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**INDUSTRY SHOWCASE**

**DIVERSITY  
RECRUITING**

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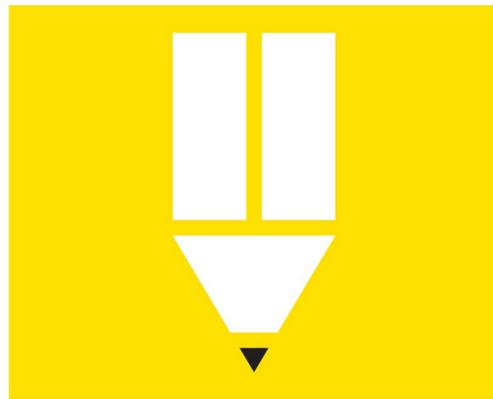
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COLUMBIA UNIVERSITY CENTER FOR  
**Career Education**



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**TEACHFORAMERICA**



**OLIVER WYMAN**



Photo by Michael Edmonson, CC '20

# MEET OUR PANELISTS

Alexis Helm is a Trader on the Index Desk in Vanguard's Fixed Income Group that is responsible for managing \$950 billion across single and multi-currency portfolios. She is the primary trader for the industrial sector for the team's global mandates and is responsible for the daily portfolio management of Vanguard's Total International Bond Index fund, with \$150 billion in AUM. Ms. Helm also works with Index Portfolio Managers and Capital Markets Team to facilitate ETF transactions for both Domestic and Canadian ETFs. Ms. Helm joined Vanguard in June 2010 and has worked in the Fixed Income Group since 2012. Ms. Helm received her undergraduate degree in Economics from Columbia University and is a graduate of Rutgers School of Business. Alexis Helm is also a CFA® charterholder.



**Alexis Helm, CFA**



**Andrea M. O'Neal**

Andrea M. O'Neal brings nearly 20 years of experience across global Wall Street and social enterprise to champion institutional equity and support the economic advancement of people from historically underrepresented backgrounds. Currently a Senior Coach at Management Leadership for Tomorrow (MLT), Andrea helps to produce an 18-month leadership training fellowship for 400 early career professionals each cycle. Additionally, she is an avid speaker and media contributor on topics of race in business, workplace equity, intersectional identity, and self-care. Her work has been featured on Bloomberg, Business Insider, Levo League, and in several industry conferences. Prior to her career in nonprofit, Andrea spent several years in investment banking at Merrill Lynch. Ms. O'Neal enjoyed achievements that include: a direct promotion to Associate, firm Associate training at The Wharton School of the University of Pennsylvania, a 4-year international work assignment across Europe and Asia, and deal teams for some of the world's premiere IPOs. Deeply passionate about community, Andrea serves on a research advisory team for the Bill and Melinda Gates Foundation, the Executive Committee of Brown University's Inman Page Black Alumni Council, Board of Directors for the Museum of Contemporary African Diasporan Arts (MoCADA), and the Ambassadors' Program for the Smithsonian National Museum of African American History and Culture. Andrea also holds membership in The Links, Inc. and Alpha Kappa Alpha Sorority, Inc. She earned a business economics degree from Brown University, hails from Atlanta, and resides in Brooklyn.

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# MEET OUR PANELISTS

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Annie is an Associate at Oliver Wyman and has worked on projects in aviation, energy, financial services, and healthcare. She currently works at the Oliver Wyman Studio, focusing on helping clients embrace digital innovation and human-centered design. Outside of work, Annie volunteers with the GO Project and spends her spare time reading, writing, and with friends. She graduated from Barnard College in 2016 with a degree in Economics and American Studies.



**Annie Wang**



Claire Olsson is a Products & Innovation Director at Mastercard who connects businesses that want to use Mastercard APIs with the information they need, using the Mastercard Developers platform. Over the last fifteen years, Claire has worked in product and operational roles for non-profits, startup teams, and multi-billion dollar brands, and knows how to commercialize APIs, launch entire payment systems across airport terminals and open call centers. Claire believes in mentorship (as both a mentor and mentee), and mentors through iMentor and American Corporate Partners. In her spare time, Claire is an avid reader and traveler, an enthusiastic cook and has run 4 marathons. Claire holds a Bachelor of Arts in Art History from Barnard College.

