companies create partnerships, we can both advance a particular organization’s mission and improve the company’s bottom line.”

While he says that “Business leaders of color must demonstrate they possess the leadership qualities and initiative to be a role model for their organization,” he also worries that too much might be expected. “We tend to get a little overwhelmed because we feel we have to bring more to the table in order to move up.”

“Growing up, we were told that all the important jobs in the United States were not for the Chinese but for others. We accepted this as true because of the way we were raised. As a group, we needed to be more proactive and more visible and help make more of a difference.”

The day eight-year-old Robert Der stepped off an airplane from China, his great-grandfather put him to work washing dishes in the family's Chinese restaurant. He worked there seven days a week for the next ten years with no vacations or time off other than for school. Few things are more motivating.

Says Der, “All I wanted was a job where I could wear a white shirt and tie and not have to work on evenings and weekends. I wanted to fit into the American middle class.”

After earning a Bachelor's degree with a triple major in Economics & Business, Political Science and Sociology and then a Master's of Science degree in

Accountancy, Der put on his white shirt and tie and went to work at Ernst & Young. He quietly and quickly moved up the ranks. “The way Asians are raised is that you should be seen but not heard. You should work hard, be in the background and things will take care of themselves.”

He steadily rose to Partner. “I had to be told I was the firm's first Asian partner. I wasn't aware of that and, frankly, it just wasn't important to me.”

Today, Der is far less quiet. He is also very passionate about helping other Asians and minorities succeed.

He is Ernst & Young's Lake Michigan Area Office Ethnic Diversity Leader and sits on their National

Ethnic Diversity Task Force. Outside of work, he helps mentor and create career opportunities for others as a Board member for the Daniel A. Cotter Club of the Boys and Girls Clubs of Chicago, the Chicagoland Chamber of Commerce and Chicago United. He was also instrumental in the formation of a regional marketplace network for ethnic diversity leaders.



Robert Der

Partner
Ernst & Young, LLP

“I want my performance to be judged by the quality of my work, and not be influenced by the fact that, oh by the way, I happen to be Cuban. Much like, oh by the way, I happen to be right-handed.”

Eduardo Fernandez grew up in a small Dutch town in Michigan. Says Fernandez, “Zeeland is a wonderful community with wonderful people. They helped us begin a new life after my family emigrated from Cuba in 1962, but there was that culture clash. Everyone there was blonde-haired, blue-eyed and of the same faith. My family certainly didn’t blend in right away.

He learned how to retain his own culture while adapting to his environment. He also learned he wanted to go into television and that he needed, in his words, “to get the heck out of Zeeland” to achieve this goal.

In 1984, Fernandez moved to Grand Rapids, Michigan where he joined WZZM-TV in a production role and eventually to his first account executive position at WOOD-TV. Before he left Grand Rapids to lead Telemundo in Chicago, he had risen to Vice President/General Manager of Tribune-owned WXMI-TV (Fox 17).

“At my previous company, I was the only Hispanic amongst all the television business unit leaders. Now I’m in a company where virtually all the leaders, at least within our division, are Hispanic.” While in the minority, he wanted to make sure the Hispanics coming up behind him also had a chance to succeed. Now, as part of the majority, this pressure to trailblaze is gone. He calls the

difference negligible but does believe companies are more comfortable promoting minorities to positions where others have already succeeded.

While he says that part of a general manager’s mission is to serve the public interest, Fernandez’s efforts go well beyond this. In Grand Rapids he was heavily involved with scholastic and children’s groups, such as the YMCA, the Boy Scouts and the Literacy Council. Here in Chicago he is actively involved in the Hispanic community and is a trustee for Roosevelt University.

Eduardo Fernandez

Vice President & General Manager
Telemundo Chicago



“The biggest challenge is making sure other people’s misconceptions do not shortchange your opportunity.”

While working at Citicorp and BankAmerica Business Credit, Venita E. Fields helped fund more than \$2 billion worth of investments.

As Partner, Senior Managing Director and Senior Portfolio Manager for Smith Whiley & Company, a private equity investment firm that provides capital to middle-market companies, the size of the investments might have decreased but the growth the dollars help spur is just as critical.

Fields’ impact does not stop at helping companies realize their dreams and potential; she also works to make a difference as a role model, both in her profession and in the community. Says Fields, “The number of leaders of color in the corporate community is small but growing. There are fewer of us, and the need for role models is great in the minority community. So there’s probably more burden on business leaders of color to give back, but I think it’s a burden that should be gladly carried.”

As Director of the Chicago Finance Exchange, an organization of senior-level women in for-profit and not-for-profit organizations, Fields established its first Philanthropy Committee. Under her leadership, the Committee conducted a mentoring workshop for Merrillville Academy girls and continues to mentor young girls with business and career skills.

Fields is on numerous Boards, including the Levy Entrepreneurship Institute – Kellogg Graduate School of Management and the Fiduciary Committee of the Global Board of Pensions for the United Methodist Church. She is also extremely active at the Sherman United Methodist Church and her alma mater Chatham Hall at which she helped raise over \$5 million for a new science and technology building.


Fields greatest gift to aspiring leaders, however, might be her “grace” in the face of prejudice and misconceptions. “It is better to lead by example. A positive word is better than a negative one.”

Venita E. Fields

Senior Managing Director
Smith Whiley & Company



“In today’s climate, a business leader must be adaptable to rapid change and be able to continually reinvent himself and his organization.”

A portrait of G.A. Finch, a middle-aged man with short, graying hair, wearing a dark suit, white shirt, and a red and white striped tie. He is standing in front of a wall with large, abstract black and white circular patterns. The photo is positioned on the left side of the page, partially overlapping the text area.

G.A. Finch

Partner, Business
Practice Group
Michael Best & Friedrich

According to G. A. Finch, one of the greatest benefits to being a business leader of color is “providing a platform in which the general society gets used to seeing persons of color in positions of influence and responsibility so that the Colin Powells of the world are seen as normal circumstances rather than the exceptions.” “I benefited from great models like my great- grandfather who was the first African-American Atlanta City Councilman in the 1870’s, and I wish that sense of possibility on children of every socio-economic background,” added Finch.

As a current and former Board member of more than a dozen educational and civic organizations and as one who has held high-level government positions, Finch has provided a platform for others to see his ability to make a difference. He is a former Chairman of the Board of St. Joseph Seminary at Loyola, City of Chicago Deputy Planning Commissioner, Illinois Human Rights Commissioner and Chicago Housing Authority General Counsel. A former Leadership Greater Chicago Fellow, Finch was recently named an Illinois Super Lawyer.

An Amherst graduate, Finch arrived in Chicago from the University of Michigan Law School to clerk for the Chief Judge of the US District Court. He then moved into the private sector and quickly rose to co-managing shareholder at the 100-plus-attorney firm of Querrey & Harrow. Finch was one of the first African-Americans in the US to attain this position with a large law firm.

Currently a Partner at Michael Best & Friedrich, Finch advises clients on all facets of their business and commercial matters and negotiates employment contracts concerning senior executives.

“Successful people will tell you they had a vision of being successful. They had dreams and these dreams served as a preview of life’s coming attractions. Young people should hold onto their dreams and dwell on the rewards of success, not the penalties of failure.”

As President and CEO of Evanston Hospital and President of the Hospitals and Clinics Division of Evanston Northwestern Healthcare, Raymond Grady oversees three facilities with a total of 851 beds. As a member of the Board of Directors for The Cradle, a leader in the adoption field, he works to find loving families for more than 140 children with varying ethnic backgrounds each year.

To Grady, his efforts at work and in the community are all part of the same vision. “The greatest satisfaction you derive in health care is that you can both improve the health of the community at large and you can improve the health of an individual in the community. If at the end of the day you can

provide care for one more patient or you can improve someone’s life, that’s a good feeling.”

Named an ‘Up and Comer’ by Modern Healthcare magazine in 1998, Grady focuses much of his attention on increasing the diversity of its workforce and improving healthcare overall. He serves on the AHA Commission on Workforce for Hospitals and Health Systems, is the Chairman Elect for the Illinois Hospital Association and is the Immediate Past Chairman of the American College of Healthcare Executives’ Institute for Diversity.

Says Grady, “Diversity in health care is an idea whose time came many years ago, but the field has been

very slow to respond. It’s clear today that diversity is a practical necessity. As the demographics of our society change, the patients and families that come to us will reflect those communities and we need to provide equitable care in a culturally competent manner, regardless of background, national origin or ethnicity.”



Raymond Grady

President & CEO
Evanston Hospital

“When I was young, I listened to the people who were encouraging and inspiring to me and didn’t listen to naysayers. I would advise all young people to do the same.”



Randall C. Hampton

Executive Vice President
LaSalle Bank

“I went to a small high school in the projects. We had a group of teachers who were very concerned about us and had high expectations, so I had a really positive high school experience,” says Randall Hampton.

From there Hampton went on to have a successful career including 28 years at Northern Trust and three years at Ariel Capital Management as Vice Chairman. In 1997 he retired. That same year, he was coaxed from retirement by ABN AMRO’s CEO Norman Bobins to oversee the bank’s trust services. He currently manages a worldwide staff of more than 750 people,

is a member of the Management Committee and a director of ABN AMRO Trustees Ltd. (UK).

Hampton is matter-of-fact that all leaders and companies should support their local communities. “The people in these institutions earn their incomes and live in this community, so it is important from a civic and a corporate responsibility perspective to give back. By investing in charitable and civic organizations, we make our community a better place to live.”

For leaders of color, he sees an added expectation, but believes it is from other people of color. “Since you

more than likely come out of a similar environment, you have a better appreciation of their issues and problems. There’s some understanding, fair or unfair, that you have an added responsibility. You must deal with it in an honest and straightforward manner, and maintain your objectivity. How you get folks to understand that is another question.”

Hampton sits on numerous charitable Boards, including Chicago Community Trust, Centers for New Horizons and Leadership for Quality Education. He also mentors students from several universities and coaches basketball in a disadvantaged community.

“You might be surprised just how often potential mentors will make themselves available to you if you show that you are focused and trying to accomplish similar goals.”

Gail Hasbrouck uses the phrase ‘constantly in the limelight’ to describe her career as a business leader of color. “People are continually looking at you and how you are doing,” she explains. Her advice for handling the scrutiny? “Maintain your integrity. Be honest, regardless of the situation. And never be thin-skinned.”

She also believes leaders of color have an additional expectation when it comes to community involvement. “I think the responsibility is a bit different for business leaders of color, but this is because there is often a greater need in our communities.”

As head of the legal, risk management and insurance functions for the largest health care provider in Illinois, Hasbrouck makes decisions that affect many people and communities. She tries hard, however, to keep things on an individual basis. “I always clarify that I’m speaking for myself and not my race. I also try to be available to associates who want to talk about their goals or concerns. I think it’s helpful for individuals to work through some of their issues one-on-one.”

