

JULY/AUGUST 2020

INFLUENCE

CAPTURING ECONOMIC SPIRIT OF DIVERSITY IN COMMUNITIES, OPPORTUNITIES, TECHNOLOGIES & AMENITIES



DiCOTA "VIEW FROM THE TOP"

INDEPTH FEATURE WITH ROBERT F. SMITH

CEO - VISTA EQUITY PARTNERS

TAKING IT TO THE SUITES

GLOBAL DIVERSITY RAISING AWARENESS
AND CORPORATE PROFILES

HIGHLIGHTS & SPOTLIGHTS

SHOWCASING THE "MOVERS AND SHAKERS" IN
GLOBAL DIVERSITY AND INCLUSION

SPECIAL FEATURE

GLOBAL EQUITY DIVERSITY & INCLUSION CAUCUS
DEFINING THE NEW AGENDA IN A WORLD VIEW

DICOTA: WHATS IT ALL ABOUT?



A DIVERSITY & INCLUSION CONSULTING FIRM

When you engage with us, we become your trusted managers and partners for all things Diversity & Inclusion.

ABOUT THE COMPANY

Diversity Management Partners partners with companies of all sizes to establish a multicultural client base and become the employer of choice for a diverse workforce.

We design and manage your diversity and inclusion program, create strategic partnerships, and identify multicultural initiatives in communities you serve.

STRATEGIC SOLUTIONS

Create a roadmap that outlines the initiatives, activities and actions you need to take to implement the program, to help you reach your corporate goals.



CONFERENCE STYLE EVENTS

Help design a live summit with panel speakers, organizational alliances and provide marketing and project implementation for you to host an outstanding event.



DESIGN & IMPLEMENTATION PROJECTS

Collaborate and build partnerships with our corporate partners that support the diversity & inclusion efforts and corporate social responsibility values of the organization.

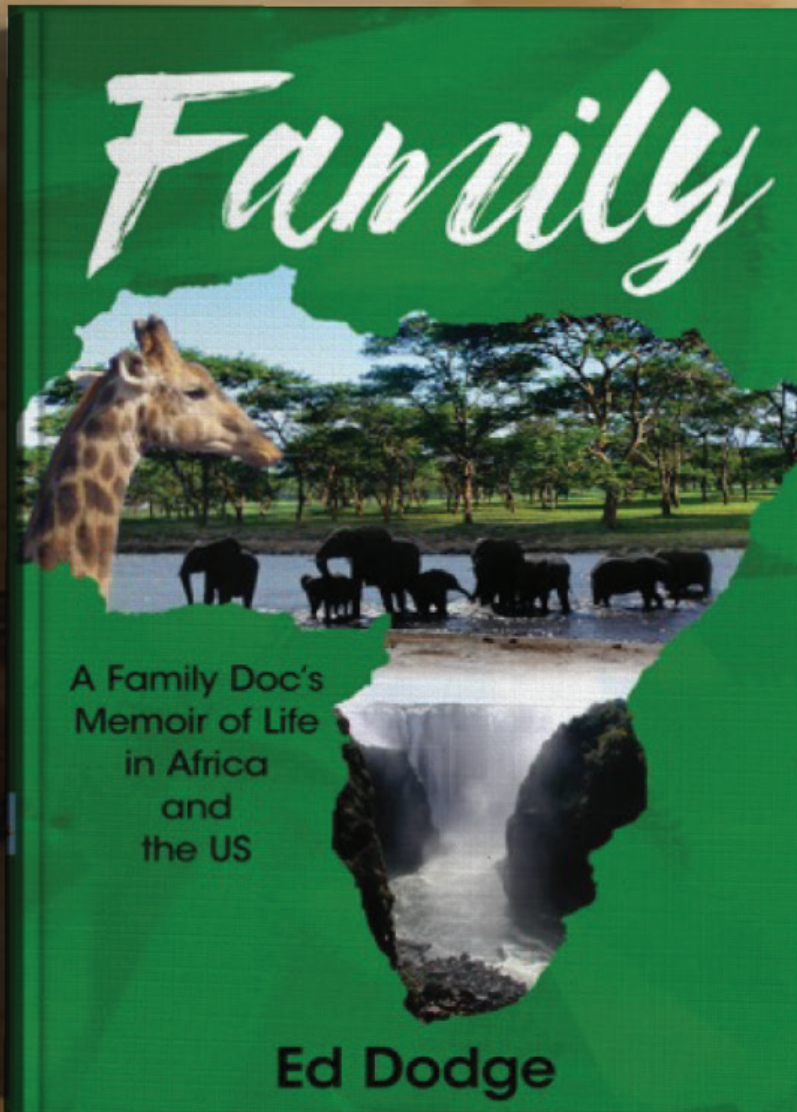


TRAINING & KEYNOTE ENGAGEMENTS

Incorporate interactive dialogues that inspire leaders to step forward more proactively and set a tone that seeks and celebrates diversity and inclusion as a core business driver.



A Doctor's Adventure Through Life



Dr. Ed Dodge is a retired San Antonian family physician. He relives his experiences in Africa and the U.S. with special emphasis on measures that anyone can take to enjoy optimal health. He's available to speak to any interested groups.

To get in contact please call 352.228.9641 or
Email him at afritim36@gmail.com.

EDITOR'S PAGE

META J. MEREDAY
EDITOR IN CHIEF



The Movement is here! We welcome you to INFLUENCE- DiCOTA, a Renaissance platform that will transform modern communications and bridge gaps – with creative, engaging, and compelling twists!

It has been a journey! We look forward to you being involved as the magazine evolves. What we have in store are in-depth, multifaceted profiles, commentaries, events, and photo galleries that encompass our innovative four pillars, the cornerstone of INFLUENCE-DiCOTA! DiCOTA stands for “Diversity in Communities, Opportunities, Technologies, Amenities” and all the “influences” that impact our work, play, and all moments in between with proactive perspectives and global overtones. No shade here, just positive energy!

INFLUENCE-DiCOTA will highlight trendsetting individuals and an impressive range of initiatives that incorporate the “Pillars Movement” within a multimedia platform. We bring all this to you through a print and digital media publication, podcasts, special presentations, and focused events.

INFLUENCE-DiCOTA will bring readers, viewers, and participants directly to the “movers and shakers.” Our enlightening profiles will shake up traditional models in the re-emerging diversity, equity, and inclusion space.

Our inaugural issue features Robert F. Smith, a billionaire philanthropist with Vista Equity Partners leading off first as the cover story. He is again featured along with 29 other billionaires where the focus is on global endeavors for community goodwill. We also spotlight career highlights in the industry and viewpoints from C-suite leaders.

Bookending these features, we introduce our Four Pillars and discuss their impact. We showcase the importance and variety of communities and their many diverse and untapped global resources. For spotlight trending, we offer a glimpse of life-changing technologies and supporting creative amenities that enhance our lives and our world! Diversity, equity, and inclusion have never looked this good!

INFLUENCE-DiCOTA is destined to be the “go-to” multimedia platform complementing and encompassing all existing models, taking them to new levels with leading-edge innovations, upcoming projects, and developing initiatives. To that end, we intend to enhance diversity, equity, and inclusion in a new, fully-engaged and interesting way! Welcome!

Let's get started!

STAFF

DICOTA *Elite Subscribers*

With every new venture are those who step out on faith to blaze new trails. We happily acknowledge those trailblazers, our DiCOTA Elite Subscribers, in this inaugural issue.

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Mrs. Gwendolyn J. Carroll

Dr. and Mrs. Clifton S. Mereday, Jr.

Mrs. Emma M. Mereday

Mr. Tom Moore

Mrs. Lucille Morris

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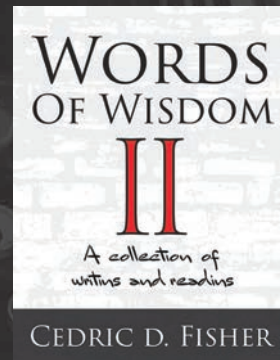
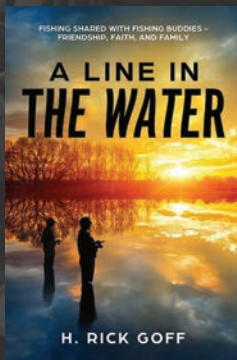
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DIVERSITY IN COMMUNITIES, OPPORTUNITIES, TECHNOLOGIES, AMENITIES



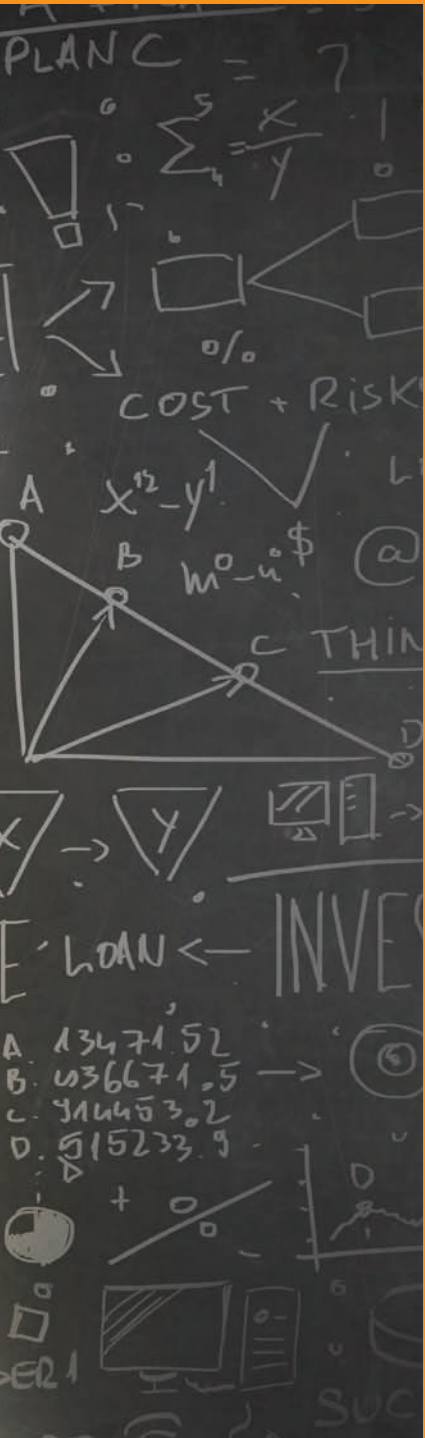
WHAT'S IT ALL ABOUT?



WWW.INFLUENCEDICOTA.COM

"BRIDGING THE GAP BETWEEN

WHAT'S IT ALL ABOUT?



The emergence of diversity in the global workplace has generated a much-needed increase in awareness ... awareness of how important programs and policies are which reflect the differences within our society. It is those differences that boost our overall experiences. Unfortunately, while our global society struggles to effectively address the better-known diversity arenas, what is overlooked are the broader aspects within the diversity space that impact how we live, work, play and – most importantly – interact with and understand one another.

