

Describe why inclusion, diversity, and belonging is important to you.

Inclusion is a mindset that drives empathy, openness, and behavior, allowing us to get the very best out of people and their passions. Inclusiveness embodies diversity in thought, approach, and results, reflecting the facts of any situation. Belonging is the emotional outcome that marries inclusiveness and diversity together. Inclusion encourages employees to fully engage, knowing that their insights will be respected, while diversity promotes the differences in each other. Belonging takes the engagement of an employee with their differences in thought and eludes passion. Inclusion, diversity, and belonging are important to me because they allow me to be confident and engaged with everyone, knowing that my insights and feedback will be included and respected. Each word has its own meaning, and when put together correctly, they can improve and strengthen the sense of purpose and community at work

How have you brought awareness and fostered curiosity among other team members on how they can create an inclusive culture?

I have used targeted examples to show how an inclusive culture can drive a movement within the team. For instance, during the redesign of how we use the Relativity component - Import API, we looked at ways to increase the performance and throughput of the hosted data by sponsoring a small "Hack-a-thon" within our engineering team. We identified five high-value changes to our extended version of the Import API that we were able to later incorporate into other products within Lighthouse. Our efforts were driven by including diverse and thought-provoking individuals in a common goal that impacted multiple businesses.

As a result, I have championed "hack-a-thon" within the company to foster awareness and collaboration across the team. My intentions about inclusiveness are to make it about work and the value you can provide as a cohesive unit versus an individual. To bring home this statement, I typically use this African Proverb, "If you want to go fast, go alone. If you want to go far, go together"

Describe any programs you have developed or been a part of that have bolstered inclusion, diversity and belonging in your teams and the greater organization.

During my time with Intel, I was part of a group that deployed over 300 PCs to eight different secondary and preliminary schools in rural Rusinga Island, Kenya. Additionally, my team developed a program to "teach the teacher," which taught basic computer literacy skills to teachers at these schools. We also taught students how to develop software using "Scratch" while programming and building different figures using Lego Mindstorm.

As a community activist in San Jose, CA, I led a team of volunteer engineers to set up, configure, and deploy over 50 PCs to the African-American Community Services Agency. My efforts provided opportunities for underprivileged minorities to have a better chance at belonging in a tech-driven environment like Silicon Valley. We also provided training sessions for individuals re-entering the tech workforce.

In collaboration with Intel Corporation, I was part of the adjunct professor's team from San Jose City College that developed the Computer Science and Engineering curriculum for the Oakland Unified School District. My contributions impacted over 66% of students within OUSD, nearly all of whom are minorities. I leveraged the momentum of these successes to get these individuals accepted into our pre-college summer internship at Intel.

During my management tenure, I perfected a program called "Career for Life." This program leverages an individual's skillset, current position, and passion as the three pillars of career development. The program

identifies key characteristics to ensure an individual's passion aligns with their job and skillset, using this information to architect a career development plan

List any associations you are involved in as they pertain to inclusion and diversity efforts.

- Vitality – Affinity Group w/ Lockheed Martin - Information Security and Global Security (IS&GS) division – providing an inclusive environment to information security and global security.
- Change this world / Kids Against Hunger Association – provides meals to children and families in developing countries ([Link](#))
- Kappa Alpha Psi Fraternity Inc. – Arizona Guide Right Foundation – Non-profit organization that provide leadership training, mentoring and coaching to under privileged students.
- Diversity and Inclusion Ecosystem group on LinkedIn – a group that fosters conversation amongst D&I practitioners who are focused on ERG and Affinity groups.
- Disability and Inclusion in Tech group on LinkedIn – a group that fosters a safe place for disabled individuals to gain knowledge and connections.
- Diversity – NSBE, NMBBAA, IEEE
- “[40 under 40: Tech Diversity-Silicon Valley Leaders](#)”. The “40 under 40 award” was designed to highlight the underrepresented role models and achievements of the wide range of people who make the tech industry brilliant.
- [eBay Partner Connect](#), I received eBay’s STAR Award for producing over \$76M in GMV with CommerceHub and collaborating with eBay to develop their Supplier Diversity program in 2018.

Please provide any additional thoughts that were not captured in the above responses as they pertain to the award.

I started his innovation journey addressing challenges around workspace inclusion by chartering Vitality @ LMCO – an affinity group that focus on employee engagement and removing diversity barriers by partnering with leadership and strategic partners. During this engagement, it made me understand the value of diversity, inclusion and belonging in my positions and career.

As an employee of Lighthouse, I co-spearheaded the development and launch of BEAM – Bridging eDiscovery and Minorities @ lighthouse that facilitate interaction and connections of racial and ethnic minorities in fostering a workspace for professional development in eDiscovery. As a member of the team, I directly contributed to the design, operations and activities as a catalyst to embed and leverage diversity as a WOW Factor to our employee engagement and workplace culture.