



Corporate Diversity, Equity & Inclusion (DE&I) Advisory Council

Member Biographies

Corporate Diversity, Equity & Inclusion (DE&I) Advisory Council

To help ensure accountability and drive DE&I progress, Comcast works in partnership with our external Corporate DE&I Advisory Council, composed of national civil rights, academic, political, and business leaders from the Black and African American, Asian American and Pacific Islander, Latino, Indigenous People and Native American, LGBTQ+ communities, women, and people with disabilities, who advise executive teams on the development and implementation of DE&I initiatives.

Honorable Anna Escobedo Cabral

Partner, The Cabral Group



Anna Escobedo Cabral currently serves as an independent director on Navient's Board, a Trustee and Vice Chair of the Jesse Ball duPont Fund, Chair/President for the BBVA Bank's Microfinance Foundation, an advisor to various private companies, and Treasurer of Lideramos, a nonprofit dedicated to providing leadership training at the grassroots level in the Latino community. Anna's past professional experience includes serving as a Senior Advisor in the External Relations Division of the Inter-American Development Bank from 2009 to 2018, as the 42nd Treasurer of the United States from 2004 to 2009, as Executive Director of the Smithsonian's Latino Center from 2003-2004, and as President and CEO of the Hispanic Association on Corporate Responsibility from 1999 to 2003. From 1993 to 1999, Anna served as Deputy Staff Director for the United States Senate Judiciary Committee under Chairman Orrin G. Hatch. In addition, from 1991 to 1999, she simultaneously served as Executive Director of the U.S. Senate Republican Conference Task Force on Hispanic Affairs.

Gilbert F. Casellas

Consultant



Presently a board director, consultant and private investor, Gil Casellas serves on the board of directors of Prudential Financial, Inc. and on diversity advisory boards for Toyota Motor North America and T-Mobile US. He previously served on the diversity advisory board of The Procter & Gamble Company and on The Coca-Cola Company's Diversity Task Force. As Vice President, Corporate Responsibility and Chief Diversity Officer of Dell Inc., he created a global diversity, sustainability and corporate giving function. Under President Clinton, he was Chairman of the Equal Employment Opportunity Commission, General Counsel of the Air Force and Co-Chairman of the Census Monitoring Board. During the Obama Administration, he served on the Military Leadership Diversity Commission. He is a former President of the Hispanic National Bar Association and recipient of the American Bar Association's "Spirit of Excellence" award, the Air Force's Decoration for Exceptional Civilian Service, and Latino Justice/PRLDEF's Lucero Award. In 2018, the National Association of Corporate Directors named him one of the 100 most influential boardroom leaders.

Crystal Echo Hawk

Founder and Executive Director of IllumiNative



Crystal Echo Hawk (Pawnee) is the founder and Executive Director of IllumiNative, the first and only national Native-led organization focused on changing the narrative about Native peoples on a mass scale. Crystal built IllumiNative to activate a cohesive set of research-informed strategies that illuminate the voices, stories, contributions and assets of contemporary Native peoples to disrupt the invisibility and toxic stereotypes Native peoples face.

Carla A. Harris

Senior Client Advisor at Morgan Stanley



Carla Harris is Senior Client Advisor at Morgan Stanley having finished an 30+ year career as a Vice Chairman and Managing Director. Throughout her career she managed and executed billions of dollars of equity and equity related transactions, including the IPOs of UPS, Martha Stewart Omnimedia and the Immunex Corporation. She was also Chair of the Morgan Stanley Foundation from 2005 to 2014 and sits on the boards of several community organizations. In August 2013, Carla was appointed by President Obama to chair the National Women's Business Council. She is a gospel recording artist, with 4 commercially released CDs under her belt, 5 sold out concerts at Carnegie Hall, 2 at the Apollo Theatre and a popular public speaker who gives impactful career guidance to corporate audiences based on her books, Expect to Win (2009), Strategize to Win (2014) and the soon to be released Lead to Win (2022). She sits on the boards of the Walmart Corporation and Cummins Corporation. Carla joined Morgan Stanley in 1987 after completing an AB in economics, magna cum laude, from Harvard University and an MBA from Harvard Business School, second year honors.

Madalene Xuan-Trang Mielke

President & CEO of the Asian Pacific American Institute for Congressional Studies



Madalene Xuan-Trang Mielke is a nationally recognized civil rights leader and a member of *USA Today's* Inaugural Leaders of Change. As President & CEO of the Asian Pacific American Institute for Congressional Studies (APAICS) and Founder and Principal of Arum Group, LLC, she brings 25 years of experience working in political campaigns and specializes in political/non-profit fundraising and political training. Ms. Mielke began her professional career working at the Democratic National Committee (DNC) in the Training Division of the Political Department and later for the Clinton/Gore Coordinated '96 campaign as a Regional Field Director in Pennsylvania. After returning from the '96 campaign, Ms. Mielke worked for the Co-Executive Director at the Presidential Inaugural Committee and later Vice President Gore's team. Ms. Mielke started fundraising while working at the New Democrat Network PAC and she returned to her roots as the Training Director for the Ron Brown-Paul Tully Institute (BTI), the training arm of the DNC. Madalene has collaborated with national organizations and federal campaigns of all levels to raise millions of dollars to empower communities of color.