In 1995, Hasbrouck was instrumental in completing the merger of Evangelical Health Systems and Lutheran General Health System to form Advocate Health Care. Since then she completed acquisitions of Advocate Illinois Masonic Medical Center, Advocate Ravenswood Hospital and Advocate Health Centers. She also developed an education program to integrate compliance concerns with the mission and ethics of the faith-based company.

Her commitment to others extends well beyond her work at Advocate. She serves on numerous industry boards and is an active member of Northwestern Law School’s Board as well as its Corporate Counsel Institute. Hasbrouck also provides internship opportunities at DePaul and Loyola Law Schools for law students interested in health law.



Gail D. Hasbrouck

Senior Vice President,
General Counsel
& Corporate Secretary
Advocate Health Care

“There are those who believe minorities have more of a responsibility to give back to their communities. In our world, all leaders should.”



Louis Holland

Managing Director
Nuveen Investments

Nineteen years ago, Louis Holland joined Nuveen Investments as a Sales Representative. He was armed with a single career plan: “To gain trust and respect by doing the things I said I was going to do.”

This integrity earned him positions of increasing responsibility at Oppenheimer Capital’s Quest for Value and John Hancock Funds, Inc. before eventually returning to Nuveen. As Managing Director, he heads the firm’s multi-product sales and service activities, helping to secure long term goals of their high net worth clients and the advisors and institutions that serve them. These clients represent \$125+ billion in assets managed by his firm.

The fact his career came full circle should not surprise the people who know him well. Holland is constantly looking at his past for ways to return opportunities. “If you feel you have been blessed along the path, then you need to give back. Whether it is the community you grew up in or the community that advanced your progress, you have this responsibility.”

For Holland, giving back includes sitting on the Boards for both the National Kidney Foundation of Illinois and Jobs For Youth. “A lot of individuals had challenges early in their lives and weren’t able to finish up school, so we provide an opportunity for them to get their GED and get a nice job. We help them along the path to becoming meaningful participants in society.”

While Holland believes everybody should provide opportunities for people of all colors, he sees an additional level of responsibility and value for business leaders. “You don’t want clones of yourself. You want managers with different views, different backgrounds and different cultures to really get a good feel for the decisions and directions your companies need to go.”

“A good leader needs to know when to be subjective.”



John T. Hooker

Senior Vice President,
Legislative & External Affairs,
Vice President Property Management,
Exelon Energy Delivery
Exelon Corporation

Since 1968, John Hooker has contributed his skills to ComEd in a variety of roles, including industrial relations, marketing, governmental affairs, and regulatory affairs. He served as ComEd's liaison with City of Chicago officials and helped pass and implement the Customer Choice Law of 1997.

Throughout the years and positions, he has remained an active mentor to others. In 1990, he helped found the company's African American Members Association, which develops and enhances networking and career opportunities for its members. He is a member of the American Association of Blacks in Energy, serves on the Board

for the Safer Foundation, works with the Chicago Public Schools youth motivation program and is in the Chicago State University Business Hall of Fame.

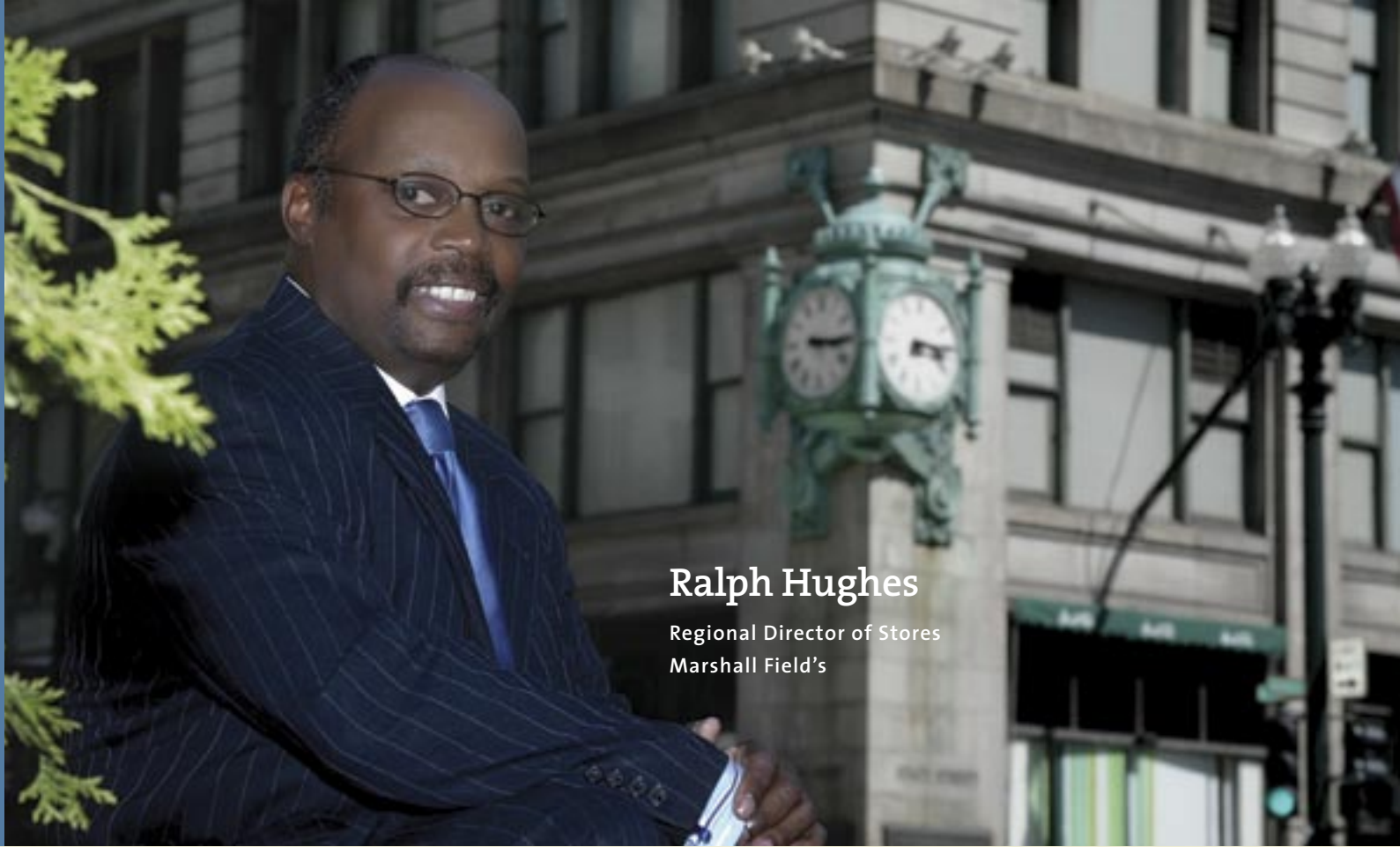
With so much experience helping others advance their careers, you would certainly expect a unique appreciation of workplace diversity. You might not expect a unique definition of the word diversity.

Says Hooker, “Let's look at the term itself. To many people, diversity means nationality, race, creed, etc. But there's also diversity of thought. Diversity of being creative. And diversity of competition. You can't just look at diversity one way, you have to look at its essence.”

Hooker uses this ‘macro definition’ to help people appreciate their full value. “Never abandon where you are, but broaden yourself to incorporate all versions of diversity. Then you can better address the specific need.”

He also says you have to make good on the faith you have been shown by others. “Throughout my career, there were people who saw my capabilities, worked with me, and gave me a chance to succeed. We must continue to rise to the occasion, to make sure we are comfortable enough to do it for others.”

“What I preach in the board rooms is that we have to treat people as individuals, with individual problems, regardless of what color they are.”



Ralph Hughes

Regional Director of Stores
Marshall Field's

“Actually seeing people move through the system,” gives Hughes the greatest satisfaction. He thinks companies try to promote diversity, but that this does not always translate into leadership roles – or even understanding. “It’s very difficult to make leadership appreciate the intricacies of what we face every day.” For this reason Hughes believes leaders of color have an obligation to help others. “Because we managed to break through barriers, we are expected to provide counsel and support. I don’t see how we can walk away from this.”

However, he does not limit his assistance to only people of color. “Many people whose careers I have

influenced are white. It makes me feel great that they can look up to me as a business leader, not just an African-American business leader.” Hughes says that sharing experiences is the key to helping others succeed, but puts plenty of responsibility on the aspiring leaders.

“They need to develop their own sense of drive. They need to build and maintain relationships with other people.”

Appointed by Mayor Daley as the Chairman of the State Street Commission, Hughes is also the Board Chairman for One Hundred Black Men of Chicago,

serves on the Board of the Chicago Central Area Committee and is a Trustee for the Open Book Foundation, an organization that promotes reading and literacy.

Hughes recognized early that he wanted to pursue a career in retailing and saw that a combination of focus, hard work and helping others were the keys to success. He chose his role models accordingly: “My uncle, who was a very hard worker and had high standards. And Maynard Jackson, the Mayor of Atlanta, whose approach to problem solving was based on serving other people.”

“The greatest benefit is that I have the ability to employ talented individuals who might not otherwise have the opportunity to advance in their careers because of color barriers.”

“I knew in high school that I wanted to major in interior design,” recalls Cynthia Johnson. To date, she has, in her words, “enjoyed 34 years in the field.”

She founded Johnson & Associates Business Interiors in 1978. In 1984 the company made Inc’s list of Fastest Growing Privately Held Companies. In 1988, Johnson became the country’s only female African-American owner of a Steelcase office furniture dealership. In 1993, 1994 and 1995, she was recognized with the Steelcase Customer Satisfaction Award. In 2003, Johnson won the Women’s Business Development Center’s Entrepreneur of the Year Award. Today, after 27

years in business, Johnson & Associates is the only minority female owned and operated office furniture dealership,

Johnson feels that she had to overcome many misperceptions to be able to look back on so much success.

“Intellectually we know that the basic qualities for leadership should be color blind, but people of color are faced with unique challenges. We often spend an inordinate amount of time and energies proving that we are capable in our areas of expertise.”

She believes much of this stems from negative stereotypes. “As a people, we all represent our race.

Unfortunately, we are often judged by the actions of others who look like us. The media and business environment often emphasizes events that portray us in a negative light while overlooking our significant achievements.”

However, Johnson also sees the opportunity. “As a person of color, every action I make can put the spotlight on demonstrating my abilities as a member of a larger group of people.”

Johnson is a frequent speaker and advocate for people of color, chaired the 1983 Chicago Business Opportunity Fair and is a current member of Women Impacting Public Policy.



Cynthia Johnson

President
Johnson & Associates
Business Interiors, Inc.

“You have to narrow your focus so that you can concentrate your energy and really make a difference.”