Despite the U.S. becoming more diverse, many lapses in the primary layers exist. Those gaps encompass the diversity space – both in gender and ethnicity – which have a direct impact on the profitability and sustainability of the bottom-line in the corporate world. A comprehensive focus on the secondary levels of diversity and the influence and importance that these areas have on diversity in thought, atmosphere, access, and action, are lacking. To bridge that gap, add that missing link which reinforces the social chain that connects us all, we introduce DiCOTA.

Research has proven that diversity has a significant and positive impact on the ROI in business growth. Community empowerment is too often unheralded. Diversity in public and private sector models have intersected in many transformative ways ... ways that require a trendsetting platform to capture and disseminate it. We showcase four major societal pillars through the lens of a multi-platform media vehicle to bring voices for change to the forefront. We help promote emerging neighborhoods that have long been forgotten. And we highlight the key drivers and stellar accomplishments that spur global engagement and inclusion. DiCOTA is more than a media vehicle; it's a movement!

What does the acronym DiCOTA stand for? Diversity in Communities, Opportunities, Technologies, and Amenities. INFLUENCE-DiCOTA is a Renaissance publication, a platform that hopes to transform modern communication methods while bridging the gap between information access and compelling issues. We want to bring immediate access to information and provide comprehensive coverage of compelling issues to consumers, communities, and captains of commerce. We look forward to you being a part of the journey and this MOVEMENT.

INFORMATION ACCESS AND COMPELLING ISSUES."

DICOTA IN 3-D

EVENTS CALENDAR AN OVERVIEW

INFLUENCE-DICOTA Engagement and Empowerment

Conference – An interactive and engaging event with a global diversity agenda geared towards a results-oriented platform that creates a collaborative environment for “bell ringing” contracting opportunities and long-term and positive community impact scenarios. This “outside-the-box” event will bring relevant issues directly to global leaders from impacted constituencies. The conference will include site visits to emerging communities and aspiring diversity groups to “meet the people where they are.” *The Hot 100* and the *50 Diversity Dynamos* are a sampling of recognition efforts for the unsung heroes and “sheroes” in the industry who are committed to expanding the role of diversity and inclusion and emphasizing its importance to the corporate ROI and the sustainability of the public sector.

DICOTA IN 3-D

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INFLUENCE-DICOTA Mobile Meetups and On-Site Prep Rallies – Our way of bridging the growing gap between the C-suite executives and under-served diverse communities. Mobile Meet and Prep will bring experts from the board room to workspaces to revitalize communities by sharing tools and tips with entrepreneurs and community leaders too often left out of big-ticket events due to cost or logistical restrictions. By providing an interactive environment and experience via “lunch and learn” and other formats, INFLUENCE will set the tone for a broader platform that connects resources directly to those in need for business survival, artistic expression, and personal growth in a wide range of spheres.

WWW.INFLUENCEDICOTA.COM

OF OUR DIVERSE COLLABORATIVE OUTREACH



INFLUENCE-DiCOTA Pop-Up Podcasts - Bringing top-level journalists to major diversity events for “on the spot” coverage and presentation highlights. Pop-Up Podcasts will engage the diversity and inclusion thought leaders, so they may share their insights in real time. The podcasts will capture and compile once-in-a-lifetime presentations in an extensive array of diversity related programs and activities. These are designed to engage and inform wider audiences in emerging communities and build supporting data to maintain the importance of collaboration, outreach, and information to achieve a full complement of services and resources. The aim is also to develop and grow diverse businesses, empower under-represented communities, and highlight technology and design for home and business.

Join The Movement.

Here's how to be a Sponsoring Partner:
Visit www.influencedicota.com or email
Info@influencedicota.com.

COMMUNITIES PILLAR

First Pillar: Communities

Diversity in Communities addresses the advancements, successes, challenges, and motivations that can impact the development of vital interrelationships, bringing us together within those communities that comprise our overall society. Socialmettle.com explains the concept of community like this:

“Usually community refers to a group of people living in a common geographical location. This group of people obeys some social norms and some common values among themselves. As such, there are so many communities the world over, separated by languages, cultures, or geographical locations. However, they are related to each other in some way or other, thus making the entire world a one, single community.”

“Altogether, we create enriching shared experiences of one, single community.”

Diversity in Communities focuses on these connections within the business, political, socio-economic, health-care, environmental, technology, arts, and community development projects, within public and private sectors that directly impact the many ways in which we live, work, and play. By showcasing the insights, innovations, recommendations, and achievements

within communities, we can proactively spotlight our similarities and celebrate our differences. Altogether, we create enriching shared experiences of one, single community.

For example, everyone should have a safe and decent place to live. Homeowners and renters both deserve adequate housing. The importance of providing affordable housing – particularly among senior citizens, millennials, low- and middle-income residents, and first-time homeowners – should be a community concern. We must be informed about what public and private sector entities are doing for these groups.

We can significantly improve the lives of community members by taking advantage of the often untapped resources inherent in diversity and inclusion principles. Understanding the importance of diverse viewpoints, inclusive practices, and available resources as it pertains to the needs within communities is the essence of the Communities Pillar of the DiCOTA principle.

“We can proactively spotlight our similarities and celebrate our differences.”



OPPORTUNITIES PILLAR

Second Pillar: Opportunities

Diversity in Opportunities addresses the full spectrum of advancements, openings, challenges, and discoveries that pose opportunities for positive change within the world at large. Whether it be an educational achievement or an environmental breakthrough, featuring the contributions of a wide range of experts and trendsetters create a broader appreciation for all, especially for innovators who have never before received public recognition.

Diversity in Opportunities sets a new tone for initiatives that traditionally incorporate the unequal distribution of resources and limited outreach. The use of traditional and exclusive models has resulted in a lack of access by diverse, under-represented constituencies and minimal, if any, opportunities for those for whatever reason can't make it to the forefront. This pillar represents outreach actions and proactive agendas designed to generate a more equitable dissemination of information about specific opportunities and resources. As many people and groups as possible should be given the chance to become engaged in the process. It's a win-win. Opportunities, particularly in the area of professional development, should be mutually beneficial to all parties involved.

With the recognition that diversity and inclusion are important, we see re-emerging within the private, public, academic, and medical sectors, opportunities to feature these groups in a format that speaks to the broader community - and

do so in a way that is conducive to the efficient exchange of information and innovations. In this way, opportunities have a better chance to succeed ... to provide the long-term and sustainable infrastructure that will open doors for all.

Diversity in Opportunities will provide a unique perspective, highlighting the projects, ventures, strategies, and initiatives that bring about awareness and empowerment to previously under-represented communities from a local, regional, state, national, and global perspective. The exposure will also open doors for cross dialogue and collaborations. By emphasizing the "added value" incentives of diversity and inclusion, the Diversity in Opportunities pillar will provide the stepping stone for long-term collaborations and engagements for impactful and inclusive results.

"We see re-emerging within the private, public, academic, and medical sectors, opportunities to feature these groups in a format that speaks to the broader community."



TECHNOLOGIES PILLAR

Third Pillar: Technologies

Diversity in Technologies encompasses trendsetters and innovators within the technology arena who have made groundbreaking achievements without recognition or publicity. Addressing the contributions of unsung heroes and “she-roes” in the areas of science, engineering, all other natural and social sciences, and understanding their work are crucial building blocks to securing a bright future for technology. We must increase our awareness of the contributions of major and minor “players,” including those with ideas that can lead to interpersonal breakthroughs.

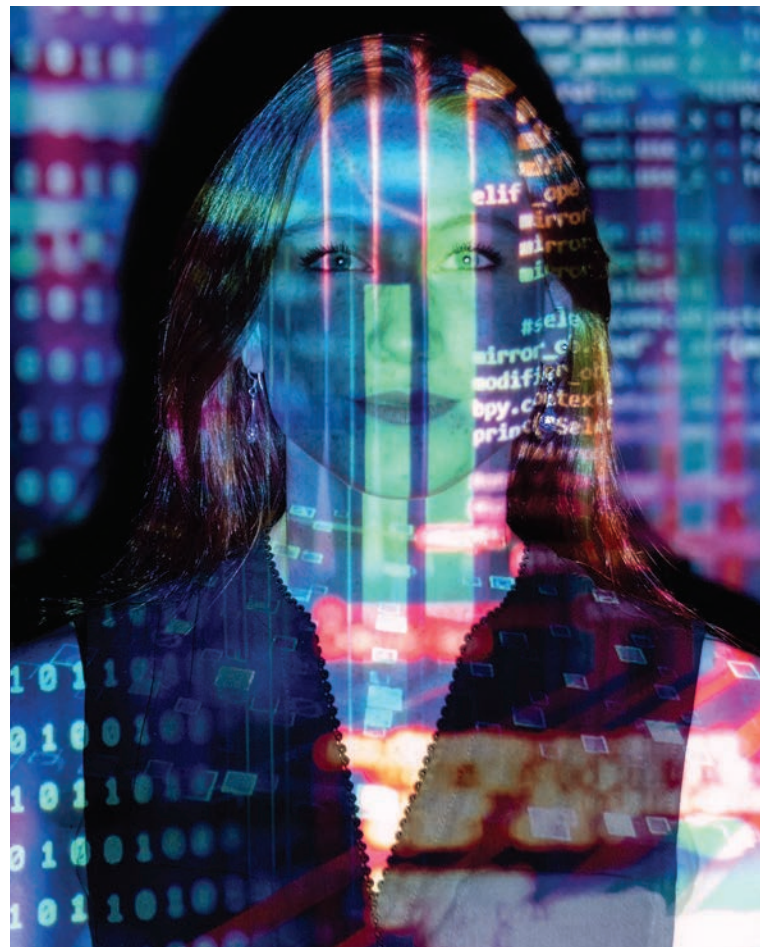
Diversity in Technologies takes into account the breakthroughs and accomplishments of new achievers and rising stars in their respective industries. Their stories provide a huge reservoir of material that can showcase advancements and outline the keys to success that can open more doors. Key concerns have been the minimal increases in the diversity and inclusion initiatives within this arena. Diversity in Technologies will provide a sounding board for more insights and information sharing.

Diversity in Technologies features significant contributions in science and technology that warrant constructive insights and committed participation from major partners within the industry. We encourage companies to step forward to create effective matrices to bring about more diverse and inclusive practices. Their active involvement can lead to groundbreaking changes within the framework of the industry and emerging trends in technology as a whole.

“This pillar will emphasize the importance of an inclusive workforce and supplier environment.”

The **Diversity in Technologies** pillar will shake the dust off of the exclusionary practices that have limited access to resources and information. This pillar will emphasize the importance of an inclusive workforce and supplier environment. We hope to expand outreach and communications models to “walk the talk” and re-design the diversity and inclusion discussion itself to foster an industry model through outreach, communication, interaction, and exchanges for more diverse and inclusive mindsets and methodologies.

