

BLACK LEADERSHIP AWARDS 2024

NOMINATION FORM

* Nomination fee will be returned if your candidate is not selected.



For more than two decades *Profiles in Diversity Journal*® has showcased and honored individuals who have blazed new trails, led the way, mentored others, advanced diversity and inclusion in the workplace and the community, and excelled in their chosen fields. In the upcoming 4th Quarter issue of the magazine, *PDJ* will recognize Black Leaders with our fifth annual Black Leadership Awards.

Profiles in Diversity Journal® is proud to honor these individuals who contribute to the success of your organization. We invite you to join us in this endeavor by nominating one or more members of your team who, through their advocacy, perseverance, legacy, or professional achievements, have triumphed over racism and bias to become Black Leaders.

Your nomination of a Black Leader, or multiple Black Leaders, affords you an important opportunity to recognize and showcase the talents, ambition, and achievements of these exceptional people, while also voicing your support of a truly diverse and inclusive workplace.

Who Are these Outstanding Individuals?

Nominated by employers or colleagues, Black Leaders are confident, determined, high-performing, purpose-driven professionals who create value for their coworkers, customers, community, and of course, the organizations where they contribute their talents.

Throughout its history, *Profiles in Diversity Journal*® has recognized thousands of men and women from around the world who are making a difference. The profiles that will appear in this important edition will recognize and celebrate our fifth group of Black Leadership awardees, and enhance the reputations of the organizations that encourage, empower, and support these trailblazing individuals.



NOMINATION DEADLINE:
September 13, 2024

Your nomination allows us to showcase and honor these Black Leaders and recognize the inclusive organizations that support their success.

Our crystal award (see above) provides each recipient with a lasting reminder of this prestigious honor. It will be shipped directly to your designee for internal celebrations at organizations around the globe.

Questions? Contact James Rector, Publisher

Email: profiles@diversityjournal.com Office: 440-892-0444 Direct: 440-899-9223 Mobile: 440-662-9770

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NOMINATION FORM

Complete Your Nomination in 3 Steps

1. Provide important nomination information on pages 3 & 4 of this document.

Nominations will be reviewed and judged based on the brief bio you provide, which may include contributions and achievements in support of Black colleagues, customers, or communities, and in other areas the nominator deems important:

- Professional Achievement
- Innovation
- Mentorship
- Community Involvement
- Leadership
- Pipeline development
- Legacy
- Supplier diversity and economic development

2. Complete the Nomination Processing Fee Area on Page 4

There is a \$495 processing fee per nomination which must be received by the nomination deadline. If your nominee is not selected your nomination fee will be refunded.

3. Upload* Your Completed Nomination document by September 13, 2024 at <https://diversityjournal.com/bl-nomination-upload/>.

* Nomination forms must be submitted/uploaded via PDJ's secure online portal
Email submissions will not be accepted!

It's that Easy

If your nominee should be selected as a 2024 Black Leadership award recipient, we will notify both your successful nominee and the person who nominated him or her. We'll also send each nominee a Question & Answer packet. He or she will be asked to answer a few questions, write a brief essay, and provide a high-resolution photograph of him- or herself, as well as a digital version of your organization's logo. Each nominee's photograph, essay, and professional information will appear on a dedicated full page in our Q4 issue. Just complete the Nomination area on pages 3 and 4. Links for upload and payment are on page 4.

DEADLINE for Nominations:
September 13, 2024



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NOMINATION FORM

(Please fill in all form fields)

A. Nominee Information

Nominee's Name: _____
(as it should appear in print)

Job Title: _____

Organization Name: _____

Full Corporate Mailing Address: _____

Email Address: _____

Phone Number: _____

Contact info for Nominee's
Administrative Assistant: _____

B. Nominated by:

Note: The nominator must be the primary point of contact for all editorial communications. Using a company executive as the nominator will not increase a nominee's chances of selection. He or she will be evaluated on merit alone. Please ensure that the person whose information is entered below is available to manage all communications related to the nomination and award process.

Nominator's Name: _____

Job Title: _____

Organization Name: _____

Corporate Mailing Address: _____

Office Phone Number: _____

Mobile Phone Number: _____

Email Address: _____

Secondary Contact

Name & Email: _____



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C. Tell Us Why You Chose this Nominee

Briefly explain why your nominee should be recognized as a 2024 Black Leadership awardee: (100 words max.)

Provide a brief bio that highlights your nominee's contributions and accomplishments, which may include examples of professional achievement, innovation, mentorship, community involvement, leadership, pipeline development, legacy, supplier diversity, and economic development. (200 words max.)

D. Nomination Processing Fee

NOMINATION FEE: \$495:

After uploading your Nomination form, please be sure to go to our secure payment portal where you can submit your entry fee payment.



Please upload this document (do not email)
at: <https://diversityjournal.com/bl-nomination-upload/>



Submit \$495 application fee payment at:
<https://buy.stripe.com/28o8zm8hdggjgGAaEI>

Submitted nomination and fee must be received by September 13, 2024.

