

COLOR[®]

EDITION

91

October 2016 -
December 2016

in a city rich in shades, here is a COLOR that includes all...

MAGAZINE

JOHNNIE HERNANDEZ

A Genuine Passion for People

Judge Darnell Jackson

IMPACTING LIVES
EVERYDAY

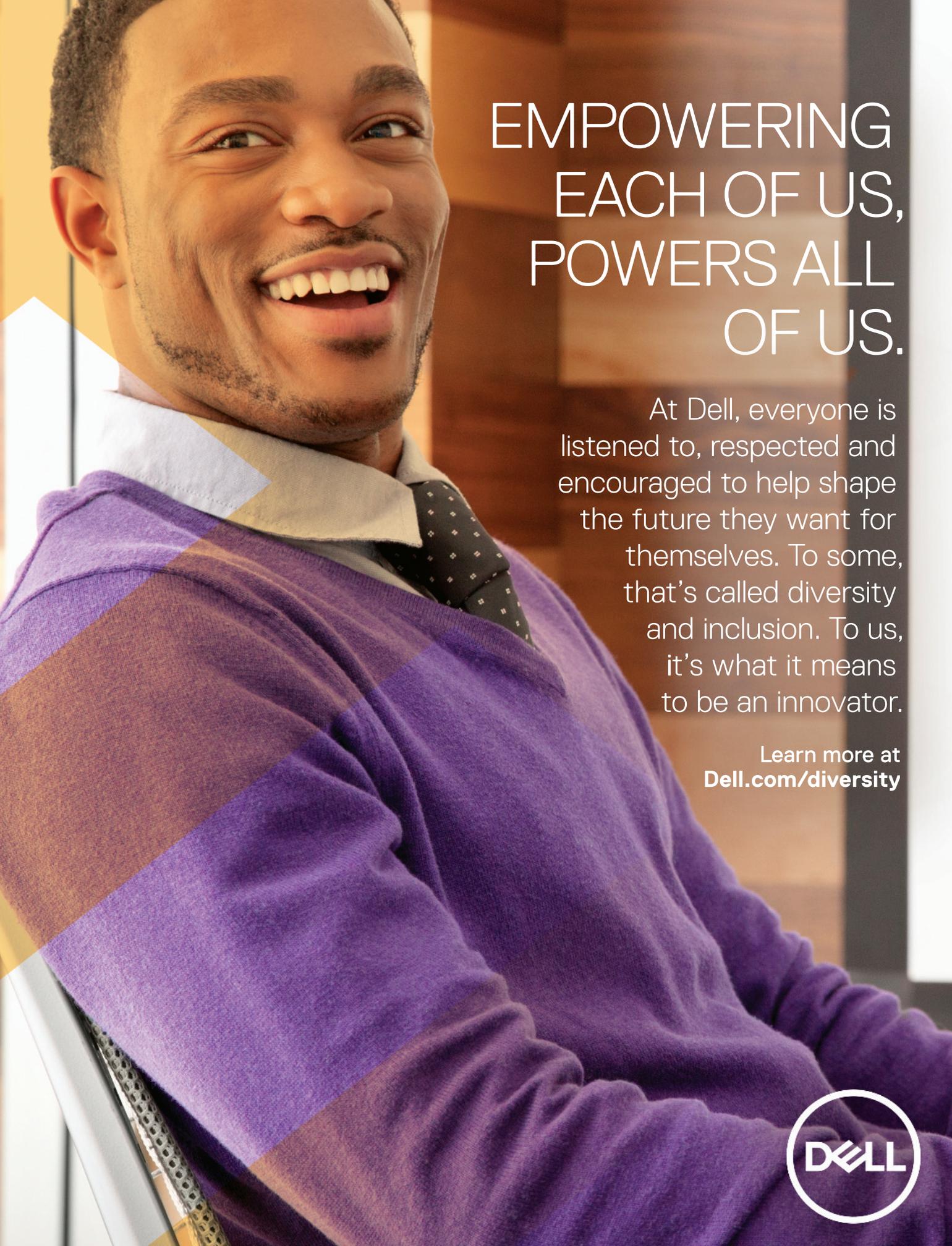
Damon Hart

COACHING ON AND
OFF THE COURT

Mark Brimhall-Vargas

DIVERSITY, EQUITY,
AND SOCIAL JUSTICE



A close-up, slightly low-angle shot of a man with short dark hair and a goatee, smiling broadly. He is wearing a purple V-neck sweater over a light blue collared shirt and a dark tie with a small white pattern. The background is a blurred office interior with warm lighting. The overall mood is positive and professional.

