

ELECTION OF DIVERSITY & INCLUSION DIRECTOR

1. OVERVIEW

- 1.1. The purpose of this paper is to present to the General Assembly (GA) the background to the vote being taken on the nomination for the position of Diversity and Inclusion Director at the GA in October 2021.

2. INTRODUCTION

- 2.1. The World Lacrosse GA approved the creation of a Diversity & Opportunity Commission in 2020. The Commission is intended to participate in strategic and policy development and, as appropriate, take the lead for specific projects and communications with an aim of positioning World Lacrosse as a champion for inclusion and diversity across all its activities. The initial Commission composition is as follows:

- Sue Redfern, Interim Chair
- Fiona Clark, Board Appointee
- Aisling Casey (Ireland), Athletes Commission
- Justin Giles (Muscogee/IN)
- Dr. Katherine Loh (Peru)
- George Moore (USA)
- Erin Walters-Williams (Wales)

- 2.2. The 2020 World Lacrosse General Assembly also approved the addition of a Diversity & Inclusion Director as a voting member of the World Lacrosse Board of Directors to be elected by the membership.

3. BACKGROUND

- 3.1. A call for nominations for the Diversity & Inclusion Director was circulated to the membership on May 10, 2021, and a deadline for nominations of July 31, 2021, was noted. A reminder of the call for nominations was sent to the membership on July 8, 2021.
- 3.2. Several World Lacrosse members contacted the Nominations Committee with questions prior to and following the call for nominations, but only one nomination was received by the deadline of July 31.
- 3.3. Following the deadline for nomination, the Nominations Committee reviewed the credentials of the nomination received and concluded unanimously that the nominee met the criteria for the position.
- 3.4. The Nominations Committee consists of the following members:
- Steve Stenersen (USA) – Chair
 - Séraphine Aelterman (Belgium)
 - Katherine Loh (Peru)

- Bob DeMarco (USA)
 - Yusuke Sasaki (Japan)
- 3.5.** The nomination is supported by USA Lacrosse, the World Lacrosse member within which the nominee resides.

4. LEGISLATION CHANGES

- 4.1.** The World Lacrosse Constitution has been updated to include the Diversity & Inclusion Director among Board of Directors, as has the supporting Board Roles & Responsibilities document.

5. VOTE AT THE GENERAL ASSEMBLY

- 5.1.** There will be one (1) motion at the GA as follows:
“To approve Sabah S. Cambrelen to a four-year Board term as Diversity & Inclusion Director and Chair of the World Lacrosse Diversity & Opportunity Commission” (simple majority required).

Appendix A: Diversity & Inclusion Director – Role Description

CONTEXT

Every person has the ability – and the fundamental human right – to participate in our sport.

World Lacrosse has recently created both a Women in Sport Commission and a Diversity and Opportunity Commission to focus and develop policy and strategy and action plans across the organization. The creation of these two Commissions reflects the priority and commitment World Lacrosse assigns to diversity and opportunity issues. The World Lacrosse Governance Working Group will also be looking at ensuring appropriate inclusion terminology across all World Lacrosse governance documents as they are reviewed and developed. To ensure these separate strands of work are brought together and continued consistency across the organization the General Assembly in 2020 agreed to have an elected Director post established to lead on Diversity and Inclusion added to the WL Board, who will be a leader in this area and will work with board, management and members of World Lacrosse to promote and share good practice across the whole global organization.

BENEFITS FOR WORLD LACROSSE

- Positioning World Lacrosse as a champion of inclusion and diversity will:
- Expand opportunities for participation in lacrosse by elevating the importance of diversity and opportunity as a priority for World Lacrosse, its member National Governing Bodies and Continental Federations.
- Encourage new people to be involved with lacrosse in every aspect of the game – as players, coaches, officials, volunteers and administrators.
- Break down perceived and/or actual barriers and promote social inclusion
- Ensure consistency of approach as the organization works to achieve its strategic objectives
- Ensure that World Lacrosse can meet sport regulatory and advisory obligations world-wide
- Increase governance and risk management and decrease potential legal risks
- Enhance the World Lacrosse brand and reputation
- Increase pathway and participation opportunities
- Increase potential sponsorship opportunities
- Increase public support and volunteer base
- Provide a better connected and diverse lacrosse community

Diversity refers to the different characteristics of people who make up our community. Diversity is the strength of our lacrosse community with all 66 current members across 5 continents.

