

# CBE SUMMIT

HYATT REGENCY SAN FRANCISCO

FEBRUARY 20<sup>th</sup> & 21<sup>st</sup>, 2020

**BUILD.**  
**PROMOTE.**  
**INSPIRE.**

ACTIVATE EXCELLENCE.



# WELCOME TO THE CBE SUMMIT

As the volunteer leads of Coalition of Black Excellence, we are so excited that you have joined us for this year's second annual CBE Summit! CBE's mission is to unify and elevate the Black community. After all, this is the time and the place for building bridges, connecting talent, sharing insights, empowering careers, making waves, and driving the future of work - for the Black community, for the professional community, for current leaders, for future leaders, and for all generations of talent.

This year's theme is Elevating our Voices and Amplifying Our Impact! We strive to create spaces where organizations and individuals dedicated to uplifting the Black community can come together to support our collective goals in career and business development. We have brought together attendees from a variety of industries (tech, law, health, finance, education, government, and more), to provide a unique, well-rounded professional development experience for Black professionals across all backgrounds. We invite you to network, engage, ask questions and broaden your mind about

the bounds of your career and your potential impact on the Black community!

It is the one-stop-shop of Black Excellence. Covering five professional tracks, the CBE Summit features vibrant keynotes and panels with Fortune 500 executives and board members, government officials, leading activists, health professionals, and entrepreneurs. This year's professional tracks include:

- Tech & Life Sciences
- Health & Wellness
- Finance & Entrepreneurship
- Diversity/Equity & Inclusion
- Social Justice/Impact

Over the course of the two days you will have the unique opportunity to participate in the Career Fair, where sponsoring companies are eager to recruit and retain top talent. You can also participate in CBE Connect, the Summit's focus on business development, which hosts a Pitch Competition with cash prizes for winners, Legal Pitch Day where in-house counsel are provided an opportunity to be matched with Black attorneys to explore hiring opportunities, and Supplier Diversity Fair where local Black businesses

are promoted and corporations have the opportunity to meet their supplier diversity goals.

Thank you for joining us for CBE Summit '20! We hope that you will leave this event feeling connected, educated and inspired by Black excellence!



ANGELA JOHNSON  
CBE Founder & CO-CEO  
(Sr. Litigation Counsel, Uber)



MARC SPENCER  
CBE CO-CEO  
(CEO, Summer Search)



SHANNON NASH  
CBE CFO



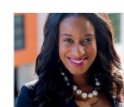
NAKEENA TAYLOR  
COO  
(Sr. Counsel,  
Chan Zuckerberg Initiative)



MICHELE ROSS  
CBE CMO  
(Product Marketing Manager  
Lead, Google)



JULIAN ROSS  
CBE CTO  
(Product Manager, Apple)