“The Diversity in Technologies pillar will shake the dust off of the exclusionary practices that have limited access to resources and information.”



AMENITIES PILLAR

Fourth Pillar: Amenities

The **Diversity in Amenities** Pillar focuses on a broad range of components that represent the underlying features that are essential to our day-to-day operations ... operations that are so often under-represented in the diversity and inclusion space. Diversity in Amenities represents the areas on the periphery that encompass a wide range of support and resources. When purchasing a home or looking for a prospective resort to visit, amenities play a vital role in “closing the deal” and that role is equally important for those in the diversity space.

Diversity in Amenities also includes the cultural representations that become the trendsetting models that influence how we think, what we wear, how we eat, and with whom we interact. Business practices, artistic expressions, first impressions, fashion trends, home furnishings, and societal motivations are often manipulated by the most popular amenities. Without that “push” from a diverse array of influential outside entities, a diverse and inclusive agenda is often limited or lost. What’s needed is a well-construct-

“The importance of diversity in amenities encompasses a burgeoning lifestyle industry and cultural dynamic that has a long-term impact on industries’ bottom line and society as a whole.”

ed process that showcases expanded offerings and engagements. This pillar can provide breakthroughs in trendsetting for a global sense of style and inclusion.

Diversity in Amenities provides an avenue to cover support industries that supplement the public and private sectors with an array of products and services designed to enhance overall appearance and thus increase value. Ranging from the arts and interior design to luxury products and premiere travel, the importance of diversity in amenities encompasses a burgeoning lifestyle industry and cultural dynamic that has a long-term impact on industries’ bottom line and society as a whole. Showcasing the importance of diverse viewpoints through artistic and architectural representations is vital to presenting a truly global and inclusive mindset.

The **Diversity in Amenities** pillar encourages creativity, highlighting the talents of those who bring beauty and thoughtfulness through design, style, and color, directly impacting the value of property and the influences of personal tastes.





Robert F. Smith

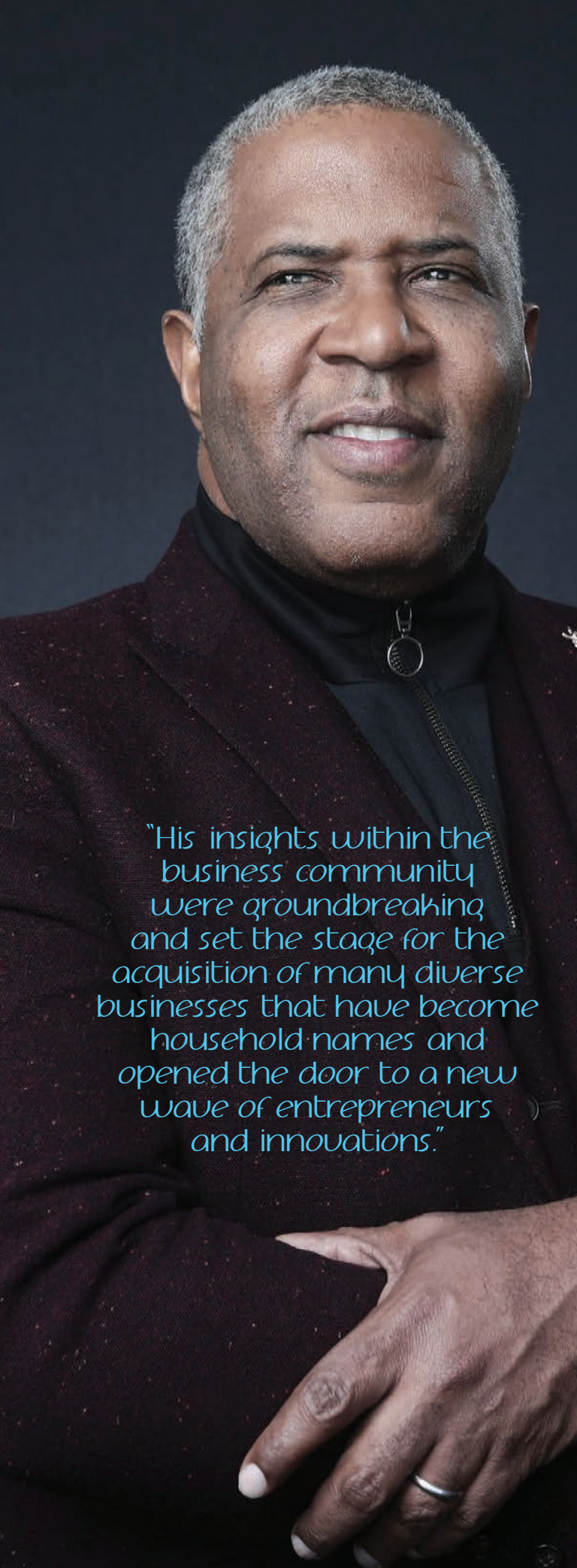
Epitomizing Dual Trendsetting in Global Investments

Much has been written about Robert F. Smith... from his business prowess to his social responsibility. Smith's business experience has been well documented. He founded Vista Equity Partners in 2000, a private equity and venture capital firm that reported over \$46 billion in cumulative capital commitments in 2019. With Smith at the helm, Vista has ownership of over 50 software companies and a worldwide employee base of over 70,000.

Just as important as these accomplishments, Smith represents the new dual trendsetter in the emerging DiCOTA model, encompassing a broader diversity in agenda steered by leaders who are making significant inroads in bringing

social pillars to the forefront. DiCOTA stands for Diversity in Communities, Opportunities, Technologies, and Amenities. Smith has consistently reinforced those pillars through his business success and philanthropy. He has opened new doors for others to follow.

Vista Equity Partners is ranked as the fourth largest enterprise software company, preceded by Microsoft, Oracle, and SAP. Besides holding the title of Founder, Smith is Chairman and Chief Executive Officer. Vista was named the "Best Performing Private Equity Firm for the previous ten years," according to an annual ranking by the HEC-Dow Jones in 2015. Vista's corporate headquarters is in Austin, Texas.



Re-Engineering the Process of Investments

Smith was born and raised in Denver, Colorado. He was motivated to, as he has put it, “run his own race” with the support of his parents, who both have PhDs. He received a Bachelor of Science degree in Chemical Engineering from Cornell University and a Master of Business Administration with a concentration in Finance and Marketing from Columbia Business School.

With a focus on communities, Smith re-engineered the processes within the investment arena. That generated pay dirt for him and helped launch his technology enterprises. During his tenure at Goldman Sachs as Co-Head of Enterprise Systems and Storage, he was the first person at the West Coast office to focus solely on transitions dealing with tech mergers and acquisitions. His insights within the business community were groundbreaking and set the stage for the acquisition of many diverse businesses that have become household names and opened the door to a new wave of entrepreneurs and innovations. Because of Vista’s strong performance under Smith’s leadership, he was named “Game Changer of the Year” (2016) by Private Equity International. Smith was also referred to as the “100 Greatest Living Business Minds” by *Forbes* magazine in 2017.

“His insights within the business community were groundbreaking and set the stage for the acquisition of many diverse businesses that have become household names and opened the door to a new wave of entrepreneurs and innovations.”

Putting Words into Action

With his passion for opportunities, Smith has paved the way for others to reach their full potential and to showcase their talents. He has put words into action by creating opportunities for growth experiences within the educational arena. In 2016, Smith’s leadership and support of his alma mater, Cornell University, led to honoring him by naming one of their schools the Robert Frederick Smith School of Chemical and Biomolecular Engineering.

Taking an even more hands-on approach in his commitment to higher learning, Smith delivered more than a commencement speech to the graduates of Morehouse College in 2019. He pledged to pay off the college debt of the students of this historically black college. The transformative nature of this gesture has resonated throughout society, particularly within the African-American community, where a high level of debt has become burdensome. Providing opportunities for aspiring graduates to pursue their career objectives creates tremendous opportunities for diversity and inclusion when financial barriers are broken down.

Creating New Industry Models

With a sixth sense in forecasting technology trends, Smith's instincts to prioritize his efforts on mergers and acquisitions of companies in their early stages prove his business acumen and it has been a boon for Vista Equity Partners. The company focuses exclusively on technology, data, and software, making a major imprint on many of the deals that have taken place within Silicon Valley and around the globe. It is reported that Smith has overseen over 400 completed transactions and has advised on multibillion-dollar deals in mergers and acquisitions for technology and software giants including Apple, Microsoft, Yahoo, and others. Smith has created a new industry model and continues to create landmark deals in the arena of diversity and inclusion that have the potential to uplift and let prosper previously underserved communities. With an appreciation for amenities, Smith has led the way to secure the future for the arts as well as historic and cultural repositories. Smith's global philanthropies are well documented. Each has significant importance in the preservation of and appreciation for cultural inclusion and sustainability. As Founding Director and President of the Fund II Foundation, Smith believes in its mission to "preserve the African American experience, safeguard human rights, provide music education, preserve the environment, and sustain critical American values."

Contributions that Unify

As a man of action, Smith was the only African American billionaire to sign onto the Giving Pledge, donating \$20 million to the Smithsonian's National Museum of African American History and Culture. He understands the importance of providing resources for all, distributing the experience of diverse historical components that highlight our differences and celebrate the contributions that unify us.

Smith is both a business leader and a committed philanthropist who is a true visionary within the diversity and inclusion space. He personifies the spirit of DiCOTA because of his trendsetting contributions to the four pillars of the platform. His business and personal contributions to diversity and inclusion are unparalleled; He goes beyond the traditional ones.

Nobel Peace Prize Winner and Africa's greatest symbol for freedom, the late Nelson Mandela has stated, "What counts in life is not the mere fact that we have lived, it is what difference we have made to the lives of others that will determine the significance of the life we lead." Smith epitomizes the DiCOTA model in the investment world and the global arena. He continues to make positive and proactive differences in people's lives that count.

"Smith has created a new industry model and continues to create landmark deals in the arena of diversity and inclusion that have the potential to uplift and let prosper previously underserved communities."

"What counts in life is not the mere fact that we have lived, it is what difference we have made to the lives of others that will determine the significance of the life we lead." – Nelson Mandela



MOBILE MODEL PLATFORM

THE MOBILE MOVEMENT OFFERS 3-DIMENSIONAL PERSPECTIVES

DIVERSITY IN COMMUNITIES - OPPORTUNITIES - TECHNOLOGIES - AMENITIES

The building blocks within the INFLUENCE multimedia and communications platform are the four program pillars. These pillars represent the cornerstones of innovation and collaboration... cornerstones that will revolutionize diversity, equity, and inclusion initiatives, which are very basic processes that begin with expanded storylines. We offer in-depth podcasts, specialized events, and hands-on engagement that will reach a much wider audience than traditional models. Branded as INFLUENCE-DiCOTA (Diversity in Communities, Opportunities, Technologies, Amenities), this platform encompasses an expanded range of media offerings and promotional vehicles to empower and increase access to previously under-served constituencies.