Inclusion is what we do to ensure our diverse lacrosse community is reflected in all areas of our sport.

Opportunity is what we provide to creatively improve and encourage members of our

global community who are currently under – represented in lacrosse to feel welcome and included

KEY RESPONSIBILITIES OF THE PROPOSED POSITION

- Chair the World Lacrosse Diversity and Opportunity Commission and ensure that it works on all areas of its remit
- Develop with the Commissions on Diversity and Opportunity and Women in Sport, a World Lacrosse Diversity and Inclusion/Opportunity Policy
- Formulate strategies and action plans to help implement the policy once agreed
- Encourage a culture of Equality, Diversity and Inclusion across World Lacrosse activities
- Provide reports to the Board and the General Assembly at least annually on World Lacrosse progress in these areas
- Work with the Governance Working Group (and any successor committee) on ensuring appropriate terminology across all documentation and communications within and from World Lacrosse.
- As a member of the Board ensure that Diversity and Inclusivity issues remain on the agenda in all areas of WL work as well as carrying broader Director level responsibilities outlined in the general roles and responsibilities of the Board document attached.

SKILLS, EXPERIENCE AND QUALITIES BEING SOUGHT

- Diversity of experience
- Ability to think broadly about what diversity and inclusion mean
- Willingness to be an advocate for diversity and inclusion in the sport of lacrosse
- Demonstrated leadership in field of diversity and inclusion and/or knowledge of best practice and current legislation around the world in the areas of diversity and inclusion
- Experience, and a record of success, in lacrosse or in other fields, in project management and delivering programs or research in the field of diversity and inclusion
- Willingness to lead on and participate in specific projects from a global perspective
- Excellent communication skills
- Demonstrated enthusiasm and interest with ideas about how to develop World Lacrosse in these areas.
- Excellent leadership skills

TERMS OF OFFICE

- 4 years, with two further 4 year terms possible.

Appendix B: Call for Nominations

World Lacrosse (WL) is the international governing body for men's and women's lacrosse. WL is responsible for the governance and integrity of all forms of lacrosse and provides responsive and effective leadership to support the sport's development throughout the world.

World Lacrosse regularly seeks to identify qualified individuals interested in being considered for volunteer positions within the organization's governance structure. Along with the experience and competencies required for specific volunteer roles, WL seeks individuals who will contribute positively to the organization's operational and cultural development.

World Lacrosse believes that a diverse board of directors ensures better governance and strives to attract and maintain a board comprised of talented and dedicated volunteer directors who reflect the diverse nature of our membership and the world in which we operate. For purposes of board composition, diversity includes but is not limited to business experience, geography, race, age, gender, ethnicity, and identity.

POSITION TITLE: DIVERSITY AND INCLUSION DIRECTOR

OVERVIEW: World Lacrosse is seeking nominations from member National Governing Bodies for individuals with relevant experience to be considered for the Diversity and Inclusion Director, an elected position on the World Lacrosse Board of Directors.

COMPENSATION: Volunteer role with approved travel and expenses reimbursed.

TERM: Four years: December 2021 – 2025 General Assembly

ROLE: The Diversity and Inclusion Director will chair and advance the work of the newly-created Diversity and Opportunity Commission, according to the attached Terms of Reference, and lead specific projects and communications with an aim of positioning World Lacrosse as a champion of diversity, equity and inclusion across all its activities.

