

CRAIN'S 2020 NOTABLE LGBTQ EXECUTIVES + BUSINESSES CHAMPIONING DIVERSITY AND INCLUSION

This Notables section features 56 LGBTQ executives and 10 companies that champion diversity. A number of the honorees work for or support leading advocacy organizations, including AIDS Foundation of Chicago, Center on Halsted, Chicago House & Social Service Agency, Equality Illinois and Howard Brown Health.

Some of the attorneys on the list represent gay clients in employment or family law matters. Others have handled asylum cases for clients who were persecuted in their home countries. They help advance colleagues through the LGBT Bar Association and other legal forums.

These Notables are working at small

businesses and large corporations, arts organizations and nonprofits. Typically, they started or sponsor employee resource groups and serve on diversity and inclusion councils with an eye to breaking down the barriers that keep LGBTQ people from advancing to leadership positions. And they mentor colleagues informally or in structured settings to help them get ahead.

The Supreme Court's landmark ruling in June that civil rights law protects gay and transgender employees from discrimination pleases this cohort of Notables and the broader community that advocates equality.

By Judith Crown

METHODOLOGY: The individuals and companies featured did not pay to be included. Their profiles were drawn from the nomination materials submitted. This list is not comprehensive. It includes only individuals and companies for whom nominations were submitted and accepted after a review by editors. To qualify for the list, individuals must have made significant contributions to advancing equality within the workplace or in the Chicago area. Companies must have demonstrated that they have promoted diversity and inclusion, including the hiring and advancement of LGBTQ managers and executives as well as women and minorities.



MICHAEL ABRAMS

Founder and CEO
Michael Abrams Interiors

Michael Abrams heads his own 20-year-old design firm that focuses on high-end residential interiors. His team designs luxe spaces in the city as well as affluent suburbs such as Hinsdale and Highland Park. Assignments take the team out of town, including work



on vacation homes in Florida and Utah. Abrams serves as president of Designs for Dignity, an organization that transforms nonprofit environments through pro bono design services and in-kind donations. Abrams aims to have all members of the Chicago-area design and construction community support the organization through pro bono design or construction services, donation of furnishings and construction materials or financial support. Prior to his involvement with Designs for Dignity, Abrams was a board member of the Human Rights Campaign.

TONY ABRUSCATO

Founder and president
Get Growing Foundation

As founder of nonprofit Get Growing Foundation, Tony Abruscato works to inspire, educate and motivate the next generation of gardeners through community outreach and educational programs. The foundation is the educational partner of



the Chicago Flower & Garden Show, which Abruscato directed. Known as "Mr. Green Chicago," Abruscato works with special needs programs to grow plant material that is distributed to underserved communities. His latest initiative, Plant Truck Chicago, is a mobile greenhouse that brings plants to communities that don't have garden centers. Abruscato has three decades of involvement with the local and statewide LGBT community. He has worked with Equality Illinois, Chicago House & Social Service Agency and Chicago AIDS Run & Walk. And he was emcee for a Wintrust Pride celebration in 2018.

DUKE ALDEN

Vice president
Alight Solutions

At the provider of benefits, payroll and HR cloud services, Duke Alden leads the global security assurance function.



Alden's team of cybersecurity experts supports 3,250 clients worldwide. Alden has been a part of Alight's COVID-19 efforts, helping clients respond to the pandemic. Alden served on the Illinois Human Rights Commission between 2015 and 2019. During his term, he advanced equality in a number of rulings related to equal treatment in the workplace, including issuing workplace protections for members of the transgender community. Alden served as co-chair of the governor's LGBTQ Advisory Committee for four years. He currently is on the board of Howard Brown Health and was previously board chair. Before joining Alight Solutions in 2017, Alden was chief information security officer at Aon.

DAVID ALFINI

Partner
Hinshaw & Culbertson

A partner in Hinshaw & Culbertson's Chicago office, David Alfini focuses on product liability defense and the defense of nursing homes, long-term care facilities and home care companies. He was instrumental in launching and developing the firm's long-term care and aging-services practice, which he leads. Alfini serves as co-chair of the LGBTQ affinity group, which offers programs to raise LGBTQ awareness. One of his goals is to connect his aging-services practice and his work with the LGBTQ community. This year, he's helped clients respond to issues related to COVID-19 and recently participated on a panel discussion addressing issues faced by LGBTQ seniors during the pandemic. He is chair of the programming board for nonprofit StartOut Chicago, which supports LGBTQ entrepreneurs and business owners.



JILL ALLREAD

CEO
Public Communications Inc.

Jill Allread leads communications and marketing agency PCI, which serves clients in health care, nonprofits, travel and tourism, animal care and conservation. Over the past 18 months, Allread has led initiatives to increase commitment to diversity and inclusion among staff and clients. PCI is recognized by the National LGBT Chamber of Commerce as a certified LGBT Business Enterprise. Allread is a founding board member of Girls in the Game, a Chicago nonprofit that empowers girls through sports and leadership. The organization serves 3,000 girls in the region every year. She's led fundraising events for the AIDS Foundation of Chicago and Howard Brown Health. Allread and her partner of 26 years worked to help pass Illinois' first domestic partnership registry in their home village of Oak Park.



GETTY IMAGES



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We're proud to acknowledge Abby Farrell, Executive Director & Lead,
Rates & Commodities Distribution - and a Crain's Notable LGBTQ Executive.

Learn more about our team at cibccm.com.

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MICHAEL ANDREWS

Chief financial officer, Hefty Division
Reynolds Consumer Products

Michael Andrews handles financial management for the Hefty unit, which produces waste bags and food storage products. Andrews was part of the team that earlier this year led the IPO for Lake Forest-based Reynolds Consumer Products.



Andrews joined Reynolds in 2015 after a 13-year stint at PepsiCo working on Quaker and Tropicana brands. At PepsiCo and earlier at Northwestern University's Kellogg School of Management, Andrews was a leader with Reaching Out MBA, the annual conference for the LGBTQ MBA community. The group works to facilitate workplace change and support up-and-coming LGBTQ leaders. He also co-chaired PepsiCo's LGBT employee resource group. An alumnus of Kellogg, Andrews is on the board of advisers of Pride@Kellogg and serves as an adviser, mentor and panelist on LGBT issues.

ANGELA BARNES

General counsel, director of legal affairs and growth initiatives
City Tech Collaborative

At the enterprise that seeks solutions to urban problems, Angela Barnes handles legal matters and co-leads the company's racial equity and inclusion framework. The group has devised solutions for a range of urban challenges



such as flooding and congestion. Before joining City Tech last year, Barnes was general counsel and director of compliance and business operations at MxD, formerly known as UI Labs. Barnes chairs the board at the Center on Halsted and leads the center's Women's Action Council, focused on outreach and inclusion of the queer women's community. She is on the board of Chicago Coalition for the Homeless and is former co-chair of GLAAD (Gay & Lesbian Alliance Against Defamation) Chicago Leadership Council. She co-founded SHE100, a philanthropic giving circle of lesbian and queer women.

TYLER BAUER

Vice president
NorthShore University HealthSystem Medical Group

Tyler Bauer is an executive leader in the multispecialty practice group of 950 primary and specialty care physicians with 140 locations. Bauer has been instrumental in advancing NorthShore's primary care efforts by integrating genetics and



personalized tools into patient care plans. With the onset of COVID, Bauer galvanized a response team that expanded capacity tenfold at four NorthShore Immediate Care sites. The team evaluated 27,000 patients, conducted 20,000 online visits and developed a drive-thru testing facility that has performed 8,000 tests. Bauer has been an influencer in NorthShore's diversity and inclusion initiatives. He co-leads the Sexual Orientation & Gender Identity steering committee, which advocates inclusion of accurate, appropriate and sensitive demographic and clinical information for transgender and nonbinary patients into electronic health records.