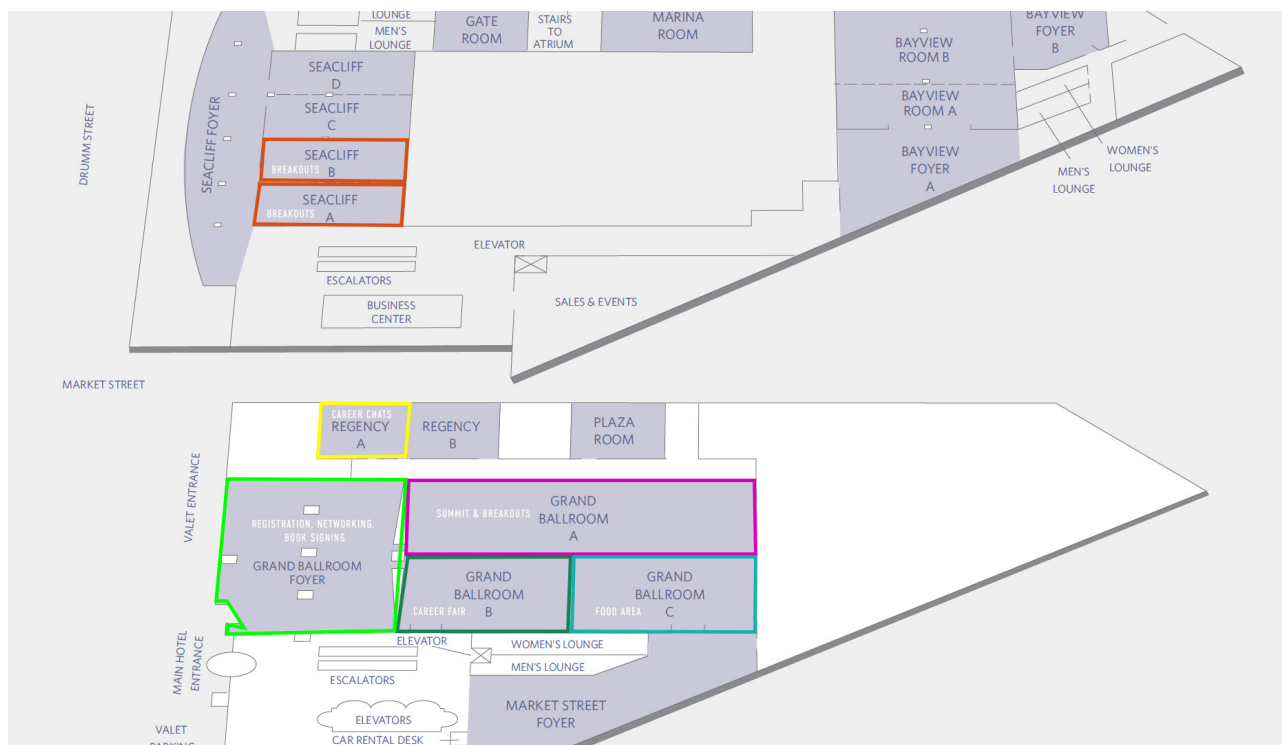


JOY HARPER  
CBE Chief of Staff  
(Finance Transformation,  
Systems, and Integration team,  
Google)

# TABLE OF CONTENTS

WELCOME	PAGE 02
CBE MISSION	PAGE 04
KEYNOTE SPEAKERS	PAGE 05
SUMMIT SCHEDULE	PAGE 06-07
CAREER FAIR	PAGE 08
SUPPLIER DIVERSITY FAIR	PAGE 12
PITCH COMPETITION	PAGE 13
LEGAL PITCH DAY	PAGE 14
SPONSORS	PAGE 15

## SUMMIT MAP







## **OUR MISSION**

To unify and elevate the Black community

## **OUR VISION**

To connect and cultivate Black excellence by highlighting the intersectionality of the Black community through professional development, community engagement, and economic empowerment.

## **OUR GOALS**

### **NETWORKING AND CONNECTING**

Black professionals across sectors to promote the exchange of business opportunities and to provide a space to strategize about how to elevate the Black community as a whole.

### **HIGHLIGHTING EXCELLENCE**

among Black employees, business owners, and community representatives in order to inspire future generations of leaders.

### **EDUCATING BLACK**

professionals about industry developments, career growth, and business opportunities.

### **GIVING BACK**

through volunteer activities and by raising funds to financially support outreach efforts to underserved neighborhoods.



# KEYNOTE SPEAKERS

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Join us in the Grand Ballroom for an opportunity to hear from leading experts from this year's featured CBE tracks.



**BEN HOROWITZ**  
Andreessen Horowitz | Co-founder and General Partner



**SHAKA SENGHOR**  
Shaka Senghor Inc. | President



**MELANIE AKWULE**  
MINWO | CEO and Founder



**CHRIS LYONS**  
A16Z | Culture Leadership Fund



**RIANA LYNN**  
Journey Foods | CEO and Founder



**BEN WANZO**  
Moderator

# SUMMIT SCHEDULE

## THURSDAY FEBRUARY 20, 2020

2:00 PM – 5:00 PM	Legal Pitch Day Host: Uber Technologies	Supplier Diversity Fair Host: Twitter	Pitch Competition Host: The Battery
5:30 PM – 8:00 PM	Battery Networking Reception Igniting Change in Silicon Valley: Transformative Decisions with Global Impact Speaker: Tony West, Chief Legal Officer, Uber Technologies & Taj Clayton, Partner, Winston & Strawn LLP		