**Claire Olsson**

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# MEET OUR PANELISTS

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A 9-year media and marketing professional, Ernest Meadows III is a man of many hats. He is currently VP, Connections Planning on the Coca-Cola account at Universal McCann. There he leads integrated media strategy & activations on the Flavors portfolio focused on Sprite, Fanta & Diet Coke. Over the course of his career, Ernest has also led planning for brands like LG Electronics, Johnson & Johnson and worked in Live Events Marketing for World Wrestling Entertainment. Ernest graduated from Cornell University in 2011 with a Bachelor's degree in Business Management & minor in Theatre Production.

Recently, he has been collaborating closely with UM leadership as part of the Diversity & Belonging Council. Specifically, working to organize initiatives & events to achieve UM's goal of a workplace that attracts, inspires & retains diverse talent.



**Ernest Meadows III**

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# THANK YOU

to all of our  
panelists

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# EMPLOYER LIST

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## OLIVER WYMAN

Oliver Wyman is a global management consultancy with strong relationships in all corners of industry, government, and non-profit organizations. Our company comprises a diverse mix of talented people from varied backgrounds and areas of expertise who marshal creative thinking and analytical rigor. Our inclusive, collaborative, non-hierarchical culture allows new thinking to surface quickly. This makes Oliver Wyman both an ideal adviser for organizations and an ideal place for exceptional people to realize their potential.

D&I programs: It takes collective will and commitment to build a truly inclusive culture. We work daily to create a sense of community and we value the unique contributions of our colleagues by:

- Understanding who we are as individuals—our distinct values, motivators, strengths—and what this means in our relationships
- Learning about each other and forming meaningful and trusting relationships
- Caring for, mentoring, developing and sponsoring each other

**Interesting Company Fact: We have been named Fortune 100 best companies to work for!**

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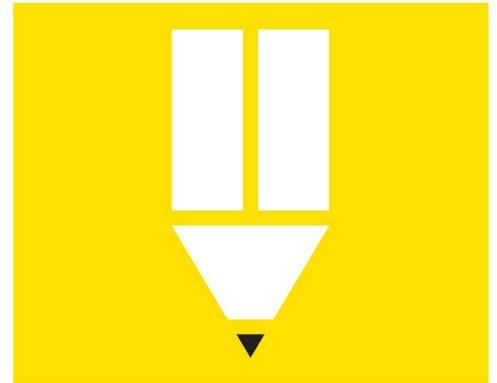


We Propel Human Potential. SEO Career is the nation's premier professional development program providing Black, Hispanic, and Native American undergrads with pre-internship development, training, and access to internships across multiple lines of business. SEO Career currently partners with over 80 companies offering summer internships nation-wide and has a 40 year track record of matching talent with opportunity.

**Interesting Company Fact: More than 80% of recent interns received full-time employment offers from SEO partners—all of which are Fortune 500 companies.**

# EMPLOYER LIST

Teach For America is a diverse network of leaders who confront educational inequity through teaching, and work with unwavering commitment from every sector of society to create a nation free from this injustice. All children in this country deserve an education that gives them the opportunity to realize their fullest potential. Our mission is to enlist, develop, and mobilize as many as possible of our nation's most promising future leaders to grow and strengthen the movement for educational equity and excellence.



