

**Dr. Mahzarin R. Banaji, Richard Clarke Cabot Professor of Social Ethics, Harvard University**

Mahzarin R. Banaji received her PhD From Ohio State University and did postdoctoral work at the University of Washington. From 1986-2001 she taught at Yale University where she was Reuben Post Halleck Professor of Psychology. Since then she has been Richard Clarke Cabot Professor of Social Ethics in the Department of Psychology at Harvard University.

Banaji served as the first Carol K. Pforzheimer Professor at the Radcliffe Institute for Advanced Study at Harvard from 2002-2008 and as the George A. and Helen Dunham Cowan Chair in Human Dynamics at the Santa Fe Institute, 2011-2015. She is currently Senior Advisor to the Dean of the FAS on Faculty Development and Chair of the Department of Psychology at Harvard University.

Banaji was named Harvard College Professor for excellence in undergraduate teaching, previously won Yale's Lex Hixon Prize for Teaching Excellence and was named Distinguished Member of the honor society, Psi Chi. In 2005, Banaji was elected fellow of the Society for Experimental Psychologists, in 2008 to the American Academy of Arts and Sciences, in 2009 was named Herbert A. Simon Fellow of the American Academy of Political and Social Science, in 2015 inducted as Fellow of the British Academy, and in 2018 elected to the National Academy of Sciences.

She has been awarded a James McKeen Cattell Award, the Gordon Allport Prize for Intergroup Relations, the Morton Deutsch Award for Social Justice, the Kurt Lewin Award for outstanding contributions to the integration of psychological research and social action, the Carol and Ed Diener Award for Outstanding Contributions to Social Psychology, SESP's Award for Scientific Impact and SPSP's Campbell Award for Distinguished Scholarly Achievement and Ongoing Sustained Excellence in Research in Social Psychology. Banaji has received fellowships from the John Simon Guggenheim Foundation and Radcliffe Institute for Advanced Study and a Presidential Citation from the American Psychological Association.

In 2016 Banaji received the William James Fellow Award for "a lifetime of significant intellectual contributions to the basic science of psychology" from the APS, an organization of which she also served as president. In 2017 Banaji received the APA's Award for Distinguished Scientific Contribution. Her contributions have been recognized by Barnard College's highest honor, the Medal of Distinction (2014) and the Distinguished Cognitive Scientist Award from University of California, Merced (2017). Banaji has also received honorary degrees from Smith College (2015), Colgate University (2016), the University of Helsinki (2016) and Carnegie-Mellon University (2017).

Banaji studies the disparities between conscious expressions of values, attitudes and beliefs on the one hand, and less conscious, implicit representations of mental content. She has primarily studied social attitudes and beliefs in adults and children, relying on multiple methods including cognitive/affective behavioral measures, computational approaches, and neuroimaging. Her work has called for greater consistency between cherished national and personal values on the one hand and policies and individual behavior on the other. In addition to research and

university teaching, Banaji's current efforts are focused on applying evidence from the science of social cognition to improving organizational practices. Her book with Anthony Greenwald, *Blindspot: Hidden Biases of Good People*, was published by Delacorte Press. Her educational project can be found at [outsmartinghumanminds.org](http://outsmartinghumanminds.org) For more information on her research and teaching, see [www.people.fas.harvard.edu/~banaji](http://www.people.fas.harvard.edu/~banaji).

### **Frances Brooks Taplett, Partner, Boston Consulting Group**

Frances Taplett is a core member of BCG's People & Organization practice. Frances works with clients to develop diversity and inclusion strategies while empowering women in the workplace across international markets. Her expertise includes improving support and retention of an evolving talent pool, refining working models and challenging working and cultural norms. Other areas include organizational design, change management and data and metrics, and transformation and talent design for the Corporate Finance function. In addition, her work in the health care industry has involved strategy setting for US payers, with a focus on digital health care analytics. From 2013 to 2018 Frances was BCG's Global People Senior Director, responsible for delivering the Global People agenda—including Women@BCG, work sustainability, and engagement. Prior to attending business school and joining BCG, Frances worked for the New York City Ballet and for Morgan Stanley. Frances received her MBA with distinction from Dartmouth's Tuck School of Business and holds a BS in Economics from Stanford University.