## FRIDAY FEBRUARY 21, 2020

8:30 AM – 9:00 AM	Registration <b>Grand Ballroom Foyer</b>		
9:20 AM – 9:30 AM	Welcome Remarks Angela Johnson and Marc Spencer, CBE Co-CEOs <b>Grand Ballroom</b>		
9:30 AM – 10:30 AM	Breakfast and Opening Plenary Keynote Against the Grain: Innovating in business and technology  Melanie Akwule, CEO and Founder, MINWO Chris Lyons, Culture Leadership Fund, A16Z Riana Lynn, CEO and Founder, Journey Foods Moderator: Ben Wanzo, CBE Pitch Competition Director <b>Grand Ballroom</b>		
10:30 AM – 10:45 AM	Networking Break <b>Grand Ballroom Foyer</b>		
10:45 AM – 12:00 PM	Breakout #1 Breaking The Code: Optimizing the social media secrets for success <i>Sponsored by Facebook</i>  Cliff Worley, Digital Engagement Director, Kapor Center Edua Dickerson, Head of Strategy and Operations, YT Trust & Safety Operations, Google Codfrey Powell, Jr., Director - Partner Product Marketing, Emerging Products, Media Partnerships, Facebook Nene Kalu, Strategic Partner Manager, Facebook Adtech Partnerships Ashley Tucker, Instagram Policy Programs Associate Manager Moderator: Shawna Scarlett, Manager, Product Growth, Facebook Media Partnerships <b>Grand Ballroom</b>	Breakout #2 Building Your Established Brand: Unleashing your purpose and driving your career to the next level  Saafir Rabb Jr., CEO, Interculture Kimberly Clynn, Global Site Coach, PayPal John Graham, Jr., Senior Manager Global Employer Brand & Recruitment Marketing, Amgen Moderator: Eva Pulliam, Partner, Arent Fox <b>Seacliff A</b>	Breakout #3 Investing in You: Smart money and tax strategies to create generational wealth  Jasper Smith, Founder, The #Buildwealth Movement Chika Obih, CPA/Profit & Growth Advisor, Obih Collective, Inc. <b>Seacliff B</b>
12:00 PM – 1:00 PM	Lunch		

1:15 PM – 2:15 PM	<p><b>Breakout #4 The Professional Philanthropist: Perspectives on careers in social impact, driving community initiatives, and influencing change</b></p> <p>Loren Harris, Chief Program &amp; Strategy Officer, Kenneth Rainin Foundation</p> <p>Brandi Howard, Chief of Staff, San Francisco Foundation</p> <p>Maya Thornell-Sandifor, Director, Racial Equity Initiatives, Borealis Philanthropy</p> <p>Moderator: Cedric Brown, Chief Foundation Officer, Kapor Center</p> <p>Seacliff A</p>	<p><b>Breakout #5 Quality vs. Quota: Recruiting and retaining a diverse workplace</b></p> <p>Lybra Clemons, Global Head of Diversity &amp; Inclusion</p> <p>Danny Guillory, Head of Diversity, Equity and Inclusion, Dropbox</p> <p>Seacliff B</p>	<p><b>Breakout #6 Tech Trends to Watch in 2020: Where you work and play</b></p> <p>Dennis Ward, Founder, Green Tracking Service</p> <p>Whitney O'Banner, Senior Engineering Manager, Medium</p> <p>Ian Villa, Head of System Simulation, Uber Technologies</p> <p>Grand Ballroom</p>
2:15 PM – 2:30 PM	<p><b>Networking Break and Snacks</b></p> <p>Grand Ballroom Foyer</p>		
2:30 PM – 3:30 PM	<p><b>Breakout #7 Finding Our Voice: Exploring our complex identities in politics, at work, at home, and in our communities</b></p> <p>Sponsored by Visa</p> <p>Patty Dingle, Senior Director, Diversity &amp; Inclusion, Visa</p> <p>Neysa Filgor, Senior Counsel, Global Supply Chain, HP Inc., Vice Mayor - Los Altos</p> <p>Regina Wallace-Jones, Mayor - East Palo Alto</p> <p>Cecilia Taylor, Mayor - Menlo Park</p> <p>Moderator: Monica Monroe, Partner-in-Charge, San Francisco, Tucker Ellis LLP</p> <p>Grand Ballroom</p>	<p><b>Breakout #8 Buying Back the Bay: Laying the foundation to buy or invest in the Bay Area</b></p> <p>Kevin Coleman, Partner, Urban Farmers Inc.</p> <p>Jerry Beverly, Real Estate Advisor, Compass</p> <p>Steve Peterson, Infinity Investments</p> <p>Moderator: Lisa Blackwell, Real Estate Advisor, Lisa Blackwell Properties</p> <p>Seacliff A</p>	<p><b>Breakout #9 Black Burnout: Incorporating acts of wellness in the workplace</b></p> <p>Dr. Rosche Brown, Psychologist, Doctor of Rethinking</p> <p>Art Taylor, Senior Director, Global Compliance and Ethics, Paypal</p> <p>Seacliff B</p>
3:40 PM – 3:45 PM	<p><b>Keynote Introduction</b></p> <p>Shellye Archambeau, Former CEO of MetricStream, Board member for Verizon, Nordstrom and Roper Technologies, Okta Inc. Advisor to RBC Capital Markets</p> <p>Grand Ballroom</p>		
3:45 PM – 4:45 PM	<p><b>Closing Keynote</b></p> <p><b>Redefining Your Path: A one-on-one conversation on what it means to transform a culture and elevate your community</b></p> <p>Ben Horowitz, Co-Founder and General Partner, Andreessen Horowitz</p> <p>Shaka Senghor, President, Shaka Senghor Inc.</p> <p>Grand Ballroom</p>		
4:50 PM – 5:00 PM	<p><b>Closing Remarks and Pitch Competition Winner Announcement</b></p> <p>Angela Johnson and Marc Spencer, CBE Co-CEOs</p> <p>Grand Ballroom</p>		
5:00 PM – 7:00 PM	<p><b>Book Signing and Networking Reception</b></p> <p><i>What You Do is Who You Are: How to Create Your Business Culture</i>, Ben Horowitz</p> <p><i>Writing My Wrongs: Life, Death and Redemption in an American Prison</i>, Shaka Senghor</p> <p>Grand Ballroom Foyer</p>		