Emailed submissions will not be accepted!

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NOMINATION FORM



FREQUENTLY ASKED QUESTIONS

1. Will the nomination fee be refunded if our candidate is not selected?

Yes. Your nomination fee will be returned in full if your candidate is not selected.

2. Is my organization allowed to nominate a candidate who has been named a Black Leader in the past?

Yes. Your nominees may include a candidate or candidates who have previously been named Black Leaders.

3. How will my organization be notified of our nominee's acceptance?

Confirmation that your organization's nominee has been accepted will be sent to the nominator and the award winner along with a Question & Answer Form.

4. Is purchasing an advertisement in the Q4 2024 issue of PDJ required if our nominee is accepted?

Purchasing space for a congratulatory or branding ad is optional and not required.

5. Will we be able to receive pdfs of our nominee's profile layout?

Yes. If you wish to receive a **FREE pdf** of your nominees layout from the Q4 magazine, please email a request to stevetoth@diversityjournal.com after the issue has been launched.

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Each Winner will receive a full page in the Q4 issue

Here are samples of some past winners' profile pages.



Dr. Pierre Maillard
Radiation Effects & RAS Architect



Education: Master's from University of Montpellier (France) in Electrical Engineering (EE); Master's and Ph.D. from Vanderbilt University (US) in EE, with a focus on radiation effects on electronics

Company Name: AMD (Advanced Micro Devices) Inc.

Industry: Semiconductor

Company CEO: Dr. Lisa Su

Company Headquarters Location: Santa Clara, California, USA

Number of Employees: 25,000

Your Location (if different from above): San Jose, California

Words you live by: "It is difficult to say what is impossible, for the dream of yesterday is the hope of today and the reality of tomorrow." Dr. R. H. Goddard, Rocketry Pioneer

Who is your personal hero: My "Maman"

What book are you reading: *The 7 Habits of the highly effective people*, *Crucial Conversations*, *The Alchemist*, *Mindset*

What was your first job: Fish cleaner in my dad's export factory

Favorite charity: Doctor Without Borders (Medecins Sans Frontieres)

Interests/Hobbies: Sailing, scuba-diving, motor-sports, fitness, reading, traveling & world adventures

Family: A wonderful wife, daughter, extended family and friends



Persevering Is Hard and Giving Up Is Easy

As early as I remember, I have always been curious about the people, places and things in the world surrounding me and have loved taking things apart to see what was inside then putting them back together (although it always seemed like that there were more parts than the original assembly needed). When I got access to "the library", I found books about Da Vinci's inventions, then jet flights, and finally one day I stumbled onto books about Spacecrafts and Space exploration. These fueled my curiosity and ignited a professional passion that ultimately led to my current career path as an Engineer (& Scientist) leading the Architecture, development, and validation of radiation effects solutions for Terrestrial and Space applications, at one of the coolest companies in the world! From my initial involvement in our Space solution to

just launching our latest Space Grade product, my work is amongst the stars, and equally important to me, it has an impact on Humankind.

Mentors and professional collaborations have also been instrumental along my career path and to my successes. My parents' interesting friends, including some that became president of countries, the first Black African member of the France Academy of Fine Arts, others that were successful entrepreneurs, geneticists, artists, thinkers, were my first mentors. They taught me that persevering is hard and giving up is easy and that without passion, a clear vision, accountability, and teamwork there is no success. I am grateful to have been the recipient of the wisdom of many people that excelled in various fields throughout my life. It instilled in me a fundamental value of sharing knowledge, passion,

life experiences, and being a mentor to help people around me grow.

This is a summary of what I've learned so far:

Clearly state what you want and prepare before meeting with stakeholders so you can ask the right questions. Respect everyone. Surround yourself with good people. Hold yourself to high standards and be true to yourself. Keep being curious, embrace challenges, keep persevering. It is ok to acknowledge when things are not going as you expected, use your energy to focus on the solution rather than restating the problem. Practice introspection, gratitude, and an optimistic mindset. Finally, keep dreaming! as "It is difficult to say what is impossible, for the dream of yesterday, is the hope of today and the reality of tomorrow." Dr. R. H. Goddard.