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SAVE THE DATE

EVENTS 2017




LEADERSHIP AND
EMPOWERMENT CONFERENCE

Thursday, June 15, 2017

11:00 A.M. - 4:30 P.M.



LEADERSHIP CONFERENCE

Thursday, October 12, 2017

11:00 A.M. - 4:30 P.M.



ALL-INCLUSIVE
AWARDS

Thursday, December 7, 2017

5:30 P.M. - 9:30 P.M.



Dear Friends,

It seems like just yesterday that we started Color Magazine and Color Media Group, Inc. yet, we are almost ten years old. What started off as an idea has become a beacon—for me, our partners, and supporters of what it means to be successful. We are in the business of highlighting success. This is evident in the leaders that are featured in the pages of Color Magazine as well as with the exceptional stories of success, lessons shared, and connections made at our three events—the Men of Color Leadership Conference, the Women of Color Leadership and Empowerment Conference, and the All-Inclusive Awards.

This year, in addition to the Men of Color Leadership Conference (MOC) hosted by Liberty Mutual Insurance in Boston, we had our first-ever Men of Color Leadership Conference in New York City, hosted by BNY Mellon. The conference brought in a crowd of some of NYC's most influential men. Attendees stated things like, "This was a GREAT event and the networking was key!" Another said, "Definitely appreciated the underlying theme of the event—'as leaders, always take care of your people' a message which often gets lost in the day-to-day minutiae."

It is with the support of our partners that we are able to create impactful events that create community and provide support to our growing number of leaders of color.

Many leading organizations—who value diversity in their workplace, their customer base, and beyond—have found real value in the pages of Color Magazine, on our website, and by supporting our events.

I hope that we may begin a relationship that will position your company as a leader in diversity and inclusion.

Un Abrazo,
Josefina



In a city rich in shades here is a color that includes all...

Color Magazine is the premier all-inclusive magazine that highlights and promotes professionals of color.

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KEYNOTE SPEAKER
Johnnie Hernandez
 Founder & CEO
 Living with Purpose LLC

OCTOBER 6, 2016

11:00 A.M. – 4:30 P.M.
 30 St. James Avenue
 Boston, MA 02116

Hosted by: Liberty Mutual
 INSURANCE

www.colormagazine.com

Master of Ceremony



Frank Holland
 Anchor / Reporter
 New England Cable News

Executive Session Speakers



Mark Brimhall-Vargas, PhD
 Chief Diversity Officer
 and Associate Provost
 Tufts University



Damon Hart
 Senior Vice President,
 Deputy General Counsel
 Liberty Mutual Insurance



Judge Darnell Jackson



Jason Swanston
 Chief Executive Officer
 OVNIO.tv

Moderator



Javier Barrientos
 Senior Director Global
 Diversity & Inclusion
 Biogen Idec

Executive Panelists



Dean Seavers
 President and Executive
 Director
 National Grid US



Ed Rodríguez
 President
 Penmar Industries

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MEN of COLOR

LEADERSHIP CONFERENCE

OCTOBER 6, 2016

11:00 A.M. – 4:30 P.M.
30 St. James Avenue
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Hosted by:  Liberty Mutual INSURANCE