Michael W. Lewis is an Executive Vice President at Harris, and President of the bank's City Region. His responsibilities include strategically integrating the management of business segments across the network of Harris branches in the City of Chicago. He has specific accountability for growing Harris' commercial business, community development and consumer loans and services sectors throughout the City Region.

Lewis is proud to be a part of an organization that supports the neighborhoods where it operates. Says Lewis, “As Chicago's “hometown bank,” Harris places tremendous value on giving back to our communities. We do that in the form of sponsorships, donations and volunteer work.”

“Giving back through your company,” says Lewis, “has benefits beyond the level of personal satisfaction that one attains. The strength of character one develops translates into greater passion and integrity for the work you do, day in and day out. This is because you realize your organization is helping you make a difference outside of its walls.”

Lewis is also actively involved outside of Harris. He volunteers with the YMCA of Metropolitan Chicago and the “eta Creative Arts Foundation.” He serves on the Board of Directors for civic organizations including the Local Initiatives Support Corporation (LISC) and Chicago United. Lewis also serves on the Business Advisory Council of Western Michigan University, his alma mater.

He believes that being actively involved in the community is the responsibility of every leader, regardless of race. “Minorities, however, must make a concerted effort to be visible and to serve as role models. There is unfortunately still some uncertainty that exists about the qualifications and capabilities of minorities. When you present yourself with integrity, and show unwavering commitment to principles, race quickly becomes a secondary consideration.”

A photograph of Michael W. Lewis, a Black man with a mustache, wearing a dark suit, white shirt, and patterned tie. He is sitting on a concrete ledge outdoors, with his hands resting on his knees. In the background, there are green trees, a modern building with a glass facade, and a metal railing. The lighting is bright, suggesting it's daytime.

Michael W. Lewis

Executive Vice President / President, City Region
Harris

“Define success for yourself.”

“I am one voice representing my experiences and aspirations,” says Connie Lindsey. “Frequently, I help people understand that I am not a spokesperson for the entire African-American community.” That being said, she appreciates the responsibility that ethnic business leaders face. “Whether we accept it or not, we have the unique opportunity to influence change for many, while serving all.”

Growing up in an economically disadvantaged environment, much of her drive came from her desire to improve the economic conditions of her family and others around her whose opportunities and view of the world were limited because of a lack of financial resources. She appreciates that drive alone is not enough to succeed. “I have received a great deal of support and encouragement throughout my life.”

Lindsey believes that business leaders of color overall do have a stronger concept of giving back to their communities, but for her it is a subset of a larger picture. “My philosophy is the good deeds I do for others is the rent I pay for occupying space on the earth.”

If good deeds were, in fact, rent money, Lindsey could live wherever she chose. A small selection of her civic involvements includes being a Board member for the Joffrey Ballet, a member of United Way’s Women’s Leadership Council, Board member of Women Employed, policy-setting Board member of Inroads Chicago and immediate past President of Bottomless Closet.

She has received numerous accolades for her efforts, including the YMCA Black and Hispanic Achiever Award, the Alpha Kappa Alpha Women Changing the World Award and Northern Trust’s Volunteer of the Year Award.

Connie Lindsey

Senior Vice President
& Deputy Business Unit Head
Northern Trust



“So as long as we keep having firsts, such as Alexis Herman being the first African-American woman to be Secretary of Labor in 1997, it’s incumbent upon us to make sure that we are not only giving back, but that we are also pulling someone else along with us.”

Cheryl Mayberry McKissack

President & CEO
Nia Enterprises, LLC



Cheryl Mayberry McKissack’s vision is to build the world’s largest opt-in permission-based consumer advocacy panel for African-American Women and their families. The panel’s goal is to provide a direct connection to corporations that are interested in building a trusted dialogue into the community, as well as to empower the community itself.

The linchpin of this effort is the growing membership on NiaOnline.com, a site designed to provide educational, community-building and personalized content to African-American women.

Mayberry McKissack founded Nia Enterprises, the Chicago-based research and marketing services firm that includes NiaOnline.com in 2000. A veteran high-tech executive, she started her career at IBM, where, she reports, “There were no African-American female executives, so there was nobody for me to model myself after.” But there was one African-American female at IBM who became a role model and mentor for Mayberry McKissack. “She did happen to be African-American, but she was a secretary. She had been there a long, long time, and she reached out. Even though she was not an executive, she understood what kinds of things I should focus on.”

Since then, Mayberry McKissack has returned this assistance many times over. She speaks at (and runs) numerous conferences and summits, she co-edited a series of leadership books for African-American women, she teaches at Northwestern University and she is involved in many community programs such as IT Resource Center, Boardroom Bound and the Women’s Leadership Exchange. She is also a Board member of Link Unlimited, where she directly sponsored three students for a 4-year private high-school education. “My biggest joy is that I have an opportunity to help build future leaders, to do something that will make a difference.”

“Each one of us becomes a proof point that people of color can succeed at the highest levels.”

Renetta McCann has a direct influence on SMG, one of the top brand communications networks in the world. The value of this influence is readily apparent: SMG doubled in size during her tenure. In 2005, SMG achieved ‘Agency of the Year’ honors in every prominent trade publication, including Advertising Age, Adweek and Media magazine. While the entire list is too long for this space, it must be mentioned that she implemented the firm’s 2004/2005 Diversity & Inclusiveness Initiatives.

Says McCann, “I realize I didn’t get here simply on my own momentum. There were others before me

who paved the way. I believe it’s my obligation to give back and keep the whole system going if you will.”

Another lengthy list is the personal accolades she has received, including being named one of the ‘50 Most Powerful Women in Business’ and a ‘Woman to Watch’ by Fortune in 2005, ‘Advertising Woman of the Year’ in 2002 by the Women’s Advertising Club of Chicago and ‘2002 Corporate Executive of the Year’ by Black Enterprise. Of all the honors, McCann most cherishes an internal Trailblazer award, given to her by young minority media professionals for efforts on their behalf.

Outside of work, she speaks at events such as the GE African American Forum Conference, is a Board member for both Harold Washington Library Foundation and Audit Bureau of Circulation (ABC) and co-chairs the Bozo Buckets fundraiser for The Off-The-Street Club.

McCann believes that leaders of color have to be comfortable “having a foot in at least two worlds.” She explains, “We’re frequently operating in one culture with one set of standards, but in our personal life or other places there’s often a different culture or set of standards.”

A portrait of Renetta McCann, a Black woman with short dark hair, smiling. She is wearing a dark blue collared shirt. The background is a blurred city scene with a body of water and a bridge.

Renetta McCann

Chief Executive Officer, The Americas
Starcom MediaVest Group

“Leadership is about inspiring people: being able to identify good talent and inspiring them to do the work that is needed.”



Eric McKissack

CEO & Chief Investment Officer
Channing Capital Management, LLC

In 2002, Eric McKissack left his position as Vice Chairman and Co-Chief Investment Officer at Ariel Capital Management to form Channing Capital Management, an investment firm specializing in mid- and small-cap equity investing for institutions and individuals. He serves as portfolio manager for three publicly traded mutual funds and also manages equity portfolios for employee retirement systems, corporations and not-for-profit institutions.

For the funds he manages, he searches for undervalued companies that have been largely misunderstood or ignored by the market, yet are quality organizations with established records,

solid management, and distinct market niches. It is hard not to see the parallel between the companies he uses to increase the value of his clients' portfolios and what he thinks about being a leader of color.

Says McKissack, “We are often at a disadvantage because we don’t have the networks or resources, even though many of us have equivalent or even better educations than our majority counterparts. Gaining access to the opportunities that come from being in the inner circles is probably our biggest challenge.”

He believes that this can be mitigated in great part by diligence. “Tenacity is important for all business leaders and particularly important for business leaders of color because in many cases we don’t have as many assets or resources at the start. You can’t give up when obstacles are put in the road or when you’re told ‘no.’”

When he is not growing portfolios, McKissack is using his skills to help charities and community groups such as The Art Institute of Chicago, the Heartland Alliance, the Rehabilitation Institute of Chicago and Urban Gateways. He is also a Lifetime Member and Past Treasurer of the National Black MBA Association.

“A business can only be as strong as the community it’s housed in. The two feed on each other.”

Ralph Moore has been at the forefront in advancing the expansion of minority business worldwide.

His firm, Ralph G. Moore & Associates (RGMA), specializes in change management consulting, including providing supplier diversity program development and implementation services to corporations, developing Affirmative Action programs for government agencies and capacity building services for emerging entrepreneurs. The firm has serviced numerous Fortune 500 corporations and over 1000 emerging minority and women business enterprises since being founded in 1979.

Moore co-founded the Alliance of Entrepreneurs and Business Leaders (ABLE) and played a key role in training missions in South Africa to help over 400 corporate and government representatives build Black businesses.

Like many others, he points to integrity and ethics as key leadership qualities, but adds two more. Says Moore, “Being a change agent is critical. The status quo leads to stagnation and lost opportunities. The other skill is understanding that supplier diversity is no longer a social issue; it is a business issue.”

While he says he hasn’t “really done anything,” his long list of recognitions and community involvements indicates otherwise. He was awarded “Entrepreneur

of the Year” from Inc. Magazine and the “Illinois Minority Small Business Advocate Award” from the United States Small Business Administration. He is a Trustee for both the City Colleges of Chicago and the University of Chicago Hospitals & Health System. Plus he is a Board member of the Chicago Minority Business Development Council and Junior Achievement of Chicago.

His efforts at Habilitative Systems are even more telling of his commitment and leadership skills. As a Board member and Board President, Moore helped them grow from fewer than 20 people managing six programs to over 250 people running more than 50 programs with a budget in excess of \$12 million.



Ralph G. Moore

President
Ralph G. Moore & Associates

“It’s important to think and act in terms of what unique contributions you can make in your own community and beyond.”

Clare Muñana is a public sector and not-for-profit management consultant. She has experience in domestic and international strategic planning, having performed numerous engagements in the U.S., Europe, Africa and Latin America. She can conduct business in Spanish, French and Italian.

A strong proponent that business leaders need to be community advocates, Muñana says, “A committed and experienced professional can enhance his or her community in vast ways. This participation enriches the lives of all of our citizens.”

She feels that leaders of color have an added responsibility to get involved. “Because we’ve

achieved certain levels, we have the opportunity and the obligation to step forward on behalf of others.”

Her global business experience lets her compare Chicago to other world cities in this regard. She likes what she sees. “Chicago leads by example in the active engagement of its business leadership in all aspects of civic affairs from education to economic development to culture. My relationship with business leaders here has enabled me to grow professionally and civically to where I aspire to have an impact of my own.”

Her impact is more than simply an aspiration. Appointed by Mayor Daley to the City of Chicago’s Board of Education, Muñana serves as Vice

President and has taken a special interest in promoting better integration of technology into the Chicago Public Schools (eBrigade.org). In addition, she is the Vice Chairman for the Mexican Fine Arts Center Museum, a Board member for both The Chicago Public Education Fund and the Chicago Council on Foreign Relations, and an active member of many community groups including the Nuestro Futuro Philanthropic Initiative of the Chicago Community Trust, The Field Museum and the Chicago-Paris Sister Cities International Program.