**TEACHFORAMERICA**

#### D&I Programs:

- The Collective: Alumni of Color
- Who We Are: The Diversity of our Network

**Interesting Company Fact: Teach For America was founded 30 years ago as the realization of Princeton alum, Wendy Kopp's senior thesis. The network now boasts over 60,000 alumni Changemakers including 52 Forbes' 30 Under 30, 205 elected officials, and nearly 2,000 school and systems leaders.**

ascend  
PUBLIC CHARTER SCHOOLS

Ascend is a network of K-12 public charter schools serving 5,500 students in 15 schools across Brooklyn—New York's most populous borough. Our undertaking is to lead our students on a great intellectual adventure, provide them with an exceptional college preparatory education, and place them firmly on the path to success in college and beyond. Our liberal arts curriculum, inquiry-based instructional practices, and supportive cultural model are driving striking gains in student achievement while promoting student independence and agency. Over the four-year period from school year 2014-15 to school year 2018-19, the percentage of Ascend's students found proficient or advanced in English language arts rose from 25.3 to 60.5, and in math from 31.7 to 71.8, a gain of 35 percentage points in ELA and 40 percentage points in math. In school year 2018-19, more Ascend students scored a level 4 than level 3 network-wide in math—meaning they're not just proficient, they're experts.

**Interesting Company Fact: In every comparison—regardless of school, grade, or subject—our students outperformed their district peers, in many cases by 40 percentage points or more in 2019. In a particularly meaningful achievement, proficiency among Ascend African American students was higher than white students statewide in both subjects, thereby reversing the achievement gap by race. For the second year in a row,**

# EMPLOYER LIST

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## BANK OF AMERICA



Bank of America is one of the world's leading financial institutions, serving individual consumers, small and middle-market businesses and large corporations with a full range of banking, investing, asset management and other financial and risk management products and services. The company provides unmatched convenience in the United States, serving approximately 66 million consumer and small business relationships with approximately 4,300 retail financial centers, approximately 16,600 ATMs, and award-winning online banking with approximately 37 million active accounts and more than 28 million mobile active users. Bank of America offers industry-leading support to approximately 3 million small business owners through a suite of innovative, easy-to-use online products and services. The company serves clients through operations in all 50 states, the District of Columbia, the U.S. Virgin Islands, Puerto Rico and more than 35 countries. Bank of America Corporation stock (NYSE: BAC) is listed on the New York Stock Exchange.

**Interesting Company Fact: Bank of America was named World's Best Bank for Diversity & Inclusion in the Euromoney Awards for Excellence 2019; the second consecutive year, and third time in 4 years.**



## BNP PARIBAS

BNP Paribas has been present in the United States since 1919 and currently has over 16,000 employees in North America. The region is a key hub for the Bank's global network of 74 countries and over 200,000 employees, where digital innovation plays a major role. BNP Paribas primarily operates in the United States through our two core businesses: Corporate & Institutional Banking and Retail Banking & Services. Our banking platform provides capital markets sales and trading, securities services, financing, treasury and advisory solutions.

**Interesting Company Fact: We won the World's Best Bank for Corporate Responsibility" for 2019.**

# EMPLOYER LIST

At Capital One, we don't only think big things - we do big things. We were the first company to develop and offer mass customization and personalization of credit card products, and we have been innovating relentlessly ever since. Today, we are a nationally recognized brand, a top-10 bank, and a scientific laboratory on a journey to become a leading high-tech company and digital innovator touching over 65-million customer accounts. Still founder-led by Chairman and Chief Executive Officer, Rich Fairbank, Capital One has grown to \$22 billion in revenue in just over 20 years.



## D&I Programs:

- Blacks in Tech
- CapAbilities
- EmpowerHER
- Hispanics in Tech
- Hola
- Origins
- Out Front
- Salute
- Voices
- Women in Tech

**Interesting Company Fact: The Capital One Art Program, which curates the art displayed in all of our offices across North America, is composed of over 70 rotating exhibits a year and a permanent collection of almost 8,000 pieces.**



ITHAKA is a not-for-profit organization. Our team of 350+ diverse, talented people work with the global higher education community to advance and preserve knowledge and to improve teaching and learning through the use of digital technologies. We have created some of the most transformative and widely used services in higher education: Artstor, Ithaka S+R, JSTOR, and Portico. Stop by and see how you can be part of the future of learning.

## D&I Programs:

Our Ithaka S+R team is a leader in conducting research and sharing best practices to make universities, colleges, and cultural organizations more diverse. Recent work includes extensive demographic studies of museum leadership diversity, fostering and reporting progress on the American Talent Initiative aimed at increasing the number of low and middle-income students at America's top colleges, and studying ways to improve access to college for those in our prison system.