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Samson Lee
Russel Pergament

Evening Highlights

- 11:30 A.M.** Registration & Lunch
- 12:30 P.M.** Opening Remarks & Keynote Speaker
Keynote Speaker
Johnnie Hernandez
Founder & CEO
Living with Purpose LLC
- Master of Ceremony
Frank Holland
Anchor/Reporter
New England Cable News
- 1:15 P.M. – 2:15 P.M.** Concurrent Executive Sessions
"Developing the 'Yay'sayers: Influence as Strategy"
Executive Speaker
Mark Brimhall-Vargas
PhD, Chief Diversity Officer and Associate Provost
Tufts University
- "Men of Color Unplugging the Power of Bias"
Executive Speaker
Damon Hart
Senior Vice President, Deputy General Counsel
Liberty Mutual Insurance
- 2:15 PM – 3:15 P.M.** Concurrent Executive Sessions
"The Rewards and Challenges of Leadership"
Executive Speaker
Judge Darnell Jackson
- "Fitting in Without Losing Yourself"
Executive Speaker
Jason Swanston
Founder & CEO
OVNIO.tv
- 3:30 PM – 5:00 P.M.** Panel Discussion
Moderator
Javier Barrientos
Senior Director Global Diversity & Inclusion
Biogen Idec
- Executive Panelist
Dean Seavers
President and Executive Director
National Grid US
- Executive Panelist
Ed Rodriguez
President
Penmar Industries
- 5:00 PM – 6:00 P.M.** Networking Reception



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Developing the “Yay”sayers: Influence as Strategy

Mark Brimhall-Vargas

Chief Diversity Officer and Associate Provost
Tufts University



Mark Brimhall-Vargas, Ph.D., Chief Diversity Officer & Associate Provost at Tufts University, has spent more than two decades of expertise in campus-wide diversity and equity management and programming, cultural competency, and conflict resolution. For him, it's not just a career, but a calling.

"I entered the field out of a sense of personal commitment to diversity, equity, and inclusion work and a belief that education is truly a transformative experience that quite literally changes the lives

of marginalized populations," Brimhall-Vargas said. "I've been hired by Tufts to help them think about how to strategically achieve its diversity goals, particularly as they were stated in a recent university-wide report. We have goals related to increased recruitment, retention and success of women and people of color in all parts of the institution; and thus, we need to build the systems to make this possible."

To say it's a fulltime job is an understatement. In fact, when we asked him what he liked to do in his spare time, Brimhall-Vargas just laughed.

"What spare time?" he asked. "If other CDOs are like me, they are probably doing multiple jobs. But that does raise the passion question. I am passionate about this work, so I am happy to spend my time here connecting with people and trying to make the

campus a more welcoming and supportive place."

Such dedication to his job has given Brimhall-Vargas plenty of special moments over the years, or as he calls them, "magical moments with students who have the great 'a-ha' moments around diversity issues."

Even when he isn't witnessing one of those 'a-ha' moments, Brimhall-Vargas says there are many ways he can measure the success of his hard work.

"Actually moving the needle with respect to diversity, equity, inclusion and social justice (means success)," he explained. "I seek to answer questions like: Are our numbers improving across different dimensions of difference? Are we actually inviting new people in with an expectation that they might change our culture (as opposed to expecting them to simply adopt the existing culture)?"

Men of Color Unplugging the Power of Bias

Damon Hart

Senior Vice President, Deputy General Counsel
Liberty Mutual Insurance



When it comes to success, Damon Hart's personal definition is all about being the best version of himself.

"I want to reach my potential in all the various aspects of my life—as a man, as a father, as a husband, as a business partner..." says Hart.

He inspires others by encouraging them to keep moving forward. He reminds younger generations to be confident and prepared. There's no excuse to not do your homework on a person or company when the internet is at your disposal. When looking for mentors, Hart always advises to find someone you can build a personal relationship with. It's not always best to go up to just anyone and ask them to be your mentor—you need some kind of previous history.

Damon Hart balances out his work life by coaching basketball and finding time to bake with his family. He used to play basketball in college and now he's using his skills to coach others. After discovering that his son had a peanut allergy, he took matters into his own hands. He started researching recipes and started baking his famous chocolate chip cookies. He's a family-oriented man who's coaching on the court and in the office.

As the Senior Vice President and Deputy General Counsel, Damon Hart is in charge of the employment, benefits, and compensation law for Liberty Mutual's 55,000 employees. This covers the entire employment lifecycle from pre-hire to post retirement. Hart came from humble beginnings—before he became the Senior Vice President and Deputy General Counsel, he worked for Liberty Mutual's maintenance department while in college.

What makes him an effective leader is his ability to take the time and really get to know his employees. While the volume of work can be overwhelming, as a leader Hart makes time to think strategically as opposed to trying to put out all of the fires at once.