NORA BONEHAM

Senior product manager
Cohesion

At the venture-funded company that enables real estate owners and operators to remotely monitor and operate buildings, Nora Boneham is building a product team in Chicago. She collaborates on strategy for positioning and pricing the product as well as crafting a



beneficial user experience. Boneham joined Cohesion last year after completing dual degrees at Northwestern University: an MBA from the Kellogg School of Management and an M.S. in design innovation from the McCormick School of Engineering. At Northwestern, she was a leader in Pride@Kellogg and vice president of strategic initiatives. Boneham started a speaker series in which Kellogg hosted nationally prominent LGBTQ business leaders on campus—three sold-out events were held in 2018 and 2019. Before enrolling at Northwestern, Boneham was an investment analyst at Prudential Financial.

CRYSTAL BRABOY

Vice president of human resources, diversity, equity and inclusion
Planned Parenthood of Illinois

Crystal Braboy leads HR and cultivates a strong culture for the 350 employees at Planned Parenthood of Illinois. Last year, Braboy launched a diversity and inclusion program. She leads discussions around the country on unconscious



bias and trains to override bias, racial anxiety and stereotypes and to reduce racial polarization. She's the founder of Human Resources Practitioners of Color, a supportive community for HR managers of color that has grown to 3,000 members. This year, she's worked to support LGBTQ communities and people of color disproportionately affected by the pandemic. She's also a mentor to emerging LGBTQ leaders throughout Planned Parenthood nationally, as well as up-and-coming people of color. Before joining Planned Parenthood in 2014, she was communications and human resources manager at Circle Foundation.



Different perspectives and voices are critical to the success of any business, and the practice of law is no different. We are committed to making decisions to better serve our clients, while creating a positive impact on our firm culture.

Michael Best & Friedrich LLP | michaelbest.com



GREG CAMERON

President and CEO
Joffrey Ballet

At the renowned ballet company, Greg Cameron leads a staff of 181. When he assumed leadership of the Joffrey in 2013, the organization hadn't implemented best practices in many areas and faced financial challenges. He spearheaded the

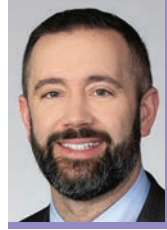


creation of a diversity, equity and inclusion staff committee, and the company has sent more than 40 employees for training. Cameron has teamed with a variety of nonprofits, such as the Center on Halsted, that support advancement of the arts and LGBTQ issues. The Joffrey is also a founding member of Enrich, a collaborative of nonprofits committed to ending racism and systemic oppression in the arts sector. The Stanford Graduate School of Business developed a case study of the Joffrey's growth and transformation as an example of organizational success.

TIMOTHY CARRIGAN

Chief nursing officer
Loyola University Medical Center

At Loyola, Timothy Carrigan is a member of the diversity and inclusion committee at the medical center, which evaluates practices related to work-force inclusion, addresses potential patient care inequities, identifies educational opportunities and helps the organization



prioritize outreach initiatives to underserved communities. As a man in a predominantly female profession, Carrigan has mentored and developed nursing leaders from a range of backgrounds, including men and women of all age groups, people of color and professionals from the LGBTQ community. He has mentored LGTBQ leaders in nursing who have advanced from bedside RNs to nursing directors and executive leaders in health care. Before joining Loyola last year, Carrigan was system chief administrative officer at Rush University Medical Center. He is on the board of Heartland Alliance Health.

MARC DEMOSS

Head of research products
Morningstar

Marc DeMoss has profit-and-loss responsibility for roughly 10 percent of Morningstar's global revenue and oversees products delivering the research of its 250 analysts. He expanded Morningstar's research business globally, particularly in Asia. There he drove an out-



growth of the company's equity research business and established a partnership with BNP Paribas. DeMoss was an early advocate of workplace equality at Morningstar and is a founding member of its LGBTQ affinity group. He helped organize the group's first event for Chicago-based employees. He also has organized events with the affinity group to mentor Morningstar employees in their career development. DeMoss produced an independent feature-length narrative film, "Crime Fiction," which was commercially released in 2007. Last year, he produced a short documentary film in conjunction with Scrapers Film Group.

LGBTQ WORKPLACE BLUES

93 percent

of Fortune 500 companies have nondiscrimination policies that include sexual orientation. And **91 percent** have nondiscrimination policies that include gender identity. Many companies also provide other benefits: **53 percent** include domestic partner benefits; **65 percent** include transgender-inclusive benefits.

20 percent

of LGBTQ Americans have experienced discrimination based on sexual orientation or gender identity when applying for jobs. LGBTQ people of color (**32 percent**) are more likely to experience this type of discrimination than white LGBTQ people (**13 percent**). And **22 percent** of LGBTQ Americans have not been paid equally or promoted at the same rate as their peers.

25 percent

of LGBTQ employees report staying in a job due to an LGBTQ-inclusive work environment. But **10 percent** of LGBTQ employees have left a job because the work environment did not accept LGBTQ people. Fewer than **0.3 percent** of Fortune 500 board directors were openly LGBTI in 2020.

77 countries

prohibit discrimination in employment because of sexual orientation, including Australia, Canada, France, Germany, Mexico, the Netherlands, Switzerland and the United Kingdom. On June 15, the U.S. Supreme Court ruled that the Civil Rights Act of 1964 protects employees from discrimination on the basis of sexual orientation or gender identity. This means that workers across the U.S. cannot be fired for being LGBT. Before the ruling, there was no state-level protection for sexual orientation or gender identity in **28 of the 50** states. Out of an estimated 8.1 million LGBT workers age 16 or older, nearly half (**3.9 million**) lived in states without statutory protections.

Source: Catalyst

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DAN EARLES

Principal
Earles Architects & Associates

Dan Earles owns three businesses with revenue of \$5 million: Earles Architects & Associates, a full-service interior architecture firm based in the West Loop; a commercial furniture dealer; and a popcorn company. In the past 18 months, Earles served on an American



Institute of Architects panel that focused on being “Out at Work” in architecture and interior design firms. Earles helped develop and sponsored an LGBT Illinois Chamber of Commerce business boot camp for entrepreneurs. And he participated in a panel discussion on opportunities for minority firms in procurement with the city of Chicago. The workforce at his companies is diverse: 35 percent LGBTQ, 47 percent women and 30 percent minority. He’s an active member of the AIA LGBTQI+ Alliance, as well as the LGBT Chamber of Commerce of Illinois.

ABBY FARRELL

Executive director and lead, Rates and Commodities Distribution Group
CIBC World Markets

As team lead, Abby Farrell works with clients from CIBC’s U.S. middle market and specialty finance divisions to implement interest rate and commodity hedging strategies. She collaborates with company CEOs, CFOs and stakeholders to identify corporate risk and design hedging solutions in multiple currencies and commodity types. Farrell speaks often at CIBC meetings and industry conferences. In March she was one of three panelists to discuss topics of equality and inclusion at a bank event on International Women’s Day. In talks, Farrell discusses the importance of women and members of the LGBTQ community being represented in financial services industry leadership roles. She’s a supporter of Brave Space Alliance, a Black- and trans-led nonprofit that supports LGBTQ people on the South and West sides.



GREGORY FINE

CEO
CCIM Institute

Gregory Fine leads the organization that provides educational and professional development for the commercial real estate industry, including the Certified Commercial Investment Member designation. Over the past 18 months, CCIM Institute adopted an updated diversity and inclusion statement. In February, the institute convened a gathering of commercial real estate leaders to discuss the workforce of the future, which resulted in a commitment to address barriers to entry, enhance inclusion and create goals to ensure that top talent is welcomed. Fine has served as an official mentor for the American Society of Association Executives diversity leadership program. He was the face of LGBTQ association executives at an ASAE meeting 10 years ago where he shared his professional journey as a gay man with 5,000 of his peers.