INFLUENCE-DiCOTA is emerging as an exciting experiential venture that will provide readers with the most comprehensive and innovative initiatives in the industry. We highlight a diversity and inclusion agenda from a completely new perspective, one that speaks to the deeper-rooted issues that impact our global environment. INFLUENCE-DiCOTA encompasses a four-pillar philosophy that represents key areas of interest for building and securing our future global society.

The time is now for INFLUENCE-DiCOTA. Why? Because this trendsetting model with its multifaceted format breaks new ground in an industry that is re-emerging ... re-emerging because the focus on diversity and its many arenas (equity and inclusion are two of them) are still glaringly inadequate. Experts agree that challenges within diversity programs can exist from country-to-country and in cultural sub-groups

of one country. With the right mix of diversity and inclusion practices, shared missions, and a common set of values, diverse initiatives from a broader perspective based on a variety of viewpoints can result in better, more robust ideas and processes.

Global diversity creates a competitive advantage and addresses societal imperatives. What media initiative can best capture the full-rounded potential within the space? INFLUENCE-DiCOTA can, because it is designed to be a multifaceted magazine and a proactive communications platform. The format of both print and digital reaches the widest readership and viewership. It is time to be a part of the movement!

INFLUENCE-DiCOTA is structured within a mobile format to create, elevate, disseminate messages and motivate readers directly within impacted constituencies. No headlines captured from afar. We will be directly involved in telling our own stories. Building upon the four pillars platform via the DiCOTA quad model, INFLUENCE will have an impact on the storylines and key stakeholders within the varied communities that we live in, work in, and play in. We will expand the "influence" of communities along with their interests, services, values, and beliefs. The INFLUENCE-DiCOTA model is earmarked to achieve long-term sustainability and community engagement through a communications vehicle that provides a more three-dimensional perspective. The INFLUENCE-DiCOTA four pillars will be presented as follows:

INFLUENCE-DiCOTA will highlight the OPPORTUNITIES within the COMMUNITIES that we live and work, but also those areas of potential

that are so often under-represented and important. A diverse experience benefits all. INFLUENCE will showcase the emerging TECHNOLOGIES and how they enhance the need for an inclusive environment from a local perspective. INFLUENCE will feature evolving AMENITIES within those industries that often go unnoticed but when used provide a vital backdrop for the many aspects that we take for granted. Joined together, the four pillars represent a significant segment of our society in a very unique environment, featuring existing DEI (diversity, equity, inclusion) models, highlighting best practices, informed participants and personalized scenarios designed to maximize diverse and proactive formats. The pillars illuminate the global diversity spectrum and the overall bottom-line.

INFLUENCE-DiCOTA will transform modern media communication while bridging the gap between immediate access to information and comprehensive coverage of compelling issues. INFLUENCE-DiCOTA is a renaissance platform that will expand traditional strategies while bridging the gap between immediate access to information and comprehensive coverage of compelling issues that involve consumers, communities, and commerce. From local podcasts and special features to “spot-on” outreach events and targeted media profiles, INFLUENCE-DiCOTA will be the mobile “go-to” medium that sparks a new media movement of emerging diversity, equity, and inclusion. INFLUENCE-DiCOTA is the multimedia platform that will provide global views from local voices.



VIEWS FROM THE TOP

BRINGING OTHERS FORWARD

Diversity has taken on a new life in the global arena. Its emergence as a major tool in the sustainability of society is crucial as countries continue to grapple with highlighting their strengths and recognizing their differences which – once combined – create the true greatness of any society. That accomplishment can foster an appreciation for all.

While we work together to address the importance of global diversity in its most broad perspective, we must be able to champion not only what we believe to be “the right thing” on paper, but also determine what “the best practice” is in action. The success of future generations hinges upon the lessons and failures that make us all compassionate team players.

Diversity in thought and action lays the groundwork for all who seek justice, equality, empowerment, and inclusion, in addition to acceptance and awareness. Decisions that leaders make that have the most impact are those based upon clarity of thought, broad experience of the world

around them, and a vision to create a better world. What follows is a review of the thoughts and insights of great leaders in government, business, sports, the arts, and the communities of conscience from past to present ... those who have inspired millions and created – at least in part – the ideals of a world that values individual rights, responsibilities, unique characteristics, and significant contributions.

INFLUENCE-DiCOTA is a platform that showcases current and emerging business and community leaders ... those with proactive agendas and community-focused portfolios that epitomize the “Diversity in Communities, Opportunities, Technologies, Amenities” model.

“Views From The Top – Bringing Others Forward” provides those insights as it pertains to diversity and inclusion to inspire and encourage those who are on the journey ahead.

INSPIRING WORDS FOR THE JOURNEY AHEAD

"We all should know that diversity makes for a rich tapestry and we must understand that all the threads of the tapestry are equal in value, no matter what their color."

– Maya Angelou

"If we cannot end now our differences, at least we can help make the world safe for diversity."

– John F. Kennedy

"Civilizations should be measured by the degree of diversity attained and the degree of unity retained."

– W.H. Auden

"We have the ability to achieve, if we master the necessary goodwill, a common global society blessed with a shared culture of peace that is nourished by the ethnic, national, and local diversities that enrich our lives."

– Mahnaz Afkhami

"Diversity is not about how we differ. Diversity is about embracing one another's uniqueness."

– Ola Joseph

"The study of geography is about more than just memorizing places on a map. It's about understanding the complexity of our world, appreciating the diversity of cultures that exist across continents. And in the end, it's about using all that knowledge to help bridge divides and bring people together."

– Barack Obama

"If we can't write diversity into sci-fi, then what's the point? You don't create new worlds to give them all the same limits of the old ones."

– Jane Espenson

"We need to help students and parents cherish and preserve the ethnic and cultural diversity that nourishes and strengthens this community – and this nation."

– Cesar Chavez



“We are all different, which is great because we are all unique. Without diversity life would be very boring.”

– Catherine Pulsifer

“We need to give each other the space to grow, to be ourselves, to exercise our diversity. We need to give each other space so that we may both give and receive such beautiful things as ideas, openness, dignity, joy, healing, and inclusion.”

– Max de Pree

“Diversity in the world is a basic characteristic of human society and also the key condition for a lively and dynamic world as we see today.”

– Jintao Hu

“We have the ability to achieve, if we master the necessary goodwill, a common global society blessed with a shared culture of peace that is nourished by the ethnic, national, and local diversities that enrich our lives.”

– Mahnaz Afkhami

“Both biological and cultural diversity are now severely threatened and working for their preservation is a critical task.”

– Murray Gell-Mann

“Diversity of character is due to the unequal time given to values. Only through each other will we see the importance of the qualities we lack and our unfinished soul’s potential.”

– Shannon L. Alder

“We are living in an era in which billions of people are grappling to promote communication, tolerance, and understanding over the more destructive forces of war, terrorism, and political chaos that have characterized the beginning of the 21st Century.”

– Aberjhani

“Human diversity makes tolerance more than a virtue; it makes it a requirement for survival.”

– Rene Dubos

“Why not let people differ about their answers to the great mysteries of the universe? Let each seek one’s own way to the highest, to one’s own sense of supreme loyalty in life, one’s ideal of life. Let each philosophy, each world-view bring forth its truth and beauty to a larger perspective that people may grow in vision, stature, and dedication.”

– Algernon Black

“No single tradition monopolizes the truth. We must glean the best values of all traditions and work together to remove the tensions between traditions in order to give peace a chance.”

– Thich Nhat Hanh

“Today when I think about diversity, I actually think about the word ‘inclusion.’ And I think this is a time of great inclusion. It’s not men, it’s not women alone. Whether it’s geographic, it’s approach, it’s your style, it’s your way of learning, the way you want to contribute, it’s your age - it is really broad.”

– Ginni Rometty

“Diversity is the one true thing we all have in common. Celebrate it every day.”

–unknown

“A society that does not recognize that each individual has values of his own which he is entitled to follow can have no respect for the dignity of the individual and cannot really know freedom.”

– Fredrich August von Hayek

“We have the chance to build this new energy economy in ways that reflect our deepest values of inclusion, diversity, and equal opportunity for everyone.”

– Van Jones



BILLIONAIRE'S FOCUS

30

DIVERSE BILLIONAIRES

SHARE THEIR SUCCESS, SHAKE UP LIVES

Statesman and Britain's Prime Minister Winston Churchill once commented, "We make a living by what we get. We make a life by what we give." Around the world, there are movements in place that are attempting to address the many challenges impacting our daily lives and the world around us. A special group of people is leading the way.

From addressing deforestation in South America to combating global warming in the Arctic, to creating entrepreneurial opportunities in Africa, to providing affordable housing in the U.S., global initiatives are on the rise. The driving force behind them is a group of people who have committed to sharing their success with those less fortunate in a wide range of areas. These individuals, whose net income is at or over \$1 billion, represent the first layer of committed philanthropists who are dedicated to making a better life for others by opening doors and creating opportunities.

The Editorial Board of INFLUENCE-DiCOTA compiled a list of billionaire philanthropists who are making an impact in the global arena that directly connects to the pillars of our movement, which is focused on community empowerment, opportunity enhancement, technology inclusion, and amenity enhancement. According to Entrepreneur and Philanthropist Naveen

Jain, "True philanthropy requires a disruptive mindset, innovative thinking, and a philosophy driven by entrepreneurial insights and creative opportunities."

Here are the philanthropic innovators and innovative thought leaders who are making a difference in the global community:

1. ROBERT F. SMITH

Robert F. Smith was the first African-American and non-New Yorker to hold the title of Chair of the Carnegie Board. Smith has quietly amassed a significant track record in the world of philanthropy along with an exceptional position in the financial arena. Smith is Co-Founder and runs Vista Equity Partners, one of the nation's most successful private equity firms with an estimated net worth of close to \$5 billion. Smith has been vocal in his highly publicized efforts in education. He was also one of the leading benefactors of the National Museum of African American History and Culture, donating \$20 million to the non-profit. Smith and his wife, the former Hope Dworaczyk, who is a foster care advocate, have also been involved in efforts geared towards human rights, including Smith serving as Chairman of the Robert F. Kennedy Center for Justice.

2. ALICE L. WALTON

Alice L. Walton, an heir to the Walmart fortune has an estimated net worth of \$52 billion. Walton is well-regarded as a patron of the arts. Much of her philanthropy has been geared to those endeavors. As Founder of Crystal Bridges Museum of American Art, Walton has focused resources on increasing access to outstanding works of American art to communities across the country. Her non-profit foundation Art Bridges partners with a wide range of institutions to provide greater access to American art through projects that empower communities. Also, Walton is committed to improving the quality of life in her home state of Arkansas. As the first Chair behind the Northwest Arkansas Council, she was instrumental in improving the transportation infrastructure in the region with the development of the Northwest Arkansas Regional Airport.