Clare Muñana

President
Ancora Associates, Inc.

“You have to be persistent; you have to be consistent. The leaders are the folks who have been the most diligent.”

Michelle Obama believes her personal life, career and civic contributions are a single, interwoven effort. She says this is consistent with other leaders of color. “We belong to many different constituencies. To be true to them all, we inevitably take on a lot.” She adds, “The better we can juggle, the more we can do.”

Obama grew up on Chicago’s south side and is a product of the public school system. Her concentrated efforts led to Princeton University and from there, Harvard Law School. After returning home, she became a corporate attorney for Sidley & Austin and then served in the Mayor’s Office and the Department of Planning and Development. She left government to start an Americorps National Service Program called Public Allies, which continues to provide access and training for the next generation of civic leaders. Her focus on motivating young adults continued in her positions as Associate Dean at the University of Chicago and Executive Director of Community Affairs at the University of Chicago Hospitals. She has since been promoted to Vice President, Community and External Affairs.

As a business leader, Obama has developed a solid career in the community and volunteerism arena. As a community leader, she is on the Boards of Facing History and Ourselves, the Otho S.A. Sprague Memorial Institute and the Muntu Dance Company. As a volunteer, she has mentored hundreds of young people, one-on-one and in large groups.

“There’s an absolute responsibility for all community members to serve on a board, coach your son’s soccer team or serve at church. We, particularly as leaders, don’t have the luxury of saying, ‘I don’t do that.’ We have to add value beyond our own families and businesses.”



Michelle Obama

Vice President,
Community & External Affairs
The University of Chicago Hospitals

“Don’t be afraid to take an unfamiliar path and strive to realize your full potential. Be open to all possibilities.”

A portrait of Leticia Peralta Davis, a woman with dark, wavy hair, smiling. She is wearing a white blazer over a pink top. The background is a blurred outdoor scene with trees and a building.

Leticia Peralta Davis

Chief Executive Officer
Metropolitan Pier
& Exposition Authority

Leticia Peralta Davis is the CEO of the agency that owns and operates both McCormick Place and Navy Pier. She is also a role model for aspiring women and minority leaders, including an eight-year-old named Megan, Peralta Davis’ daughter. Says Peralta Davis, “It’s empowering to know that Megan is growing up in a world with such possibility for women. It is important for her to see that we can run our own businesses, lead large organizations and be involved in civic organizations while maintaining a happy home life.”

Appointed to lead the MPEA by Governor Rod Blagojevich in 2003, Davis works to enhance

McCormick Place’s standing as the nation’s premier convention facility and maintain Navy Pier’s success as the leading tourist destination in Illinois. She also pushes the agency to work with an ever-increasing number of women- and minority-owned businesses.

Her insight into how large organizations can help minority-owned business comes from personal experience. Peralta Davis is founder and former President of the financial advisory firm Davis Financial, and was formerly a Vice President at Bank of America and LaSalle Bank. Peralta Davis has a long and diverse list of community involvements. She served as the Chair of the

Finance Committee for the Chicago Housing Authority, and currently sits on Boards such as Children’s Memorial Hospital, Visit Illinois, the Chicago Chinatown Chamber of Commerce and the Metropolitan Planning Council. In addition, she is a member of the El Valor Civic Leadership Committee, the Illinois Council Against Handgun Violence and the Economic Club of Chicago.

A recipient of numerous honors for her business and mentoring efforts including “Women of the Year” from the Coalition for United Community Action, Peralta Davis is regularly featured in Crain’s Who’s Who in Chicago Business.

“Never let anybody steal your dream.”

Stephen Pugh is a leader at one of the most prominent minority law firms in the city, representing some of Chicago's largest corporations. A bridge builder since youth, Pugh recognized that serving a greater community requires forming innovative relationships. This belief led to combining the talents of his firm and those of a non-minority law firm to form a strategic alliance with Sonnenschein Nath & Rosenthal LLP.

Says Pugh, “I think you need the experience of working with a diverse marketplace these days. It's tremendously important for business leaders to understand the culture, the personality, the issues, with regard to a diverse population.”

As he rose through the legal profession, he realized that there were very few minority partners at major law firms. He is pleased that this is changing for the better, but warns that breaking the color barrier is not enough. “As we open those doors and get those opportunities, we have to make sure that this culture of diversity becomes a reality for the corporate world.”

This is one reason why Pugh is a committed and respected member of so many professional and community associations, including the Legal Assistance Foundation, the Emergency Fund and Columbia College Chicago, as well as being a founding member of Minority Partners in Majority/Corporate Law Firms.

While having been recognized with numerous awards and making it to the top of his profession, Pugh considers himself a ‘family man.’ This helps him see, firsthand, how his efforts have helped the next generation.

“I look at my family and particularly my son Preston and I like that he's been able to make it through the system a little easier.”

A portrait of Stephen H. Pugh, a Black man with short hair, wearing a dark suit, white shirt, and a yellow and black striped tie. He is standing on a bridge with a metal railing, looking directly at the camera. In the background, there is a river, a bridge, and a city skyline with many skyscrapers under a clear sky.

Stephen H. Pugh

President

Pugh, Jones, Johnson & Quandt, P.C.

“In order to have a positive impact, I believe it is important to be hands on and not just lend my name to something.”

Desiree Rogers

President
Peoples Gas
& North Shore Gas
(Peoples Energy)



“Early in my life, I knew I wanted to run something,” explains Desiree Rogers. Unsure of the industry, she knew it had to be “something purposeful.”

Now, Rogers is the first African-American President of Peoples Energy’s two utilities. Directly responsible for field operations, customer service and gas supply management, Rogers has also been instrumental in taking a look at the public policy issues associated with low income families and energy assistance.

In high school, she began to understand her position as a role model. Enrolled at a predominately white high school, it was evident that for many students she provided their only experience with an African American.

She learned to be patient and remain true to her core beliefs. “I didn’t try to assimilate in a way that was not authentic. Over time, people got to know me. And that was that.”

Rogers continues to hold this lesson close to her heart. “I don’t think I should change my behavior. My hope is that I conduct myself in a way that is inspirational to people.”

She also feels that it is important to connect to people personally. “My greatest satisfaction is motivating people to do their best work and seeing that come true. I often ask ‘What are you passionate about? How can I help you create the life you want?’”

Outside of work, Rogers also makes a personal impact. She serves on the corporate Boards of Blue Cross Blue Shield of Illinois and Equity Residential. She is Vice Chairman of the Lincoln Park Zoo and serves on the Executive Committee of the Museum of Science and Industry. She is also a Trustee of Ravinia and a member of the Commercial Club of Chicago.

“It is important for people to recognize that brilliance comes in all colors.”

“He sees the relationship between the academic and the practical,” wrote one of Steven Roger’s teachers in 1972. This comment was on Roger’s application to A Better Chance (ABC), an educational program that helps talented students of color become leaders.

Now Rogers teaches Entrepreneurial Finance at Kellogg and is the Director of the Levy Entrepreneurship Institute. He says, “It is important that leaders have book smarts as well as street smarts.” That being said, Rogers himself has plenty of real-world experience. Before Kellogg, Rogers worked at Cummins Engine Co., Bain Consulting Co., then purchased, ran, and sold two lampshade companies and a retail store (all at a profit, of course).

Rogers has received numerous teaching awards including 13 ‘Professor of the Year’ awards from Kellogg and was named by BusinessWeek as one of 1996’s top 12 entrepreneurship professors at graduate business schools in the U.S.

At Kellogg, he provides students with the skills to better focus on the future and growth of their companies. He provides similar assistance as a Board member for numerous organizations, including SC Johnson Wax, Amcore Financial Co., SUPERVALUE, INC., and Duquesne Light.

In all cases he adds a strong belief that leaders and their companies are “responsible” for improving their local communities. He says their efforts will be seen on their future financial statements. “Civic investment not only makes the community better, it also enhances the pool of people that are the best and the brightest.”

On top of his academic, board and other community commitments, Rogers co-founded The Runner’s Club, a training program for high-growth African-American entrepreneurs. Currently Chair of their Finance Committee, Rogers is still very involved with A Better Chance. “ABC changed my life,” explains Rogers. “It helped my family break the cycle of poverty.”



Steven Rogers

Director, Levy Entrepreneur
Institute & The Gund Family
Professor of Entrepreneurship,
Kellogg School of Management,
Northwestern University

“You should challenge the roles you are given and push your company to a higher agenda.”

As LaSalle Bank's Chief Investment Officer, José Santillan has oversight of nearly \$9 Billion in private and institutional investment advisory assets. He is also Chair of the bank's Trust Investment Committee, reporting to the Board of Directors Trust Committee.

While other leaders of color feel they are often judged by a different standard than their white counterparts, Santillan does not feel this is the situation in his case. He explains, “My performance tends to be more transparent. For those of us who work for profit organizations, it is more about the bottom line.”

He does believe, however, that as a leader of color, he is expected to spearhead his company's charitable efforts. “Typically we end up being chosen to represent our corporations in the community. And that's because more and more the urban centers look like us.” He thinks this is shortsighted. “All business leaders have to be a lot more involved in their civic and community arenas. Corporations that are well integrated into their communities are viewed in a more positive perspective.”

He adds, however, that leaders of color need to push their companies for “more strategic positions.” He says, “An executive of color doesn't have to

always be the diversity officer or the human resources officer.”

For his own part, Santillan is actively involved in civic and mentoring efforts both inside and outside of his company. He was instrumental in launching the ABN AMRO Hispanic Advisory Council and the ABN AMRO Mentoring Program. He serves on the Boards of Trinity Health (the third largest Catholic health care system in the U.S.), United Way Chicago, and the CFA Society of Chicago. In addition, he is a 2004 Leadership Greater Chicago Fellow and was named one of *Hispanic Business*' 100 Most Influential Hispanics in 1993.



José L. Santillan

Chief Investment Officer
LaSalle Bank

“The strength of any community depends on every person within it.”

A portrait of Smita N. Shah, a woman with long dark hair, smiling. She is wearing a light-colored blazer over a yellow top, gold earrings, and a gold necklace. The background is a blurred city street with a clock tower and a yellow taxi.

Smita N. Shah

President & CEO
SPAAN Technology, Inc.

Smita Shah received her Master's from MIT and more recently, she completed the Advanced Management Program at Oxford University. She founded a technology and engineering services firm, which she has grown to comprise 45 employees and serve clients such as Argonne National Laboratories.

With accomplishments like these, you'd be surprised to learn she still feels she needs to prove herself. "As I entered my professional career, working hard, and sometimes twice as hard, did not seem to be enough. There was a constant challenge to prove my abilities to others. You can't just get an A, you have to get an A+."