# CAREER FAIR

Take advantage of a unique opportunity to explore dynamic career pathways with employers representing a variety of industries from 9 AM - 5PM in the Grand Ballroom.











Want to know what it is like working at Uber, Visa, PayPal, or Amgen? Stop by during these times to hear from recruiters and employees from our sponsoring companies.

11:30 AM – 12:30 PM	Uber Technologies Regency A
12:30 PM – 1:30 PM	Visa Regency A
4:30 PM – 5:30 PM	PayPal Regency A
5:30 PM – 6:30 PM	Amgen Regency A

Did you submit your resume for the CBE Resume book? There is still time.  
Visit <https://cbeweek.com/cbe-week-schedule/career-fair/>

# Doors are always opening

## Uber



## DEFY IMAGINATION

We are all different, yet we have this in common: the call to serve patients. To work with each other against the challenges of today for the promise of tomorrow.

Amgen excels through our partnership with the Coalition of Black Excellence. We are proud to be a CBE Week sponsor.

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# CBE CONNECT

## SUPPLIER DIVERSITY FAIR

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CBE wants to connect Black suppliers with opportunities with our corporate sponsors! Learn about corporate supplier diversity programs and business opportunities with CBE corporate sponsors.

This is a great opportunity for anyone who is interested in learning how to get business from companies. There will be corporate representatives discussing how their supplier diversity programs work, how to get your small business certified, and how to win the contract.

### 2:00 – 3:00 – Open Fair (Lite bites)

### 3:00 – 3:45 – Panel Discussion

Ask the Experts: How to leverage minority certifications to grow your business

#### Speakers:

Cecil Plummer,  
President of WRMSDC

Danetta Jackson,  
Business Outreach Program Mgr.  
Office of Small Business & DBVE Services

Stephanie Green,  
Executive Division of the California Public Util.  
Commission

Joel McGill,  
Sales Manager, McWoods Distribution



FACEBOOK



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### 3:45 – 5:00 – Q&A and Open Fair



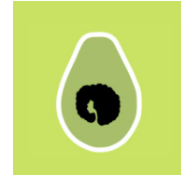


# CBE CONNECT

## PITCH COMPETITION

CBE pitch day provides an opportunity for entrepreneurs across multiple sectors to compete for cash prizes and the chance to win the favor of VCs, angels, and advisors who serve as judges.

Will CBE pitch day be the start of the next great black-founded company? We believe so and hope to further elevate these entrepreneurs with cash prizes and exposure to customers.