KENNETH FOX

Chief health officer
Chicago Public Schools

As chief medical professional, Dr. Kenneth Fox leads the Office of Student Health & Wellness, a diverse team of 90. Fox works to eliminate health-related barriers to learning and drive better health and educational outcomes for CPS students. He has been a champion of Medicaid enrollment among CPS students. Under his leadership, the number of Medicaid-eligible but unenrolled CPS students decreased by 50 percent over the past three years. His team completed work on creating safe and supportive environments for LGBTQ students and recently updated the district’s Guidelines on Support of Transgender & Gender Non-conforming Students, including the first districtwide webinar on this topic that is mandatory for all CPS staff. Appointed in 2016, Fox is a pediatrician with nearly 30 years of clinical experience.



DENISE FOY

Vice president, business operations health solutions
American Medical Association

At the AMA, Denise Foy manages the division that curates and licenses the Current Procedural Terminology medical code that is used to report procedures and services to physicians, health insurance companies and accreditation organizations. The division also maintains a database on physician education and certifications. Foy serves as the executive sponsor for the AMA’s Pride employee resource group, which has raised awareness of the need for pronoun policies, inclusive language and all-gender restrooms. As co-chair of the LGBT Community Fund at the Chicago Community Trust, Foy has helped raise money and designate awards to local LGBTQ organizations. Last year, she joined the national board of SAGE, which provides services and advocacy for LGBT elders. Foy served for more than 10 years on the Center on Halsted board.



Imagine the Courage To Lead

BAIRD



It takes strength of character to raise your hand when action is required and ideas need direction.

Baird is proud to salute **Chief Risk Officer Rodney Jones-Tyson** – one of the *Crain’s Chicago Business* 2020 Notable LGBTQ Executives. His dedication to clients, his fellow associates and the community we share inspires us all.

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GCM Grosvenor Chairman and CEO Michael Sacks and Indra Nooyi, former chairman and CEO of PepsiCo, have a "fireside chat" at Grosvenor's 2019 Small and Emerging Managers Conference.

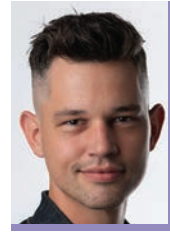
GCM GROSVENOR

At the alternative asset management firm with \$55 billion invested, more than 60 percent of staff and 70 percent of hires in the last year were women or people from a variety of diverse backgrounds. While the company neither requires nor asks employees to self-identify based on sexual orientation, it has a robust and active Pride Alliance employee resource group that launched in 2015. In 2018, Grosvenor instituted a cross-departmental diversity and inclusion governance committee to develop a cohesive strategy for promoting diversity, inclusion and equity and to drive accountability in the areas of people and culture, industry leadership, investments, and vendors and service providers. The Pride and women's resource groups have promoted professional development and contributed to a high percentage of employees from diverse backgrounds holding leadership positions.

LUCAS GOLDBACH

Design director
Mike Shively Architecture

Lucas Goldbach manages design at the architecture and interior design firm that is an LGBTQIA+ owned business. Half the



staff of eight are LGBTQ employees. In four years at the firm, he has completed dozens of projects and helped to double the size

of the team. Goldbach is active in the American Institute of Architects and is on the steering committee of AIA Chicago's LGBTQIA+ Alliance. He's also a member of the AIA Bridge mentoring program. In the company's recently completed office space, unisex bathrooms were a priority. This design principle is central to space planning and designing of architectural projects for MSA's diverse group of clients. Goldbach encourages clients to embrace unisex bathrooms and other safe-space practices to create an LGBTQIA+ inclusive company culture.



GUARANTEED RATE

The retail mortgage lender has members of the LGBTQ community in high-ranking positions such as executive vice president of performance analytics and strategy and senior vice president of mortgage lending. Guaranteed Rate launched an internal organization, Proud, which offers education and a support network for LGBTQ+ initiatives. Proud is creating a mentorship program along with quarterly meetings and events. The company also promotes diversity through the Guaranteed Rate Organization of Women, an internal platform. The resource group conducts a mentorship program, monthly webinars and an annual conference. Nationwide, the company participates in pride parades and celebrations. Employees donate their time to promote gay rights by joining LGBTQ+ chambers of commerce, volunteering at nonprofits that encourage LGBTQ+ youth and creating art exhibitions that examine inequality.

Congratulations to Comcast's Director of External Affairs, Joe Higgins.



The embodiment of Comcast NBCUniversal's values, Joe works with diverse community-based organizations, civic leaders and other partners to make a difference in people's lives across Chicago's 77 neighborhoods and beyond.

From digital equity to youth development to volunteerism, Joe is notable for his unrelenting commitment to the communities Comcast serves.

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COMCAST
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JORDAN HEINZ

Partner
Kirkland & Ellis

At Kirkland & Ellis, Jordan Heinz specializes in intellectual property and general litigation. Heinz is a leader of the firm's pro bono program and co-chair of Kirkland's firmwide LGBTQ+ committee. He has spearheaded litigation that has protected and advanced the rights of the LGBTQ+ community. He led litigation teams representing same-sex couples securing the right to marriage in Illinois and Indiana. He is lead counsel for individuals challenging President Donald Trump's ban on transgender military service (Karnoski v. Trump) in which the 9th Circuit found that transgender-based laws are subject to heightened judicial scrutiny. He recently achieved a victory in a class action challenging the Illinois prison system's maltreatment of transgender prisoners. He serves as a mentor to LGBTQ+ attorneys in formal and informal structures.



TODD HEISER

Co-managing director
Gensler

As a co-managing director of Gensler's Chicago office, Todd Heiser oversees more than 200 designers, architects and consultants. Heiser spearheaded design for the nearly complete \$500 million renovation of the Willis Tower. Other clients include 1871, Kohler, Fourth Presbyterian Church, Le Meridien Hotels, Nickelodeon and Northwestern University. Most recently, as COVID-19 has posed questions about the future of workplaces and office buildings, Heiser has helped the firm build strategies to support clients and their projects. In addition to his design work, Heiser works to recruit and retain talent and helps students obtain internships at Gensler. Outside of work, Heiser is on the board of Marwen, a nonprofit that mentors youth and emerging artists. He joined Gensler in 2005 and was named to his current position in 2018.



DANIEL HERNANDEZ

Founder and principal attorney
NextLevel Law

Daniel Hernandez this year launched NextLevel Law, specializing in family law and LGBTQ concerns. The firm strives to protect the rights of LGBTQ+ families as they navigate family matters from divorce to adoption. Hernandez adopted a fixed-fee structure to make legal services accessible to the community. He works as pro bono attorney for Chicago Volunteer Legal Services. He is chair of the LGBTQ committee at the Hispanic Lawyers Association of Illinois and is active in the LGBT division of the Hispanic National Bar Association. In addition, he is board vice president at Between Friends, a nonprofit that aims to break the cycle of domestic violence. Hernandez is an adjunct professor at John Marshall Law School, his alma mater.



JOE HIGGINS

Director of external affairs and community impact
Comcast

Joe Higgins is responsible for advancing Comcast's community impact strategy and strengthening its diversity commitments in Illinois, northwest Indiana and southwest Michigan. Higgins helped lead expansion of Comcast's Internet Essentials program, which provides low-income and underrepresented families with low-cost internet service at home. He oversees Comcast's annual day of giving: Last year, 5,100 volunteers completed more than 70 projects, including youth training at the Center on Halsted and cleaning branches of the Chicago River. Higgins serves as executive champion for OUT@Comcast, the company's employee resource group for LGBTQ employees and allies. Externally, Higgins leads the United Way of Metropolitan Chicago's United Pride ERG, which brings not-for-profit and corporate partners together to work toward LGBTQ workforce inclusion and the needs of the LGBTQ community in the region.



