25th Anniversary
LATINA Style 50
Awards and Diversity Leaders Conference

Program Booklet
Sponsored by
JCPenney
Advancing Hispanics & Latinos is dedicated to building a more equitable future for the Hispanic and Latino community. To help drive meaningful change, we’re:

- Committing $30 billion over five years to help close the racial wealth gap
- Expanding coaching for entrepreneurs and small businesses
- Equipping professionals with career development skills
- Providing wealth-building resources and tools for local communities

To learn more, visit jpmorganchase.com/AHL
ABOUT
LATINA Style 50 Awards & Diversity Leaders Conference

LATINA Style has empowered thousands of Latinas across the nation by delivering impactful work via the LATINA Style 50 Awards & Diversity Leaders Conference. Celebrating its 25th anniversary of serving the needs of Latina Professionals in the United States, the program was established in 1998 to highlight, promote and bring recognition to the professional Latinas in corporate America. We have provided a valuable reference tool for Latinas through the LATINA Style 50 report and it has become the most prestigious analysis of corporate America’s efforts to promote diversity and provide career advancement opportunities for Hispanic women. Focusing on America’s diversity initiatives and commitment to the careers of professional Hispanic women, the Report has become the most respected source of corporate opportunities.

“As we celebrate our 25th anniversary, our hearts are filled with gratitude,” shares Robert Bard, President & CEO of LATINA Style, Inc. “It has been memorable journey with a truly amazing mission.”
Greetings LATINA Style family,

Welcome to the 25th Anniversary of the LATINA Style 50 Awards and Diversity Leaders Conference.

Raytheon Technologies is honored to again sponsor this event believing that Raytheon Technologies’ mission – creating a safer and more connected world – is only achieved by investing in organizations like LATINA Style. For 25 years, the LATINA Style 50 has been at the forefront of recognizing the strides American businesses have taken in creating diverse, equitable, and inclusive spaces for Latinas, while also looking for innovative ways to continue to enable and empower more Latinas in the workforce.

At Raytheon Technologies, we create innovative technologies that make the world safer and more connected. Recognizing that companies don’t innovate, people do, we rely on diverse experiences, perspectives, and skills to define the future of aerospace and defense. We recognize that the pace of change is exponential, and the skills required today are only a baseline for tomorrow.

As the title sponsor of this year’s event, our continued partnership with LATINA Style helps to ensure that we continue to inspire, develop, and recognize the contributions of Latinas in our company and in our world. We are devoted to using our power to create multi-generational impact and change and are committed to the Latinas in our workforce and in the communities where we live and work – we know, their contributions further equip us with the innovative thinking needed to connect the world through commercial air travel and fulfill our mission to make our country and allies safer. We truly are “stronger together”.

On behalf of Raytheon Technologies, congratulations to this year’s honorees.

Enjoy the conference and the celebration.

Shanda Hinton
Chief Diversity Officer,
Raytheon Technologies
The future of aerospace and defense is fueled by diversity, equity and inclusivity. Raytheon Technologies is proud to support the 25th Annual LATINA Style 50.

Learn more at rtx.com/diversity
As we celebrate 25 years of continuously honoring the best companies for Latinas to work for in the United States, I think about the challenges we have faced in our journey. It is not easy to recall what was happening 25 years ago because many companies are no longer here, they have been acquired, or have merged with others and so much has changed since that first LATINA Style 50.