According to Shah, there is at least one way to meet this additional challenge. "Find good people that will support you and help you along the way. Once you have one person that believes in you, then they will convince others and more and more people will become comfortable with you. It is this process that changes the mindset."

Shah says people of color might actually have an advantage when it comes to forming these critical relationships. "Because we grew up in environments where people didn't necessarily understand us, it was important for us to try to understand other people." She says understanding others is a great

skill to have in Chicago. "The Chicago community is similar to a global environment, because you need to deal with different types of people all the time."

Shah volunteers her time and energy to groups that promote ethnic diversity, as well as organizations that support the community as a whole. These groups include the City of Chicago's Sister Cities International Program, the Governor's Asian Advisory Council, the Marwen Foundation Palette Society and Cabrini-Green Area Girls Scout Troop #784.

“A mentoring mosaic is like a quilt. In order to have something beautiful and complete, you need pieces or help from different sources.”

In 1977, when Paula Sneed joined General Foods (which later merged with Kraft Foods), she learned there had never been an African-American woman promoted to brand manager. This surprised her. Says Sneed, “I knew an incredible number of capable African-American women, and I couldn’t imagine in the late twentieth century, that there had never been a Black woman managing one of our brands.” It also inspired her. “I thought, ‘That gives me something to work towards!’ But my goal was not to just become a brand manager; it was to become an officer of the company.”

As Executive Vice President of Global Marketing Resources, Sneed oversees the worldwide marketing

functions for the company and its more than 100 major food brands.

She fully admits that it took the mentoring and support of many others to attain this position – including one unusual source: a maintenance man. “Charlie Mitchell moved furniture. In those days if you moved your office your furniture moved with you, so Charley Mitchell knew everybody. He helped me understand the corporate culture. He’d say, ‘Now you’re going to work for this boss, and here’s how to be successful with him.’ He was incredible.”

Sneed looks for ways to repay the help she received by assisting others. She is a Trustee of Simmons

College, Teach for America and the Chicago Children’s Museum, as well as a member of the Executive Leadership Council and The Chicago Network.

“Most of us recognize we are in these positions because we have gotten support from a variety of people. We recognize that our job is not complete if only we succeed. Our job is only done if we are helping people around us accomplish even more than we have.”

A portrait of Paula A. Sneed, a Black woman with short, dark, curly hair, smiling warmly at the camera. She is wearing a dark blue or black collared shirt. The background is a blurred outdoor setting with green trees and a white building structure.

Paula A. Sneed

Executive Vice President
Kraft Foods

“It’s important we become much more visible in our deeds, actions and our achievements. This will help open the eyes of the world.”

Jorge Solís manages LaSalle Bank’s Middle Market Commercial Banking group and is credited with starting their Hispanic Middle Market initiative. By placing an emphasis onto the commercial banking needs of Hispanic-owned, privately-held entities, Solís was able to dramatically improve the bank’s market presence within and impact on the Hispanic community. His efforts also earned the bank the “Hispanic Business Advocate of the Year” award for region IV from the United States Hispanic Chamber of Commerce (USHCC) in 2004.

Outside of the bank, Solís is a Trustee of the University of Chicago Hospitals and Health Systems and a Board member of the Joffrey Ballet, the Peggy Notebaert Nature Museum, the U.S. Mexico Chamber of Commerce, and the Luna Negra Dance Theatre.

Forced to leave Cuba at 9 years old, Solís does not believe his minority or immigrant status was an impediment to his ability to realize the American Dream. “I never felt, in my career, that I was being discriminated against. There may have been some people out there who said, ‘He is a minority, he doesn’t have the skill set,’ but I never experienced it.”

He does, however, see more opportunities for Latinos to participate on corporate boards. “We understand that a board of directors is a club of senior leaders. I think leaders of color have yet to fully integrate themselves into that club, not because they’re not qualified, but because they haven’t had the tenure or legacy of being in the club.”

“We have seen the euro become a world currency rivaling the U.S. dollar and oil prices being greatly affected by Middle Eastern countries dictating the behavior of the U.S. and European economies. We have seen China and India become the economic growth engines of the world today. We have to think about how what we do affects our ability to deal in a world climate. We have to learn how to think like others.”

Jorge A. Solís

Vice President & Division Head,
Middle Market Commercial Banking
LaSalle Bank



“If you’re successful and you’re a person of color, then there are going to be numerous people looking up to you. You need to be sure that your actions are in line with your words.”

John D. Sterling

Chief Executive Officer
Synch-Solutions, Inc.



Synch-Solutions is a Chicago-based information technology and management consulting firm. Founded as a start-up in 1998, the firm is now a multi-million dollar enterprise with clients including City Colleges of Chicago, the Chicago Housing Authority, Oracle, IBM and the City of New Orleans. Synch-Solutions was named by Crain’s Chicago Business as Chicago’s “Fastest Growing Minority Firm” and, in 2003, the company was honored by Black Enterprise and Microsoft as the “Emerging Company of the Year.”

John Sterling, the company’s CEO and founder, started the business with more than a decade’s experience in information technology and the belief that there are two prongs to growing a successful enterprise: “One is making sure you understand the needs of your customers, and two is making sure you build an organization that can deliver on the things you’ve promised.”

To Sterling, a company’s corporate culture is as responsible for a firm’s success as its core offerings. At the heart of this corporate culture, outlines Sterling, is giving back to the community. “I think it is important that the youth of our communities and cities see not only the success we’ve achieved, but also the continuous chain and the continuous cycle of being able to help someone as you achieve success.”

Sterling is dedicated to urban initiatives that work toward the developmental growth of our city and its citizens. The organizations he supports include Uhlich Children’s Advantage Network, After School Matters, CEOs for Cities, Chicago United and the Union League Boys and Girls Club.

Sterling holds a B.S. in Computer Science from Jackson State University, resides in Burr Ridge and has two children with whom he enjoys sports and travel.

“Chicago is a great example of how a business community can take a leadership role in improving our public institutions.”

Being a leader of color is one thing. Being a single mother while a partner at a law firm is quite another.

In the same way she does not use her minority status as a crutch or a banner, Christina Tchen pushes aside any compliments for her ability to overcome the added burdens. Says Tchen, “There are lots of us in this position, balancing the time demands required at this level of practice with those required to be a good parent.”

As a leader of color, though, she admits to an added draw on her time. “There’s a lot of requests to speak, to do trainings, to be a mentor, and I try to honor as many as I can because I think it’s important and

I’ve certainly benefited from the people who did that for me.”

So how does she also manage to do pro bono legal work and sit on Boards for organizations like the Chicago Bar Foundation, the Young Women’s Leadership Charter School and the Chinese American Service League? “I have to confess to being a ‘Type A’ personality,” admits Tchen. But she also believes it comes with the territory. “Having a law license and the privileges we have as attorneys creates an obligation to do pro bono work. And as business leaders of color, we feel an additional responsibility to our particular cultural communities.”

She sees additional rewards for helping not-for-profits and believes young professionals should get actively involved early in their careers. “Civic involvement is not only good for the soul, it’s also a way in which you make connections. The people you meet become your fellow business leaders, and that’s who you may wind up doing deals with.”

A portrait of Christina Tchen, a woman with dark hair, smiling and wearing a dark jacket. She is standing in front of a large, white, wireframe globe sculpture. The background is dark and out of focus.

Christina Tchen

Partner
Skadden, Arps, Slate, Meagher & Flom, LLP

“Leaders of color have a responsibility to help their organizations develop effective diversity agendas and ensure that diversity is given the level of support and commitment it deserves and requires.”



Roxanne M. Ward

Vice President & Corporate Secretary/Corporate Liaison
Ariel Capital Management, LLC

“Because minorities are not well represented in leadership roles in corporate America, their actions are typically given greater scrutiny,” says Roxanne Ward.

Ward believes this increased visibility can be turned into an advantage. “This gives leaders of color an opportunity to demonstrate how diverse leadership can strengthen American business. Equally as important, the visibility creates an opportunity for us to become role models to help others succeed.”

Ward holds a Juris Doctorate from Harvard Law School and graduated Phi Beta Kappa from the University of Chicago. Prior to joining Ariel Capital

Management, she spent fifteen years working as a private sector Attorney and four years as First Assistant General Counsel, Board Liaison and Legislative Liaison for the Chicago Park District.

At Ariel, Ward is the firm’s Corporate Secretary and Corporate Liaison. In this capacity, her primary responsibilities are corporate governance, coordinating proceedings for and working closely with Ariel Capital Management’s Board of Directors, and corporate affairs, representing the firm in the broader community through a wide range of civic, charitable and political events. She also serves as Executive Director of the Black Corporate Directors Conference, an annual forum for African American

corporate directors. Additionally, Ward serves as a mentor under Ariel’s corporate mentorship program.

Beyond her professional commitments, Ward is active in a variety of civic and community organizations. She is Co-Chair for the Mayoral Policy Caucus on Prisoner Reentry and serves as a Director for the Chicago Public Schools Board of Education and the Safer Foundation. Ward feels she is simply doing her part. “I recognize that I am fortunate, and I have always felt an obligation to share what I have learned with a broad base of people, both inside and outside of the firm.”

“As role models it’s important we show the way to another kid, not just another African-American kid, but any kid. That’s part of our obligation.”

“I grew up in the ghetto,” says Timothy Wright. “I was a victim of the gangs, being shot and stabbed during high school. The first thing I had to do was get out alive.”

Now, as Chairman of the management committee for a law firm that provides services to companies including some in the Fortune 500 and governmental entities such as the City of Chicago, and as CEO and Chairman of the Board of a South African based biogenetics firm working on a phase 3 treatment for HIV AIDS, Wright sees an obligation to assist local communities.