### **Anthony Colella, Chief Products Officer, Korn Ferry**

Mr. Colella brings over 20 years of experience as a digital leader to Korn Ferry and has held leadership positions in software based product organizations within the professional services, consulting and banking sectors.

Joining Korn Ferry through the acquisition of the Hay Group, Mr. Colella transitioned into the role of Vice President, Commercial Product Development for Korn Ferry, transforming that organization into a global team capable of driving Korn Ferry's products business forward.

Prior to joining Korn Ferry, Mr. Colella held leadership positions within Hay Group's Productized Services business where he was a partner of the Hay Group and was responsible for the company's product strategy as well as Hay Group's Commercial Product Development organization. During his time at Hay Group the Productized Services business successfully quadrupled global revenue.

In 2002, Mr. Colella joined Wells Fargo as the leader of their Electronic Bill Presentment and Payment products organization, responsible for the Wells Fargo product suite that included Wells Fargo Home Mortgage and Wells Fargo Consumer Credit.

Mr. Colella began his career as a technology consultant for PricewaterhouseCoopers, holding project leadership roles for PwC clients across the fast moving consumer goods, utility and entertainment industries.

Mr. Colella specializes in digital business strategy; leadership & transformation; digital product strategy as well as product design & user experience (UX); product technology strategy and has a proven track record of executing and creating business results.

Mr. Colella is a graduate of Rider University and holds a Bachelor of Science in Business Administration and Computer and Information Sciences.

### **Anthony LoPinto, Global Sector Leader, Real Estate, Korn Ferry**

For more than a decade, Mr. LoPinto has been serving his clients with deep knowledge and perspective on talent needs and organizational challenges to public and private companies – knowledge gained from a 25-year career in real estate. Prior to his current position, he founded and served as Chief Executive Officer of a boutique real estate executive search firm, where he oversaw offices in New York, Chicago, Washington, DC, San Francisco and Los Angeles. He has successfully led several high profile search engagements for Chief Executive Officers, directors and a wide-range of executive level positions across all industries and sectors.

Prior to entering the search practice, Mr. LoPinto had extensive experience in capital markets, development and investments, having held executive positions with Bankers Trust, Mobil Land Development Corporation, Cushman & Wakefield, First Chicago and The Charles E. Smith Companies, where, as Executive Vice President and Chief Financial Officer, he managed the company's initial REIT public offering on the New York Stock Exchange.

Mr. LoPinto is a weekly commentator on GlobeSt.com and is a frequent speaker at major industry events. He is also a member and governor of Urban Land Institute and member of the National Association of Real Estate Investment Trusts, Pension Real Estate Association, National Multi-Housing Council and The Real Estate Roundtable.

He earned a Bachelor of Arts degree in European History from Loyola University in Chicago, IL

### **Julie Benezet, Author, The Journey of Not Knowing: How 21st Century Leaders Can Chart a Course Where There Is None**

Julie Benezet has devoted her professional life to exploring the new, building businesses and helping others do the same. She currently works as an executive consultant, coach and teacher, following 25 years in business and law. She is the founder of The Journey of Not Knowing®, a leadership development program that teaches its executives how to navigate the new. She speaks and writes on leading and succeeding in the 21st Century and decoding human behavior in the face of change. Her book, *The Journey of Not Knowing: How 21st Century Leaders Can Chart a Course Where There Is None*, received a 2017 Benjamin Franklin Gold Medal and the 2016 Foreword INDIES Book of the Year Silver Medal for Business & Economics.