1998 was a very eventful year. It was the 150th Anniversary of the Women’s Rights Movement, the Phantom of the Opera debuted on Broadway, and Google was founded. Unemployment was at 4.4 percent, inflation averaged 2.5 percent, and a new home cost $175,600. Median household income was $38,000, and the retail price for a gallon of gas averaged $1.06. Remember those days? We do, the LATINA Style 50 Awards and Diversity Leaders conference, was launched in that year. We were delighted when Second Lady Tipper Gore invited us to a private reception at the Vice President’s residence for the launching of the LATINA Style 50 program. It was the first recognition that elevated LATINA Style to national respect and to be taken seriously by corporate America. The most senior Latinas in corporate America as well as their CEO’s joined us in D.C. for the awards presentation. The White House participation was a great addition to the program and its support has continued throughout the years. Secretary of Labor Elaine Chao was a subsequent host and many dignitaries have joined us for the celebration in the years since. Latina achievement in corporate America was seldom discussed then and the corporations providing serious opportunities for Latinas were rarely talked about it. We were also the first to discuss the role of the Employee Resource Groups (ERGs) and their evolution of mostly “social clubs” into acting entities in corporate America. Among the corporations who have distinguished themselves, we recognized State Farm, Colgate Palmolive, and General Motors, who have made the list every year for the past 25 years. Marriott International, Comcast Corporation, Johnson & Johnson and Accenture, have been selected Company of the Year twice. Today only one Latina, Priscilla Almodovar is the CEO of a Fortune 500 Company. We are still advocating for Latina excellence but there’s much work to be done. We honor all the companies present here today and look forward to highlighting their commitment to Latina progress for many years to come. Congratulations to the LATINA Style 50!
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<tr>
<th>Time</th>
<th>Event</th>
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<tr>
<td>7:30 am</td>
<td>Continental Breakfast &amp; Networking/Registration Opens</td>
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<td>8:00 am</td>
<td>LATINA Style Opening Ceremony</td>
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<td><strong>Mistress of Ceremony:</strong> Melissa Macaya, Emmy Nominated Journalist, Senior Editor, CNN Digital</td>
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<td><strong>Welcome Remarks:</strong> Robert Bard, President &amp; CEO, LATINA Style, Inc.</td>
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<td><strong>Sponsor Remarks:</strong> Miriam Alfonso de Oliveira, VP and Sr Counsel, Caribbean &amp; Latin America, Marriott International, Inc.</td>
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<td><strong>Title Sponsor Remarks:</strong> Shanda Hinton, Chief Diversity Officer, Raytheon Technologies</td>
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<tr>
<td>9:00 am</td>
<td>Corporate Latina Executives of the Year: Success from Different Paths</td>
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<td><strong>Moderator:</strong> Catherine Hernandez-Blades, SVP, Marketing and Communications, SAIC</td>
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<td><strong>Speaker:</strong> Michelle Boston, Data Management Technology Executive, Bank of America</td>
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<td><strong>Speaker:</strong> Sylvia Veitia, EVP, Global Operations, Ford Motor Credit Ford, Motor Company</td>
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<td><strong>Speaker:</strong> Barbara Borgonovi, SVP, Corporate Strategy &amp; Development, Raytheon Technologies</td>
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<td><strong>Speaker:</strong> Elizabeth Atlee, SVP, Chief Ethics and Compliance Officer, CBRE</td>
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<td>10:00 am</td>
<td>An Employee-driven Way to Achieve a Cohesive Work Environment</td>
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<td><strong>Moderator:</strong> Carolina Cardoso North America I&amp;D Relationship Management Lead, Accenture</td>
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<td><strong>Speaker:</strong> Elsa Roman, Global QMS Leader and Alianza Global Co-Lead, Merck &amp; Co.</td>
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<td><strong>Speaker:</strong> Anthony Almanzar, VP &amp; Program Manager, Global Advisors Technology &amp; Transformation, State Street Corporation</td>
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<td><strong>Speaker:</strong> Jamie Maldonado, HAERG Co-Lead &amp; LS Executive Sponsor, Accenture</td>
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<td><strong>Speaker:</strong> Vianette Thurston, Hispanic ERG President, Talent Acquisitions, Fannie Mae</td>
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<td>11:00 am</td>
<td>Building and Sustaining Diversity, Equity, and Inclusion in a Changing Work Environment</td>
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<td><strong>Moderator:</strong> Lexi Hernandez, PhD, Sr Director, Talent Development, Diversity, Equity &amp; Inclusion, Raytheon Technologies</td>
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<td><strong>Speaker:</strong> Jesse Cortez, Vice President, Diversity, Equity &amp; Inclusion, McKesson Corporation</td>
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<td><strong>Speaker:</strong> Rhonda Burns, AVP, Diversity Equity &amp; Inclusion, Nationwide</td>
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<td><strong>Speaker:</strong> Kristin Coleman, Executive Director, Head of Employee Engagement, Advancing Hispanics &amp; Latinos, JPMorgan Chase &amp; Co.</td>
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Diversity is the engine of success.

At Johnson & Johnson, we value our culture of belonging and inclusion. Because different points of view and experiences help fuel success.

We share LATINA Style 50’s dedication to career advancement and diversity. And proudly support the 25th Annual LATINA Style 50.
Agenda Part II

12:00 pm  Pew Research Presentation
Intro: Mark Hugo Lopez, Director of Race and Ethnicity Research for Pew Research

12:05 pm  From the Past to the Future: The Transformation of Corporate America
Moderator: Yvette Quinteros Panetta, VP in Member Supervision, Head of ORL, FINRA
Speaker: Patty Juarez, EVP & Head of Diverse Segments for Wells Fargo
Speaker: Mark Hugo Lopez, Director of Race and Ethnicity Research for Pew Research
Speaker: Keyla Cabret-Lewis, Vice President of Diversity, Equity, and Inclusion AFLAC
Speaker: Valeria Aloe, Speaker, Entrepreneur, and Author of Uncolonized Latinas

9:00 am  Corporate Latina Executives of the Year: Success from Different Paths
Moderator: Catherine Hernandez-Blades, SVP, Marketing and Communications, SAIC
Speaker: Michelle Boston, Data Management Technology Executive, Bank of America
Speaker: Sylvia Veitia, EVP, Global Operations, Ford Motor Credit Ford, Motor Company
Speaker: Barbara Borgonovi, SVP, Corporate Strategy & Development, Raytheon Technologies
Speaker: Elizabeth Atlee, SVP, Chief Ethics and Compliance Officer, CBRE

1:20 pm - 2:00 pm — LATINA Style LEY & ERG Luncheon Awards Luncheon

Introduction Remarks: Lupita Colmenero, COO, LATINA Style, Inc.

LEY Presentation of Awards
2022 Top 12 LATINA Style Corporate Executives of the Year Awards Presentation

ERG Presentation of Awards:
2022 Top 15 Employee Resource Groups of the Year Awards Presentation

Conclusion of Awards & Diversity Leaders Conference
Break from 2:00 pm to 6:00 pm
Alina Plasencia is a Regional Transaction Manager for Latin America at CBRE. She is responsible for proactively managing real estate transaction activities for CBRE’s corporate client’s property portfolios in Latin America, by optimizing their real estate exposure through preparing, recommending, and implementing a portfolio-wide real estate transaction strategy.