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# CBE CONNECT

## LEGAL PITCH DAY

Legal Pitch Day on Thursday February 20, 2020 at Uber is a speed-dating session matching Black law firm attorneys and legal departments wishing to expand their network of potential legal services partners.

Matches are made based on practice areas and other criteria. The 15-minute focused interviews represent an exciting opportunity to stimulate productive relationships and share information in both directions.

The program is a streamlined version of the California Minority Counsel Program (CMCP) signature Corporate Connections program which has helped generate business for minority lawyers and high-quality representation for legal departments for many years.

### Participating Law Firms:

Winston & Strawn LLP	Ivie, McNeill & Wyatt
Sander Roberts LLP	Irell & Manella LLP
McDermott Will & Emery LLP	Darrow Mustafa PC
Andrews Lagassee Branch + Bell LLP	Hairston LLP
Kaufman	Jackson Lewis P.C.
LTL Attorneys LLP	Law Office of Don R. Dennis Jr.
Hoge Fenton Jones & Appel	Victor Rane
Procopio, Cory, Hargreaves & Savitch LLP	Arent Fox LLP
Cozon O'Connor	Tucker Ellis
Carothers DiSante & Freudenberger LLP	Ropes & Gray
Greenberg Traurig, LLP	




We're proud to support the Coalition of Black Excellence (CBE) as part of our commitment to foster diversity and inclusion at Google and beyond.  
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everyone

# OUR SPONSORS

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CBE is so grateful to all of the sponsors that have come together to make CBE Week possible!

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# THANK YOU FOR YOUR SUPPORT

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Special thanks to all the volunteers and supporters who dedicate so much time and energy to seeing CBE succeed! We couldn't do it without you.

Alan Dexter

Alexandrea Alphonso

Cameron Henry

Chef Mimi

Deborah Wiltshire

Dianna Jones

Emebo Medical  
Associates, LLC.

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Eva Pulliam

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Lionel Shaw

Lybra Clemons

Martin Finger

Marvell Allen

Melinda M Hightower

Mike Flanigan

Monica Monroe

Morgan Elam

Myisha R Roberston

Nicol Turner

Nicole Middleton

Nicole Sanchez

Niki Lasley

Patty Dingle

Regina Allen

Robyn Cross

Sendi Madoshi

Simone Davis

Stephen Davis

Tamara Morgan

Tiara Phalon

Tiffany Price

Shantelle Brumfield

Shauntrice Martin

Simone Davis

TraceyLynn Counts

Willie Henry

Y'Anad Burrell

FEBRUARY 20 - 21, 2020

# CBE SUMMIT



## ABOUT CBE

Coalition of Black Excellence is a 501(c)(3) nonprofit organization whose mission is to unify and elevate the Black community. It was started after Black professionals from over 40 organizations came together with the simple goal of building community among Black professionals from employee resource groups, nonprofits, and small businesses. The entirely volunteer-led team launched Coalition of Black Excellence Week, a week-long gathering comprised of various activities designed to highlight excellence in the Black community; bring together talented Black professionals across different sectors to exchange ideas and business opportunities, and to strategically discuss advancing the Black community. In their first year, the team hosted 14 events and raised funds to donate to nonprofits positively impacting the Black community. After the success of their inaugural week, they formalized as a 501(c)3 and expanded its programming to include a two-day Summit for Black professionals across sectors.

In August 2019, CBE merged with The Recharge Group, an organization of Black professionals connecting informally at the Battery club in SF every month to share unique experiences and strengthen African American Bay Area social bonds.

CBE activates its vision throughout the year with its events at the Battery--featuring panel discussions across CBE's professional development tracks each month and through CBE Week during the month of February. With partnership events, CBE Summit, Code Black Gala, and more, CBE Week serves as a platform for uniting, celebrating, and uplifting the Black community as a whole.

The organization continues to be powered by a team of volunteers who are Black professionals passionate about and dedicated to CBE creating annual gatherings that continues to grow and expand its reach beyond the Bay Area.