JEROME HOLSTON

Director
LGBT Chamber of Commerce of Illinois

Last year Jerome Holston led the chamber's hosting of an LGBTQ+ Biz Boot Camp to support LGBTQ+ entrepreneurs. And the city of Chicago agreed to begin a study on LGBTQ+ spending in its supplier diversity program. Holston has added programs and resources to educate big companies and their LGBTQ+ employee resource groups. These programs have assisted companies in helping their employees access professional development. They also help employers adopt best practices on hiring, retention, promotion and overall inclusion. Holston is a member of the YWCA Metropolitan Chicago Business & Entrepreneurship Advisory Council, Sterling Bay Diversity & Inclusion Advisory Council and the city's Government Procurement Compliance Forum. Holston joined the LGBT Chamber in 2017. Earlier, he was associate director at CCS, a fundraising consulting and management firm.



HOWARD BROWN HEALTH

The LGBTQ community health center with 11 clinics provides medical services and behavioral health programs, social services and outreach for HIV and STI. Howard Brown does not ask staff to self-identify but estimates more than 80 percent of employees are LGBTQ. As a community-based organization formed to serve an oppressed population, Howard Brown recruits and hires people with diverse backgrounds. Of the 13 members of the leadership team, 77 percent are LGBTQ, 31 percent are Black, 8 percent are Latino and 61 percent are white. The organization says its social justice orientation affords it the freedom to prioritize recruitment of employees whose identities are consistent with its values. Hiring people who reflect the populations served makes the organization more effective in delivering services, Howard Brown says.



INQUEST CONSULTING

The firm founded in 2011 consults on diversity, equity and inclusion. Since its start, inQuest has trained more than 60,000 people in 10 countries. Clients range from Fortune 100 companies to local nonprofits. The firm is a 100 percent LGBTQ-owned business certified through the National LGBT Chamber of Commerce. Of the firm's core leadership team of nine, three are people of color, five are women and two are LGBTQ. Subcontractors include people with disabilities and veterans. Team members have keynoted and facilitated discussions at leading diversity, equity and inclusion conferences, including the Forum on Workplace Inclusion and SHRM Inclusion. In the last two years, team members have supported and/or led discussions at LGBTQ+ related events including the Illinois LGBT Supplier Diversity Summit and the National LGBT Chamber of Commerce Conference.

MICHAEL JARECKI

Principal

Jarecki Law Group

Michael Jarecki leads the 14-year-old firm specializing in immigration law. Jarecki handles immigrant visas, temporary workers and naturalization cases, including LGBT immigration issues. He's provided pro bono representation for LGBTQ immigrants who have gained asylum in the



U.S. after fleeing their home countries where they were persecuted because of their sexual orientation or gender identity. He is a frequent speaker on business and family immigration law with community groups, lawyer peers, students and news media. Recently, Jarecki was a panelist at a forum on undocumented and DACA LGBTQ immigrants hosted by the Los Angeles LGBT Center. Jarecki serves on the leadership board of the National Immigrant Justice Center and on the board of governors of the American Immigration Lawyers Association.

RODNEY JONES-TYSON

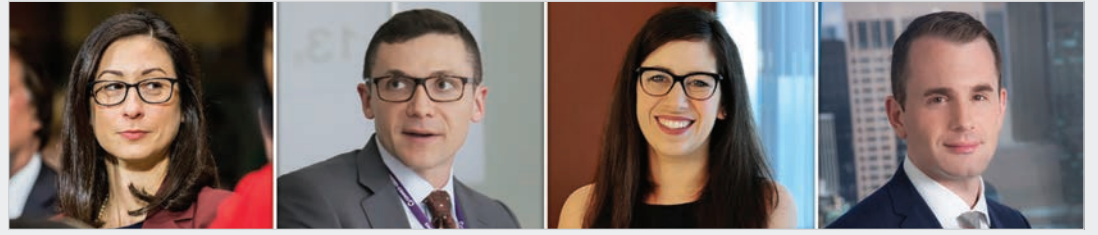
Chief risk officer

Baird

As chief risk officer, Rodney Jones-Tyson identifies and manages risks that may emerge from counterparty transactions, securities underwriting, cyber-crime and other sources. He's the first LGBTQ and African American member of Baird's executive committee. Jones-Tyson led Baird's



response to the pandemic across global operations, including ensuring that trading, clearing and settlement activities were maintained while transitioning Baird's 4,600 employees to work from home. He revamped the company's analysis of trading inventory risk and enhanced information security and cyber programs. Jones-Tyson helped establish an LGBTQ employee resource group that he sponsors and has grown to 120 members. A multicultural resource group he helped start led to a tripling of the number of officers who are people of color. Jones-Tyson is a member and former co-chair of Baird's Business Diversity Council.



The National LGBT Bar has named several of our lawyers among the nation's "Best LGBTQ+ Lawyers Under 40"

Top row, from left: Emily Loeb, Luke Platzer, Emily Chapuis and Matthew Cipolla. Bottom row, from left: Adam Unikowsky, E.K. McWilliams and Lindsay Harrison.

JENNER & BLOCK

People of color, women and LGBT partners serve on Jenner & Block's policy and management committees and lead practice groups. Significantly, the diversity and inclusion committee is composed of and chaired by senior partners and firm leaders. Jenner's three most recently promoted partner classes averaged 58 percent female, 4 percent LGBT and 22 percent ethnically diverse. Last year, Jenner achieved Mansfield Plus certification for considering at least 30 percent women and minorities for leadership positions and senior-level recruiting and having at least 30 percent women and minorities in key leadership roles and lateral hires. The use of preferred pronouns placed the firm among the first group of law firms to implement an optional process. The D&I committee and the Transgender Inclusion Working Group provided leadership for the rollout.

With this year's

landmark ruling,

we now have

the nation's attention...

let's get to work!

Congratulations to PCI's Jill Allread and all the Chicago leaders making an impact in the LGBTQ community.

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JOHN KNIGHT

LGBTQ and HIV project director
American Civil Liberties Union of Illinois

John Knight guides litigation, legislative and education efforts to protect and extend the rights of LGBTQ communities and people living with HIV/AIDS. Knight joined the ACLU in 2004 from the U.S. Equal



Employment Opportunity Commission, where he spent five years as a trial attorney, handling cases involving workplace harassment and discrimination. At the ACLU, Knight was part of the legal team that represented the late Aimee Stephens, whose case was part of the Supreme Court's June decision upholding job protections for LGBTQ employees. Stephens was fired from her job at a Michigan funeral home in 2013 because she was transgender. Knight has represented dozens of LGBTQ clients in discrimination cases against private employers as well as government units such as school districts and corrections departments.

'She was fired for being transgender'

As LGBTQ and HIV project director for the American Civil Liberties Union of Illinois, John Knight in 2018 convinced an appellate court that a funeral home's firing of a transgender employee, Aimee Stephens, violated federal non-discrimination law. The case became part of the Supreme Court's decision in June upholding job protections for LGBTQ workers. Knight helped write the legal briefs, assisted with preparing for oral arguments and helped with other aspects of litigating the case at the high court. He was at the counsel table for the oral arguments in October.

CRAIN'S: How did you come to be involved in this area of the law?

KNIGHT: I became a lawyer hoping to assist individuals and communities who were fighting to live their lives successfully and free from discrimination. I learned early on that LGBTQ people were facing government-sanctioned discrimination in all aspects of their lives and that those with the courage to push back were often severely punished by police violence, job losses and family rejection.

Did you have personal experience with this?

As a gay man, I knew how it felt to experience discrimination. But I was fortunate to have a supportive family and all the privileges that come with growing up in a white, middle-class family with the kinds of opportunities too many Black and Brown LGBTQ people are denied.