Frankie Miranda

President & CEO, Hispanic Federation



Frankie Miranda is the President and CEO of the Hispanic Federation (HF), the nation's premier Latino non-profit membership organization. He is a well-respected leader with critical knowledge of the challenges and opportunities facing the Latino community in the 21st century. Frankie served in various capacities at the Federation since 2006, including Assistant Vice President of Communications, Vice President for External Affairs, Senior Vice President, and most recently, Executive Vice President. Among his many accomplishments, Frankie successfully managed the Federation's expansion into Florida and Puerto Rico, creating a vision and mission for the organization's civic engagement and mobilization work in Florida and the immediate and long-term disaster assistance strategy for Puerto Rico. Earlier in his career, Frankie held several senior management positions in the communications industry, including Director of Communications for the New York DMA TV stations WXTV, Univision 41 and WFUT UniMas 68; Deputy Press Secretary for Spanish Language Media for the Hillary Clinton U.S. Senate campaign in 2000, and Fernando Ferrer's NYC Mayoral campaign in 2001.

Marc H. Morial

President and CEO of the National Urban League



Marc Morial, who has been described as one of the few national leaders to possess “street smarts”, and “boardroom savvy”, is the current President and CEO of the National Urban League, the nation’s largest historic civil rights and urban advocacy organization. He served as the highly successful and popular Mayor of New Orleans as well as the President of the U.S. Conference of Mayors. He previously was a Louisiana State Senator, and was a lawyer in New Orleans with an active, high profile practice. He is a leading voice on the national stage in the battle for jobs, education, housing and voting rights equity. A graduate of Georgetown University Law Center, and the University of Pennsylvania, he has been recognized as one of the 100 most influential Black Americans by Ebony Magazine, one of the top 50 Non Profit Leaders by the Non Profit Times, one of the 100 Most Influential Black Lawyers in America and he has also been inducted into the International Civil Rights Walk of Fame in Atlanta, GA.

Janet Murguía

President and CEO of UnidosUS



Ms. Janet Murguía is the President and CEO of UnidosUS, the largest national Hispanic civil rights and advocacy organization. In that role, she has strengthened UnidosUS's work and enhanced its record of impact as a vital American institution. Murguía has also worked to amplify the Latino community's voice on issues such as education, health care, immigration, civil rights, and the economy.

Ms. Murguía grew up in the Argentine neighborhood of Kansas City, KS, and began her career in Washington, DC as legislative counsel to former Congressman Jim Slattery. She later served in the Clinton Administration as a deputy assistant to President Clinton and deputy director of legislative affairs. Ms. Murguía went on to serve as deputy campaign manager and director of constituency outreach for the Gore/Lieberman presidential campaign. Ms. Murguía was the University of Kansas (KU) as Executive Vice Chancellor for University Relations, where she oversaw KU's internal and external relations with the public, prior to joining UnidosUS.

Dr. W. Franklyn Richardson

Senior Pastor of Grace Baptist Church and Chairman of the National Action Network



Dr. W. Franklyn Richardson is Senior Pastor of Grace Baptist Church, Chairman of the National Action Network, Chairman of the Conference of National Black Churches, and Chairman of Virginia Union University. As Senior Pastor of Grace Baptist Church in the City of Mount Vernon, New York, Dr. Richardson has led the growth of the congregation to a weekly attendance of more than 4,000 people in three locations. As Chairman of the National Action Network, Dr. Richardson leads the organization to serve as the vehicle for the collective voice of the Black church to fight social injustice. As Chairman of the Conference of National Black Churches (CNBC), Dr. Richardson works with clergy, faith-based organizations, and other institutions to improve the quality of life for African Americans and other underserved populations through programs and advocacy. As passionate as he is about social justice, Dr. Richardson is equally as fervent about education. For nearly ten years, he has served as Chairman of the Board of Trustees for his alma mater, Virginia Union University. Dr. Richardson continues to lead Virginia Union upwards toward institutional prominence through a focus on student success, academic excellence, community partnerships, and financial viability.

Nita Song

President and Chief Momentum Officer of IW Group, Inc.



Nita Song is the President and Chief Momentum Officer of IW Group. Nita has over 25 years of experience in multicultural marketing, communications, and agency management. In her 20+ years at IW Group, Nita has led client management, agency operations and business growth, successfully expanding IW Group's services from PR to advertising, to integrated and experiential marketing. Under her leadership, IW Group has grown to become one of the most successful multicultural agencies in the industry. With a mission to create extraordinary brand experiences through culture and innovation, their clients include such major brands as McDonald's, Lexus, Warner Brothers, Netflix and Disney. The firm's culture-first, digital-led and youth-driven approach has enabled the agency to expand into new industry categories and audience segments in recent years including LGBTQ+ and Hispanic. Bold creative solutions with purpose have earned IW Group significant industry recognition including recently being named Ad Age's 2022 Multicultural Agency of the Year. Nita dedicates time to serve on community and industry organizations including the Comcast Corporate DE&I Advisory Council, Google's Multicultural Advisory Council, the Board of Directors of 3AF, and Board of Directors of Advancing Justice – LA. Nita is a graduate of the University of Southern California.