Julie spent four years as a member of the Amazon.com leadership team that brought the company from the early steep ramp up phase to its emergence as an established business. As its Vice President, Corporate Resources and Director of Global Real Estate, she is credited with leading the delivery of over 7,000,000 square feet worldwide with the supporting corporate infrastructure in just two years. Before joining Amazon.com, Julie built businesses and raised capital for a broad range of industries from Fortune 100 companies to start-ups. She practiced law in New York and Seattle.

For ten years, Julie led the “Challenges of Leadership” program for executives at the Harvard Graduate School of Design. She has appeared in numerous publications including The Wall Street Journal, The New York Times, Tech Republic.com and The Zweig Letter. She has served on many profit and nonprofit boards including the Zell-Lurie Real Estate Center at Wharton, Sparling, Inc. (now Stantec) and the CREW Network Foundation. She holds an LLB (law) and M.Sc. (psychology) from McGill University and a B.A. from Cornell University. When she is not working, she loves to read mysteries, explore new wineries, and wander through compelling physical environments.

### **Melanie L. Dotson, Senior Manager, Internal Audit, EY**

Melanie is a senior manager in the Advisory Internal Audit practice. Based in Chicago, Melanie has over ten years of internal audit experiences relating to internal audit (IA) co-sourcing, SOX 404 and IA transformation within various sectors (manufacturing, automotive, consumer products, health). She recently completed a rotation as the Global Internal Audit Operations Lead, in which she developed internal audit thought leadership, methodology and market support. Melanie is also part of the EY Culture solution team and leads the efforts to build the risk culture point of view. She is a Certified Internal Auditor and a Certified Fraud Examiner.

#### **Experience**

- Core team member building and developing the EY Advisory Culture Assessment and Transformation solution. Responsible for developing the risk culture methodology based on global leading practices and professional experiences, defining the market point of view, and championing the solution from a risk perspective.
- Developed and deployed risk culture surveys and internal audit methodology for multiple Fortune 500 organizations. More recently leveraged the EY Risk Culture framework to assess the culture of a large consumer products company and created reporting to the C-suite on areas of culture risk and key behavioral trends of the employees.
- Engagement leader on multiple global Internal Audit co-sourcing teams and leads teams on engagements surrounding strategic risks, key operational controls and financial controls as well as manages the year-over-year change management and continuous improvement.
- Extensive international experience, specifically in APAC region. Lived in Shanghai, China for two years to develop the client’s APAC IA department methodology and supporting audit plan management and execution.

- Extensive experience relating to executing an end-to-end SOX program, conducting risk assessments, and performing ongoing compliance activities for global organizations. Has leveraged her professional knowledge to hold multiple insight sessions surrounding both ERM, IA leading trends and hot topics, as well as digital trends.

### **John Worth, EVP, Research & Investor Outreach, Nareit**

John D. Worth is the executive vice president for research and investor outreach at Nareit. At Nareit, John conducts REIT focused research, works with Nareit's sponsored research partners, and participates in outreach activities with investors, analysts, and policymakers.

Prior to joining Nareit, John was the Chief Economist of the National Credit Union Administration (NCUA) from 2010 and 2015. At NCUA he focused on leading a team that monitored macro and micro risks and developed advanced models to assist in risk identification and support policy development. John also served as a member of the investment committee of the \$12 billion NCUA share insurance fund and member of the NCUA's 401(k) investment committee. John led NCUA's participation on the Financial Stability Oversight Council, the organization charged with identifying risks to financial stability.

Prior to joining NCUA, John spent nearly a decade at the U.S. Treasury where he served as the Director of the Office of Microeconomic Analysis. At Treasury, John's office oversaw policy development and research on entitlements, health care, private pensions – including developing key parts of the Bush Administration proposal that became the Pension Protection Act of 1996, housing issues and after 2006 financial crisis response, including TARP and the development of mortgage modification programs.

John has also worked as a consultant for Welch Consulting and the RAND Corporation. John holds a Ph.D. in economics from the University of Southern California.