How did you and the ACLU come to take the Aimee Stephens case?

Stephens contacted the ACLU of Michigan after she was fired for being transgender. We connected her with the EEOC. With the change of presidential administration in 2017, she asked us to represent her interests directly because she feared the EEOC might not continue to seek relief for her.

Did you realize at the time it could be a Supreme Court landmark case?

We knew that it was an important case but did not know at the time we got involved that it would end up in the Supreme Court.

Why was her case significant?

Stephens was willing to fight the discrimination she faced for many years, a fight that many LGBTQ people are simply unable to sustain. She was a valued employee, so there was never any question that she was fired for who she was—a transgender woman—and not because of her job performance. However, many other LGBTQ people are fired simply because of who they are, so this case is far from unusual.

What are you working on now?

I'm working now on a case for the more than 100 transgender people held in state custody by the Illinois Department of Corrections who are challenging the abysmal quality of medical care they are provided and the resulting inhumane conditions in which they are forced to serve their time.

TIMMY KNUDSEN

Partner
Croke Fairchild Morgan & Beres

Timmy Knudsen recently joined the new corporate boutique law firm, where he will focus on venture capital and lead the firm's pro bono initiatives. Previously he was an associate at Katten Muchin Rosenman, where he worked on the Chicago Sun-Times'



sale to union investors. He has represented undocumented LGBTQ people in asylum cases—recently, a Palestinian gay man in his successful claim. In January, Knudsen traveled to the southern border to work in ICE detention centers representing detainees in their asylum cases, in partnership with the National Immigration Justice Center. At Katten, Knudsen spearheaded diversity initiatives including a preferred pronoun policy and represented the firm at the national Lavender Law Conference. He was appointed to the Zoning Board of Appeals by Mayor Lori Lightfoot last year.

SIMONE KOEHLINGER

Senior vice president of programming and chief programs officer
AIDS Foundation Chicago

Since starting at the foundation, Simone Koehlinger has helped to diversify program funding and expand the program portfolio. She oversaw growth in programs, including new housing and care services



for many of the Chicago area's most vulnerable residents. Early this year, Koehlinger helped launch the city's first HIV Resources Coordination Hub, which provides information and service referrals for people living with and vulnerable to HIV. During the COVID crisis, the hub has helped residents access emergency financial assistance to buy food, pay rent and remain safe. Koehlinger was instrumental in the development of Illinois Getting to Zero, a statewide initiative to end the HIV epidemic by 2030. She joined the AIDS Foundation of Chicago in 2013 from the nonprofit Public Health Institute of Metropolitan Chicago.

DAVID KROEGER

Partner
Jenner & Block

David Kroeger is co-chair of the firm's insurance recovery and counseling practice as well as its reinsurance practice. He is part of a Jenner & Block team that counsels dozens of companies with insurance matters involving COVID-19 and various governmental



shutdown and stay-at-home orders. Kroeger represents Mondelez International in a dispute against Zurich American Insurance over coverage for more than \$100 million in losses caused by computer malware. He is a member of the firm's diversity and inclusion committee and the LGBTQ+ Forum, advocating for LGBTQ+ rights and mentoring younger lawyers. He was nominated by the American Medical Association for an amicus brief regarding standards of care for transgender individuals. He joined Jenner in 1994 from Cravath Swaine & Moore.

ERIC LEDBETTER

Partner, Chicago office managing partner
Quarles & Brady

Last year, Eric Ledbetter was appointed managing partner for the Chicago office, which consists of 100 attorneys and 100 nonattorney professionals. He also leads the office immigration team. In managing the office,



Ledbetter was instrumental in reconfiguring the footprint to save about 25 percent in costs. In the past six months, he's revitalized recruiting and retention practices as well as employee outreach and communication, with an emphasis on diversity and inclusion. He reaffirmed Quarles' commitment to pro bono and community service in the Chicago area for those in need. Additionally, Ledbetter is an active member of the firm's LGBTQ business resource group. As a law school student, he completed a research assistantship at the Williams Institute at the UCLA School of Law, a premier LGBTQ think tank.

JORGE LEON

Partner
Michael Best & Friedrich

At Michael Best, Jorge Leon is group co-leader of the employee benefits practice and co-chair of the diversity and inclusion committee. Leon spearheaded the creation and implementation of a transgender policy, which protects individuals and has educated



others about LGBTQ issues. He led implementation of a charitable giving policy that prohibits the firm from supporting secular organizations that discriminate against individuals or groups protected under the firm's non-discrimination policies such as LGBTQ. Leon also was instrumental in developing a diversity scholarship program through which he mentored LGBTQ and minority law students to help keep them on track to graduating from law school. Leon also mentors attorneys through the Leadership Council on Legal Diversity, providing advice and encouragement on business development, advancement and leadership skills development.

JOHN LITCHFIELD

Partner
Foley & Lardner

John Litchfield is a member of the labor and employment and the business litigation and dispute resolutions practices at the firm. He specializes in disability, sick leave and LGBTQ+ employment issues. Litchfield also handles cases in the growing can-



nabis sector. He is co-chair of the LGBTQA affinity group's recruiting committee, in which he plays a central role in the recruitment, mentorship and advancement of LGBTQ+ attorneys. He also is part of the firm's asylum pro bono practice group. In 2018, he successfully represented a gay, HIV-positive Mexican immigrant in his asylum claim, and in 2017 he led a team that won a hard-fought asylum case for a gay Russian couple escaping persecution. Litchfield is co-author of the LGBTQ Employment Law Practices Guide, published by LexisNexis.

ROBERT MESSERLY

Partner
Quarles & Brady

At Quarles & Brady, Bob Messerly leads a commercial real estate practice, representing investors across the country as well as lenders.



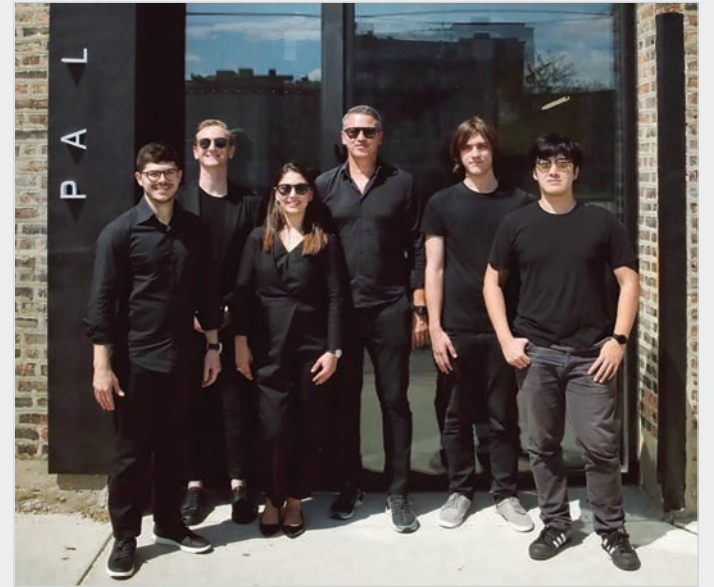
He handles complex transactions for office, industrial, residential and mixed-use buildings. In addition, Messerly is a

member of the firm's subcommittee that reviews the equity partner compensation process. He joined Quarles & Brady in 2013 from Dentons, where he was managing partner of the Chicago office from 2006 to 2010. He was the first openly gay office managing partner of a Dentons office. When marriage equality was recognized, Messerly and his husband gave a firmwide presentation regarding the significance of that historic moment to their lives. He is a member of the Quarles diversity committee and regularly participates in formal mentoring programs for associates.