3. SHAHID KHAN

Shahid (Shad) Khan, with an estimated net worth of over \$8 billion, has many impressive firsts under his belt. He is the richest person of Pakistani origin and, with the approval of the NFL owners in 2011, became one of the first members of an ethnic minority to own an NFL team, the Jacksonville Jaguars. Khan kept his promise to the community to keep the team in Jacksonville and has made a significant impact in the lives of its residents. Khan and his wife Ann continue to assist with the well-being of the community through the Shahid and Ann Khan Foundation, which provides grants for programs geared towards children and families. The Khans are involved in NFL Play 60 and other NFL-related initiatives and donate millions towards youth fitness, women's health issues, and veteran's outreach efforts.

4. LAURENE POWELL JOBS

Laurene Powell Jobs is an accomplished businesswoman, corporate executive, and Founder of Emerson Collective. With an estimated net worth of approximately \$21 billion, Powell Jobs is a committed advocate for proactive social concerns in the community. Emerson Collective is an organization focused on investing and philanthropic activities in addition to raising awareness for the need for policies addressing education and immigration reform. Powell Jobs is also the Co-Founder of Terravera, a California-based natural foods company that sells to local retailers. She also served on the Board of Directors of Achieva, an organization that creates online tools to help improve the study habits of students and increase their effectiveness with standardized testing.

5. MICHAEL R. BLOOMBERG

Michael R. Bloomberg has an extensive array of philanthropic endeavors to his credit. With a net worth of approximately \$57 billion, Bloomberg has made a significant philanthropic impact. His funding arm, Bloomberg Philanthropies, has become a global voice for environmental conservation issues and he is a significant backer of U.S. educational initiatives. In 2016, Bloomberg Philanthropies added \$360 million to its total contribution of \$1 billion to become the largest funder of tobacco control efforts in the developing world. This effort, which encompasses 110 countries, is focused on monitoring tobacco use and better educating the public about the dangers of tobacco. Also, Bloomberg added a gift of \$1.8 billion to Johns Hopkins University, the largest private donation in modern history to a higher education institution. His donation was earmarked for increasing access to student applicants.

6. RAYMOND DALIO

Raymond (Ray) Dalio, a hedge fund manager and American investor, is the Founder of Bridgewater Associates, which is one of the world's largest investment firms. Dalio is a committed philanthropist who joined with Warren Buffett and Bill Gates to take part in the Giving Pledge. With a net worth of nearly \$19 billion, Dalio is a noted author whose book *Principles* details his investing philosophy as well as corporate management strategies. His book is based upon his experiences and self-examination. Dalio has been very involved in the investment community. He has made numerous contributions through the Dalio Foundation, which directs donations to the David Lynch Foundation, an organization that promotes research efforts on Transcendental Meditation practices.

7. JACQUELINE MARS

Jacqueline Mars is an heiress of the Mars family fortune, whose family's wealth was acquired through Mars Incorporated. Her share and other assets are worth over \$23 billion. Mars Incorporated is world-renowned for its confectionery products such as Snickers and Mars bars. Mars was active in the operations of Mars Inc. from 1982 until her retirement in 2001. She is a Trustee of the U.S. Equestrian Team and is involved with the Board of Directors of the National Sporting Library, Fine Arts Museum, and the Washington National Opera. Among her community and philanthropic endeavors, Mars contributes to many charitable causes through the Mars Foundation. Her charitable donations have assisted Australian Outback doctors and the National Symphony Orchestra.

8. THAI LEE

Thai Lee is a Korean-American billionaire with a net worth of \$3 billion. Lee is co-owner, CEO, and President of SHI International, which she reportedly transformed from a \$1 million reseller into a \$10 billion global information technology leader with 35 offices around the world. SHI International was named the largest woman-owned business in the U.S. by *Forbes* magazine. Lee earned a BA in Biology and Economics from Amherst College. She received an MBA at Harvard Business School, making her the first Korean woman to graduate from the prestigious institution. Lee is the former President of the Amherst College Alumni Society. She is on the Board of Directors of Sonde Health, an affiliate of the bio-pharma company PureTech Health, which develops voice-based diagnostic technology.

9. JORGE M. PEREZ

Jorge M. Perez is an Argentine American billionaire, real estate developer, philanthropist, and art collector with a net worth of approximately \$1.9 billion. Perez has made significant contributions to the art and architectural design worlds. Perez was the lead benefactor of the Jorge M. Perez Architecture Center at the University of Miami. He also donated \$35 million in cash and artwork to the Miami Art Museum, which was renamed the Perez Art Museum Miami (PAMM). In addition to signing the Giving Pledge, Perez is actively committed – along with other Giving Pledge billionaires – to give more than half of his wealth to charitable causes. He also supports the Miami International Film Festival, National Young Arts Foundation, and the Frost Art Museum at Florida International University.

10. MELINDA GATES

Melinda Gates is an American businesswoman and philanthropist. Gates is the Co-Founder of the Bill and Melinda Gates Foundation, whose goals are to “reduce extreme poverty, improve education, and enhance health care.” Gates, a former General Manager at Microsoft, has a net worth of \$70 billion. Chief among her charitable efforts is uplifting women and girls both in the U.S. and abroad. Through her contributions and advocacy, over \$560 million has been donated to improve access to contraception for women and girls in needy countries. In 2006, she served as Chair of the Campaign For Children to expand existing facilities, provide funds for uncompensated care, and grow the research program for Seattle Children’s Hospital.

11. ROMESH T. WADHWANI

Romesh T. Wadhvani is an Indian-American billionaire and philanthropist with a net worth of over \$3 billion. Wadhvani, a serial entrepreneur, is the Founder, Chairman, and CEO of Symphony Technology Group, a private equity firm for internet, software, and technology services companies. After graduating from the Indian Institute of Technology, he received a Ph.D. in Electrical Engineering from Carnegie Mellon. Among his community endeavors, Wadhvani sits on the Board of Directors of the Kennedy Center and the Center for Strategic and International Studies. Wadhvani, who was joined by his brother Sunil, committed over \$30 million to the founding of the Wadhvani Institute of Artificial Intelligence at the University of Mumbai in 2018.



12. DAVID STEWARD

David Steward is an African-American businessman and community leader with a net worth of \$3.5 billion. Steward is chairman and founder of World Wide Technology Holding Co., Inc. (WWT). WWT is one of the largest African-American owned business enterprises in the U.S. Steward is involved in many community and civic organizations. He has served on the Board of Directors of Civic Progress of St. Louis, St. Louis Regional Chamber and Growth Association, Greater St. Louis Area Council of Boy Scouts of America, and Harris-Stowe State College African-American Business Leadership Council. In 2018, Steward donated \$1.3 million to the University of Missouri-St Louis to create the David and Thelma Steward Institute for Jazz Studies.



13. ANN COX CHAMBERS

Ann Cox Chambers is an American businesswoman, philanthropist, and ambassador. Cox Chambers had a stake in Cox Enterprises, which is a privately-held media empire that includes television, radio, newspapers, cable television, and other enterprises. Cox Chambers had a net worth of approximately \$17 billion, based largely on her equity share that she divested in 2014. She served as the Ambassador to Belgium under President Jimmy Carter and holds the French Legion of Honor title. Her philanthropic efforts have been widespread, with contributions to many causes in Atlanta including the Atlanta Symphony Orchestra, the Jimmy Carter Library and Museum, Shepherd Center, and the High Museum of Art. She served on the Boards of the Forwards Art Foundation and the Atlanta History Center.

14. ALFONSO FANJUL, JR.

Alfonso Fanjul, Jr. is a Hispanic American businessman and billionaire, the eldest of the Fanjul brothers, who are in charge of sugar and real estate businesses. Fanjul Jr.'s net worth is estimated at over \$8 billion. He became Chairman of the Flo-Sun Land Corporation, the family's holding company, in 1982. The family's combined business interests make them one of the biggest sugar producers in the world. Fanjul and his brother J. Pepe have been instrumental in improving conditions for the agricultural community in Florida's Everglades Agricultural Area for decades through direct contributions, leadership, and resources. The Fanjul family founded New Hope Charities, avidly supporting the organization's efforts to provide daycare, health, and education services to community residents in need.

15. ABIGAIL P. JOHNSON

Abigail P. Johnson is an American businesswoman, philanthropist, and billionaire. Johnson has been President and Chief Executive Officer of Fidelity Investments, which was founded by her grandfather, and is Chairman of its international sister company Fidelity International since 2014. Johnson's net worth is approximately \$16 billion. In 2016, Johnson was named Chairman and remains President and CEO. Johnson has personally – along with the Johnson family – donated millions to many causes and institutions in the Boston area including Historic New England, Harvard, and the Institute of Contemporary Art. She is a Trustee of the Fidelity Foundation which, since its inception, has contributed over \$300 million to non-profit organizations across the U.S. and Canada.



16. OPRAH WINFREY

Oprah Winfrey is an African-American businesswoman, media mogul, actress, Academy-award nominee, philanthropist, and billionaire. Winfrey's estimated net worth is approximately \$3 billion. In 2007, Winfrey, who was Co-Founder of Oxygen Media, sold the company to NBC for \$925 million. In addition to her sound business acumen, Winfrey's philanthropic efforts are substantial and global, particularly in the areas that support women and girls. During one of her gift-giving initiatives on her talk show, she distributed \$1000 gift cards to audience members and asked that they donate to their favorite charities. In 2007, Winfrey opened The Oprah Winfrey Leadership Academy for Girls in South Africa and has contributed over \$140 million to maintain it since its opening. Winfrey also donated \$100 million to the Time's Up Campaign, a movement to fight sexual harassment.

17. ROBERT UNANUE

Robert Unanue is the CEO of Goya Foods, which was founded by his grandfather Prudencio Unanue Ortiz in 1936, who migrated from Spain. Goya Foods is currently ranked as the largest Hispanic/Latino-owned food company in the U.S. The Unanue family, based in New York City, is the second wealthiest Spanish-American family in the U.S. with a net worth of over \$1 billion. The Unanue family and Goya Foods have contributed to hundreds of charities in the New York metro area and across the globe. Also, Goya has donated millions of dollars and pounds of food to families impacted by various disasters locally and globally, including Hurricanes Sandy, Isaac, and Irene and the devastating earthquake in Haiti.

18. NIRAJ SHAH

Niraj Shah is an American businessman, philanthropist, Co-Founder, Chairman, and CEO of Wayfair, an e-commerce company that sells furniture and home goods. Shah has an estimated net worth of \$3 billion. Shah co-founded Wayfair in 2002 with his Cornell classmate Steve Conine and has held the position of CEO since the company was started. The two founders share the Chairman title. Shah has made many contributions to local charities, one of which is the Hub and Spoke Project based in Boston, a food program for high schools. Food is prepared at a “Hub” school (East Boston High School) and is then distributed to “Spoke” schools, giving low-income students the ability to afford their daily meals.