"I really like empowering the business to accomplish its strategic goals," says Hart. "And I care; I have a lot of empathy—I care for my clients; I care for my team members."



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JOHNNIE HERNANDEZ

Founder & CEO
Living with Purpose LLC

By Jailene Adorno

Johnnie Hernandez is not only the Founder and CEO of Living with Purpose, he is also one of the most positively minded people you'll ever meet. Talk to him for just twenty minutes and already, you'll feel enlightened. He's an open book with a passion for helping those less fortunate.

Before starting his own company, Hernandez was working as a Change Agent, Customer Champion, and Business Driver for Best Buy. In his position, he handled all operations, and worked with the corporate and retail teams. He was able to foster the relationship and collaboration between those two teams.



After working with the leadership team at Best Buy, Hernandez decided to take some time off and embark on a new journey. He reached out to mentors who had helped him out in the past and realized that what he really wanted to do was to help and impact others.

This is when he started Living with Purpose LLC, a company designed to help other organizations with executive coaching, leadership and team development, and other business strategies.

“I’ve met amazing people from all over the world, and I’ve experienced the richest dialogue I’ve ever had in my life,” says Hernandez.

Hernandez specializes in brand messaging, talent management, and culture change, to name a few. He also works to inspire and encourage others to be the best versions of themselves and do the work that they were truly meant to do.

While the administrative part of his business isn’t always the most exciting part of what he does, Hernandez genuinely enjoys meeting and talking to new people.

“The youth of today is going to make such a huge impact on the world,” says Hernandez excitedly.

The word “no” is not in Johnnie Hernandez’s vocabulary—that’s how passionate he is about what he’s doing. According to Hernandez, his love of people—hearing their stories and learning more about them is what makes him an effective leader. He’s

more concerned about the human aspect and getting to know people one-on-one. There are so many people out there doing amazing things and Hernandez wants to get to know them all—to hear and share their stories.

Hernandez’s passion for people—getting to know them and help them in any way he can—extends to his new passion project, Sky Zone. Hernandez brought the Sky Zone Trampoline Park to the people of Stockton, California and by doing so he provided jobs for an underrepresented community. In a community known for its crime and economic issues, Hernandez looked past the negatives and went straight for trying to get to know the people. He wanted to give the people of the community something positive to look forward to and that’s exactly what he did.

“For me, success looks like being at peace with yourself, and having the things that matter most—your faith and your family,” says Hernandez.

Hernandez is inspired the most by his late father who worked on the railroads. Hernandez described his father as a hard-working man who was always very generous and interested in helping others in any way that he could.

His advice to others is to never let anyone tell you “no.”

“Don’t let yourself be in a circle of people or individuals who hold you back in life,” says Hernandez. “Surround yourself with people who are amazing and beautiful.”



The Rewards & Challenges
of Leadership

Judge Darnell Jackson

If Judge Darnell Jackson didn't enter law enforcement, he would have been a speaker—both informational and motivational. In the past he's worked as a prosecutor and for a police department, each job allowing him to help others. His passion for helping other people is truly inspiring. He realizes that now, being a trial judge, allows him to assist people more directly.

"When you have someone in front of you, you get to impact someone's life right away," says Jackson, about being a judge.

In his position he has the opportunity to help people for the better so that they can try to get on the right path. To Judge Jackson, everyone has to start somewhere and while there may be obstacles, there's always the opportunity to pull through and turn things around.

While getting ready to write his book, *The Steps of a Good Man*, Judge Jackson looked back on all of the challenges and setbacks that stood before him in the past. But then he had a bit of an epiphany.

"I realized that setbacks weren't really setbacks," he says.

Instead he saw them as opportunities to work on other things. According to Judge Jackson, there's a story behind every resume and when one door closes, three more open with even more possibilities. Things may not pan out the way you hope, but that may be because there's something even better around the corner.

When Darnell Jackson missed the bar exam by one point, he didn't let it stop him from moving forward. Instead he saw it as a stepping stone to get to where he wanted to be—he saw it as a sort

of sign that things will work out for the best in the end.

His advice to younger generations is to find something that you're passionate about and go for it. He explained that if you're interested in a particular field, you should read up on the subject as much as possible and then find someone in that field who can act as a mentor.