MICHAEL BEST & FRIEDRICH

The law firm has promoted LGBTQ attorneys to equity partnership and placed LGBTQ attorneys in chair roles over practice groups, subgroups and its diversity and inclusion committee. The firm also appointed women and minority lawyers to key leadership roles such as on the management committee, the deputy general counsel, practice leaders and the CMO and CTO roles. Michael Best prohibits charitable aid in money or service to secular organizations with policies that discriminate against individuals whom the firm protects in its nondiscrimination policies. For example, if a private school limits restroom usage for transgender students, the firm won't support that school. Michael Best benefits cover transgender individuals. The firm supports the Lesbian & Gay Bar Association of Chicago and is a sponsor of its Lawyers for Diversity events.



PALMA

The multicultural group of architects says diversity is one of the firm's biggest assets. Founder Jo Palma sought to create a leadership team that would allow employees to see themselves represented at the firm's highest levels. Company meetings are structured to enable participation by employees of all ranks and seniority. As managing director, Iana Kolev is a member of woman-led initiatives, including CREW and the Goldie Initiative, which aims to advance women in commercial real estate. Studio head Manuel Marti hails from the Latino community. Marketing director Daniel Confroy, a member of the LGBTQ community, helped launch the LGBTQ Alliance in the American Institute of Architects' Chicago chapter. The firm is working on new partnerships with the LGBTQ community, including organizing a fundraiser for Howard Brown Health.

George,
you make
us **proud.**



BMO



BMO Harris Bank N.A. Member FDIC

Congratulations, George Walz, on being named one of Chicago's Notable LGBTQ Executives.

Thank you for championing BMO's commitment to zero barriers to inclusion – in business and life. By sharing your authentic self, you empower everyone around you to do the same.

NOTABLE 2020 LGBTQ EXECUTIVES AND BUSINESSES CHAMPIONING DIVERSITY AND INCLUSION

CHANNYN PARKER

Director of strategic partnerships
Howard Brown Health

At Howard Brown Health, Channyn Parker oversees the organization's volunteer program and develops partnerships to expand Howard Brown's reach. She participates in educational events and public forums and testifies at public hearings. In January, Parker



became the first transgender person on the organization's leadership team. During the pandemic, she has worked with community organizations to provide testing on the South and West sides. She heads Howard Brown's planning process to build a multiagency LGBTQ community center on the South Side. Before joining Howard Brown in 2018, Parker served as manager of the Broadway Youth Center's Youth Development Program. She is the first openly transgender woman to work at the Cook County Department of Corrections, where she advocated for equitable policies. Parker is on the board of Equality Illinois.

JOSIE PAUL

Senior program director
Chicago House & Social Service Agency

At Chicago House, Josie Paul transformed the TransLife Care Program that serves Chicago-area transgender and gender nonconforming communities. She relaunched the struggling program to become one that regularly



receives national recognition. During the past 18 months, Paul expanded the program model to include three sites by the end of the year. The program supports more than 500 clients. In her work for HIV prevention, Paul designed a program that resulted in a Chicago Department of Public Health funding award. She challenges existing chronic disease and STI outreach and screening models in search of innovative strategies for reaching the hardest-to-reach communities vulnerable to HIV. When the pandemic hit, she advocated for her staff to get the resources needed to work remotely.

R. BARKLEY PAYNE

Executive director
American Medical Association Foundation

R. Barkley Payne leads the philanthropic arm of the American Medical Association. He led the creation and implementation of two three-year strategic plans to strengthen the organization's impact. Grants increased to \$50,000 from



\$5,000 per organization. Individual giving tripled, with the average major individual gift growing to \$35,000 from \$10,000. The donor retention rate increased to 54 percent from 42 percent. In addition, Payne is managing the launch of a fellowship program designed to create LGBTQ health specialists while exponentially improving the quality of LGBTQ health care. The initiative is being led by John Evans, co-founder of C-SPAN and an internationally recognized philanthropist. Before joining the AMA in 2014, Payne served in other foundation roles, including as executive director of the American Dental Association Foundation.

NICOLE PRESPERIN

Senior director of New Ventures Group
Aon

At Aon, Nicole Presperin is senior director of the firm's internal incubator for new business opportunities, reporting to the chief innovation officer. She joined Aon as manager of internal consolidations and has held roles in



finance, accounting and risk. Presperin is a member of Aon's North America diversity, equity and inclusion council. Last year, Presperin spoke on a panel at the Illinois CPA Society College Day where she mentioned her wife. As a result, students followed up and said Presperin's openness encouraged them because they worried that they wouldn't be able to be out in a corporate setting. Additionally, Presperin supports young women and working mothers in their professional development and helps them pursue opportunities at Aon. She recently served as co-president of the Ronald McDonald House auxiliary board.

JENNIFER PRITZKER

President and CEO
Tawani Enterprises

Jennifer Pritzker, a retired U.S. Army lieutenant colonel, oversees a portfolio of brands including property management and development and the Pritzker Military Museum & Library. The Tawani Foundation supports organizations involved in military



awareness and heritage, and LGBTQ and human rights. Pritzker is an outspoken defender and advocate for LGBTQ causes, criticizing the transgender military ban and other anti-LGBTQ policies. In the past year, Tawani opened two Chicago properties: Chestnut Row Homes, a luxury property inspired by 19th-century architecture, and 1323 W. Morse Ave., which offers modern design at affordable cost. The property development arm is in the early stages of developing an archival center in Somers, Wis., to support the military museum and library and help families protect their legacies and stories.

Congratulations to our partner, **David Alfini**, on his selection as a Chicago Notable LGBTQ Executive!

David has worked as a leader and mentor to advance LGBTQ equality both at our firm and in organizations such as One Roof Chicago, Chicago's chapter for StartOut, as a fellow of the Leadership Council on Legal Diversity, and with LeadingAge Illinois to assist senior living providers with addressing the LGBTQ community.

You make us proud.
#HinshawPride



hinshawlaw.com



CHASSE REHWINKEL

Acting director of banking
Illinois Department of Financial &
Professional Regulation

During the pandemic, Chasse Rehwinkel has made certain that banks provide critical services to Illinois residents. For example, he spearheaded efforts to ensure that COVID-19 stimulus checks could be cashed without additional fees.



Additionally, Rehwinkel helped secure relief options with private student loan servicers to expand on the protections the federal government granted to federal student loan borrowers, benefiting over 138,000 Illinoisans with privately held student loans. Rehwinkel promotes diversity and inclusion and has mentored and served as a role model for LGBT colleagues. In a previous role, Rehwinkel advocated for the Illinois marriage equality bill that was signed into law in 2013. Before becoming acting state banking director last year, Rehwinkel was chief economist and director of the bond division for the state comptroller.



Top row, from left: Deborah Bone, Ed Casmere, Sondra Hemeryck and Matt Crowl. Bottom row, from left: Ruth Krugly, Azar Alexander, Raymond Rushing and Jessie Mahr.

RILEY SAFER HOLMES & CANCELILA

Managing Partner Patricia Brown Holmes is the first African American woman to lead and be a name partner at a major law firm that is not women- or minority-owned. The firm's attorneys are 34 percent racially and ethnically diverse, 43 percent female and 5 percent LGBT, exceeding national averages. Riley Safer's Summer Institute creates a legal careers pipeline for disadvantaged students, exposing them to experiences such as court hearings and depositions. The firm's LGBTQ attorneys serve in leadership roles internally as well as in LGBTQ organizations, including the LGBTQ section of the Cook County Bar Association, the Lesbian & Gay Bar Association of Chicago and the National LGBT Bar Association. And the firm supports attorneys with disabilities through sponsorship of the ABA Committee on Lawyers Living With Disabilities.