Prior to transferring to A&T-GWS Latin America Operations, she worked as a Producer under the Advisory & Transaction Brokerage Services in CBRE Miami, FL for five years.

She has successfully advised clients seeking to establish new offices in South Florida and local businesses looking to relocate, consolidate or expand existing locations. Plasencia focused on trying to understand her clients’ needs and business drivers while simultaneously targeting bottom-line, balance-sheet savings and risk-averse solutions for her clients’ business longevity.

Plasencia is also the Chairperson for HOLA, an Employee Network Group for Hispanic Employees. She also serves on the CBRE Global DE&I Council Committee.

Audrey McKinley is a trailblazer for women in the automotive industry. She is the founder & President of Auto Network Consulting Inc., a multimillion-dollar company, and her own brand AudreyMcKinley.com. Since the early 90’s, she has built a successful career in automotive sales and finance. Starting out as a receptionist in a large car dealership in Southern California, she quickly worked her way up the ladder, breaking all glass ceilings. McKinley is dedicated to coaching and training new sales professionals in the workplace to bring them the mindset, tools, and processes for success. She works with C-position financial strategists within dealerships and organizations to help them scale and prosper.

In addition to her success in the automotive industry, McKinley has a passion for philanthropy and sits on many nonprofit boards as well as a mentor to youth in the Latino community. As a motivational speaker and author of Pathway to the Land of Milk and Honey, she strives to have a global impact with people on their pathway to success.
Follow your purpose and make real impactful change

As #1 on the Top Best Companies for Latinas to Work for in the U.S. by LATINA Style, Inc., our commitment to hiring and promoting multicultural women creates a culture of belonging. Find a career powered by purpose, join us.
Barbara Borgonovi leads Corporate Strategy & Development for Raytheon Technologies. She is responsible for the company’s profitability and performance initiatives, and for assessing merger and acquisition opportunities to drive overall enterprise growth.

Borgonovi, who joined the company in 2001, has held positions in program management, supply chain, operations management, and quality engineering.

Most recently, she was president of Intelligence, Surveillance & Reconnaissance Systems for Raytheon Intelligence & Space. She also directed Raytheon Vision Systems, a leader in focal plane array technology.

Prior to that role, she was vice president of Integrated Communication Systems in the company’s Space and Airborne Systems unit, where she had previously served as vice president of Operations and as director of Program Operations for the Electronic Warfare Systems mission area. Borgonovi was recognized with the 2017 Gold Stevie Award for Most Innovative Woman of the Year in Manufacturing.

Elizabeth Atlee, SVP, Chief Ethics and Compliance Officer, CBRE, a global leader in commercial real estate services and investment, oversees CBRE’s robust global Ethics and Compliance Program. (NYSE: CBRE) A $26B revenue company with more than 100,000 employees, CBRE entrusts Atlee to ensure the program is effective at encouraging employees, vendors and stakeholders comply with CBRE’s Standards of Business Conduct and RISE values.

Her role includes identifying risks and preventing, detecting, and correcting noncompliance with laws, regulatory requirements, policies and procedures to safeguard CBRE’s reputation and brand. Atlee is responsible for CBRE’s investigations center of excellence, known as the Trust function which completes independent internal investigations.

She also has oversight of CBRE’s Insider Threat and Global Data Protection and Privacy Programs, which ensure compliance with domestic and international security and privacy regulations. She also is very involved in CBRE’s data protection and governance policies.
Great leaders inspire us

Wells Fargo is a proud sponsor of the 25th Annual LATINA Style 50 Awards and Diversity Leaders Conference. We congratulate this year’s award winners and their commitment to diversity, equity, and inclusion.

**Patty Juarez**  
Executive Vice President, Head of Hispanic & Latino Affairs  
408-310-8611  
juarezp@wellsfargo.com
Geena Mayback is a Managing Director and Senior Market Executive with Bank of America Private Bank. She leads the Private Bank markets in New York City. As a Senior Market Executive, she oversees a diverse team of more than 300 professionals, including client advisory, investment management, trust services, operations, and business-support functions. She is responsible for implementing the markets’ strategic direction, creating a preeminent experience for the firm’s private and institutional clients.

Working directly with senior leadership within the Private Bank and across Bank of America, Mayback is also responsible for leading firm-wide initiatives across New York City, sustaining a culture of excellence and integrity.

Ingrid Tolentino is Chief Executive Officer of MetLife Legal Plans. A subsidiary of MetLife, MetLife Legal Plans is the nation’s largest provider of group legal plans, serving over five million people at more than 4,000 organizations, including over 220 Fortune 500® companies. In this role, she is responsible for the business’s overall operations, profitability, and performance.

With 30 years in business and operational transformation, change management, and talent development, she guides her team with a single-minded vision and audacity. An eye toward innovation, she leads product and operational advancements organically and through acquisitions. Tolentino’s commitment to diversity and inclusion reflects her leadership style and personal affiliations. By building diversity initiatives into business goals, she has expanded access to legal plans to a diverse member base—doubling the size of the legal plans business.