**Donate today!**

<https://cbeweek.com/donate>

[www.cbeweek.com](http://www.cbeweek.com)







# CODE BLACK GALA

02.22.20

6:30 PM - 12:00 AM

HYATT REGENCY

SAN FRANCISCO



# **GALA RUN OF SHOW**

<b>TABLE OF CONTENTS</b>	<b>P 02 / 14</b>
<b>ABOUT CODE BLACK GALA</b>	<b>P 03 / 14</b>
<b>CBE MISSION &amp; VISION</b>	<b>P 04 / 14</b>
<b>RUN OF SHOW</b>	<b>P 06 / 14</b>
<b>DONATE TO THE COALITION</b>	<b>P 07 / 14</b>
<b>INDIVIDUAL AWARDS</b>	<b>P 08 / 14</b>
<b>IMPACT NONPROFITS</b>	<b>P 09 / 14</b>
<b>VOLUNTEER WITH CBE</b>	<b>P 10 / 14</b>
<b>SPONSORS</b>	<b>P 12 / 14</b>
<b>VOLUNTEERS &amp; SUPPORTERS</b>	<b>P 13 / 14</b>





COALITION OF  
BLACK EXCELLENCE



# CODE BLACK



## DEAR FRIENDS,

As the executive committee of Coalition of Black Excellence (CBE), we are excited that you have joined us for this year's Third Annual Code Black Gala! CBE began this journey with the Code Black Gala in February 2018. A volunteer force led by Black employee resource groups and Diversity & Inclusion committees at leading Bay Area technology companies came together to for an epic celebration and recognition of Black excellence. The success of that event led to the launching of CBE as a 501(c)3 nonprofit that continues to create spaces where organizations dedicated to uplifting the Black community can come together, celebrate the success of leading trailblazers in the community, and create new ways for us to amplify our collective impact.

In line with that mission, each year CBE recognizes four award recipients and four Impact Nonprofits that are positively impacting the Black community. Our



four individual awards are the Community Champion Award, Tech Innovation Award, Impact Investor Award, and the Art & Culture Disruptor Award. Each year we select a new category of nonprofits to recognize throughout CBE Week and at the gala. In 2018 we recognized nonprofits promoting STEM and entrepreneurship in the Black community; and in 2019 we selected nonprofits with a focus on first generation college students. This year we are spotlighting four nonprofits dedicated to criminal justice reform and rehabilitation efforts. CBE will donate a portion of the funds raised from CBE Week to the nonprofits to support their programs.



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# CBE



# Doors are always opening

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everyone



# GALA RUN OF SHOW

**6:00PM - 6:30PM** Registration  
(Grand Ballroom Foyer)

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**6:30PM - 7:00PM** Performance | Black Excellence Band  
(Grand Ballroom Foyer)

Cocktail Hour | A Celebration and Recognition of CBE's  
Impact Nonprofits

Impact Nonprofit Winners

- East Oakland Collective
- Muhammad Ali Cultural Center: EPA Boxing Club
- Building Opportunities for Self-Sufficiency
- Restorative Justice for Oakland Youth

---

**7:00PM - 7:45PM** Gala Welcome (Grand Ballroom)

Gala Master of Ceremonies | Armand Carr

Music | DJ Kenzo

Welcome Remarks  
Angela Johnson & Marc Spencer, CBE Co-CEOs

Awards Program

Impact Investor Award

Frederik Groce and Sydney Sykes, Co-Founders of BlckVC

Presenting Sponsor:  
Albert Sanders, Senior Counsel, Global Public  
Policy & Government Affairs, Google LLC

Art & Culture Disruptor Award

Monetta White, Executive Director, MOAD

Presenting Sponsor: Evelyn Loran, Senior Director, Visa

Tech Innovation Award

Marcus Bullock, CEO/Founder, Flikshop

Presenting Sponsor: Dianna Jones, Senior Counsel, Global Compliance  
& Ime Ekanem, Senior Manager, Global Business Services, Uber  
Technologies Inc.

Community Champion Award

Chris Chatmon, Deputy Chief of Equity, Oakland Unified School District

Presenting Sponsor: Jasmine Roddey, Senior Associate, Human Tissue  
Science Center, Amgen

Introduction of Nonprofit Awards  
Marc Spencer, CBE Co-CEO

Closing Remarks  
Angela Johnson & Marc Spencer, CBE Co-CEOs

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**8:00PM - 12:00AM** Music | MC Lyte & DJ Kenzo

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# TALENT RISING

## DONATE TO THE COALITION

Coalition of Black Excellence is a 501(c)(3) organization founded in June 2018. Each year CBE plans CBE Week, an annual, week-long professional gathering that is bridging gaps in the Black community with the ultimate goal of promoting Black excellence, providing educational and career advancement opportunities for Black professionals, and connecting Black professionals across sectors.