19. DIANE HENDRICKS

Diane Hendricks is an American businesswoman, film producer, and philanthropist. Hendricks' net worth is \$4.9 billion. In 1982, Hendricks secured a loan with her business partner husband, the late Ken Hendricks, to start ABC Supply, which is a privately held roofing, windows, gutters, and siding business for residential and commercial customers. Hendricks owns the Hendricks Holding Company in addition to being the Owner and Chair of ABC Supply. Hendricks is one of America's richest self-made billionaires and the richest woman in Wisconsin. Her extensive philanthropy projects include donations to Wisconsin Eye and Co-Chairing Rock County 5.0, an initiative designed to advance Rock County Wisconsin's economy. She also serves on the Board of Directors of the Hendricks Family Foundation.



20. MICHAEL JORDAN

Michael Jordan is an African-American businessman, billionaire, Hall of Fame NBA Legend, advertising icon, and philanthropist. Jordan's net worth is \$1.9 billion. Following his stellar career with the Chicago Bulls, Jordan became involved in many enterprising ventures and promotional activities including being the Principal Owner and Head of Basketball Operations for the Charlotte Hornets. Jordan's philanthropic efforts are as extensive as his career highlights. He has contributed to many charities and organizations including a multimillion-dollar donation to Friends of the Children, a national nonprofit that pairs high-risk youth with mentors from kindergarten through high school graduation. His efforts are also hands-on and include donating \$7 million to open clinics in Charlotte to help high-risk communities.

21. ARTURO MORENO

Arturo Moreno is a Mexican-American businessman and philanthropist. Moreno is the CEO of Outdoor Systems, an outdoor advertising enterprise and the owner of the Los Angeles Angels. Moreno's net worth is \$3.4 billion. In 2003, Moreno made history when he purchased the Anaheim Angels and became the first-ever minority team owner in major league baseball. He changed the name to Los Angeles Angels and revamped its marketing and concessions strategies to increase revenue and attendance. Moreno has supported many endeavors in California and his home state Arizona. In 1997, Moreno and his wife established the Moreno Family Foundation, which supports nonprofit organizations that focus on education and youth. The Moreno Foundation also supports athletic programs at the University of Arizona.

22. GAYLE COOK

Gayle Cook is an American businesswoman, billionaire, and philanthropist. Cook's net worth is estimated at \$6.2 billion, making her the wealthiest person in Indiana. Cook, along with her husband Bill Cook, created the medical device company Cook Group in 1963. The company produces medical devices such as stents and catheters with antibiotics. Cook's extensive philanthropic efforts include historic preservation, supporting many projects geared towards improving Bloomington, Indiana, including spending \$500 million to restore the French Lick Resort and the West Baden Springs Hotel. Cook has also made charitable contributions to Indiana University, her alma mater, and serves on the Board of Trustees of the Indiana University Foundation.

23. ROBERT STILLER

Robert Stiller is an American businessman, billionaire, and philanthropist. Stiller's net worth is estimated at \$1.2 billion. Stiller is the Founder of Keurig Green Mountain. He made his fortune selling coffee and K-cups, which are the unique single-serving coffee pods that have become a staple in the industry. Stiller, who is Chairman Emeritus, invested \$150,000 in 1990 in what became Keurig after spending years focusing on roasting and manufacturing his Green Mountain coffee. Stiller and his wife have contributed to many charities and causes, including making a donation of \$10 million to Fair Trade USA, which certifies that products coming from farmers and workers are rightfully compensated. The Stillers also contributed \$5 million to the Norton Museum in Palm Beach.

24. THEODORE "TED" LERNER

Theodore "Ted" Lerner is an American real estate developer, billionaire, and philanthropist. Lerner is also the former Manager and Principal Owner of the Washington Nationals baseball team. He is the Founder of the real estate company Lerner Enterprises, which is the largest private landowner in the Washington D.C. metro area. Lerner's net worth is \$5.2 billion. Through the Annette M. and Theodore N. Lerner Family Foundation, Lerner and his wife Annette have provided support to many organizations including Hebrew University of Jerusalem, the Scleroderma Foundation of Greater Washington, Food and Friends, Youth Aids, and Junior Achievement of the Greater Washington Area. The Lerner's are also Founding Members of the U.S. Holocaust Memorial Museum in D.C.

25. YVONNE BAUER

Yvonne Bauer is a German publisher, media magnate, and philanthropist. Bauer's net worth is \$3.5 billion. She is part of the fifth generation of her family to manage the Bauer Media Group (BMG), which was founded in 1875. The Bauer Media Group is now a media giant that publishes 600 magazines, 400 digital products, and 100 television and radio stations in 37 countries around the globe. Bauer became CEO in 2010. Bauer Media Group is Europe's largest magazine company, which entered the U.S. market in 1981. Focusing on women's content, among its titles, are InTouch and Grazia. Bauer's focus on women's issues, freedom of the press, and freedom of expression have provided a positive impact and proactive outlet in the media arena.

26. SCOTT DUNCAN

Scott Duncan is an American businessman and philanthropist. Duncan's net worth is approximately \$6.2 billion. Duncan and his siblings inherited a stake in Enterprises Products Partners, which was their father Dan Duncan's pipeline firm. Enterprise Products Partners was founded in 1968. The company owns natural gas processing plants, oil and gas storage facilities, and close to 50,000 miles of oil and gas pipelines. Duncan is an investor and one of the youngest billionaires in the U.S. Duncan is the Director of the Dan L. Duncan Family Foundation, which primarily contributes to medical causes. Donations have exceeded \$220 million. Recipients include Baylor College of Medicine, M.D. Anderson Cancer Center, and Texas Children's Hospital.

LEADERSHIP

27. JON ORINGER

Jon Oringer is an American businessman, billionaire, and philanthropist. Oringer is a programmer and photographer who combined his dual talents to launch Shutterstock, a stock media and editing tools provider that was headquartered in New York City. In 2006, Shutterstock became the largest subscription-based stock photo company. Regarding his philanthropic efforts, Oringer introduced new tools and features in addition to initiating collaborations to increase access with different companies such as Facebook, which integrated Shutterstock into its Ad Creator Tool; and Salesforce, which included the Shutterstock library in its platform. In 2009, Oringer launched Shutterstock for iPad, which offered free images to the users and partnered with Associated Press for a free license for archive access.

28. MARIAN B. ILITCH

Marian B. Ilitch is an American businesswoman, billionaire, and philanthropist. Ilitch's net worth is \$3.7 billion. She became a Co-Founder of Little Caesars Pizza with her late husband Mike Ilitch in 1959. Little Caesar's Pizza then expanded as a franchise. Now the brand has been broadened to include restaurants, entertainment, sports, and gaming. Ilitch is one of the original investors in Detroit's Motor City Casino. The Ilitch family has a strong commitment to the Detroit community and their philanthropic efforts are extensive. The Motor City Casino has contributed close to \$1 million to local Detroit charities. Ilitch and her husband established the Little Caesars Love Kitchen Foundation, a mobile pizza restaurant that has fed more than two million people.

THINK
ABOUT
THINGS
DIFFERENTLY

29. WARREN BUFFET

Warren Buffet is an American business magnate, investor, and philanthropist. Buffet is the Chair and CEO of Berkshire Hathaway, a diversified holding company, and is considered one of the “world’s most successful investors.” Buffet’s net worth is \$81 billion and his philanthropic portfolio is extensive. He is the Founder of the Giving Pledge with Bill Gates through which billionaires pledge to give away at least half of their fortunes. Buffet has pledged to give away a record 99 percent of his fortune, the bulk of it via the Bill and Melinda Gates Foundation. Buffet continues to support his family’s foundations including Susan Thompson Buffet Foundation, Sherwood Foundation, Howard G. Buffet Foundation, NoVo Foundation, Letters Foundation, and Learning By Giving Foundation.

30. BHARAT DESAI

Bharat Desai is a Kenyan-born Indian-American businessman, philanthropist, and billionaire. Desai and his wife Neerja Sethi are the Co-founders of Syntel, an IT consulting and outsourcing company. Desai is also the Chairman. Desai’s net worth is \$1.4 billion. Syntel was sold in 2018 to a French IT firm for \$3.4 billion. Desai serves on the Board of Directors of several educational institutions including the John F. Kennedy School of Government at Harvard University, Students in Free Enterprise (SIFE) and the Stephen M. Ross School of Business at the University of Michigan. Desai and his wife donated \$1 million, under the auspices of The Desai Sethi Family Foundation, to IIT Bombay (Indian Institute of Technology) towards a new entrepreneurship center to be named the Desai Sethi Centre for Entrepreneurship.



DIVERSITY SPOTLIGHTS

With diversity and inclusion initiatives gaining recognition in the public conscience and as an essential bottom line component, it's fitting to highlight the many "firsts" in appointments, executive suite insights, and research breakthroughs.

Warner Bros. appointed **Johanna Fuentes** as Executive Vice President, Worldwide Corporate Communications and Public Affairs. Fuentes joined Warner Bros. after a decade leading public relations strategy at Showtime Networks Inc. where she served as Executive Vice President, Communications. Fuentes was awarded The Imagen Foundation's Most Powerful and Influential Latinos in the Entertainment Industry since 2012. In 2019, she was inducted as part of

NEW D&I HIRES, PROGRAMS

the Hall of Fame freshman class of Imagen's Powerful and Influential Latinos in Television & Film. Fuentes has also been recognized on "Multichannel News" Women to Watch, and is among "PR News" Top Women and as one of the Most Influential Minorities in Cable by "CableFAX: The Magazine." She is a graduate of Boston College.

Nzinga Shaw is **Starbucks'** Global Chief Inclusion and Diversity Officer. She joins Starbucks following Sara Bowen, Starbucks former Vice President of Global Diversity and Inclusion, who left the company to join Boeing as Vice President of Global Diversity and Inclusion. Shaw previously worked with the Atlanta Hawks and Philips Arena as

Chief Diversity and Inclusion Officer. **Renee E. Tirado** is Global Head of Diversity, Equity, and Inclusion for Gucci. Tirado was previously Chief Diversity and Inclusion Officer at Major League Baseball. Gucci also launched Global Changemakers, a long-term program that encourages cultural diversity and unity.

Six ethnically diverse and female drivers were selected by **NASCAR** and Rev Racing to participate in the 2020 NASCAR Drive for Diversity Driver Development Program. The team includes new member **Perry Patino** and returning drivers **Isabella Robusto, Rajah Caruth, Gracie Trotter, Nicholas Sanchez, and Chase Cabre**. According to NASCAR's Director of Racing Operations and Event

Management **Jusan Hamilton**, the 2020 team members exemplify the evolution of their diversity driver development program. Hamilton also said NASCAR is very impressed with the raw talent, competitive drive, and confidence of all of the drivers who participated in this year's combine.