CYRUS RIVETNA

Owner/principal
Rivetna Architects

Cyrus Rivetna is founder, CEO and principal architect at Rivetna Architects, which specializes in single and multifamily homes, historic restorations, and religious and community centers. The firm has rehabbed distressed properties in low-income



neighborhoods. Over the past 18 months, Cyrus Rivetna contributed to the project that updated the city of Chicago's building code. One project in Logan Square converted an abandoned firehouse into a design and sales office for acoustics firm Turf. Rivetna is an authority on Zoroastrian fire temples and was architect of a temple that opened in Houston last year, the first in North America. Rivetna is a founding member of the American Institute of Architects Chicago LGBTQ Alliance and a member of the LGBTQ Chamber of Commerce.



Congratulations to Tyler Bauer, named to Crain's LGBTQ Executive List 2020.

We're celebrating Tyler Bauer, Medical Group Vice President, NorthShore University HealthSystem. Tyler galvanized a COVID-19 response team that expanded capacity tenfold at four NorthShore Immediate Care sites, organizing health care providers and expanding patient access. The response team also developed telehealth protocols and drive-through COVID testing that provides care for thousands of patients. Thank you Tyler, for all you do on behalf of NorthShore.

NorthShore
University HealthSystem

northshore.org/COVID19

NOTABLE 2020 LGBTQ EXECUTIVES AND BUSINESSES CHAMPIONING DIVERSITY AND INCLUSION

BILL ROSSI

Chief operations officer
Rossi Enterprises/Earles Architects & Associates

Bill Rossi is COO of Earles Architects & Associates and contributes expertise in financial operations, risk management, accounting, bookkeeping and human resources to nine other businesses. Over the past 18 months,

Rossi has contributed to growth at Dan Earles' architecture, furniture and popcorn enterprises. He serves as CFO for eight franchises of the It's Just Lunch matchmaking brand and works with companies in media relations and film production. Rossi spearheaded initiatives that led to the LGBTBE certification of the Earles businesses. He's an active member of the Illinois LGBT Chamber of Commerce, the state of Illinois LGBTQ Task Force and the Center on Halsted. Rossi mentors LGBTQ professionals and has advocated for inclusive practices at client companies, including benefits for same-sex couples.



RUSH UNIVERSITY SYSTEM FOR HEALTH

Since Rush's participation in the Human Rights Campaign's Healthcare Equality Index in 2009, the system has committed to LGBTQ+ employment. Of Rush's workforce, 54.5 percent are underrepresented minorities and 75 percent are women. Of C-suite executives, 42.9 percent are women and 28.6 percent are minorities. Rush participates in the WERQ LGBTQ Job Fair, recently joined Hire Trans Now and has recruited through social services agencies such as Chicago House. The Rush system has HR roles dedicated to hiring from the communities served, with specific outreach to people with disabilities, veterans and LGBTQ+ individuals. It tracks its hiring and retention from diverse communities as well as the promotion of women and underrepresented minorities into positions at the director level and above. Rush supports LGBTQ+ organizations during and beyond Pride Month.

WADE SCHAAF

Founder and artistic director
Chicago Repertory Ballet

Founder and artistic director Wade Schaaf produces professional, contemporary ballet from a queer perspective and champions art that challenges the gender-binary and heteronormative culture. Schaaf has grown the company into a midsize arts organization



that hires numerous artists each year, leads with equal-pay practices and prioritizes diversity, equity and inclusion in hiring. Last year, the company revived "Macbeth" at the Athenaeum Theatre, its first full-length ballet. Other landmark works include "The Four Seasons," "Le Sacre du Printemps" and "Bolero." Schaaf has danced for the Ohio Ballet, State Street Ballet Santa Barbara, the Omaha Theater Ballet, Thodos Dance Chicago and River North Chicago Dance. He also instructs and mentors student dancers at the Joffrey Academy in Chicago and other dance studios throughout the Chicago area.

DARYL SNEED

CEO
Soundoff

Daryl Sneed is CEO of the gender-neutral lifestyle clothing brand that he co-founded with partners Bret Grafton and Drew Ferguson. Sneed handles business operations, including manufacturing, production, public relations and digital marketing



teams. Soundoff aims to represent a diverse community and promote acceptance and tolerance. It features a line of T-shirts and hats that pay homage to the Black Lives Matter movement, printed with "I Can't Breathe" and "I Stand for Black Lives Matter." Sneed also is founder and designer for fashion brand Ricorso Design, which targets celebrities and influencers. He also designed the uniforms of the ZBar lounge staff at the Peninsula Chicago. Soundoff donates 10 percent of annual profits to causes it supports, such as voter education and reducing gun violence.



#ProudtobeRSHC and Support Our LGBTQIA+ Family.
Recognized Among Chicago's Notable Businesses Championing Diversity & Inclusion 2020

JENNIFER SOBECKI

CEO
Designs for Dignity

Jennifer Sobecki heads Designs for Dignity, which provides design services to nonprofits serving marginalized and at-risk



populations, including LGBTQ people, veterans, homeless people and those with disabilities. Under Sobec-

ki's leadership, the organization has doubled the number of nonprofit projects awarded annually to 18. Additionally, the number of vendors and manufacturers donating furnishings and materials has nearly tripled. Since its start, nonprofit D4D has completed over 250 projects and deployed more than \$17 million in donated materials, furnishings and finishes. Sobecki has served as an authority on pro bono design and sustainability and has spoken at the NeoCon trade show in Chicago. Sobecki has mentored student interns, many of whom identified as LGBTQIA.

ED STELLON

Executive director, Heartland Alliance Health
Heartland Alliance

As executive director, Ed Stellon oversees federally qualified health centers in Uptown, Englewood and the Near West



Side; three food pantries serving individuals living with HIV and AIDS; and several housing initiatives for individuals living with mental health

and substance-use disorders. During the pandemic, Stellon has overhauled health care services, reorganizing homeless outreach to include COVID-19 testing. Food pantries were able to make deliveries. Stellon formed and chaired a board for the first statewide clinically integrated health network, Illinois Health Practice Alliance. The alliance consists of 72 community behavioral organizations and is designed to integrate behavioral and physical health care. In its first year, IHPA served 15,000 Medicaid members and improved completion of health risk assessments. Stellon joined Heartland Alliance in 1991 and was named to his current post in 2016.

RICHARD SYPNIEWSKI

CEO and managing director
Sagin

Rich Sypniewski heads boutique management consultancy Sagin, an LGBTQ-certified business.

The consultancy specializes in IT managed services, organizational development, recruiting and risk management. Clients have included ComEd, Dell, Hyatt,



Loyola Medicine and Second City. During the pandemic, the firm has retained its staff and expanded into online training and education as well as reselling technology hardware and software. It also has offered crisis management consulting to help clients navigate the pandemic and its fallout. The consultancy contributes 15 percent of its profits to causes in equality, education and the environment. Two years ago, Sypniewski launched CityLvn, an online ticketing platform that links consumers to merchants that provide events, tours and classes. He serves as treasurer of the Pride Arts Center and also provides guidance to LGBTQ startups.



Top row, from left: Eileen Duffner, Eli Sidman and Eric Rolfsen. Second row, from left: JC Grubbs, Jewel Tolbert and Josh Linden. Third row, from left: Katie Beeks, Matt DuBois and McKenzie Landorf. Bottom row, from left: Shamyle Ghazali, Stephanie Minn and Taher Motiwalla.

TANDEM

The custom software consultancy prioritizes equitable hiring practices, such as advertising job openings to groups that include people from underrepresented minority groups and requesting pronouns during the application process. Tandem doesn't require degrees from four-year universities or assign job levels based on an applicant's education. The company offers employer-paid health insurance with a transgender-inclusive plan. Core hours provide flexibility for employees with caregiving responsibilities. Office restrooms are all-gender and single-occupancy. Documented career paths with transparent salary bands help remove ambiguity and bias in determining appropriate salaries for new hires and promoted employees. Tandem makes its Bucktown office space available to host events for community groups. Designers and engineers volunteer for Design for the Homeless, a nonprofit that helps homeless people access government aid, shelter and mental health resources.