COALITION OF  
BLACK EXCELLENCE

# INDIVIDUAL AWARDS



## ART & CULTURE DISRUPTOR AWARD

---

MONETTA WHITE  
EXECUTIVE DIRECTOR, MOAD



## COMMUNITY CHAMPION AWARD

---

CHRIS CHATMON  
DEPUTY CHIEF OF EQUITY  
OAKLAND UNIFIED SCHOOL  
DISTRICT



## IMPACT INVESTOR AWARD

---

FREDRIK GROCE  
& SYDNEY SYKES  
FOUNDERS OF BLACKVC



## TECH INNOVATION AWARD

---

MARCUS BULLOCK  
CEO/FOUNDER  
FLIKSHOP



# IMPACT NONPROFITS

## EAST OAKLAND COLLECTIVE

The East Oakland Collective (EOC) is a member-based community organizing group invested in serving the communities of deep East Oakland by working towards racial and economic equity. With programming in civic engagement and leadership, economic empowerment and homeless services and solutions, we help amplify underserved communities from the ground up. We are committed to driving impact in the landscape, politics and economic climate of deep East Oakland.

## BUILDING OPPORTUNITIES FOR SELF-SUFFICIENCY

The mission of BOSS is to help homeless, poor, and disabled people achieve health and self-sufficiency, and to fight against the root causes of poverty and homelessness. The organization was founded in 1971 by a group of volunteers from the Hillel Streetwork Project in Berkeley who responded to the needs of mentally ill individuals being released to the streets by state hospital closures. Volunteers provided street outreach, crisis intervention, and benefits advocacy to the emerging homeless population. Founding Board Member and civil rights activist Ursula Sherman raised money to pay the first project staff, and the organization was incorporated into a 501c3 nonprofit.

## MUHAMMAD ALI CULTURAL CENTER

We are a community hub. The East Palo Alto Boxing Club has opened its doors to the community for years. We serve as a safe space for court-involved youth and their families. We offer boxing, mixed martial arts, youth programming, open mics, professional development, and job training. This program is free for our young people. In addition to the violence prevention programs and intervention services we provide at MACC, we also partner with other organizations around the city to offer resources to youth in need. Sometimes that's a hot meal. Sometimes that's a warm place to stay after school. Sometimes it's a place to check in with your probation officer or social worker. Sometimes that's just a gym where adults will listen to young people without judgement.

## RESTORATIVE JUSTICE FOR OAKLAND YOUTH

Restorative Justice (RJ) is a set of principles, a philosophy, focused on mending broken relationships to create a better future. It is a fundamental shift in the way that we think about and do justice, in the way that we do community. What happens when we stop thinking about justice as "an eye for an eye"? What happens when we think about harm in ways that don't involve retaliation or vengeance, but healing and transformation?





COALITION OF  
BLACK EXCELLENCE



**BUILD.  
PROMOTE.  
INSPIRE.**

### **VOLUNTEER WITH CBE**

CBE is run by a volunteer team of industry leaders across sectors, who are dedicated to ensuring that CBE programming unifies and elevates the Black community.



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**IT FEELS GOOD TO KNOW WE'RE ALL CONNECTED.**

At Kaiser Permanente, our commitment to well-being goes beyond health care. We are also committed to improving the communities we serve. That's why we're excited to support the Coalition of Black Excellence 3rd Annual CBE Code Black Gala. Together, we make a difference, helping to create healthier communities for all of us.

**WE'RE PROUD TO SUPPORT THE COALITION OF BLACK EXCELLENCE**  
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**COALITION OF  
BLACK EXCELLENCE**

## **TO UNIFY & ELEVATE THE BLACK COMMUNITY**

### **THE PURPOSE OF THIS NIGHT**

Tonight is about celebrating and recognizing excellence in the Black community; it is about building bridges and establishing connections. We hope that you leave the night inspired and having met someone new.

We are delighted to have received the overwhelming support of our sponsors, attendees, and donors. Thank you for your continued commitment to embracing this effort to uplift the Black community.

### **OUR VISION**

To connect and cultivate Black excellence by highlighting the intersectionality of the Black community through professional development, community engagement, and economic empowerment.



## **CONTACT**

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