KEY RESPONSIBILITIES:

- Chair and provide leadership to the World Lacrosse Diversity and Opportunity Commission (DOC) and ensure that it works on all areas of its remit.
- Collaborate with the Women in Sport Commission to recommend World Lacrosse policy.
- Formulate strategies and action plans to implement the policy once approved.
- Encourage a culture of Diversity, Equity, and Inclusion across World Lacrosse activities.
- Provide reports to the Board and the General Assembly at least annually on World Lacrosse progress in these areas.
- Accept the general roles and responsibilities of World Lacrosse board members as outlined in the attached Roles and Responsibilities document.

COMPETENCES: The competences required for successful performance in this role include:

- Diversity of experience.
- Ability to think broadly about what diversity and inclusion mean.
- Understanding and awareness of diversity and inclusion issues for global sport.
- Experience and success, in lacrosse or another sport or activity, developing and implementing diversity and inclusion policy.
- Knowledgeable in the field of diversity and inclusion best practice and relevant global policy.
- Strong interpersonal and communication skills.
- Proven leadership skills.
- Prior or current experience in developing, implementing, and evaluating initiatives outlined in the Diversity and Opportunity Commission's Terms of Reference.
- Problem solving skills.

TIME COMMITMENT ANTICIPATED: Up to 12 conference calls each year, 3-4 hours per week on other activities and attendance at the annual General Assembly of member nations (location TBD).

PERSONAL ATTRIBUTES: The personal attributes that will best position candidates for successful performance in this role include:

- Integrity and honesty.
- Innovative approach.
- Optimism and energy for the World Lacrosse brand and vision.
- Open and collaborative nature.
- Intellectual curiosity and enthusiasm for learning.
- Enthusiasm for promoting opportunities for people with diverse backgrounds, experiences, and thoughts.

NOMINATION DIRECTIONS: Nominees must be a National of or reside within a Full Member nation to be considered for this elected position. If nominated by a different Member (not the country of residence) then the nomination must be supported by the home country Member (written confirmation being required). Nominations must be made by a National Governing Body or the World Lacrosse board. Nominations should include a cover letter, curriculum vitae (CV) relevant to the position, at least two professional references who can confirm the related experience required for the role, and written confirmation of support from the nominee's home country Member, if required, and sent to: Natasha Brophy, Executive Administrative Assistant, nbrophy@worldlacrosse.sport

NOMINATION DEADLINE: July 31, 2021

NOMINATION & ELECTION PROCESS: Nominees will be vetted by the Nominations Committee to assure they meet the criteria established for the position. Once the nominee pool is finalized, an election by the World Lacrosse membership will take place in accordance with World Lacrosse protocol at a time determined by the World Lacrosse board of directors. The results of the election will be shared with the nominee pool when finalized.

Appendix C: Diversity & Opportunity Commission Terms of Reference

The Diversity and Opportunity Commission (DOC) is established within World Lacrosse (WL) under 7.3 of the WL Bylaws.

The Commission will report to the Board via the Diversity and Inclusion Director (DID) who will Chair the Commission and will attend all WL Board meetings.

CONTEXT

Every person has the ability – and the fundamental human right – to participate in our sport.

World Lacrosse has recently created both a Women in Sport and a Diversity and Opportunity Commission to focus, develop and help implement strategy and action points across the organization. The two Commissions have some overlaps but different initial areas of focus. The creation of both reflects the priority and commitment World Lacrosse assigns to diversity and inclusion issues, and recognition of the need to improve and to support our member NGBs in fulfilling similar priorities. The WL Governance Working Group will also be reviewing language across all WL governance documents as developed.

It is the intent of the WL Board that the DID at the Board level will ensure that there is consistency and commitment across the organization on an ongoing basis and to ensure that WL aims for best practice in these areas, taken from a global perspective, and that the principles of equality, diversity and opportunity are understood and embedded into the organization, along with a culture of inclusion.

Diversity is the different characteristics of people who make up our community. Diversity is the strength of our lacrosse community with all current members across five continents.

Inclusion is what we will do to ensure our diverse community is reflected effectively in all areas of our sport.