She is a fierce advocate, passionately mentoring women and ethnically diverse associates. Tolentino co-leads MetLife’s Hispanic Executive Leadership Forum, is a board member for Facing History and Ourselves and College Visions in Providence, Rhode Island, and a 2014 Magic Circle Inductee for Big Brothers and Big Sisters.
At Marriott, we don't think twice about providing smiles, special attention and exceptional service for each and every person we have the pleasure to greet. There is a world of differences around all of our hotels. And every day we throw open our doors to be a part of it, from guests seeking an exceptional stay to employees and business partners who value hospitality and much more. When you have more than 8,400 properties spanning 138 countries and territories, making room for everybody is the best part.

Proudly supports the 25th Annual LATINA STYLE 50
Jean Ibañez-Payne is the Founder & CEO of TI Verbatim Consulting (TIVC), a corporate leader in communications, marketing, diversity, inclusion, language translation, and interpretation. Born in the United States, Ibañez-Payne was raised in Colombia, and returned to the U.S. to finish high school and enlisted in the U.S. Navy in 1992, serving as a Yeoman until 1996. In 1996, she began her 20 years of experience in workforce training, communications, marketing, diversity, program management, and risk management.

In 2006, she moved to Virginia to join a Fortune 200 utility company of over 14,000 employees where she focused on Energy Trading, but her passion for people led her to Diversity and Inclusion efforts. She managed the Diversity and Inclusion program for the company which operated across multiple cultures in 14 states and four business units. She launched the first Employee Resources Group (ERG) program for Veterans and Women; a first in the utility company’s 100-year history.

She holds a Bachelor of Science in Criminal Justice and a Master of Business Administration. She has certifications in Six Sigma and Change Management with an emphasis on Process Improvement and Service Quality. She is an ACC ICF Certified trained Coach pursuing a PCC, Certified Resilience Building Leader Program Trainer (RBLP-T) and a Certified Diversity, Equity, and Inclusion Professional (CDP). She is also a Board Member for the Rappahannock United Way (RUW) and Germanna Community College Educational Foundation (GCCEF).

Michelle Boston is the Data Management Technology Executive for Bank of America. She leads the team responsible for data quality control across Global Technology, development of data technology strategy and the advancement of data management, data protection, and data privacy capabilities for Bank of America.

Previously, Boston led a team responsible for defining technology strategies and delivering solutions supporting Legal, Corporate Audit and Retail, Preferred, Small Business & Wealth Management lines. Since joining the bank, she has served in several technology leadership roles, successfully managing large-scale technology development efforts.

Throughout her career, Boston has focused on driving diverse representation in technology. Boston serves as the Global Technology Co-Chair for Women in Technology & Operations and is the executive sponsor of the North Texas WIT&O chapter and Bank of America’s Girls Who Code Summer Immersion program.
At McKesson, we believe **the future of health starts with you.**

We depend on **unique ideas and diverse perspectives** to drive real change for our patients, our communities, and our people.

Learn more at [jobs.mckesson.com](http://jobs.mckesson.com)
Nancy Avila is executive vice president, chief information officer (CIO) and chief technology officer (CTO) for McKesson Corporation. Avila is a results-driven technology executive with a record of leading transformational change and elevating performance. She is responsible for McKesson’s healthcare technology products, cybersecurity and guides the company’s overall technology strategy.

Prior to joining McKesson, Avila was CIO at Johnson Controls (JCI), where she was responsible for information technology. She also held various leadership roles during her 22-year career at Abbott, served as their CIO and driving their back office shared services business transformation as VP of Global Business Services. She is recognized for developing high-performing teams and has proven success in transforming technology, back-office functions, and business service functions to improve the customer experience.

Avila is passionate about healthcare, technology and making a difference in the community and serves on the board of Comerica, the Children’s Hospital of Wisconsin, the Dallas Regional Chamber and the Dallas Mavericks Advisory Council.

Sofia Santos is a Managing Director, Head of Retail, Preferred and Small Business Strategy with Bank of America. Among her responsibilities, she leads the development and implementation of strategic growth initiatives for the Retail Banking and Preferred Banking lines of business for the company. Santos is a thought leader and innovator supporting the bank’s Regional Banking business and driving core insights and research that enhances the banking experience for its clients.

Santos is the Executive Co-Sponsor of the Parents and Caregivers Employee Network (PCN), and shares its mission to create a supportive environment for Bank of America employees with children and other caregiving responsibilities. She also serves as the Sarasota/Manatee Market Sponsor. Additionally, Santos is a member of the firm’s Hispanic Latino Executive Council (HLEC), and acts as Executive Sponsor for HLEC’s talent workstream.

She is committed to driving diversity and inclusion through her leadership role within the bank, and shares their mission to create a supportive environment for Bank of America employees with children and other caregiving responsibilities. She also serves as the Sarasota/Manatee Market Sponsor.

Santos earned her MBA from Columbia Business School and holds a Master of Applied Mathematics degree from Universidad do Porto, Portugal.
Proudly supports

The 25th Annual LATINA Style 50

Our perspective is shaped by the experiences, talents and passion of our teams around the world. We’re stronger together

statestreet.com

Want to know more about us? Please Scan
Growing up in Puerto Rico, Sylvia Veitia knew well of the sacrifices her Cuban parents made so she could have a prosperous future. These sacrifices, made on her behalf, led her to build a career that is strongly driven by a commitment to “pay it forward” for the next generation.