Congratulations

Richard Sypniewski

Named one of Chicago's Leading LGBTQ+ Executives



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NOTABLE 2020 LGBTQ EXECUTIVES AND BUSINESSES CHAMPIONING DIVERSITY AND INCLUSION

SHAWN TAYLOR

Partner
Akerman

Litigation partner Shawn Taylor focuses on complex commercial and intellectual property litigation, representing clients in securities litigation, enforcement actions, class-action defense, ERISA litigation and intellectual property disputes. Pro bono work



has included guardianship and domestic violence cases. He's an active member of the firm's LGBT affinity group. And he expanded Akerman's relationship with LGBTQ organizations, including Lambda Legal's Midwest regional office and Equality Illinois, assisting both nonprofits with fundraising events. Taylor has advocated for diversity and inclusion efforts, particularly in recruitment and community engagement. He's represented the firm at the National LGBT Bar Association's annual Lavender Law Career Fair, where he interviewed and recruited LGBT candidates. Taylor joined Akerman in 2014 from Winston & Strawn, where he was an associate.

MARIO TRETO

Director of real estate
Illinois Department of Financial & Professional Regulation

As head regulator of the state's real estate industry, Mario Treto oversees professional education, licensure and regulation for nearly 100,000 licensees. He's also a member of the governor's Cabinet. Since assuming the position last



year, Treto has doubled his division's commitment to funding minority student scholarships. He reduced license processing times by half and has also cut the backlog of audits and investigations, as well as prosecutions. Before his appointment, Treto was deputy city attorney for Evanston, where he drafted an update to the city's human rights ordinance to include gender identity. He mentors Latino and LGBTQ youth interested in government and nonprofit careers. Treto is chair of the Howard Brown Health board and is the first Latino to hold that position.

MODESTO 'TICO' VALLE

CEO
Center on Halsted

As CEO of Center on Halsted, Modesto "Tico" Valle provides strategic direction and leads fundraising for the LGBTQ community center. He joined the nonprofit in 2007, overseeing the opening of its 175,000-square-foot building. Although the building was



closed during the pandemic, the center offered telecom and online services as well as HIV testing. Valle secured funding to bring back previously furloughed staff. He has developed a youth housing project, and directed plans for the LGBTQ housing on the South Side. Valle joined the movement to address police brutality and systemic racism by crafting the center's public response and signing on to a letter from 75 LGBTQ organizations condemning racist violence. He is on the board of CenterLink, an organization serving LGBTQ community centers across the country.

EDWARD WAGNER

Chief officer of external relations
AIDS Foundation Chicago

Edward Wagner oversees the foundation's communications and development departments, including the teams that run programs such as the AIDS Run & Walk. He is part of the organization's COVID-19 response team. Wagner recently led a rebranding



that included a new identity and logo. The foundation achieved 100 percent participation of AFC board members giving through direct contributions for three years in a row. Individual giving has increased by more than 50 percent since the start of Wagner's tenure. Wagner joined the AIDS Foundation in 2014 from the American Red Cross, where he was senior major gifts officer. He is a United Pride executive committee member at the United Way of Greater Chicago and a committee member for the OUT at Chicago History Museum LGBT Group.

GEORGE WALZ

U.S. chief compliance officer
BMO Harris Bank

At BMO Harris, George Walz heads a team that ensures the bank complies with banking and securities regulations. He manages more than 100 professionals in Chicago, New York and Milwaukee. Before joining BMO in 2014, Walz was head of the Office of Risk and the



Office of Regulatory Programs at the Financial Industry Regulatory Authority in Washington. A technical expert on risk-based supervision for the IMF and World Bank, he's delivered educational workshops in Europe, Central America and East Africa. As a senior executive and the bank's most senior Latino executive in the U.S., Walz considers it his responsibility to support the Latino and LGBTQ+ communities at BMO. He's a member of the Latino Alliance and BMO Pride employee resource groups at the bank.

CONGRATULATIONS
ALL THE NOTABLE LGBTQ EXECUTIVES!



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ERIC WILKERSON

Chief development officer
Chicago House & Social Service Agency

Eric Wilkerson oversees fundraising, communications, media relations and government relations at the organization that supports individuals impacted by HIV/AIDS. In the past 18 months, Wilkerson launched a 60-day campaign to raise \$500,000. He hit the \$470,000 mark on day 60 and subsequently exceeded the goal. He joined Chicago House last year from Shedd Aquarium, where he was senior director of institutional giving. He also has held development positions at Equality Illinois and Center on Halsted. Of \$10 million he's raised for Chicago-area nonprofits, 7.5 percent has gone to LGBTQ+ communities. He serves on the national board of Victory Fund, a political action committee dedicated to increasing the number of openly LGBTQ public officials, and is chair of the Midwest Caucus.



DAVID WILLIAMS

Chief design officer
Morningstar

As head of design, David Williams is responsible for corporate design and its application to brand identity, products, communications and the workplace. He manages a senior design leadership team covering corporate design operations, marketing, product content strategy, user research and five business units. The design team applies user-centered methods to craft innovative presentations of financial information. Over the past 18 months, Williams' team launched a graphic that visualizes factors driving a portfolio's future returns. Williams is a member and executive sponsor of Out@Morningstar, the company's LGBTQ+ employee resource group. The group supports its members' professional development and social network within and outside the company. A member of Morningstar's diversity and inclusion council, Williams has provided advice and guidance on corporate policy.



RICHARD WILSON

Owner and principal
Law Offices of Richard A. Wilson

Richard Wilson has practiced family and matrimonial law for more than 25 years, specializing in same-sex domestic relations law, transgender rights and domestic partnerships. Over the years when there was no law, or what law existed was piecemeal and unreliable, Wilson was one of the few lawyers focused on family law issues for LGBTQ people. He shared his knowledge through continuing legal education programs and educated colleagues about LGBTQ issues that were often overlooked or misunderstood. He was a mentor to dozens of young lawyers. Wilson was an adjunct lecturer at the University of Michigan Law School, where he taught an advanced seminar, "Sexual Orientation, Gender Identity and the Law." He was chair of the American Bar Association's HIV/AIDS coordinating committee from 2015 to 2019.



MIKE ZIRI

Director of public policy
Equality Illinois

At the state's LGBTQ civil rights organization, Mike Ziri is responsible for researching, developing and advancing Equality Illinois' civil rights policy agenda. As a result of his advocacy, Illinois students learn about LGBTQ in school, discrimination against LGBTQ people is prohibited in jury service, the governor is required to report annually on LGBTQ representation on state boards, and single-stall restrooms in public accommodations are gender-neutral. Ziri joined Equality Illinois in 2015 after seven years in state government, most recently as director of legislative affairs for the Illinois Environmental Protection Agency. Earlier, he was legislative liaison for the Illinois Department of Natural Resources. Ziri runs Equality Illinois' 25-member Community Advisory Group, a diverse set of stakeholders advocating for LGBTQ equality.



COVID IMPACT

5 million

LGBT employees may be affected by the COVID-19 pandemic, according to early estimates.

About 40 percent

of LGBT employees work in industries where they face more exposure to infection and/or economic insecurity. About **2 million (15 percent)** of LGBT workers are in restaurants and food services; **1 million (7.5 percent)** work in hospitals.

46 percent

of LGBT workers in the United States are closeted in the workplace.

59 percent

of non-LGBT employees believe it is "unprofessional" to discuss sexual orientation or gender identity in the workplace.

Source: Catalyst

Congratulations, Mike Andrews!

We are so proud to have you as a valued member of our team. Thank you for your dedication to our company, our customers, and our community.

We extend our congratulations for being honored as a Notable LGBTQ+ Executive.



Michael Andrews, CFO, Hefty Waste & Storage Business Unit