**Interesting Company Fact: Columbia University is one of our first partner organizations! Columbia joined JSTOR in 1996, is among our highest JSTOR users, and just recently, our Ithaka S+R team facilitated a copyright workshop on campus!**

# EMPLOYER LIST

"Management Leadership for Tomorrow (MLT) is a nonprofit that equips African American, Latinx, and Native American leaders with the skills, coaching, and connections they need to lead organizations and communities worldwide. Since 2002, our comprehensive programs have transformed the careers and lives of more than 7,000 women and men.



D&I Programs: MLT's Career Prep program provides fellows with a winning professional playbook, 18 months of one-on-one coaching, and an accelerating network of more than 7,000 MLT Rising Leaders. We will help you maximize your college and internship experiences, conquer the job search process, and accelerate your career.

**Interesting Company Fact: 90% of Career Prep fellows secure full-time job offers upon graduation.**



We are the global technology company behind the world's fastest payments processing network. We are a vehicle for commerce, a connection to financial systems for the previously excluded, a technology innovation lab, and the home of Priceless®. We ensure every employee has the opportunity to be a part of something bigger and to change lives. We believe as our company grows, so should you. We believe in connecting everyone to endless, priceless possibilities.

#### D&I Programs:

- Recruitment
- Return to Work Program
- Career Development
- Women Who Lead
- Business Resource Groups
- Pay Equity
- Supplier Diversity
- Global Inclusion Council

**Interesting Company Fact: We hold the third largest amount of block chain patents and patent applications**

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# EMPLOYER LIST

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A full-service media agency within the IPG Mediabrands family, UM uses better science to create better art that drives business momentum and measurable results for brands. Founded in 1999, UM is made up of entrepreneurially-minded media planners, researchers, investment experts, decision scientists, account executives, and content activation specialists - over 5,000 employees across 130 offices in over 100 countries around the world. We are globally headquartered in New York, NY, with nine additional North American offices.



D&I Programs: UM's employee-led Diversity & Belonging Council, overseen by Jeff Marshall (VP, Group Partner, Diversity & Belonging) advises agency leadership on attraction, retention, and inspiration strategies to help UM meet its Unity 20/40 goal. Our ambition for Unity 20/40 is to have our US agency population reflect (ethnically) the makeup of the U.S. population as it will look in 2040, by the end of 2020.

**Interesting Company Fact: UM is back to back recipients of Ad Age's Best Places to Work award (2019 & 2020). This is in large part due to our company's excellent culture and D&B efforts.**

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# MOODY'S

Moody's is an essential component of the global capital markets, providing credit ratings, research, tools and analysis that contribute to transparent and integrated financial markets. Moody's Corporation is the parent company of Moody's Investors Service, which provides credit ratings and research covering debt instruments and securities, and Moody's Analytics, which offers leading-edge software, advisory services and research for credit and economic analysis and financial risk management.

**Interesting Company Fact: Named one of the top 10 best companies in 2019 (on the Working Mother 100 Best Companies list) that do an exemplary job advancing women and helping employees balance work and family.**

# EMPLOYER LIST



**OC&C**  
Strategy consultants

**D&I Programs:**

- Women's network
- LGBT Network
- Socio-Economic Diversity
- Ethnicity and Culture

OC&C Strategy Consultants operate around the world to bring clear thinking to the most complex issues facing ambitious management. While we are a global consulting firm, we have never seen size as an end in itself. We strive to be the preferred strategy consultancy for a select number of prestigious clients to whom we can devote our full attention, creating exciting solutions and opportunities. We work side by side with our clients to achieve lasting improvements in strategic performance and to maximize long-term growth. While our style is collaborative, we remain challenging, engaging with people as well as with problems, tailoring each solution closely to the situation at hand. The strategies we develop are creative, possibly provocative yet always practical and, above all, actionable.