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Talitha Hampton, PhD

Senior Director, Supply Chain
Production Planning & Systems



Education: Doctorate, Industrial Engineering & Operations Management, George Washington University; Master of Science in Engineering, Chemical & Materials Engineering, University of Alabama, Huntsville, AL; Bachelor of Science, Chemistry; Oakwood University, Huntsville, AL

Company Name: Novavax, Inc

Industry: Pharmaceuticals

Company CEO: Stan Erck

Company Headquarters Location: Gaithersburg, MD

Number of Employees: 1,500

Words you live by: If you want to go fast, go alone. If you want to go far, go together.
-African Proverb

Who is your personal hero: My Grandmothers, Glorian E. Powell and Frances Hampton

What book are you reading: *Minority Leader: How to Lead from the Outside and Make Real Change* by Stacey Abrams

What was your first job: Ironing shirts at \$0.25/shirt for my father

Favorite charity: Suited For Change and the National Organization for the Professional Advancement of Black Chemists & Chemical

Interests/Hobbies: Scuba diving; singing; dancing; mentoring; traveling; reading, listening to, & watching stories that build worlds, particularly Afro-futuristic worlds

Family: Husband, David Mayo, PhD; Mother, Darniece Hampton; Father, James Hampton; Sister, Makeda Hampton, DMA; Brother, Keith Wilkerson; Dog; Legend

Success is an Incremental and Daily Journey

Success is a relative term, and the traditional concept of success can be misleading. Success in the corporate workplace is often perceived as being in a senior role or position or having the closest proximity to the top of something. I do not believe that anyone ever finds success. I think there are opportunities that one is constantly preparing for. For each new opportunity, my entire culture, community of mentors, and career experiences led to that point. I view success as an incremental and a daily journey to be my authentic self and be prepared for opportunities as they come. That preparation comes with valuing the progress, setbacks, failures, ideal results. I am successful because I understand the many things I would do differently if I had the chance to do it all over again and I value the collection of things I

wouldn't change for the world.

While growing in my career, focus on the stereotypical definition of success began to blur the line between my identity and my career. While taking time off after my second miscarriage, I hit an identity crisis. I did not know who I was outside of my job. I began to ask myself, "who am I, if I'm not working?". My advice for being successful is to develop and strengthen a core value of being your authentic self. Learn to be comfortable with being on a journey of ups and downs and twists and turns. Find ways to give yourself grace, reclaim your time, and broaden the range of relationships and experiences that give you energy, help you feel balanced, and create a healthy identity.

When I am leading as my authentic self, I am embracing the

concept that I cannot try to be a mini this or that or a replica of so-and-so. Sometimes as a Black, female leader there is pressure to match the style that is most prevalent in the "room where it happens" or edit how I show up to be more palatable for most of the people in the room. Most executive leaders in corporate America are White men and often there is pressure to try to match what is stereotypically perceived as their style. I have learned that replication is not necessary because the world needs what I am bringing, not a copy of what is already out there. It can be hard to do when in the minority, but I have learned to trust my journey and my path. People trust me when I am true to myself, and that trust makes it possible to lead and get things done.

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Education: B.S.c. degree in electrical and electronic engineering from Staffordshire University, Stoke-on-Trent, Staffordshire, England.

Company Name: Wind River

Industry: Software

Company CEO: Kevin Dallas

Company Headquarters Location: Alameda, CA

Number of Employees: 1,400

Your Location (if different from above): Seattle, WA

Words you live by: Believe you can and your halfway there – Theodore Roosevelt

Who is your personal hero: Mohammad Ali

What book are you reading: *AI Super Powers* by Kai-Fu Lee

What was your first job: Engineer at National Semiconductor (now Texas Instruments Inc.)

Favorite charity: Oakland Promise

Interests/Hobbies: Football (Soccer)

Family: Wife and three sons

The Power of All Genders, All Races, and All Languages can Change the World.

As one of very few Black CEO's, I'm extremely proud to have been given the opportunity to lead Wind River, and I remain personally committed to making our key cultural attribute of diversity and inclusion the lived experience at Wind River - both are the foundation for a just society and core drivers of the new intelligent machine economy. The more people who are part of one system, being offered the same opportunities regardless of their gender, race, ethnic origin, and many other diverse variables, the higher the tide rises for everybody.

The power of all genders, all races, and all languages can change the world. Even each of these pieces, though, has its blind spots if taken as a standalone viewpoint — in effect, by seeing the world through a single lens, that lens can act as a deep

barrier. Imagine how much is lost with only a single way of seeing, thinking, learning, and maybe even applying those learnings.

Digital companies talk about the power of the individual or the customer to be the center of the service. Yet how can we build around individuals without recognizing and servicing the unique combinations of needs or opinions that diverse thinking and actions entail?

McKinsey has, since 2014, leaned into the idea of measuring diversity and inclusivity as a driver of business value creation. The intent is to show every year that companies that live and deliver diverse and inclusive strategies outperform their industry peers.

The gap (between diverse and inclusive leaders and the poorest performers) has gotten bigger

year by year. Even with clear and longitudinal data, we still struggle against many inherent biases to accept and act on the fact that diversity and inclusion widen the lens for viewing ideas, thinking, processes, and customers in an increasingly global market.

We need to continue to work on improving diversity and inclusion in the business and technology sector, and the current statistics need to improve before we can point to real change. That said, I remain optimistic and look forward to a time in the not-so-distant future when my three sons can tout the significant progress that has been made. For now, we collectively have work to do, and I'm making sure that Wind River is doing its part.