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Experts Available for Interviews



Coqual President Lanaya Irvin is a global business executive and thought leader in workplace diversity, equity, and inclusion. She spent more than a decade at Bank of America Merrill Lynch, where she led strategic initiatives in global equities, managed client relationships, and led multinational teams. Most recently, Lanaya was head of business development for theSkimm—a millennial-focused news media company with 7 million daily subscribers.

Lanaya has extensive diversity leadership experience in corporate and nonprofit organizations. Since 2013, she has co-chaired the Human Rights Campaign's Business Advisory Council. She also sits on the board of directors for the New York City Anti-Violence Project, a nonprofit that provides counseling and advocacy services to survivors of LGBTQ hate violence. At Bank of America Merrill

Lynch, she served as a co-chair of LEAD, a 35,000-member employee network dedicated to growing, attracting, and retaining female talent. She also was a founding executive member of OPEN Finance, a consortium of LGBTQ leaders advancing inclusion across Wall Street. In 2015, she mobilized more than 30 financial services firms to sign onto a U.S. Supreme Court amicus brief in support of federal marriage equality. She was named to the 2020 HERoes Women Role Model Executives list, supported by Yahoo Finance, which showcases leaders who are driving change to increase gender diversity in the workplace.

Lanaya is a frequent speaker on authenticity, race, gender, LGBTQ inclusion, and inclusive leadership in the workplace. Her thought leadership has been featured in the *Wall Street Journal*, the *New York Times*, the *Financial Times*, *Newsweek*, *Business Insider*, *Forbes*, *Marketplace*, and CNBC. She earned her undergraduate degree from the University of California and holds an MBA from the University of Texas, McCombs School of Business.



Primary Research Lead Julia Taylor Kennedy is an executive vice president at Coqual, leading cutting-edge research into the issues affecting today's professional workforce with an eye toward solutions for a more inclusive and equitable global workplace and world. By leading and sharing Coqual's research, Julia holds up a mirror to the way workplaces work today—and gives companies a way forward.

She's led and co-led many studies at Coqual, including *Being Black in Corporate America*, *The Power of Belonging Series*, *What #MeToo Means in Corporate America*, *The Sponsor Dividend*, *Disabilities and Inclusion*, and *Mission Critical: Unlocking the Value of Veterans in the Workforce*.

Julia has spoken at the United Nations, the Conference Board, the Executive Leadership Council, New York City Bar's Associate Leadership Institute, and many companies. She's been featured in *Harvard Business Review*, *Business Insider*, *Fortune*, *Scientific American*, and the *Washington Post*; she also has appeared on Bloomberg TV, American Public Media's Marketplace, Wharton Business Radio, and more. She earned her bachelor's in journalism at Northwestern University and master's in international relations from Yale University.



Secondary Research Lead Pooja Jain-Link is executive vice president at Coqual, driving research that examines workplace culture and the systemic change needed to create equity. She is inspired by the use of business as a force for social change. As co-lead of Coqual's research and advisory services, she listens to the voices of employees and considers how data can highlight power dynamics that inhibit growth and success for underrepresented talent.

Pooja led the research for studies such as *Being Black in Corporate America*, *The Sponsor Dividend*, and *Wonder Women in STEM and Companies That Champion Them*. Her articles have appeared in *Business Insider*, *Harvard Business Review*, and *Scientific American*.

She has spoken at organizations such as Vanguard, Interpublic Group, and UBS, and at conferences such as the Grace Hopper Celebration, SIFMA's Diversity and Inclusion Conference, and the Society of Women Engineers Annual Conference.

Pooja received her BA in mathematics and English from Duke University and earned an MBA and master's degree in environmental management from Yale University.