"I always tell young people, find something in life that you really enjoy doing and get someone to pay you for it," says Judge Jackson with a chuckle.

Fitting in Without
Losing Yourself

Jason Swanston

Chief Executive Officer
OVNIO.tv

The next time you see someone at a bookstore alone at a table studying the book in front of them so intensely that they seemed oblivious to everything around them, THINK of Jason Swanston, the young entrepreneur who's about to change the world of social media as you know it.

"I taught myself how to program computer code by going to Barnes and Noble and reading about it," Swanston said. "This was back when I was 17 years old, before we had any Google to look things up, so I went to the store and studied. I learned to write code and I learned a lot about virtual reality and animation, all things I use to this day."

The end product of what Swanston learned is the first online cable TV social network, OVNIO (OpenVision Networks International Online). His website, OVNIO.tv went beta in 2014 and quickly garnered 240,000 plus subscribers in 70 countries.

Here's how he says it works. "Let's say you're a young Brazilian student living in Boston. You can use OVNIO to go to the Brazilian channel that has the news and shows you miss from home. You can not only watch it, but you can use the social media button to chat live with other Brazilians who are watching the shows



at the same time." With the potential to design ad launch literally thousands of channels on OVNIO, the potential for its creating a world of viewers is unlimited,

But there's more. "Say you're watching a show and like the shoes or the jacket that someone is wearing," Swanston said. "We have a shopping 'buy now' button on our red remote control that allows you to buy the same shoes or jacket for yourself with just the click of a button."

It's a shopper's—and advertiser's—dream.

Swanston said that OVNIO has already drawn a lot of interest from big companies who want to buy his idea—and the software he designed to make it work—but he's not interested in selling. At least not yet. "There may come a day when the offer is just too big to refuse," he said with a laugh. "But until that day, I'll keep it for myself and develop it to its full potential."

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Frank Holland

Anchor / Reporter
New England Cable News

Frank came to WCVB in July 2014 from WGN News in Chicago where he was a afternoon and evening reporter. He joined WGN Morning News as an anchor in September 2011. An Emmy Award winning journalist, Holland has reported on a wide range of stories including the second Obama Inauguration, the Bowl Championship Series, as well as both the Republican and Democratic National Conventions.

He also served as the host of the WGN-TV Auto Show Special for several years running. Prior to WGN-TV, Frank was a reporter and ill-in anchor for WDIV-NBC in Detroit. He held general assignment reporter positions at New 12 Westchester in Yonkers, New York and at WMGM-NBC in Atlantic City, New Jersey.

Frank Holland is a New England Cable News and NBC Boston's anchor and reporter, New England One. Frank joins necn/ NBC Boston from WCVB ABC 5 where he was a weekend anchor and reporter.

Javier Barrientos brings Diversity + Inclusion to life by fostering an integrated approach to diversity and inclusion aimed at positively leveraging differences in patients, providers, suppliers and employees.

Previously, Javier managed diversity and inclusion for Blue Cross Blue Shield of Massachusetts. He also held a variety of Human Resources positions with Bank of America, the TJX Companies and Business for Social Responsibility. Originally from Costa Rica, Javier earned an MBA from Boston University, a graduate certificate in Diversity Management from Cornell University and a Bachelor degree in law from Universidad de Costa Rica. He also is a coaching graduate of the Augere

Javier Barrientos

Foundation and Coaches Training Institute in Barcelona, Spain.

Javier engages his myriad of great ideas and passion as an advisor to the Harvard Medical School Biomedical Science Careers Program and a Board member of the Partnership Inc. He was awarded the 2014 Leaders in Innovation Award from the Boston Business Journal and has been selected to the Harvard Medical School Biomedical Career Sciences Program 2015



Senior Director Global Diversity & Inclusion
Biogen Idec

Honor Roll. Earlier this year, Javier was named among the top 100 most influential leaders in Greater Boston by GK100 and the National Center for Race Amity.

Dean Seavers

Dean Seavers joined National Grid in December 2014 as Executive Director and President of National Grid in the U.S.

At Red Hawk Fire & Security, Dean's most recent venture, he was a founder and served as President and CEO. Red Hawk quickly became the second largest independent fire and security platform in the U.S., providing integrated security solutions to large and mid-sized commercial customers.