Melissa Thomas-Hunt was hired by **Airbnb** as head of Global Diversity and Belonging. Previously, Thomas-Hunt was Vice Provost for Inclusive Excellence at Vanderbilt University. In 2016, Thomson Reuters introduced its Diversity and Inclusion (D&I) Index, which is an examination of the diversity practices of 5,000 companies. This move is one indication

POSITIONS, AND ABOUT

of the increasing interest in this issue within the business community and it appears to be working. Many companies surveyed have become more transparent about sharing information about the makeup of their workforces. To highlight the importance of transparency in its workforce diversity practices, one of Google's websites details its diversity initiatives as well as current numbers reflecting its efforts.

Diversity trends are changing, particularly in the workplace, and the implications are crucial for development models. A study released by The **National Center for Public Policy and Higher Education** reports that, from 1980 to 2020, the minority working-age portion of

the workforce is projected to double from 18 percent to 37 percent, while the white population is projected to decline from 82 percent to 63 percent.

Ben Hasan, Senior Vice President and Chief Culture, Diversity and Inclusion Officer at **Walmart Inc.**, was named the "Most Influential Diversity Star" in 2019 by Diversitystars.com. Hasan held this position starting in July 2015.

D&I Mavens and **DiversityStars.com**, which are advocates for diversity and inclusion, are on a mission to amplify the efforts of D&I leaders who evangelize a corporate culture where everyone has a voice and is respected.

Chanel hired its First Diversity Chief with the appointment of **Fiona Pargeter**, who previously held the position of Head of Diversity and Inclusion for Europe, the Middle East, and Africa for Swiss Bank UBS. The French fashion house has joined other major luxury brands such as Gucci, Burberry, and others to build platforms to foster more diverse and inclusive organizations.

According to a study by **Glassdoor**, one of the world's largest job and recruiting sites, many trends are impacting workforce diversity. The study reports that 67 percent of job seekers said that a diverse workforce is important when considering job offers. Also, 57 percent of employees think that their companies should be more diverse. Additional research by Glassdoor has determined the impact of discrimination on diversity. Among the four countries surveyed, the percentage

of employees reporting having experienced or witnessed workplace discrimination relating to age, race, gender, or LGBTQ identity was highest in the U.S. (61 percent), followed by the UK (55 percent), France (43 percent) and Germany (37 percent). The U.S. percentages also rank highest within each of the individual categories.

Based on research by the *American Sociological Review*, companies that report the highest levels of racial diversity receive nearly 15 times more sales revenue than those with the lowest levels of racial diversity.

CEO Action for Diversity & Inclusion™ is a coalition that “aims to rally the business community to advance diversity and inclusion within the workplace by working collectively across organizations and sectors.” It is based upon the premise that diversity and inclusion



are major priorities for corporate leaders. According to reports, CEO Action has experienced nearly 70 percent growth in signatories in 2019. Since launching, the coalition has become a unique platform for networking and enablement, realizing measurable change in how signatory organizations are tackling D&I issues.

According to the book *Inclusive Directions: The Role of the Chief Diversity Officer in Community College Leadership*, co-authored by **Dr. Clyde W. Pickett, James A. Felton III, and Michele E. Smith**, Chief Diversity Officers are on the rise. The book highlights the growing administrative trend involving the role of chief development officers at these institutions. Community colleges nationwide are following the model of four-year institutions and have now begun to hire chief diversity officers (CDOs) more frequently.

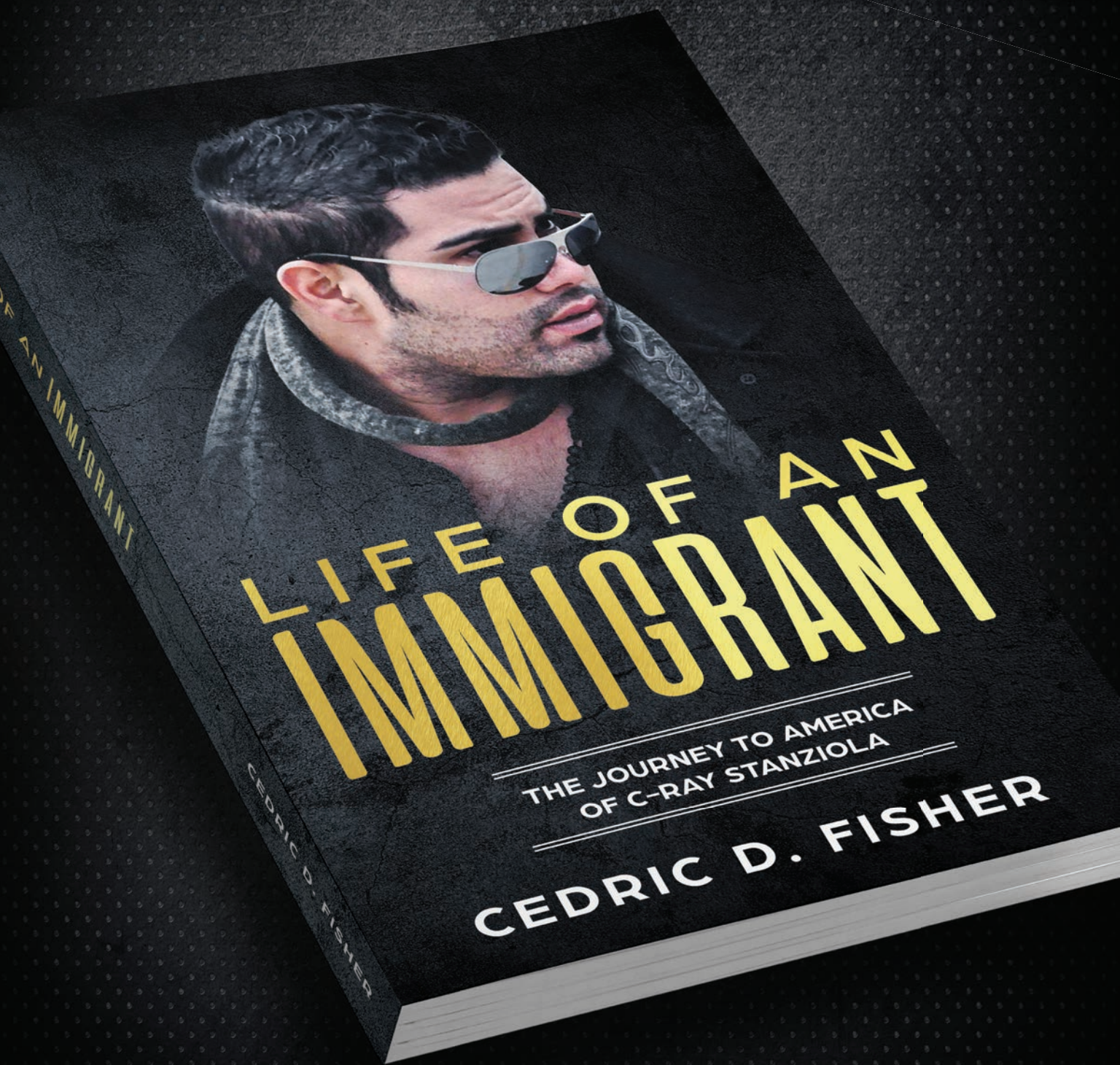
In 2018, **Uber**, the ride-sharing giant, hired its first Chief Diversity Officer with the appointment of **Bo Young Lee**. Lee's responsibilities include overseeing diversity and inclusion strategies such as diversity hiring and training and employee support groups. Lee was the Global Head of Diversity and Inclusion for the professional services firm Marsh & McLennan.

Many findings regarding racial and ethnic diversity and corporate performance are reported by the management consulting firm **McKinsey & Company**. Among the results is the statistic showing a 10 percent increase in the rate of racial and ethnic diversity on senior executive teams with a rise of 0.8 percent, EBIT (Earnings Before Interest and Taxes). Also, ethnically diverse companies are 35 percent more likely to outperform their respective national industry medians. Finally, gender-diverse companies are 15 percent more likely to outperform their respective national industry medians.



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DICOTA DIVERSITY CALENDAR

A GLOBAL VIEW WITH ON DIVERSITY,

June

Lesbian, Gay, Bisexual, and Transgender Pride Month – (International) Established to recognize the global impact of gay, lesbian, bisexual and transgender individuals. The celebration encompasses pride parades, picnics, parties, and memorials for those lost to hate crimes, HIV/AIDS, and other themed group gatherings. Gay Pride Day takes place the last Sunday in June.

Flag Day - June 14 (U.S.) – Celebrates the history and symbolism of the American flag.

Native American Citizenship Day - June 15 (U.S.) – Commemorates the day in 1924 when the U.S. Congress passed legislation that recognized the citizenship of Native Americans.

Martyrdom of Guru Arjan Dev - June 16 (International) – Observed by members of the Sikh faith for Guru Arjan Dev, who was the fifth Sikh guru and the first Sikh martyr.

Juneteenth - June 19 (U.S. – African Americans) – Also known as Freedom Day, Juneteenth is a public holiday in 14 states. It honors the day when slaves in Texas and Louisiana heard they were free, thereby ushering in the emancipation of thousands of African-Americans.

National Indigenous Peoples Day - June 21 (Canada) – This event, also known as First Nations Day, recognizes the indigenous populations affected by colonization in Canada.

July

Canada Day - July 1 (Canada) – This holiday, or Fête du Canada, as it is known to those of French descent, is a Canadian federal holiday that commemorates the 1867 enactment of the Constitution Act, which led to the formation of the unified Canadian nation we know today.

Fourth of July - July 4 (U.S.) – Also known as Independence Day, a federal U.S. holiday that marks the Declaration of Independence from Britain by the original 13 colonies on July 4, 1776.

World Population Day - July 11 (International) – This observance was established in 1989 by the Governing Council of the United Nations Development Program. It was designated an annual event to raise awareness of global population issues.

Bastille Day - July 14 (France) – A French holiday commemorating the storming of the Bastille, a fortress prison in Paris used to house political prisoners who upset the nobility on July 14, 1789. This date is regarded as a turning point of the French Revolution.

Nelson Mandela International Day - July 18 (International) – A celebration and global movement launched on July 18, 2009, by the United Nations in recognition of Mandela's birthday and to honor his life's work to change the world for the better.

LOCAL PERSPECTIVES EQUITY, INCLUSION

National Disability Independence Day - July 26 (U.S.) – This event celebrates the anniversary of the 1990 signing of the Americans with Disabilities Act, to protect citizens from employment discrimination and better access to goods, services, and communications for those with disabilities.

International Day of Friendship - July 30 (International) – An event launched in 2011 by the U.N. General Assembly to encourage friendship among individuals, countries, and cultures to inspire peace efforts and build bridges between communities.

August

Lammas - August 1 (Europe) – A festival that marks the annual wheat harvest within some English-speaking countries in the Northern Hemisphere, a time for giving thanks for abundance.

Obon (Ulambana) - August 13- 15 (International) – Encompasses a Buddhist festival and Japanese custom for honoring the spirits of ancestors which evolved into a family reunion including visiting ancestral gravesites.