“I think businesses must participate in and stimulate the quality of life of, at least, the community they’re

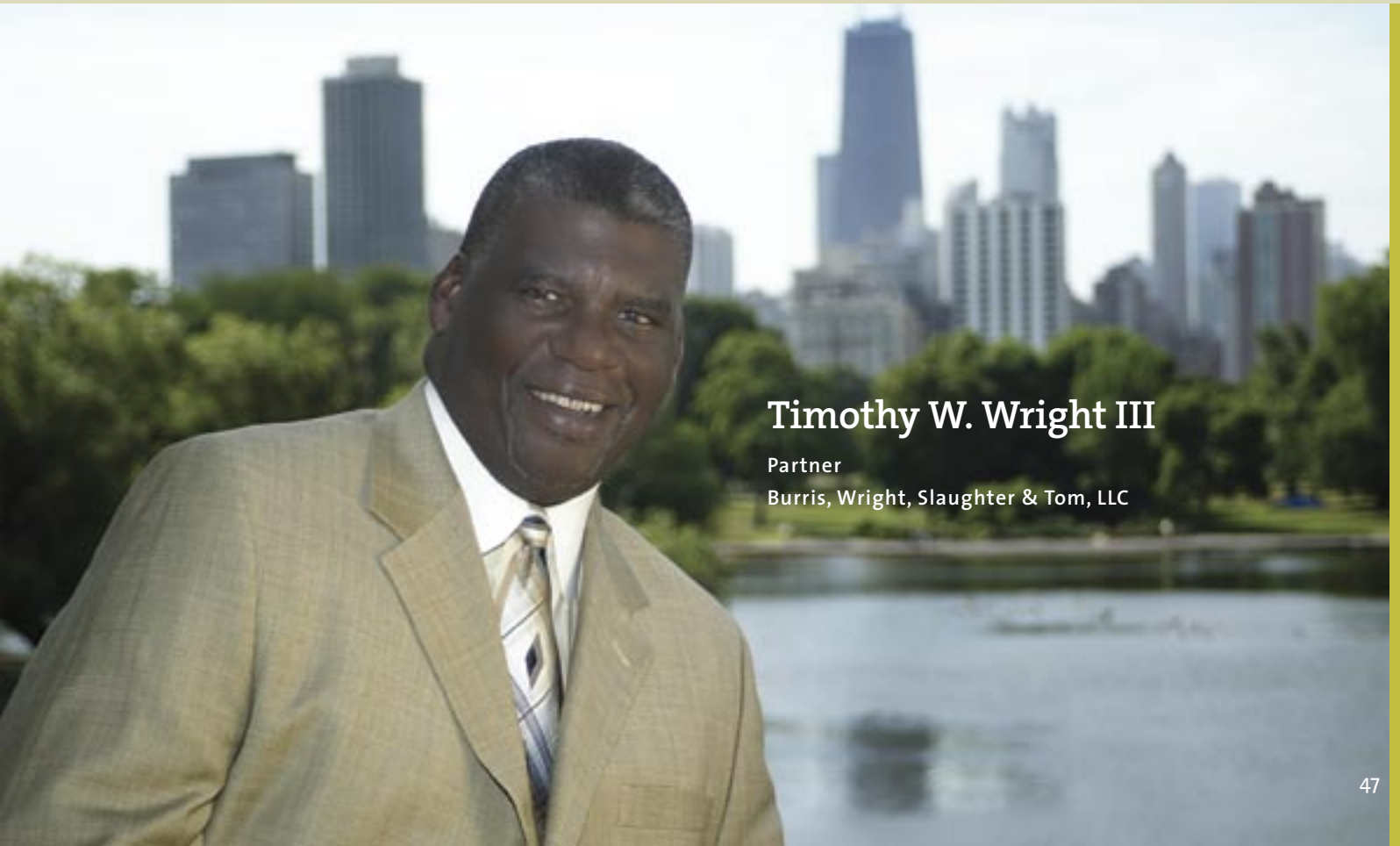
operating in,” says Wright. “I also think being a good corporate citizen is incredibly important in terms of success for your organization.”

To help companies realize their community-assistance obligation, Wright believes they need to hire more minorities. “People of color bring an ability to be closer to a community. Traditionally, when I see businesses act in communities of different cultures, there’s a disconnect. I think people of color can provide more perspective and help make a better connection with consumers.”

Wright acted as the Director of Domestic Policy for President Clinton and was one of the international lawyers participating in the Codessa negotiations over South Africa’s constitution. He served as the

U.N. Election Monitor in the Western Cape in South Africa’s first ever free elections. In fact, Wright has been appointed to serve the America in some capacity by every U.S. President for the past sixteen years.

In addition, Wright is Director for both the Rebirth of the Englewood Development Corporation and the Business and Professional People for the Public Interest.



Timothy W. Wright III

Partner

Burris, Wright, Slaughter & Tom, LLC

“Business leaders of color are often on diversity committees or hiring committees. While this makes sense since we typically care about these issues, we also have to be able to say, ‘I’ll do this for a while, but it’s not the only thing I want to do.’”

Andrea L. Zopp

Senior Vice President & General Counsel
Sears Holdings Corporation



Andrea Zopp began her career as a Law Clerk in the Northern District of Illinois. Before leaving the public sector, she had risen to First Assistant State’s Attorney in Cook County’s State’s Attorney office managing the day-to-day operations of the country’s second largest prosecutor’s office. Since then she has been a Partner at Sonnenschein, Nath & Rosenthal and the Vice President/ Deputy General Counsel of Sara Lee.

Zopp cites her ability to lead a wide range of people as a key reason for her success. “The ability to work with, and in some instances lead, people from diverse experiences and cultures is an important skill set for leaders these days.” She says it is a skill she might need even if she were not a leader. “I think in some instances, but not all, people of color have to develop this skill set to be successful period. So we may, in that sense, have a bit of a leg up.”

An aggressive advocate for increased opportunities for people of color in the legal profession, Zopp asserts there are far too few minorities and women in management roles. “When I started practicing law, nearly twenty-five years ago, I thought there were just not enough of us yet, but that the numbers would get bigger. I look around today and I’m shocked that I’m still so often alone.”

Zopp is on the Boards of The National Urban League, the Heartland Alliance and the Chicago Area Project. She also contributes her leadership skills to a wide range of diversity and community efforts, including serving as Chair of the Chicago Public Schools Blue Ribbon Commission on Magnet and Selective School Admissions.



Founded in 1968, Chicago United represents the city's original multi-racial business leadership organization. Chicago United was the first to bring together racially diverse CEOs with a common goal: creating a stronger social and economic climate for everyone in Chicagoland.

Chicago United fosters inclusion and provides an opportunity for senior executives from all racial and ethnic groups to learn from one another, confront and break down racial barriers, and achieve shared objectives. The members of Chicago United appreciate that personal relationships are key to Chicago's future.

Listed on the following pages are the current members of Chicago United. These members strive to build upon the contributions of past members and challenge future members to discover new and better ways to bring diverse leaders together and to continue to open the lines of communication.

Chicago United members remain at the heart of the City's multi-racial leadership continuum and are proud to welcome others to their ranks.

Chicago United Members



Lenny D. Asaro

Attorney at Law
Neal & Leroy, LLC



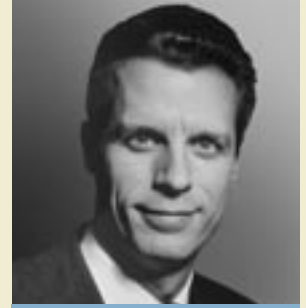
Anita Beard

Partner
Tra-Val Services



Robert Blackwell

President & Director
Electronic Knowledge Interchange



David H. Blake

Publisher
Crain's Chicago Business



Norman Bobins

Chairman, President & CEO
LaSalle Bank



Jason Bonaparte

Director, Corporate Communications
Bonaparte Corporation



William Bonaparte

Chief Executive Officer
Bonaparte Corporation



Sonja Boone

Director of Diversity
Northwestern Memorial Hospital



Stephanie Bradley

Vice President, Employee Relations,
Baxter International, Inc.



Kevin B. Brooklins

Director, Customer Field Operations
ComEd



James S. Cabrera

President
United Building Maintenance, Inc.



Martin Cabrera

President
Cabrera Capital Markets, Inc.



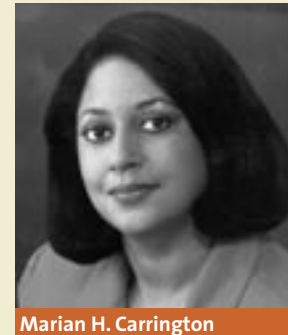
Deborah Card

President
Chicago Symphony Orchestra



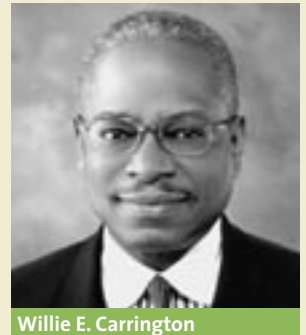
Walter Carlson

Partner
Sidley Austin Brown & Wood



Marian H. Carrington

Principal & Co-Owner
Carrington & Carrington, Ltd.



Willie E. Carrington

Principal
Carrington & Carrington, Ltd.

Chicago United Members



Pedro J. Cevallos-Candau

Executive Vice President
Primera Engineers, Ltd.



Lamont Change

Senior Vice President
LaSalle Bank



Robin S. Coffey

Senior Vice President
Harris



James Compton

President & CEO
Chicago Urban League



Lester Coney

Senior Managing Director
Aon Group, Inc.



John T. Costello

SVP, EED, Technical Services
Commonwealth Edison



Elnora Daniel

President
Chicago State University



John Daniels

Founding Partner
Sanchez & Daniels



Robert Der

Partner
Ernst & Young



Michael F. DeSantiago

President
Primera Engineers, Ltd.



Jacoby Dickens

Chairman
Seaway National Bank



Jeff Dorsey

Director, Planning & Operations
Chicago Tribune Company



Louis English

Senior Vice President, Institutional
Municipal Sales Manager
Mesirow Financial



Diego Ferrer

CEO & Director
EKI



Venita E. Fields

Senior Managing Director
Smith Wiley & Co.



Richard Fleming

Executive Vice President &
Chief Financial Officer
USG Corporation

Chicago United Members



Leana Flowers

Senior Vice President & Director,
Retail & Human Resource Strategy
ShoreBank Corporation



Ross Glickman

CEO
Urban Retail Properties Co.



David P. Gomez

President & CEO
David Gomez & Associates, Inc.



Larry J. Goodman

MD
Rush University Medical Center



Albert Grace

President
Loop Capital Markets



Ben Grigaliunas

Senior Vice President, Human
Resources & Administration
Advocate Health Care



Charles Grode

Vice President Education, Community
Relations & Diversity
Chicago Symphony Orchestra



Darryl P. Hendricks

President
Citibank Illinois, F.S.B.



Odell Hicks

Principal
Odell Hicks & Company



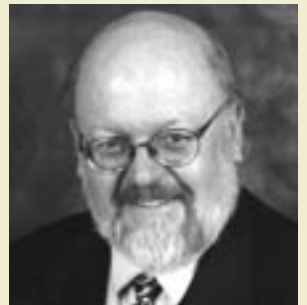
James Hill

Chairman & CEO
Hill, Taylor, LLC



David D. Hiller

President, Publisher, CEO
Chicago Tribune Company



James D. Holzhauser

Partner & General Counsel
Mayer, Brown, Rowe & Maw



Mary Houpt

Vice President,
Manager of Community Affairs
Harris



Beverly Huckman

Associate Vice President for Equal
Opportunity
Rush University Medical Center



Ralph Hughes

Regional Director
Marshall Field's



Sonya Y. Jackson

Director, Corporate Social
Investment
United Airlines

Chicago United Members



Debra Jennings-Johnson
Director of Supplier Diversity
BP America Inc.