Opportunity is what we provide to improve creatively and encourage members of our global community who are currently under-represented in lacrosse to feel welcome, included and that their voice is heard.

Benefits for World Lacrosse of the Diversity and Opportunity Commission

Positioning World Lacrosse as a champion of inclusion and diversity will:

- Expand opportunities for participation in lacrosse by elevating the importance of diversity and opportunity as a priority for World Lacrosse, its member-National Governing Bodies and Continental Federations
- Encourage new people to be involved with lacrosse in every aspect of the game – as players, coaches, officials, volunteers, and administrators

- Break down perceived and/or actual barriers and promote social inclusion
- Ensure consistency of approach as World Lacrosse works to achieve its strategic objectives
- Ensure that World Lacrosse can meet regulatory and advisory obligations world-wide
- Increase governance and risk management and decrease potential legal risks
- Enhance the World Lacrosse brand and reputation
- Increase pathway and participation opportunities
- Increase potential sponsorship opportunities
- Increase public support and volunteer base
- Provide a better connected and more diverse lacrosse community

PURPOSE

The DOC Commission will advise the WL Board of Directors, the Chief Executive Officer (CEO) and the Members of WL through the General Assembly (GA), on diversity issues and opportunities in all areas of World Lacrosse activities and bring recommendations to both the Board and to the General Assembly.

1. COMPOSITION AND MEMBERSHIP

- 1.1. The Chair of the Commission will be the Diversity and Inclusion Director, elected by the membership, who will attend all Board meetings.
- 1.2. Other Commission members will include:
 - 1.2.1. Four representatives with relevant experience nominated by WL member-NGBs (Board appointees)
 - 1.2.2. Two independent representatives who are specialists in the area of developing diversity in sporting organisations, which may be from outside lacrosse (Board appointees)
 - 1.2.3. An Athletes Commission representative nominated by the AC
 - 1.2.4. One additional WL Board member
 - 1.2.5. One secretary to the Commission (Board appointee)
- 1.3. The WL Chief Brand and Communications Officer (CBCO) will be the lead staff member supporting the Commission.

2. SKILLS, QUALITIES AND COMPETENCIES

- 2.1. The membership of this Commission will need to have the skills, qualities and competencies as outlined in Appendix 1.

3. RESPONSIBILITIES

- 3.1. The Commission under each category has a number of objectives and will:

POLICY (what we are aiming to do)

- 3.1.1. Develop a WL Diversity and Opportunity Policy to be agreed by the Board and formulate strategies to implement the policy.
- 3.1.2. Strive to ensure that World Lacrosse is a leader among International Federations in its commitment to Diversity and Opportunity.
- 3.1.3. Recognize programs and achievements of individuals and organizations promoting diversity in and through the sport of lacrosse.
- 3.1.4. Promote the use of lacrosse as a tool for diversity and empowerment and raise awareness of harassment and abuse in sport and prevention of hate speech and discrimination.
- 3.1.5. Support local projects benefitting people from diverse communities, including the provision of grants to implement such projects.
- 3.1.6. Consider the increasing use of quotas and/or targets in other sporting organisations to achieve greater diversity and whether those should be recommended to World Lacrosse.
- 3.1.7. Encourage a culture of Equality, Diversity and Inclusion across World Lacrosse activities and as new initiatives are planned.

COMMUNICATION (how we tell our story)

- 3.1.8. Provide advocacy for increased participation of athletes, coaches, officials, and administrators in the sport and in leadership positions in World Lacrosse and international sport from diverse origins.
- 3.1.9. Develop and disseminate the World Lacrosse position on diversity issues and monitor and regularly report on the progress of WL in meeting its diversity policies.
- 3.1.10. Actively seek perspectives and practices from WL Member NGBs and Continental Federations to ensure promotion of good practice.
- 3.1.11. Work with other Commissions and Committees across World Lacrosse as appropriate.