Today, Veitia serves as executive vice president of Global Operations and Customer Experience at Ford Credit, Ford Motor Company’s global financial services company, with $150 billion in managed receivables. Since 2019, she has led 4,000+ employees globally to deliver key company initiatives in service of customers. This includes architecting and leading global client contact centers, developing the strategic direction for global business operations, overseeing global quality and process management, and evolving the strategic direction of customer service.

As the highest-ranking Latina at Ford Motor Company, Veitia also pioneers initiatives and programs to inspire people at all levels across the enterprise. Vieta delivers global strategy meetings for Latino employees in Spanish. She is working with the company's philanthropic arm, Ford Fund, and private and public academic institutions to drive greater equity in communities, and she volunteers as a translator to enable the pro bono work for migrants led by Jones Day.

She also serves as president of the Ford Hispanic Latin Employee Resource Group (FHLN) – a global organization with a 30-year heritage – and has been a key advisor on multicultural issues to Ford’s dealer body. In addition, she supports Ford’s talent recruiting; advancement and retention programs for Latinos; and maintains a strong partnership with the DEI office.

Elizabeth Molina joined Chase in 2005 as a branch manager. Prior to joining Chase, Molina held numerous roles such as teller, banker and sales manager. She started her career at Chase in Queens, NY, and managed several different branches prior to being promoted to District Manager in 2011. In 2015, Molina became the Market Director for the Bronx West Market which is comprised of 24 branches with an average of 250 employees. She then transitioned to the CT South Market and is a multi-year National Achiever which is an award given for outstanding performance each year. Molina was promoted to Managing Director / Regional Director-Banking for the North Texas-Austin Region in 2020 which is comprised of 16 markets and approximately 2500 employees serving over 1.9 million clients from Fort Worth, Dallas and Austin.

She believes in the power of leading teams to success and is passionate about Diversity, Inclusion and overall culture initiatives. She enjoys engaging and supporting the communities she serves and is actively involved with the DFW Hispanic 100 which serves as a catalyst for increased participation of Hispanic Women in employment, procurement and social issues. Liz is also the Executive Sponsor for both the PRIDE and Adelante BRG’s in Texas. She lives in Frisco with her husband and loves to experience new cultures during her travels.
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Join our team of smart, passionate and dedicated employees.

Our highly skilled teams are passionate about protecting investors and ensuring financial markets are fair for all investors.

FINRA.ORG/CAREERS
Maria Trusa serves as the Chief Executive Officer of Formé Medical Center & Urgent Care in White Plains, New York. Trusa is recognized as an innovative leader in healthcare. Since joining Formé in 2015, she has focused on creative and entrepreneurial solutions to bring quality healthcare and services, in a medical membership model, to the vulnerable Latino community and other uninsured individuals and families in need.

Trusa recently founded the nonprofit organization Yo Digo No Más (I Say No More), which focuses on raising awareness of the prevalence of sexual assault and abuse of children in Latino communities to help break the cycle of abuse. This organization emerged from the publication of her first autobiography, I Say No More.

Trusa served on the Board of United Way of Westchester and Putnam, Westchester Hispanic Chamber of Commerce, Westchester Hispanic Advisory Board to the County Executive, and YMCA of Central & Northern Westchester and most recently became a board member of the Business Council of Westchester.

Raquel Boujourne, CEO, Indi Construction Partners, LLC started her company in 2009 and has built a team that continues to strive for excellence. Boujourne believes in always continuing to learn. Boujourne is with the Associated Builders and Contractors Association, and she serves on the Diversity and Inclusion Committee and well as the Women’s Logics Committee. She is the former Vice Chair for the National Association of Minority Contractors and is still a member. She is also a member of the Latin Women’s Initiative in Houston, Texas, and a member of the Hispanic Women’s Network of Texas.

Boujourne recently sponsored an 8th Grade Graduation for Navarro Black Middle school located in a prominent Hispanic and Latino neighborhood in East End Houston, Texas. She also sponsors 15 high school girls through HWNT. She is constantly looking for ways for her employees to grow in their craft and even encourages continuing education to better themselves.

Born in Bogota, Colombia, Rebeca M. Forero is the President of International Convention of Human Rights and Migration, USA, owner of BlueTie International; President at Gulf Coast Latin Chamber of Commerce; President at Kiwanis Club of The Gulf Coast; Board Director at Kiwanis of Siesta Key, Sarasota, Fl; CEO and co-founder at Key Element, Mexico; International Trade Hub Ambassador of the Port of Manatee, Fl; Diversity and Inclusion Committee Member at EDC Sarasota County, Fl; President and Co-Founder of Fundación Recast Valley, Colombia. Forero is a business-minded leader and founder years of experience in corporate image coaching operations and event management, strategic planning, staff training, community advocacy, and international public relations. Forero has demonstrated excellent leadership success with specialized knowledge and experience in managing the unique challenges and needs associated with complex organizational structures.
THE CHOICE FOR LATINAS

Aflac proudly supports the 25th Annual LATINA Style 50.