Hijri New Year - August 19 (International) – This holiday marks the beginning of the new Islamic calendar year, for 2020. The year is calculated as 1442, based on the lunar calendar and the year it began, 622 AD.

International Day for the Remembrance of the Slave Trade - August 23 (Caribbean) – Commemorates the uprising in Santo Domingo (today known as Haiti and the Dominican Republic) which led to the abolition of slavery in the Caribbean.

Women's Equality Day - August 26 (U.S.) – The day that commemorates the certification of the 19th Amendment to the U.S. Constitution that gave women the right to vote. Ever since U.S. Rep Bella Abzug first introduced a proclamation for Women's Equality Day in 1971, every president has published a proclamation recognizing August 26 as Women's Equality Day.

September

Hispanic Heritage Month - September 15 to October 15 (International) – This remembrance is celebrated during parts of September and October to recognize the contributions of those with Hispanic roots.

Mexican Independence Day - September 16 (Mexico) – This event coincides with Hispanic Heritage Month and recognizes the revolution in 1810 that ended Spanish dictatorship.

UNDER THE RADAR

INFLUENCE-DICOTA'S TRENDING TOPICS

INFLUENCE-DiCOTA represents a focus on Diversity within a Four-Pillar format: Communities, Opportunities, Technologies, and Amenities (DiCOTA). These entities are largely “under the radar” in the media spotlight despite being true influencers and the driving force behind how we live, work, play, and interact.

INFLUENCE-DiCOTA reflects the following: the Communities in which we live and interact, the Opportunities that make us who we are, the Technologies that make our lives easier and the world smaller, and the Amenities that make life more beautiful around us all. This is often spearheaded by an individual with a vision, an idea that has taken hold, or an industry that has launched or been rediscovered that create a significant influence that changes the world. Here are some trending topics within the DiCOTA platform:

COMMUNITY

Discovery Channel's global spotlight on environmental issues encompasses a wide range of participants, from Hollywood celebrities clearing California beaches and touring the Serengeti in Africa to dare-devil activists trying to save a man-eating crocodile in Indonesia with a tire around its neck. Addressing the importance of conservation and preservation around the world and highlighting those who fight to protect natural wonders and endangered species has been a hallmark of the broadcast giant. <https://www.discoveryeducation.com/learn/50-ways-to-earth-day/>

OPPORTUNITY

The emergence of online activities in light of the pandemic has increased awareness regarding opportunities within the virtual arena. Young Entrepreneurs Forum highlights promising online business launch ideas for aspiring business owners. Whether it involves teaching an

established skill or using creative writing to sell products, it is clear that the online industry will thrive well into the future with an unending list of career options and trendsetting applications. <https://www.youngentrepreneursforum.com/online-business-ideas-for-beginners-in-2019/>

TECHNOLOGY

From new advances in 5G networks and autonomous driving to innovations in artificial intelligence and blockchain delivery, emerging trends in the global arena will reach new heights in 2020 that will generate much-needed advancements and opportunities in personalized medicine, computer systems, and advancements in transportation. *Forbes.com* shares highlights on these emerging trends in technology and their impact worldwide. <https://www.forbes.com/sites/bernardmarr/2019/09/30/the-7-biggest-technology-trends-in-2020-everyone-must-get-ready-for-now/#70226bf82261>

COMMUNITY

Fostering a global spirit of compassion is a worthy goal and needed now more than ever. The organization Charter for Compassion is focused on accomplishing humanitarianism by engaging local communities in the creation of a model built around the principles of compassion and caring for each other to enhance the ultimate good and to “bring compassion to life in practical, specific ways through compassion driven actions.” <https://charterforcompassion.org/shareable-community-ideas/what-is-a-compassionate-community>

AMENITIES

Creating an environment that produces a particular atmosphere or generates a certain feeling is the essence of music and art. The significance of this amenity is in valuing the transformative contribution that music and art play in setting

the mood for a special occasion or providing background and imagery that can brighten the world around us. The arts are vital to our overall well-being as well as showcasing our individual talents, creativity, and skills. <https://www.newhomesource.com/learn/arts-amenities-condos/>

TECHNOLOGIES AND OPPORTUNITIES

Setting the stage for future innovations and cultural collaborations underscores the technological advances and opportunities that improve cultural interactions and creating a more cooperative and supportive global environment. Technology moving forward rapidly in recent years focuses on medical breakthroughs to improve health outcomes for all. <https://www.quantumrun.com/future-timeline/2021/future-time-line-subpost-Culture>



DICOTA AND THE PANDEMIC

DIVERSITY, COMMUNITY, TECHNOLOGY, AMENITIES THRIVE, DESPITE PANDEMICS AND BUSINESS SHUTDOWNS

THE WORKFORCE

Workers and Employers Benefit Working from Home

If our recent pandemic has proven anything, it's that we are resilient and innovative. With forced closures and social distancing rules in place, the upside has been that we've found workarounds that have proven not only to be stop-gap measures until normalcy returns, but a new workforce paradigm.

A two-year Stanford University study a few years back, based on 500 employees, found many benefits gained from working at home, including a 50 percent reduction in employee attrition, greater productivity, better concentration, shorter breaks, and fewer sick days. Additionally, companies saved almost \$2,000 per employee on rent by reducing the amount of space needed, besides the obvious reduction in carbon emissions due to less driving. <https://thriveglobal.in/stories/a-2-year-stanford-study-shows-the-astonishing-productivity-boost-of-working-from-home/>

Engaging Diverse Teams through Technology

Many businesses are "going remote" to stay in touch with their employees, vendors, and customers by setting up online meetings, workshops, podcasts, and virtual events using teleconferencing web apps when they can't do so in person. And to help companies learn how to connect, specifically within the framework of diversity and inclusion, tech specialists are reaching out to businesses to teach them.

One such specialist is Furkan Karayel of Diverse In, a global diversity and inclusion embassy. Karayel recently sponsored a workshop designed for execs, managers, team leaders, HR specialists, teaching them how to manage multi-cultural teams remotely.

Karayel also speaks at conferences and in webinars and podcasts about women in tech, women in leadership roles, and female entrepreneurship issues, as well as the power of diversity and inclusion in the workplace. She is an entrepreneur, who previously worked as a software engineer for tech companies. <https://www.diversein.com>

Remote Collaboration on Steroids

Our workspace is evolving. It is transforming from a finite space to an infinite workspace. When we work and make connections on a global level, we are tapping into the rich environment of diversity, and opportunity, expanding our communities exponentially. Our technology today can make that global jump through technology.

One tech company, Spatial, does just that. Spatial is a computing platform that enables productive and creative collaboration for organizations. Meetings are conducted with a lively spatial audio and 3D “telepresence” so it feels like you’re face to face.

Users remotely collaborate, search, brainstorm, and share content. With lifelike avatars and shared walls, users can feel like they are face to face with others. Using work tools, teams can fill the virtual and augmented reality workspace with ideas. All devices flow together, interfacing with your computer and phone to share documents, notes, 3D models, images, graphs, websites ... on your screen or floating around you, all visible to your workgroup. <https://spatial.io>

EDUCATION

Remote Learning

First, there were online courses, then online colleges. The number of online colleges is growing. Online Schools are the perfect opportunity for inclusive, global, remote education. The internet erases inequalities in access. In higher education, 3.1 million higher education students were enrolled exclusively in online programs in fall 2017, according to the National Center for Education Statistics.

Education could be completely remote, inclusive, accessible and global, creating schools with no walls. There may come a day – perhaps very soon – when any student can access their classroom materials from any location in the world. Live anywhere and attend school from anywhere, on their own schedule. People with jobs can advance their knowledge and careers without having to leave their full-time jobs. Students with physical disabilities or long commutes can participate and complete classroom assignments with the rest of their

non-handicapped classmates. A remote system is an education equalizer, giving opportunities to all.

Interactivity with a Splash

Jumping on the interactive education bandwagon is Splashtop Classroom, an interactive classroom access software, lets students use their own devices – laptops, tablets, or computers – on their turf. A teacher can use Splashtop Classroom to share content directly to the students’ devices. Students can, in turn, take control over the lesson or annotate right over it, giving them a chance to initiate, interact, and in other ways get involved. <https://www.splashtop.com/remote-access-education-uses>

VOLUNTEERING

People Who Give

The spirit of engagement is alive and well, especially in times of crisis. The coronavirus breakout and subsequent sheltering in place have generated many opportunities for giving and sharing. Here are some examples. In the celebrity arena, Matthew McConaughey hosted virtual bingo for residents at a senior living home in Round Rock, Texas. The Texas actor called a bingo game by video conferencing. https://977thebrew.iheart.com/content/2020-04-07-matthew-mcconaughey-hosts-virtual-bingo-for-isolated-senior-citizens/?Keyid=social-flow&Pname=local_social&Sc=editorial

Restaurant reviewer celebrity Guy Fieri and the National Restaurant Association created a relief fund, The Restaurant Employee Relief Fund (RERF) to raise financial relief for restaurant staff, including upper management, chefs, servers, and dishwashers. Fieri, TV host of “Diners, Drive-Ins, and Dives” wanted to do something on a large scale for the people in the restaurant industry who have lost their jobs. The team has raised raised over \$10 million. Their goal is \$100 million. <https://rerf.us>

World-renowned Nephrologist Dr. David Scott is one of the many unsung heroes of this pandemic. Because of the critical nature of his profession, Dr. Scott continued to treat patients in Southeast Queens, NY, which was in the “hotbed” of COVID-19. He is also the Founder of Scott Research Inc. His ground-breaking research has only scratched the surface of

addressing the impact of health disparities in underserved communities. Additional funds are needed to create long-term strategies to prolong life and improve lifestyles for all. <https://www.patientwing.com/organization/scott-research-inc?status=Recruiting&filter=&maxResultCount=10&tenantAffiliation=&showSearch=true&includeSites=false&tenantId=72861&skipCount=0>

As employers furloughed or laid off their workers, leaving many people with a financial burden, essential services have picked up the slack. One example is in New York City, where some restaurants are giving free meals and acting as a distribution center for their community to those not working and children not in

school. World Center Kitchen and Beatstro in the Bronx are among the many locals that are making a difference in their community. These businesses, which offer deliveries and take-out, began opening their doors to those impacted by the coronavirus by offering free meals. <https://www.pix11.com/news/local-news/bronx/bronx-restaurants-world-center-kitchen-team-up-to-feed-thousands>

Living, working, and lending a hand didn't stop when our world began facing a global outbreak. Our global communities have proven that we can perform these activities at a distance, with endless opportunities for bringing the physical realm into virtual reality to serve global diversity, technology and amenities.





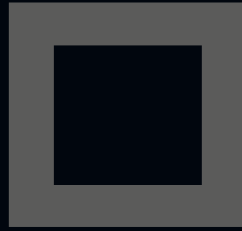
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