REPRESENTATION (diverse Boards and Committees, diverse volunteers, and experiences, ensuring that all voices have a route to be heard)

- 3.1.12. Identify barriers in lacrosse which may inadvertently prevent or inhibit people from diverse backgrounds from participating and make recommendations for overcoming these.
- 3.1.13. Support opportunities in management and leadership within WL, including the development of materials, training, seminars, workshops and mentoring and the WL intern program.
- 3.1.14. Work with the WL Nominations Committee to identify potential candidates for succession planning and future positions.

SUCCESS MEASURES (How we know we are making a difference)

- 3.1.15. Establish baselines that identify where World Lacrosse currently is positioned in specific areas of activity.
- 3.1.16. Identify measures, targets and other indicators and creative ways of monitoring and measuring how successfully World Lacrosse is progressing

and improving in areas of Diversity and Opportunity.

4. OPERATING AND REPORTING PROCEDURE

4.1. The Commission will follow the World Lacrosse General Procedures applicable to all Commissions. (see Appendix 2)

5. MEETINGS

5.1. Minutes of all meetings will be circulated to Commission members and the WL Executive Assistant but will otherwise be confidential to the Commission.

5.2. A summary report should be placed on the WL website.

5.3. A quorum of a minimum of 50% of the Commission shall be required for all meetings. In the absence of the Chair, he/she will appoint a Deputy, or the members present will appoint a chair for the meeting and liaise with the Commission Chair.

6. DELEGATED AUTHORITY

6.1. The Commission is authorised to seek additional external professional expertise as required, subject to approval of the President and/or CEO.

6.2. The Commission is authorised to establish subcommittees or working groups for specific tasks, subject to final agreement on membership and Terms of Reference for each by the WL Board.

6.3. The Commission has otherwise no delegated authority for decisions or expenditure other than where specifically authorised by the Board or the CEO.

7. SKILLS, QUALITIES AND COMPETENCIES FOR MEMBERS OF THE DIVERSITY AND OPPORTUNITY COMMISSION

The Diversity and Opportunity Commission will seek to gain a balance of the following amongst its members:

- Diverse backgrounds, diversity of experience and diversity of thought
- Willingness to be advocates for diversity in the sport of lacrosse
- Be respected in the field of diversity
- Have experience, in lacrosse or another sport or activity, of delivering one or more of the areas of activity or responsibilities outlined
- Willingness to lead on, and participate in, specific projects identified, with a global perspective
- Good communication skills
- Some knowledge of best practice and current legislation around the world in the areas of diversity and inclusion
- Ability to think broadly about what diversity means

- Demonstrated commitment and enthusiasm for this area of work.

Members of the Diversity and Opportunity Commission should aim to uphold the values of World Lacrosse and to encourage these to be upheld across the community.

- Teamwork
- Passion
- Respect
- Integrity
- Friendship
- Inclusiveness

Appendix D: Sabah S. Cambrelen Candidacy

SABAH S. CAMBRELEN



Sabah is a managing director in PwC's Workforce of the Future practice focused on diversity & inclusion. She specializes in helping clients fully realize the business impact of a diverse, inclusive and engaged workforce as well as harnessing the power of inclusion and embracing a culture of belonging. She works with clients across numerous industries including oil & gas, government, healthcare, and education. With almost 20 years of management consulting experience, she has proven her ability to effectively direct the formulation and execution of new business strategies and reengineering projects to achieve organizational imperatives.

Prior to joining PwC, Sabah led Point B Inc.'s Equity, Diversity and Inclusion (EDI) teams, where she guided the inception of the company's EDI efforts from the ground up, implementing transformational culture change. She has served on the Women's Energy Network board and is currently a board member for City Year Denver, an organization that strives to improve high school graduation rates in Denver's most at risk schools. Sabah earned a BA in economics from Colorado College.

Sabah's expertise includes:

- D&I program inception;
- Change management and communications;
- D&I strategy development and assessment;
- D&I training;
- Talent acquisition;
- Culture change and employee engagement.

