

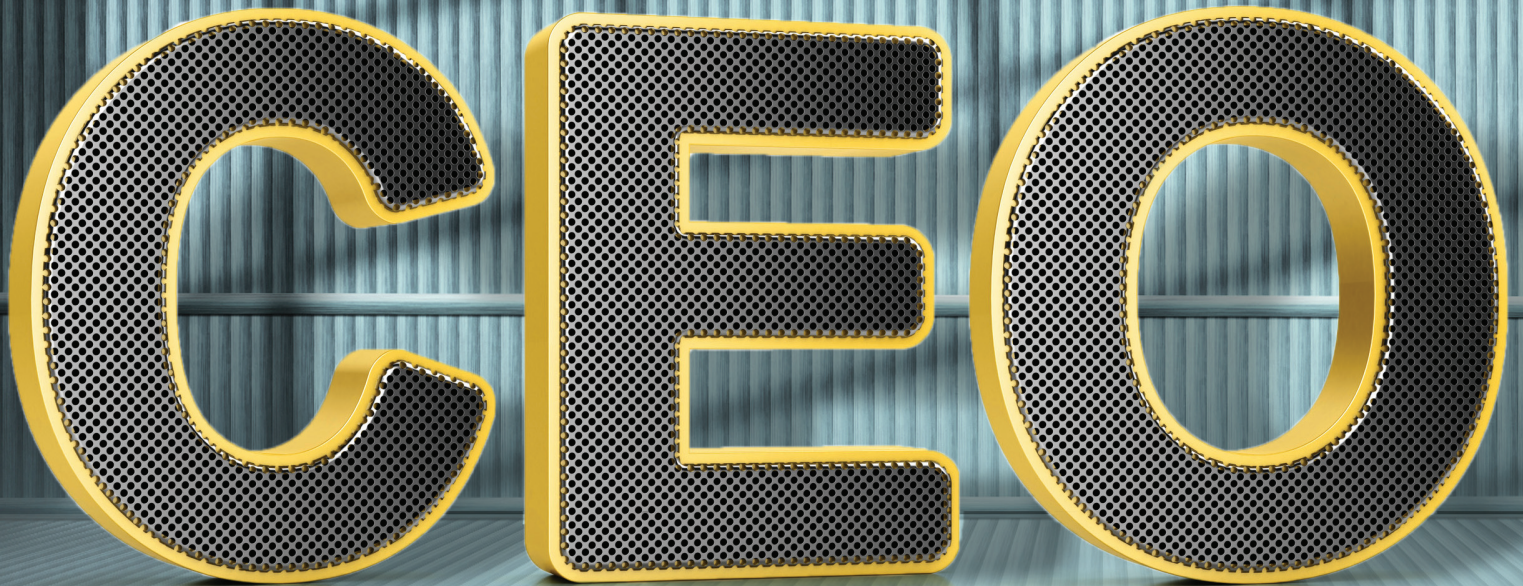
PROFILES IN
**DIVERSITY
JOURNAL**®

All Things Diversity & Inclusion

MAR/APR 2013

\$5.95

3RD ANNUAL



Leadership in **Action**

AWARDS ISSUE p.14



NATIONAL MINORITY
HEALTH MONTH

p.62

AMERICAN EXPRESS
GROWTH MINDSET

p.68

DIVERSITY IN
SOUTH AFRICA

p.78

THIRD ANNUAL CEO IN ACTION AWARD WINNERS

18 | MOHAMMED ALI

Founder and CEO,
QED Foundation

19 | MATTHEW ANDERSON

President and CEO,
William Osler Health System

20 | DAN ASHE

Director,
U.S. Fish & Wildlife Service

21 | JORGE BENITEZ

CEO, United States and
Senior Managing Director,
North America, *Accenture*

22 | CHRISTOPHER C. BOOTH

CEO, *The Lifetime
Healthcare Companies, Inc.*

23 | CASSANDRA D. CALDWELL

Founder and CEO,
*International Society of
Diversity and Inclusion
Professionals*

24 | GEORGE CHAVEL

President and CEO,
Sodexo, Inc.

26 | PATRICK C. DUNICAN JR.