Margaret D. Laney
General Manager, Public &
Government Affairs Midwest US
BP America Inc.



Darlene Lewis
Vice President & Chief Human
Resource Officer
University of Chicago Hospitals



Michael W. Lewis
EVP, President City Region
Harris



Fawn Lopez
Publisher
Modern Health Care



Norma J. Marshall
President & CEO
NJW & Associates



Raymond McCaskey
President & CEO
Health Care Service Corporation



Lester H. McKeever, Jr.
Managing Principal
Washington, Pittman & McKeever,
LLC



Thomas (Tom) McLeary
President
Endow, Inc.



Edward J. McManus
President
Cub Foods



Gary Mecklenburg
President & CEO
Northwestern Memorial Healthcare



John Melo
President US Fuel Operations
BP America Inc.



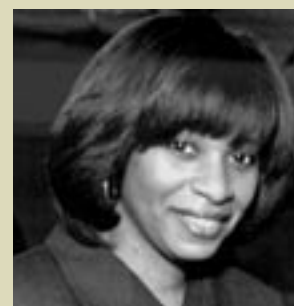
Dennis Montgomery
Vice President
COR Consulting Group



Ralph Moore
President
Ralph G. Moore & Associates



Sharon Morrow
Senior Vice President, Marketing
Smith Whiley & Company



Shonda Morrow
Director, Community Services
Northwestern Memorial Hospital

Chicago United Members



Bob Nash

Vice Chairman
ShoreBank Corporation



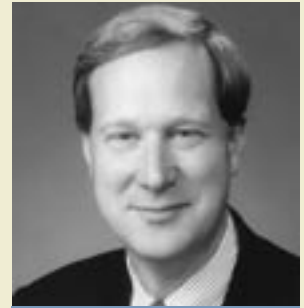
Langdon Neal

Attorney at Law
Neal & Leroy, LLC



Michael O'Halleran

Chairman & CEO
Aon Re Global



William A. Osborn

Chairman & CEO
Northern Trust



Roderick Palmore

Executive Vice President,
General Counsel and Secretary
Sara Lee Corporation



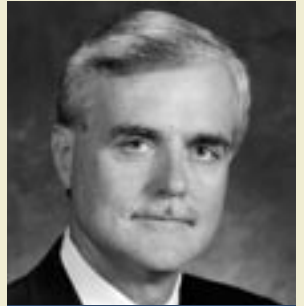
Robert Parkinson

Chairman & CEO
Baxter International Inc.



Erica Pascal

Vice President, Business Development
Hispanic Housing Development
Corporation



Thomas (Tom) Patrick

Chairman, President & CEO
Peoples Energy Corporation



Jean Pogge

Senior Vice President,
Mission Based Deposits
ShoreBank Corporation



Maria de J. Prado

Managing Partner
Prado & Renteria, CPAs



Sandra Rand

Manager, Supplier Diversity
United Airlines



Hilda S. Renteria

Partner
Prado & Renteria, CPAs



James Reynolds

President & CEO
Loop Capital Markets



Thomas A. Reynolds III

Partner
Winston & Strawn



Michael Riordan

President & CEO
University of Chicago Hospitals



Annette M. Roder-Zulawski

Vice President, Human Resources
Cub Foods

Chicago United Members



John W. Rogers Jr.

Chairman & CEO
Ariel Capital Management, LLC



Hipolito Roldan

President
Hispanic Housing Development
Corporation



Arabel Alva Rosales

President
A. Alva Rosales & Rautbord, LLC



Chris Rosenthal

Director, Corp. Human Resources &
Organizational Diversity
USG Corporation



Timothy M. Russell

Senior Manager Community
Relations
Sara Lee Corporation



Doris Salomón Chagin

Category Manager—
Ethnic Markets
BP Products North America



Manny Sanchez

Founding & Managing Partner
Sanchez & Daniels



Lauri Sanders

Director Government & Public
Affairs
Jewel-Osco



Gail Saracco

Partner
Mayer, Brown, Rowe & Maw



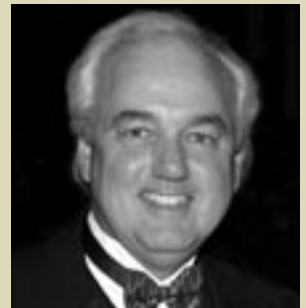
Andrea Schwartz

Senior Publicity Specialist—
Chicago Region
Marshall Field's



Timothy Schwertfeger

Chairman & CEO
Nuveen Investments



William Sharp

Corporate Director
Blue Cross Blue Shield of Illinois



Anna H. Siegler

Director
David Gomez & Associates Inc.



Fred H. Siegman

President
Siegman Consulting Services Ltd.



Jim Skogsbergh

President & CEO
Advocate Healthcare



Stanley Stallworth

Partner
Sidley Austin Brown & Wood

Chicago United Members



John D. Sterling

CEO
Synch-Solutions



Deborah Thomas

Executive Director
Northern Trust



Glenn F. Tilton

President
United Airlines



Len Tobiasi

CFO
Urban Retail Properties Co.



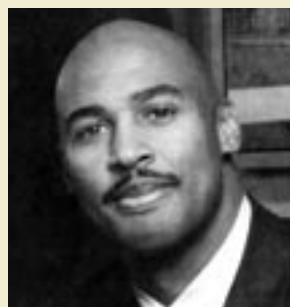
Darryl Tom

Attorney at Law
Burris, Wright, Slaughter & Tom LLC



James Tyree

Chairman & CEO
Mesirow Financial



Mark Urquhart

Vice President of Support Services
University of Chicago Hospitals



Arthur Velasquez

President & CEO
Azteca Foods, Inc.



Larry Wahlstrom

President
Jewel-Osco



George Ward

Vice President
Seaway National Bank



Roxanne Ward

Vice President &
Corporate Secretary
Ariel Capital Management Inc.



Miles White

Chairman & CEO
Abbott Laboratories, Inc.

Photographs not available:

Debbie Bridges
Community Relations Manager
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Unis Davis
VP of Operations
Endow, Inc.

Jim Robinson
Manager of Revenue Assurance
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Kevin Slaughter
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New Member



James R. Effner, Jr.

Partner
The Effner Financial Group
Northwestern Mutual Financial
Network

New Member



Michael H. Moskow

President & CEO
Federal Reserve Bank of Chicago

Chicago United



Gloria Castillo

President
Chicago United

THIS LIST REPRESENTS HUNDREDS OF ENTITIES THAT HAVE BEEN POSITIVELY AFFECTED BY AT LEAST ONE OF THE 2005 BUSINESS LEADERS OF COLOR AND DEMONSTRATES HOW MUCH CAN BE ACHIEVED THROUGH THE INVOLVEMENT OF 45 DEDICATED LEADERS.