Contact information:

- Email: sabah.cambrelen@pwc.com
- Phone: +1 (720) 391-2681
- Website: PricewaterhouseCoopers LLP, www.pwc.com, @Twitter @LinkedIn

SABAH S. CAMBRELEN

19422 E. Pinewood Dr, Aurora, CO 80016 • (303) 888-5508 •
sabah.cambrelen@gmail.com

PROFESSIONAL SUMMARY

DYNAMIC BUSINESS LEADER – Proven ability to effectively direct the formulation and execution of new business strategies and reengineering projects to achieve organizational imperatives. These include developing new business functions, implementing business model changes, and increasing operational efficiencies.

MANAGEMENT CONSULTING

Diversity & Inclusion • Leadership Development • Strategic Execution • Program & Project Management • Talent Management • Organizational Reengineering • Operations Management • Performance Management • Client Account Management • Business Process Analysis & Design

PROFESSIONAL EXPERIENCE

PricewaterhouseCoopers (Denver, CO) - January 2020 – Present

- Diversity & Inclusion (D&I) Consulting Practice Leader / Managing Director
Lead the US D&I consulting practice collaborating with internal PwC D&I teams and PwC global D&I consulting teams to drive innovative D&I strategies, tactics and outcomes for global clients.

POINT B, Inc. (Denver, CO) - June 2011 – December 2019

- National Equity, Diversity & Inclusion Leader
Through leadership, influence, perseverance and grit, built Point B's Equity, Diversity and Inclusion (EDI) efforts from the ground up. Embedded EDI principles, practices and tools into every facet of Point B's operations from the board to individual contributors. Led executive leadership to develop vision, strategy, priorities and ownership for this work and then implemented tactics to drive the efforts. This included working closely with leadership and all operational areas to develop competency to engage in authentic dialog on this topic, developing EDI training, and delivering it across all of Point B's markets. Used data to drive and analyze results to revamp our approach to recruiting, retention and succession at Point B. Developed change strategies to equip all of our people with the understanding of their individual roles to champion EDI in everything we do from engagement with each other, our clients and our communities. Worked across all business operational areas including HR, L&D, Culture, Growth and Delivery to influence leaders to embed EDI principles and practices into operations. Within 2 years Point B has gone from having no perspective in EDI to not only embedding EDI into every internal agenda but to also selling EDI services to our clients. Developed the EDI external service offering using our authentic and pragmatic approach to EDI engaging all stakeholders to drive real results and delivered strategic efforts at global and national clients.
- Energy & Education Portfolio Director February 2018 – Present
Led the portfolio of accounts within Energy and Education to impact growth, exceed sales targets, support and serve account teams, develop associates and

own executive level client relationships. Grew Energy portfolio in Denver to the largest industry segment for the market within a two year timeframe.