Get to know us at aflac.com
Top 15 Employee Resource Groups of the Year, 2022

By Gloria Romano- Barrera

Honoring the outstanding contributions and achievements of ERGs, LATINA Style, Inc. is proud to present the best ERGs in the country. Launched in 2010, the ERGs listed here (in no specific order) have successfully made an impact internally and externally, improving the company’s overall business.

Accenture

Accenture’s Hispanic American Employee Resource Group (HAERG) strives to provide an inclusive and empowering space that develops bold leaders, lifts members as they climb and amplifies their voices within Accenture and its communities.

HAERG was founded in 1996 as the Hispanic American Interest Group at Accenture North America. Today, HAERG has approximately 4,200 members and HAERG membership extends across 31 chapters in the U.S., including the District of Columbia and Puerto Rico. HAERG is open to a diverse set of individuals and welcomes Accenture people of all areas in our business and across various social economic backgrounds, education levels, religious beliefs, ages and racial ethnicities.

Community is one of the three main pillars on which the HAERG is founded. At a national level, HAERG members participate in conferences with organizations including the Association of Latino Professionals for America (ALPFA), the Society of Hispanic Professional Engineers (SHPE), Hispanic IT Executive Council (HITEC), the Hispanic Association on Corporate Responsibility (HACR), L’ATTITUDE and Hispanic Alliance for Career Enhancement (HACE).

HAERG remains committed to developing spaces where people can bring their best selves to work every day and remain authentic to who they are. HAERG helps to attract, develop, retain and advance Hispanic Americans and Latinx both nationally and locally. Throughout the year, HAERG members have continued opportunities to participate in professional development, cultural events and celebrations of communities – pairing members with executives and leaders who care about mentoring and encouraging growth opportunities.

American Airlines' Latin Diversity Network (LDN) Employee Business Resource Group was founded in 1997. LDN started as a small group of Latin/Hispanic employees at headquarters who looked to help its Spanish-speaking passengers with their customer services request. This successful experience along with the implementation of the Employee Business Resource Groups led to create a formal group that in 2022 is celebrating its 25th Anniversary.

LDN promotes an environment that facilitates the hiring, professional development, leadership and promotional opportunities of Latin employees while enhancing American Airlines’ global competitiveness and its image in the Latin community.

LDN focuses on fostering and promoting values, cultural elements, professional development, education of its members, and is also committed with DEI.

LDN encourages its members to succeed. As a global company working to be the greatest airline in the world, American Airlines strives to develop the ability to detect customer and employee needs, improve policies and procedures, create strong impact in people lives through community service, loyalty and a remarkable customer experience.
THE POWER TO
create and prosper

Bank of America proudly supports the 25th Annual LATINA Style Awards & Diversity Leaders Conference.

Y tú, ¿Qué quieres lograr?

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AT&T’s Hispanic/Latino Employee Group, HACEMOS, fosters an environment in which colleagues support and encourage each other to succeed professionally, personally, and in the community through networking, volunteering, and social activities. HACEMOS focuses on education by providing scholarships and professional development opportunities to its members and community it serves.

Established in 1988, HACEMOS has more than 8,000 members and 35 chapters nationwide. HACEMOS offers professional development programs, one of which is the Emerging Latina Leadership Program (ELLP). ELLP is a six-month program designed to empower mid-level managers with the intent to broaden and deepen their capabilities through a specialized curriculum. During 2021, 40 percent of the 25 participants were promoted or applied and received roles in segments previously perceived as unattainable.

The HACEMOS Scholarship program awarded $278,500 in 2022 and has delivered over $4M since its inception. The scholarship targets Hispanic students in the cities where HACEMOS chapters operate. HACEMOS also partnered with Western Governors University to create a $15,000 scholarship for its members in conjunction to other benefits.

HACEMOS brings value through perspective and ideas to all organizations within AT&T. Its members are diverse and bring a wide range of expertise in culture and the needs of the Hispanic community. HACEMOS proactively proposes and encourages leadership to adopt new strategies to help the corporation meet their cultural transformation goals.

Bank of America’s Hispanic Employee Resource Group, HOLA, is committed to making Bank of America the best place for Hispanic-Latino employees to work and grow professionally by inspiring and fostering an inclusive environment for all employees in support of the bank’s purpose and strategy.

Established in 2003, with more than 21,000 members in 21 states across the nation and a virtual chapter, HOLA is proud to have broad representation across all lines of business and levels of the company, including mid-to-upper senior management, and our over 280 Senior Hispanic-Latino Leaders.

HOLA strives to make a positive impact to Bank of America’s Business Strategy while strengthening the company brand through community engagement. In recent years, HOLA has been asked to participate in listening sessions and focus groups for the sole purpose of capturing feedback from members on what the community believes are the important initiatives and critical needs areas impacting Hispanic-Latinos. This feedback loop was catalogued for key themes and reviewed by senior leadership and the Hispanic-Latino Executive Council membership.
Building a future to smile about

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Colgate is an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, gender identity, sexual orientation, national origin, disability status, protected veteran status, or any other characteristic protected by law.
Established in 1992, Ford Motor Company’s Employee Resource Group Ford (ERG) Hispanic & Latino Network (FHLN) has hundreds of active members around the world including in U.S. chapters across several states. As Ford’s trusted go-to resource for Hispanic and Latino matters, FHLN drives efforts to attract, develop and retain talent at Ford. This ERG is committed to enriching the experience of all employees by embracing and infusing Latino culture at Ford Motor Company, and investing in the communities it serves through volunteer service and educational outreach. With a mission to advance Ford’s business objectives by leveraging cultural intelligence as a competitive advantage, FHLN promotes a sustainable talent pipeline for Ford by nurturing community and educational relationships and promoting a culture of belonging that enables diverse talent, and in particular Latino and Hispanic team members, to develop to their full potential, advancing representation through all organizations and leadership levels of the company.