Stephanie Thomas

Ambassador, Easterseals and Founder, Cur8able



Los Angeles-based Stephanie Thomas is the Founder/ C.E.O. of Cur8able, A Disability Fashion Consultancy, and the creator of the award-winning **DISABILITY FASHION STYLING SYSTEM: ACCESSIBLE, SMART, FASHIONABLE®**. Stephanie's adaptive fashion journey began thirty years ago as an advocacy campaign and has become her life's work. She is a woman with a disability serving the fashion industry to empower her community to dress with dignity and independence. She has a M.A.C., an M.A. in Fashion Journalism, and lectures in fashion marketing and media studies. She is also the author and editor of *Fitting In: An Anthology of the Social Implications of Fashion and Ableism*. In addition, Cur8able is one of 77 companies from around the globe featured on The Valuable 500 Directory for Fortune 500 companies committed to implementing disability best practices. Stephanie enjoys reading, long walks, yoga, concerts, visiting museums, and cooking with family and friends when she's not working. "Today there are more clothing options designed specifically for pets than there are for people with disabilities. So, I use my **DISABILITY FASHION STYLING SYSTEM: ACCESSIBLE, SMART, FASHIONABLE®** to bridge the gap between where the fashion industry is and where it must inevitably go to be more inclusive," says Stephanie.

Monica Trasandes

Director of Spanish-Language Media, Gay & Lesbian Alliance Against Defamation (GLAAD)



Monica Trasandes is a longtime media activist who was born in Uruguay. She earned a B.A. from U.C. Santa Barbara and an MFA from Emerson College. As Director of Spanish-Language & Latinx Media & Representation at GLAAD, Monica has trained dozens of media professionals at leading US Spanish-Language networks. She often appears as an LGBTQ expert on news programs. Monica works with writer's rooms from Miami to Mexico City to Madrid, helping entertainment creators improve their LGBTQ+ inclusive content. She was invited by the U.S. State Department to train embassy employees in Latin America and has trained numerous advocates participating in the U.S. International Visitors Council. Honors include a profile "Two Latinas Making a Difference" on nbc.com, being named an "Inspiring Latina" by Latina magazine, a profile in Hispanic Executive magazine and inclusion in Telemundo's "Mujeres Imparables" campaign. Her writing has been published in The Huffington Post; NBC Latino; and Advocate.com, among others. Her novel *Broken Like This* was published Nov. 2012 by Thomas Dunne, St. Martin's Press.

Dr. Jason Wingard

Founder and Chairman, The Education Board, Inc.



Dr. Jason Wingard is Founder and Chairman of The Education Board, Inc., a boutique management consulting firm specializing in executive coaching and advisory services. Dr. Wingard previously served as President of Temple University, Dean and Professor of Human Capital Management at the Columbia University School of Professional Studies (SPS), Managing Director and Chief Learning Officer at Goldman Sachs, and Vice Dean of the Wharton School, University of Pennsylvania. He has also served in a variety of cross-functional executive and consulting roles for organizations including the Aspen Institute, the Vanguard Group, and Silicon Graphics, Inc. (SGI). As a thought leader, Dr. Wingard has published widely on the topic of strategy, learning, and leadership, including his most recent books: *The College Devaluation Crisis: Market Disruption, Diminishing ROI, and an Alternative Future of Learning* (forthcoming 2022); *The Great Skills Gap: Optimizing Talent for the Future of Work* (2021); *Learning for Life: How Continuous Education Will Keep Us Competitive in the Global Knowledge Economy* (2016); and *Learning to Succeed: Reinventing Corporate Education in a World of Unrelenting Change* (2015).

John Yang

President & Executive Director, Asian Americans Advancing Justice | AAJC



John Yang is the President & Executive Director of Asian Americans Advancing Justice | AAJC, where he leads the organization's efforts to fight for civil rights and empower Asian Americans to create a more just America for all through public policy advocacy, education, and litigation. In 1997, John co-founded the Asian Pacific American Legal Resource Center, a nonprofit organization dedicated to addressing the direct service legal needs of Asian Pacific Americans in the D.C. metropolitan area. He served as chair of the Asian American Justice Center (former name of Advancing Justice | AAJC) after serving as treasurer of the organization and as a member of its National Advisory Council. John was president of the National Asian Pacific American Bar Association from 2003 to 2004, and since 1998, he has served as Co-Chair of NAPABA's Judiciary and Executive Nominations & Appointments Committee. He also served in the Obama Administration as Senior Advisor for Trade and Strategic Initiatives at the U.S. Department of Commerce, where he was the principal advisor to Secretary Penny Pritzker on issues related to Asia and worked with the White House and other U.S. agencies on strategic and economics issues concerning the region.