**Interesting Company Fact: We were the first strategy consultancy with an LGBT international managing partner!**

The Peace Corps is a service opportunity for motivated changemakers to immerse themselves in a community abroad, working side by side with local leaders to tackle the most pressing challenges of our generation. The Peace Corps two-year program is often called life-defining by the more than 220,000 Americans who have served. Volunteers go to work every day excited by the opportunity to make change. Volunteers work in Education, Health, Community Economic Development (Business), Environment, Agriculture and Youth Development.



**Peace  
Corps**

**D&I Programs:** Peace Corps recognizes that honoring the voices and identities of our Volunteers as well as host country national and US staff is central to our success. As an agency we need to ensure that diversity of thought, experience and personal background is valued and encouraged. Such diversity within the workforce enhances the relevance and substance of our work, and also helps us adhere more closely to our mission.

**Interesting Company Fact: Columbia University Teachers College was the very first Peace Corps Coverdell Fellowship partner, starting in 1985. And it covers 100% of tuition!**

# EMPLOYER LIST

## PIMCO

PIMCO, a leading global asset management firm. We manage investments and develop solutions across the full spectrum of asset classes, strategies and vehicles: fixed income, equities, commodities, asset allocation, ETFs, hedge funds and private equity. PIMCO is one of the largest investment managers, actively managing more than \$1.91 trillion in assets for clients around the world. PIMCO has over 2,800 employees in 17 offices globally. PIMCO is recognized as an innovator, industry thought leader and trusted advisor to our clients.

### D&I Programs:

- PIMCO Pride
- PIMCO Veterans
- PIMCO Women
- PIMCO Veterans
- PIMCO Women

**Interesting Company Fact: PIMCO has clients in over 50 countries around the globe**



Vanguard is one of the world's largest investment companies, offering a large selection of low-cost mutual funds, ETFs, advice, and related services. Individual and institutional investors, financial professionals, and plan sponsors can benefit from the expertise, stability, and reliable investment approach Vanguard offers. From our beginning in 1975, Vanguard set course as a very different kind of investment firm. Our purpose remains: "To take a stand for all investors, to treat them fairly, and to give them the best chance for investment success."

### D&I Programs:

- HOLA - Hispanic/Latino Organization for Leadership and Advancement
- LEAP - Leadership and Engagement for Asian Professionals
- OPEN - Out Professional Engagement Network
- VBPN - Vanguard Black Professional Network
- WILS - The Women's Initiative for Leadership Success

**Interesting Company Fact: Vanguard has 12 international locations with trading floors in Australia, Canada, and England (in addition to the trading floors here in Malvern)**

# EMPLOYER LIST



**D&I Programs:** We have associate resource groups for all of our associates, including our resource groups for women, African Americans, and the LGBTQ+ associates just to name a few.

Fifty years ago, Sam Walton started a single mom-and-pop shop and transformed it into the world's biggest retailer. Since those founding days, one thing has remained consistent: our commitment to helping our customers save money so they can live better. Today, we're reinventing the shopping experience and our associates are at the heart of it. When you join our Walmart family of brands (Sam's Club, Jet.com, Hayneedle, Modcloth, Moosejaw and many more!), you'll play a crucial role in shaping the future of retail, improving millions of lives around the world. This is that place where your passions meet purpose. Join our family and build a career you're proud of.

**Interesting Company Fact: We have stores in 26 countries and employ over 2.2 million associates worldwide!**

ZS is a professional services firm that works side by side with companies to help develop and deliver products that drive customer value and company results. From R&D to portfolio strategy, customer insights, marketing and sales strategy, operations and technology, we leverage our deep industry expertise and leading-edge analytics to create solutions that work in the real world. Our most valuable asset is our people—a fact that's reflected in our values-driven organization in which new perspectives are integral and new ideas are celebrated. ZSers are passionately committed to helping companies and their customers thrive in industries ranging from healthcare and life sciences, to high-tech, financial services, travel and transportation, and beyond.



**D&I programs:**

- Women's Leadership Initiative
- Veterans@ZS
- Pride @ZS
- Black and Hispanic Alliance

**Interesting Company Fact: We were founded in 1983 by two Professors who met while teaching at the Kellogg School of Management at Northwestern University**