Dean has a strong background in financial strategy, performance improvement, and operational leadership. At National Grid, his focus is on continuing the performance progress that underpins the company's US business while driving its Connect21 agenda of building the advanced natural gas and electricity networks that are the

**President and Executive Director
CN National Grid US BC**



foundation of our twenty-first-century digital economy.

A native of Sandusky, Ohio, Dean graduated summa cum laude with a bachelor's degree in business from Kent State University and earned an MBA from Stanford University's Graduate School of Business.



Ed Rodríguez

President
Penmar Industries

Penmar Industries is one of the leading manufacturers of pressure sensitive tapes and flexographic labels in addition to being a supplier of materials that are used for shipping and handling across the northeast. As the President of Penmar Industries, Ed Rodríguez oversees all operations, ensuring that everything is running smoothly, in the United States and around the world. When things come together, and both his employees and customers are happy, Rodríguez knows that he's done his part.

Inspired by his family and interested in community issues, Rodríguez was the former Commissioner of the Latino and Puerto Rican Affairs Commission. As commissioner, he worked to improve the quality of life for all Latinos living in Connecticut. In this role, Rodríguez worked with other commissioners to propose different policies to the legislature in order to help the community in general and specifically the Latino community.

He hopes to inspire others by sharing the story of how he got started and how he got to where he is today, as a leader at Penmar and within his community.

People, in general, have always been of interest to Rodríguez—hence his ability to really connect with the Latino community and give back as much as he can. He decided to participate in the Men of Color Leadership Conference after hearing about it from his friend, Daniel Gutierrez.

“It’s a life passion of mine to help the minority community and I believe it is our obligation to give back,” says Rodríguez.

When it comes to success, Rodríguez believes that it all comes down to happiness. “I do not believe success is measured by wealth accumulation. If you’re happy with where you are in life and with what you’re doing, that’s success.”

His advice to younger generations of men is quite simple. “First and foremost do your homework, get your education and work hard at whatever you do. A degree is the key to opportunities,” says Rodríguez. “Be humble - you are not the center of the universe. The more you give, the more you serve, the more you get!”



MOC NYC Review:

Recently, Color Media Group, Inc. and Color Magazine hosted their first ever Men of Color Leadership Conference (MOC) in New York City with the help of BNY Mellon. MOC is historically hosted in Boston, MA. However, upon attending the 2015 Men of Color Leadership Conference, Pete Rodriguez, Managing Director and Asset Servicing CAO at BNY Mellon, wanted to know what it would take to bring it to New York City.

Samir Pandiri, Executive Vice President and CEO of Asset Servicing at BNY Mellon, provided the keynote address and shared insightful stories that really motivated the attendees. Rick Najera, Director of the Diversity Showcase at CBS, shared laughs as the Master of Ceremony for the conference.

Kaplan Mobray, Preeminent Leadership Coach and Motivation Expert, and Cid Wilson, President and CEO of the Hispanic Association on Corporate Responsibility (HACR), led very thought-provoking executive sessions. Mobray's session "Change as a Leadership Constant" showed everyone how leaders have to be willing to adapt to different changes. Cid Wilson's session "Advocacy Know

How: Mentors Are Not Always Sponsors" explained the difference between mentors and sponsors.

Dominic Chu, CNBC Markets Reporter, led the panel discussion. The panelists consisted of Kenneth Cooke, Vice President in the Finance Division of Goldman Sachs; Rodolfo Dominguez, Vice President Business Transformation and Chief Digital Officer for Mercedes-Benz Financial Services; and Hector Perez, Chief Executive Officer of Quantum FBI, LLC. As these gentlemen answered questions about the roles they play in their respective companies, attendees got to listen in to how they deal with different challenges that arise while in leadership positions. Thomas Kim, Chief Compliance Officer at Thomson Reuters, gave the closing keynote.

Many of the attendees walked away from the Men of Color Leadership Conference in New York City feel ready to move forward in their lives and in their careers. They said things like, "Definitely appreciated the underlying theme of the event—'as leaders, always take care of your people' a message which often gets lost in the day-to-day minutiae." Others said, "This was a GREAT event and the networking was key!"