Chairman and Managing
Director, *Gibbons P.C.*

27 | DANIEL S. FULTON

President and CEO,
Weyerhaeuser Company

28 | JOHN H. GRAHAM IV

President and CEO, *ASAE*

30 | TRENT HENRY

Chairman and CEO,
Ernst & Young LLP Canada

32 | JACKIE JENKINS-SCOTT

President, *Wheelock College*

33 | CLAYTON M. JONES

CEO, *Rockwell Collins*

34 | JULIE KAMPF

CEO and President,
JBK Associates, Inc.

35 | MARLA KOTT

CEO, *Imprint Plus*

36 | MICHAEL W. LAMACH

Chairman and CEO,
Ingersoll Rand

37 | JOSEPH M. LECCESE

Chairman,
Proskauer Rose LLP

38 | TOM LINEBARGER

Chairman and CEO,
Cummins, Inc.

39 | ELLEN M. LORD

President and CEO,
Textron Systems

40 | PEDRO MARCET

CEO, *Privotal Group*

41 | BILL MCFARLAND

CEO, *PwC Canada*

42 | LIAM E. MCGEE

Chairman, President
and CEO, *The Hartford*

44 | JULIA MIDDLETON

CEO, *Common Purpose*

45 | JAMES J. MURREN

Chairman and CEO,
MGM Resorts International

46 | DEBORAH NEWMAN

Deputy Minister, Ontario
*Ministry of Training,
Colleges & Universities*

47 | GORDON M. NIXON

President and CEO,
Royal Bank of Canada

48 | MICHAEL B. POLK

President and CEO,
Newell Rubbermaid

49 | SONU RATRA

President, *Akraya, Inc.*

50 | JOSEPH M. RIGBY

Chairman of the Board,
President, and CEO,
Pepco Holdings, Inc.

51 | WENDY C. SHEN

President and CEO,
FLOMO/Nygalia Corp.

52 | JOHN J. SOROKO

Chairman and CEO,
Duane Morris LLP

53 | JEFF STUSEK

President and CEO,
Information Services Corp

54 | JOHN B. VEIGHMEYER

Chairman and CEO,
KPMG LLP

56 | THOMAS R. VOSS

Chairman, President and
CEO, *Ameren Corporation*

58 | ROBERT WATSON

President and CEO,
SaskPower

59 | KEVIN W. WILLIAMS

President and Managing
Director, *General Motors of
Canada Limited*

60 | ANDRÉ WYSS

President,
*Novartis Pharmaceuticals
Corporation*

12 | CATALYST

*Moving the needle for
women in the boardroom*

**72 | FROM THE
DIVERSITY EXPERTS**

*Leaders share their opin-
ions and thoughts to help
improve diversity and in-
clusion in the workplace.*

CRAIG STORTI

*Communicating Across
Cultures*

KARIN SARRATT

WellPoint, Inc.

NADINE VOGEL *Springboard
Consulting LLC*

TREVOR WILSON *TWI Inc.*

CARLTON YEARWOOD

True Blue Inclusion

78 | GLOBAL DIVERSITY

*South Africa is rapidly
becoming one of the new
economic frontiers. A look at
the African nation.*



82

DEPARTMENTS

01 | PUBLISHER'S COLUMN

04 | EDITOR'S NOTE

06 | BULLETIN

08 | DIVERSITY TRAINING EVOLVED

*MGM Resorts International
presents Inspiring Our
World*

10 | NEW VHA DIVERSITY DIRECTOR

*Retired colonel and health-
care pro Rabb takes over
diversity leadership duties
at VHA.*

82 | THOUGHTLEADER

*National Minority Health
Month*

96 | CORPORATE INDEX

98 | Q&A

*Helping provide job readi-
ness training, educating and
supporting people to get
back into the workforce.*

GEORGE CHAVEL
Sodexo, Inc.

GORDON M. NIXON
Royal Bank of Canada

JORGE BENITEZ
Accenture

JOHN J. SOROKO
Duane Morris LLP

KEVIN W. WILLIAMS
General Motors of
Canada Limited

ANDRE WYSS
Novartis
Pharmaceuticals
Corporations

JULIA MIDDLETON
Common Purpose

JEFF STUSEK
Information
Services Corp



CHRISTOPHER C. BOOTH
The Lifetime Healthcare
Companies, Inc.