FHLN provides its members a community within a community and an impactful voice that makes a difference. Most importantly, FHLN provides its members an empowering, supportive and positive environment to take on new projects and initiatives that they feel will make a difference, at Ford and beyond.

The Gas Employees Network Toward Empowerment (GENTE) Employee Resource Group (ERG) at Southern California Gas Company (SoCalGas) was established on August 24, 2021. With over 300 members in California, the mission of GENTE is to carry out company values of championing people by fostering a respectful, equitable, and inclusive workplace. GENTE aims to promote understanding and awareness of Hispanic/Latino culture, and facilitate member and ally participation in networking, community engagement, and mentorship opportunities.

As part of the company’s Equity Action Plan, SoCalGas launched an ERG pilot in 2021 to accelerate progress on the Company’s Diversity, Equity, and Inclusion (DEI) strategy. The launch of GENTE during the COVID-19 pandemic has had a positive impact on workplace culture and has enhanced employee connections and peer support. GENTE has created cultural, developmental, mentorship, networking, and community engagement opportunities for its members, which embody SoCalGas’ three lived values: do the right thing, champion people, and shape the future.

GENTE exemplifies SoCalGas’ commitment to improving the quality of life in the communities they serve with a special focus on the Hispanic/Latino community. SoCalGas empowers GENTE members to share their ideas and take action to enhance and continually improve upon the Company’s business practices, including how to better serve the surrounding Latino and Hispanic community and respond to their unique needs and circumstances. This is crucial as nearly half of SoCalGas’ workforce identifies as Hispanic/Latino and a significant portion of SoCalGas’ 21.8 million consumers residing in its service territory identify as Latino or Hispanic.
Diversity is at the heart of our culture

At Nationwide®, our caring and inclusive culture is built on the belief that every voice should be heard, valued and respected. We’re committed to fostering a diverse and equitable workplace and are proud to be ranked as one of the best companies for Latinas to work for in the U.S.

Nationwide is honored to support the 25th LATINA Style 50 Awards and Diversity Leaders Conference and congratulates this year’s honorees for their outstanding efforts.
The Latin American Professionals Group (LAPG) aims to develop, empower, inspire and build on the professional capacity of its members by providing programs and initiatives that create experienced leaders, establish partnerships, promote community projects and participate in shared social issues through volunteering opportunities.

Established in 2006 with more than 500 members across the Americas and EMEA, the LAPG follows the 4Cs model (4C operating model with a mission to embrace Culture, enable Career development, engage in Community and Commerce) and the Diversity Impact Model™. The group is a two-time winner of the Top 25 Diversity Impact Awards by Talent Dimensions and the Global ERG Network. The LAPG focuses on nine impact areas that focus on the individual, the company and the community. Via its Professional Development committee, the LAPG provides development opportunities to its members, such as leadership training and executive programs. The Commerce committee focuses on supporting strategic initiatives for our various businesses. The Talent Acquisition committee is an essential partner to hiring managers and support their diverse talent sourcing efforts. The Volunteerism & Outreach committee is its philanthropic arm and focuses on creating external partnership and volunteering opportunities to support the local Hispanic/Latinx community. Via the Culture and Communication committee the LAPG drives member engagement while promoting the Hispanic/Latinx culture at State Street, overall company culture, and supporting inclusion and belonging efforts.

Established in 2005, Union Pacific Railroad’s Employee Resource Group, Latino Employee Network (LEN) has a three-tiered mission focused on recruiting, retaining and developing Latino employees to help them achieve personal and professional success. LEN engages Union Pacific’s Senior Leadership on strategies to raise awareness of issues affecting the Latino community, utilize the potential of its members and help integrate Latino employees within Union Pacific’s culture.

LEN is highly engaged in supporting Diversity, Equity and Inclusion efforts through education, awareness, and by fulfilling its mission with employees and communities served. With 1473 members located in 23 states across the country, LEN offers various opportunities for its members to build relationships and develop skills in decision making, communication and project management. LEN also supports members’ community engagement, reinforcing Union Pacific’s commitment to give back to the local communities in which Union Pacific employees live and work. They also provide leadership roles and skill building outside of employees’ daily work roles.

LEN is committed to serving the community. The Union Pacific Latino Employee Network (LEN) Scholarship Program is available to high school seniors and undergraduate students in their first four years of college who are committed to furthering their education.
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With a mission to empower and develop Latino leaders at Wells Fargo, educate employees on Hispanic marketplace opportunities, and build our reputation as one of the world’s great companies among our Hispanic communities, Wells Fargo’s Employee Resource Group, Hispanic & Latino Connection was established in 2009 and consists of 12,600 active members in 48 local chapters across the United States and a virtual chapter.