100 Black Men of Chicago, Inc. A Better Chance Abbott Chinese Cultural Network Board Member Abbott Executive Talent and Leadership Development ABN AMRO, Hispanic Advisory Council ABN AMRO, Mentoring Program Access Living ADVO After School Matters AIDS Foundation of Chicago Alliance of Business Leaders & Entrepreneurs (ABLE) Alpha Kappa Alpha Sorority American Advertising Federation's Multicultural Business Practices Leadership Council American Association of Advertising Agencies American Association of Blacks in Energy American Association of Museums American Bar Association American Bar Foundation American College of Healthcare Executives American College of Trial Lawyers, Fellow American Health Lawyers Association American Hospital Association American Indian Foundation American Institute of Certified Public Accountants American Road and Transportation Builders Association American Society of Civil Engineers, Minority Affairs Committee Amherst Club of Chicago Anti-Defamation League, Upper Midwest Region Art Institute of Chicago Art Institute of Chicago, Advisory Board Art Institute Trustee Committee on Education Art of Makin' Music Foundation Arts & Business Council Inc. Asian American Advisory Council to Treasurer Judy Barr Topinka Aspen Institute Association for the Study of African American Life & History Atlanta Committee to Organize Olympic Committee Atlanta – Fulton County Recreation Authority Auditorium Theatre Black Alumni of MIT Black Retail Action Group (BRAG) Black Women Lawyers' Association of Greater Chicago, Inc. Board of Education of the City of Chicago Board of Trustees Board of Managers of the Chicago Bar Association Boardroom Bound Bottomless Closet Boys Scouts of America – Gerald R. Ford Boy Council Business and Professional People for the Public Interest Business Hall of Fame at Chicago State University Business Leadership Council of Wellesley College Center for Conflict Resolution Center for Disability and Elder Law CEOs for Cities CFA Society of Chicago Chapman and Cutler's Diversity Committee Chatham Hall Chicago Anti-Hunger Federation Board of Directors Chicago Area Council of Boy Scouts of America Chicago Area Foundation for Legal Services Chicago Area Project Chicago Association for the Education of Young Children Chicago Bar Association Chicago Bar Foundation Chicago Bar Record Chicago Business Opportunity Fair Chicago Central Area Committee Board Chicago Chamber Musicians Chicago Children's Advocacy Center Chicago Children's Museum Chicago Chinatown Chamber of Commerce Chicago Community Trust Chicago Community Ventures Chicago Convention and Tourism Bureau Chicago Council on Foreign Relations Chicago Federal Home Loan Bank of Chicago Board of Governors Chicago Finance Exchange Chicago Foundation for Women Chicago Housing Authority Board of Commissioners Chicago Housing Authority Pension Fund Board of Trustees Chicago Inns of Court Chicago Lawyers' Committee for Civil Rights Under Law, Inc. Chicago Legal Clinic Chicago Metro History Education Center Chicago Minority Business Development Council, Inc.	Chicago Network Chicago North Shore Chinese School Chicago Public Education Fund Chicago Public Library, Board of Directors Chicago Public Schools, Blue Ribbon Commission to Review Magnet and Selective Schools' Admissions Chicago Public Schools, Board member Chicago Public Schools, Principal for a Day Program Chicago Public Schools, Youth Motivation Program Chicago Shakespeare Theater Chicago Sinfonietta Chicago Sister Cities International Program Chicago State University Foundation Board of Directors Chicago Transit Authority Board Chicago United Chicago United, Board of Directors Chicago Urban League Chicago Volunteer Legal Services Foundation Chicago Workforce Board Chicagoland Chamber of Commerce Chicagoland Enterprise Center Children's Memorial Hospital Board Chinese American Service League Board City Colleges of Chicago Board of Trustees City of Chicago, Affirmative Action Advisory Committee City of Chicago, Mayor's MWBE Task Force City of Chicago – Cook County Welfare Reform Task Form City of Evanston Zoning Board of Appeals Clara Abbott Foundation Colgate University, Board of Trustees Columbia College Chicago Board of Trustees Commercial Club of Chicago Commercial Finance Association, Midwest Chapter Commission on Accreditation of Healthcare Management Education Commission on Chicago Landmarks Committee of 200 Commonwealth School Community Bankers Association of Illinois, Legislation and Regulation Committee Consortium of Graduate Study in Management Constitutional Rights Foundation Cook County Bar Association Cook County Democratic Women's Organization Cook County Economic Development Advisory Committee Cook County Gender Gap Vote Project Cook County Recorder Moseley-Braun, Blue Ribbon Committee CORE Center for the Prevention, Care and Research of Infectious Diseases Cosmopolitan Chamber of Commerce Council of Chief Legal Officers (supports) the Conference Board Court Sanctioned Arbitration Program – Circuit Court of Cook County Cradle Criminal Law Edit, Alignment and Reform Commission (CLEAR) Daniel Cotter Club of the Boys and Girls Clubs of Chicago Davenport University Foundation Delta Sigma Theta Sorority, Inc. Evanston North Shore Alumnae Chapter Democratic Leadership for the 21st Century DePaul University, Board of Trustees DePaul University, Government Assistance Project DePaul University, School of Education Advisory Board Directors of the Illinois Hospitals Association Dominican American Midwest Association DuSable High School (Business Advisory Committee) Economic Club of Chicago El Centro de la Causa El Valor Civic Leadership Committee Emergency Fund enterpriz Cook County Erikson Institute Ernst & Young's Lake Michigan Area's Ethnic Diversity Leader Ernst & Young's National Ethnic Diversity Task Force eta Creative Arts Foundation Inc. Evanston Library Friends Evanston Public Library Board Executive Leadership Council & Foundation Executives' Club of Chicago Exelon African American Members Association (EAAMA) Facing History and Ourselves Federal Bar Association Federal District Court for the Northern District of Illinois, Rules Advisory Committee Field Foundation of Illinois Field Museum Board of Trustees Forum for Investor Advice Friends of the Parks	Fulbright Scholars Program Girl Scouts of America, Troop #784 (Cabrini-Green) Girl Scouts of The USA Goodman Theatre Governor Blagojevich's Transition Team Governor Edgar's Steering Committee on Housing Governor George Ryan's Commission to Review the Death Penalty Governor Ryan's Transition Team Governor Thompson's Committee on Criminal Justice Legislation Governor's Asian American Advisory Council Grand Rapids Area Chamber of Commerce Grand Rapids Area Convention and Visitors Bureau Grand Rapids Children's Museum Grand Rapids Sports Hall of Fame Greater Chicago Food Depository Greater State Street Council Habilitative Systems, Inc. Hampshire College Hands of Hope for Children Harold Washington Library Foundation Harvard Business School Visiting Committee Harvard Club of Chicago Harvard University: Task Force on Women Faculty in Science and Engineering Health Alliance of Cincinnati Hearing Board, Attorney Registration and Disciplinary Commission of the Supreme Court of Illinois Heartland Alliance Hispanic American Construction Industry Association (HACIA) Hispanic Lawyers Scholarship Fund of Illinois Hispanic National Bar Association Hispanic Scholarships for a Liberal Arts College Human Right's Watch, Chicago Committee Illinois Agricultural Export Advisory Committee Illinois Arts Council Illinois Association of Hospital Attorneys Illinois Attorney General, Women's Advisory Commission Illinois Bar Journal Illinois Coalition Against Sexual Assault Illinois Council Against Handgun Violence Illinois CPA Society Illinois Equal Justice Foundation Illinois Government Finance Officers Association Illinois Institute for Entrepreneurship Education Illinois Institute of Technology, Board of Trustees Illinois Job Training Coordinating Council Illinois Pro-Choice Alliance Illinois Sports Facilities Authority Illinois State Bar Association Illinois Grand Corridor Transpiration Management Association Independent Voters of Illinois-Independent Precinct Organization (Northwest Chapter) Indiana University Alumni Association INROADS, Inc. Institute for Diversity International Council of Museums Investment Analyst Society of Chicago IT Resource Center Jobs for Youth/Chicago Inc. Joffrey Ballet of Chicago John Marshall Law School Joint Judicial/Bar Committee of Circuit Court for Mandatory Mediation Joint Leadership Council Journal of Real Estate Development Journal of Real Estate Finance Junior Achievement of Chicago Juntos Destacando – Hispanic Lawyers Association of Illinois Juvenile Diabetes Research Foundation Kappa Alpha Psi Fraternity Katherine Dunham, Retrospective Festival Kauffman Entrepreneur Internship Program Kent County Literacy Council Kohl's Children's Museum Kraft Foods Minority Diversity Supplier Advisory Council Kumbura Workshop Lambda Alpha International Honorary Land Economics Study Larry and Carol Levy Institute for Entrepreneurial Practice Latino Education for the Advancement of Democracy (LEAD) Lawson House YMCA Leadership Council for Metropolitan Open Communities Leadership for Quality Education Leadership Greater Chicago League of United Latin American Citizens Legal Assistance Foundation of Metropolitan Chicago Levy Entrepreneur Institute Lincoln Park Zoo Link Unlimited Little Village Chamber of Commerce	Local Initiatives Support Corporation of Chicago Loyola University – Institute of Health Law Loyola University Chicago School of Law's Institute for Health Law, Advisory Board Loyola University Chicago, Board of Trustees Loyola University Health System Loyola University of Chicago School of Law Loyola University of Chicago, Board of Trustees Loyola University School of Law – Employment Law Advisory Group Luna Negra Dance Theatre Magistrate Judge Merit Selection Committee Marwen: The Palette Society Mayor Daley's 21st Century Leadership Council Mayor Richard M. Daley's Panel to Review Building Code Enforcement Mayoral Policy Caucus on Prisoner Reentry Mayor's Council of Technology Advisors Media Management Center at Northwestern University Mercy Foundation Messiah-St. Bartholomew Episcopal Church Metropolitan Club of Chicago; Board of Governors Metropolitan Leadership Institute (UNO) Metropolitan Planning Council Mexican American Legal Defense and Educational Fund (MALDEF) Mexican Fine Arts Center Museum Michigan Association of Broadcasters Minority Partners in Majority Corporate Law Firms MIT Alumni Association MIT Entrepreneurs Forum of Chicago Mujeres Latinas En Acción Muntu Dance Theatre of Chicago Museum of Contemporary Art Board of Trustees Museum of Science and Industry Board of Trustees National Asian American Society of Accountants National Association of Asian American Professionals National Association of Bond Lawyers National Association of Securities Professionals National Bar Association National Black MBA Association National Center for Healthcare Leadership Blue Ribbon Task Force National Charter Schools Institute National Forum for Black Public Administrators (NFBPA) National Institute of Health, National Institute for Dental Research National Kidney Foundation of Illinois, Inc. National Minority Supplier Development Council, Inc. National Organization for Women National Society of Accountants for Cooperatives National Society of Hispanic MBAs National Urban League National W Club National Women's Political Caucus (Chicago) Natural Ties Navy Pier Development Authority Neighborhood Housing Service of Chicago, Inc. Network of Indian-American Professionals, Chicago New Communities Program New Leaders for New Schools North Central College Northern Illinois Ready Mix & Materials Association Northern Illinois University Northwestern Law Board Northwestern Law School Corporate Counsel Institute Northwestern Memorial Foundation Northwestern Memorial Home Health Care Northwestern Memorial Hospital Board of Trustees Northwestern University School of Law, Dean's Advisory Committee on Community and Diversity Northwestern University, Board of Trustees Nuestro Futuro Philanthropic Initiative, Chicago Community Trust Off the Street Club Olympia Fields Zoning Board Open Book Foundation Operation PUSH (People United to Save Humanity) Otho A. Sprague Memorial Institute Peace Museum Pegasus Players Peggy Notebaert Nature Museum Peoples Consumer Cooperative Personal PAC Physician Hospital Organization, Advocate Health Care Planned Parenthood/Chicago Area POWER, Opening Doors for Women President Stroger's Transition Team Public Allies Public Building Commission of Chicago Public Interest Law Initiative Publicis Groupe Media	Puerto Rican Parade Committee of Chicago, Legal Counsel Pui Tak Center Pui Tak Christian School Board Rainbow/PUSH Coalition Ravinia Festival, Board of Trustees Rebirth of Englewood Community Development Corporation Regional Transportation Authority Rehabilitation Institute of Chicago Robert Morris College Ronald McDonald House Charities Roosevelt University, Board of Trustees Rotary Club of Grand Rapids Rotary International Club, District 3470 Runner's Club Rush University Medical Center Safer Foundation Saint Mary's Doran Foundation Scholarship Chicago Sherman United Methodist Church Sickle Cell Anemia Foundation Simmons College Sister Cities International Program Society of Women Engineer's Career Day Program at Westmont Junior High School South Suburban Technology Center, Small Business Incubator Southern African Enterprise Development Fund Southern Illinois University College of Business, Carbondale Southern Illinois University Foundation Springboard Enterprises St. Augustine College, Governing Board St. Benedict High School Advisory Board St. Catherine's College, Distinguished Women's Advisory Council, St. Paul, MN St. Gertrude Parish Diversity Initiative St. Joseph College Seminary St. Matthew United Church of Christ State of Illinois Bureau of the Budget State Street Commission Steppenwolf's Auxiliary Council Sub-Saharan Africa Advisory Committee of the Export-Import Bank of the United States Supreme Court of Illinois, Committee on Character and Fitness Teach For America The Gateway Foundation The Global Board of Pensions – United Methodist Church The Heartland Alliance The Metropolitan Planning Council Training, Inc. Trinity Health, Novi, Michigan Trinity United Church of Christ U.S. District Court, Northern District of Illinois, Judicial Nominations Commission U.S. Hispanic Chamber of Commerce Ulrich Children's Advantage Network Ulrich Children's Home UN Election Monitor for South Africa's election Union League Boys & Girls Clubs Union League Club of Chicago United States District Court, Northern District of Illinois, Civil Justice Reform Act Committee United States Hispanic Chamber of Commerce United States Senate Committee on the Judiciary – Northern District of Illinois United States South Pacific Commission United States-Mexico Chamber of Commerce United Way United Way of Metropolitan Chicago University of Chicago Hospitals and Health System; Board of Trustees University of Chicago Laboratory Schools University of Chicago Renaissance Society University of Illinois Alumni Association University of Miami, President's Council Advisory Board University of Michigan Rackham Graduate School Executive Board Urban Bankers Forum Urban Gateways: Center for Arts Education Visit Illinois Western Michigan University Alumni Association Williams College Women Employed Women Impacting Public Policy Women's Bar Association of Illinois Women's Business Development Center Women's Business Enterprise National Council Women's Leadership Exchange Women's Leadership Forum of the Democratic National Committee Woodrick Institute World Business Chicago WTTW 11 YMCA of Greater Grand Rapids YMCA of Metropolitan Chicago Y-ME National Breast Cancer Organization Young Women's Leadership Charter School of Chicago
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No endorsement or affiliation to Chicago United is implied.



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