- Large Gas Midstream Company - Program Manager May 2014 – October 2017
Provided program leadership for a complex Environmental Health and Safety enterprise wide software implementation. Increased executive level visibility to real time program status, risks and schedule. Managed a highly complicated vendor relationship to help drive the program to meet dates, deadlines and budget. Managed resources (business, IT and vendor), budget, and schedule risks to re-baseline the program for realistic delivery targets to deliver business outcomes.
- Large Healthcare Payor Organization – Patient Financial Services Interim Leader February 2014 – May 2014
Provided interim leadership to turn around the patient financial services (PFS) department of a 9 hospital system. Reviewed people, process and technology issues and implemented large scale changes to impact PFS call center operations. Reduced call hold times by 75% by implementing new training and process changes. Built strategic relationships with hospitals to improve trust and response rates. Significantly improved culture and morale of department leading to greater employee and patient satisfaction.
- Large Public School District - Interim Leader June 2013 – February 2014
Provided interim program leadership over three large workstreams within the Standards Integration Program. Provided leadership to organize the workstreams and create tactical plans for execution of work. Provided insight and direction to overall program to provide greater rigor and structure that increased executive team understanding of overall program status, risks and dependencies. Developed new organizational effectiveness measure to improve talent acquisition, team efficiency and culture.
- Large Healthcare Organization - Project Manager March 2013 – June 2013
Managed the implementation of Taleo's Recruiting application to integrate and standardize the recruiting and talent acquisition strategy for a large healthcare organization. Led the HR process development initiative for the implementation of the Taleo Recruiting module to consolidate and optimize the recruiting functions for 11 disparate hospitals into one consolidated process. Evaluated current state for each of the sites to pull best practices into one optimal process across the organization, which then drove the configuration and implementation of the technology that enabled the realization of the process.
- Large Healthcare Organization - Interim Director May 2012 – March 2013
Managed the Customer Service department of a large multi-hospital system. Increased team productivity and site satisfaction through the implementation of new talent acquisition strategies, processes, training, staffing, metrics reporting, technology, and quality assurance standards. Significantly improved overall client satisfaction and customer service quality metrics within a 6-month timeframe.
- Large Healthcare Organization - Program Manager July 2011 – November 2011
Managed a highly visible provisioning system integration project for a large



healthcare organization that had recently undergone major growth through an acquisition.

ALTUM Consulting (Denver, CO) - March 2008 – June 2011

- Partner, November 2007 – June 2011
Led internal business development initiatives from sales lead generation to successful bid on federal request for information and request for proposals. Managed all account related activities including talent acquisition, talent development, staffing, client engagement satisfaction, deliverable reviews, and new client development. Procured and maintained GSA schedule for Federal government assignments.
- Large Federal Agency - Program Manager, March 2008 – June 2011
Managed a highly visible \$3M+ program from inception to execution, including all project management and execution activities. Provided professional acquisition and contract administration to the agency for Information Technology pre-award acquisition planning, source selections, operations and management support. This included analyzing proposals; providing expertise developing business requirements, task order management, and post award acquisition support. Managed 8 team members as well as over 30 clients working on the program. Efforts from this program directly led to dramatically increased cost savings, improved vendor management and robust processes for vendor accountability.

HITACHI Consulting (Denver, CO) - June 2006 – March 2008

- Large Gas Midstream Company - Portal Project Manager
Led a \$5M+ portal development project, including 5 team members and over 50 clients working on the project. The portal that was built as a result of this project won the Microsoft Partner of the Year award. Led the internal re-branding efforts related to separation from parent company which included managing the internal team's document rebranding and training all departments on new protocols.

ACCENTURE (Denver, CO) - February 2001 – June 2006

- Large Federal Agency - PeopleSoft Functional Lead
Managed several PeopleSoft Financial Modules including daily support, upgrade strategy and implementation, and client relationship management. Assisted in the launch of \$1.5B per year Oil & Gas Marketing Organization for a large Federal agency. Assisted in the Design and implementation of business processes and information systems that allowed the Organization to function as a pseudo-commercial hydrocarbon producer-marketer.

EDUCATION

Colorado College Bachelor of Arts – May 2001
Colorado Springs, CO Major: Economics – Emphasis in Business

MEMBERSHIPS & ORGANIZATIONS

City Year Denver – Board Member / Women's Leadership Initiative Mentor
Women's Energy Network – Board Member / VP Corporate Sponsorships
The Vx – Founding Member



Global Village Health – Board of Directors
Ansar Pantry – Volunteer, Annual Fundraising Campaign Manager

AWARDS & SPEAKING ENGAGEMENTS

- 2019 Panelist Denver Oracle “Getting Real with Diversity & Inclusion” Panel Discussion
- 2019 Facilitator Bay Area Oracle “Getting Real with Diversity & Inclusion” Panel Discussion
- 2019 Panel Facilitator Women’s Energy Network National Conference “Diversity and Culture for Women in Energy”
- 2018 Denver Business Journal Top 40 Under 40 Winner
- 2016 Q1 Point B Blue Standard Award Winner