Building and sustaining a diverse and inclusive culture where all employees feel valued and respected for who they are and their unique skills and experiences is essential to Wells Fargo. Latinos are the largest minority at Wells Fargo, accounting for 17 percent of the total employee population. Additionally, for almost 170 years, Wells Fargo has had the honor of helping generations of Latino families grow and is committed to seeing the Hispanic community continue to achieve financial prosperity.

One of the three strategic priorities for the Hispanic & Latino Connection ERN is focused on Workforce Outcomes in an effort to empower the next generation of Wells Fargo Hispanic inclusive leaders. Members have the opportunity to join national initiatives and are connected with resources, tools, education, and support that provide experiences for self-development and professional growth. Hispanic & Latino Connection acts as a channel to help its members expand their network by connecting them to other lines of business and encouraging them to participate as mentors and mentees in their enterprise mentorship program.
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Distinguished Honorees

Barilla America
Alleanza

Established in 2016, Alleanza currently has 37 members and is guided by the mission to promote diversity at Barilla America and contribute to an inclusive culture for all employees. Alleanza’s goals include supporting Latinx and Black employees so team members can bring their full identities to work; cultivating opportunities for all employees to engage in deep conversations about how Latinx and Black experience “otherness” in ways that may not be obvious to everyone; providing insight and support to HR’s diverse recruiting strategy and execution; and engaging in community outreach to positively impact local minority communities, like supporting the Hispanic Alliance for Career Enhancement (HACE). Currently made up of 67 percent women and 33 percent men, ERG members range from executives to hourly employees, including the whole spectrum of the Barilla employee base.

ADELANTE con DISH, a Hispanic/Latinx employee resource group, was founded on September 1, 2020. It currently has 567 active members in the United States, Mexico, Puerto Rico, and the Philippines.

ADELANTE’s vision is to be the conduit for the advancement of its members in the workplace while sharing and embracing the Hispanic/Latinx culture. Its mission is to help all DISH employees realize their full potential, reach beyond their assignments and be assets in their communities. This is done through We do this through our four Key Initiatives: Professional Development; Career Management; Networking; and Community Engagement.

ADELANTE has received the 2022 Prospanica, the Association of Hispanic MBAs and Business Professionals, Brillante Hispanic/Latinx ERG of the Year Award for executing 36 virtual and in-person events with an average of 145 in attendance in one year.

M&T Bank
Hola! Resource Group

With a mission to connect with the Latino community within its local markets, M&T Bank’s ERG, Hola, strives to build and sustain a welcoming workplace for everyone, regardless of ethnicity and race through education, networking, and collaboration. Hola creates a forum for the personal and professional empowerment of M&T Bank’s Hispanic/Latinos, that is aligned with M&T’s Brand Promise. Established in 2017 with more than 820 members in 13 states, the business values are woven into each chapters’ vision statement. Monthly meetings ensure its efforts are aligned with bank efforts and community needs.

Hola’s members are called in to provide advice on talent initiatives amongst others. Data is sourced internally and externally to support new developments such as the multicultural banking strategy which resulted in bilingual employees in the Hispanic communities.
DRIVING DIVERSITY

Stellantis is a proud supporter of the 25th Annual LATINA Style 50.

Visit stellantis.com to learn more about what drives us.
The MetLife Legal Plans Diversity, Equity & Inclusion (DE&I) Council provides support, encouragement, and resources so employees have a safe space to voice opinions and learn about other cultures and backgrounds. The ERG creates opportunities to engage in conversation and coordinate activities for social and personal growth. Its programs provide insight and support regarding mindfulness, work-life balance, social stigmas, and encourage team building through community outreach and volunteer efforts. The ERG is also devoted to the recruiting of diverse employees and partner with human resources to ensure that the staff reflects the diversity of the customers it serve.

Its DE&I Council consists of a 16-person team. The Council creates focused programming for the entire MetLife Legal Plans organization which consists of over 220 employees. MetLife Legal Plans—an affiliate company of MetLife Inc.—is headquartered in Cleveland, Ohio with employees across the United States. MetLife Legal Plans is the nation’s largest provider of group legal plans, serving over 5,000 employer organizations including over 220 of the Fortune® 500. MetLife Legal Plans focuses on making legal services affordable and accessible for working Americans. MetLife Legal Plans provides protection at every step to nearly five million Americans nationwide.

With a mission to help create opportunities at all career levels for its 576 members in 12 states across the country, Northern Trust’s Business Resource Council (Employee Resource Group), Latin Heritage Leadership Council (LHLC) promotes and develops leaders among its Latin Heritage partners and those with interest in Latin heritage. Established in 2006, LHLC represents a variety of cultures, raises awareness and facilitates training and development opportunities through workshops, networking, community events and mentoring programs. LHLC focuses on having a presence in Hispanic communities by creating creates awareness to establish and build new relationships while promoting and advocating the Northern Trust brand.

LHLC keeps the core business values intact by utilizing a well-defined framework which is intended to align with the company’s DE&I corporate strategic plans. The guiding force is the corporate priorities as outlined by the CEO and redefined by DE&I to support BRC execution.
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