CASSANDRA D. CALDWELL
International Society of Diversity
and Inclusion Professionals

JOSEPH M. RIGBY
Pepco Holdings, Inc.

JULIE KAMPF
JBK Associates, Inc.

Presenting the 3RD Annual



Leadership in ***Action*** Award™

*Recognizing CEOs Who Support Their
Organizations' Diversity and Inclusion Initiatives*

IT GIVES US GREAT PLEASURE TO PRESENT THE *PROFILES IN DIVERSITY JOURNAL* 2013 CEO LEADERSHIP IN ACTION AWARD TO THE CEOS FEATURED IN THE PAGES THAT FOLLOW.

We honor these global companies for their unequivocal commitment to diversity and inclusion. This year, the CEOs provided commentary on two issues: how their company is personally involved in helping the economy recover, and their personal commitments to diversity over the past year. They each provided insightful words showcasing the personal significance of diversity and inclusion to themselves. We are honored to feature such powerful leaders, and especially hope that all the employees at these companies take pride in the diversity leadership shown by their CEO.

John J. Soroko

CHAIRMAN AND CEO

HEADQUARTERS:
Philadelphia, Pennsylvania

WEBSITE:
www.duanemorris.com

BUSINESS: Legal services

REVENUES: \$415 million

EMPLOYEES: 1,500

EDUCATION:
AB, Haverford College;
JD, New York University;
Leading Professional Service
Firms Program, Harvard
Business School

FIRST JOB: A summer minimum
wage job working in a swimming
pool chemical warehouse—
when minimum wage was
\$1.65 an hour!

WHAT I'M READING:
The Education of a Speculator,
by Victor Niederhoffer

MY PHILOSOPHY: Any successful
business will benefit from its
share of luck—but the kind
of luck we aim for is “earned
luck”—luck based on hard work.

BEST ADVICE: Work hard.

INTERESTS: Family, golf,
squash, and politics

TWITTER HANDLE:
[@DuaneMorrisLLP](https://twitter.com/DuaneMorrisLLP)

“We take great satisfaction in the recognition that we have received across the country that have sustained and rewarded this growth.”

Duane Morris LLP

Playing a Crucial Role in Economy's Recovery



We are proud of Duane Morris and the firm's contribution to job creation for our clients, the firm itself, and the economic well-being of the nation at large. Through our efforts to provide effective and efficient legal services, the firm has facilitated and even participated in the growth of many of its clients, thereby creating opportunities for them to expand their business and respective workforces.

Our firm's Employment, Benefits, Labor and Immigration practice group, for example, helps clients navigate their relationships with their employees, supporting both their businesses and the development of their respective workforces.

Our firm's Business Reorganization practice group partners with its clients, some of them in desperate financial straits, to restructure and soldier on in a tough, competitive economy, thereby saving the jobs of company employees and touching a significant population of their families.

Through the firm's success and growth over the last several decades, Duane Morris has not only grown its own labor force, but stimulated the growth of its vendors and service providers. We take great satisfaction in the recognition that we have received across the country that have sustained and rewarded this growth.

Duane Morris' economic contributions are visible in local communities, particularly the twenty cities in which we maintain an office. We have particularly broad reach in the four states where we have multiple offices: California (five offices, including the newly opened Silicon Valley location); Pennsylvania (Philadelphia and Pittsburgh, plus a service office in Harrisburg); New Jersey (Newark and Cherry Hill); and Florida (Miami and Boca Raton).

Through its U.S. network, the firms provides its clients with on-the-ground access to over half of domestic GDP.

Our Corporate Practice Group contributes to both the Wall Street and the Main Street economy, facilitating private equity investment in parts of the economy which have not yet had a chance to partake of the nascent rebound.

And our Trial Practice Group has helped every American taxpayer, in such cases as the recent recovery on behalf of the court-appointed trustee of Guaranty Financial Group, a failed bank, with much of this going to the U.S. taxpayer via the FDIC.

These are just a few of the everyday ways in which Duane Morris plays a crucial role in a prosperous American economy. **PDJ**