



36TH ANNUAL CONFERENCE
RESILIENCE: THE COURAGE TO *LEAD*.

2022 ANNUAL AWARDS

LUNCHEON

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WELCOME

TO THE NAMIC ANNUAL AWARDS LUNCHEON!

We are thrilled to salute rising leaders and
acknowledge our tremendous history
championing multi-ethnic diversity and
inclusion in our industry.

NAMIC appreciates your support and attendance.

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*SVP, ASSOCIATE GENERAL COUNSEL,
EMPLOYMENT LAW
CHARTER COMMUNICATIONS*

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NÄMIC **HOST**

DANEIDA POLANCO

*NATIONAL UNIVISION NETWORK
TALENT & INFLUENCER
TELEVISA UNIVISION*



- Dominican
- Correspondent for Univision Network's Primer Impacto and Host of Univision 41's Despierta Nueva York.
- 15+ years of experience as correspondent for shows like El Gordo y La Flaca and Primer Impacto, and Univision tentpoles such as Latin Grammys and Premios Juventud.
- Social media influencer with a high female following.
- Previous brands she has worked with include Mercedes-Benz, New York Lottery and NYC Health + Hospitals
- Has interviewed celebrities such as Ricky Martin and Dwayne Johnson.
- Has received numerous awards for her journalism as a news magazine and entertainment reporter.

**DENISE
BENNETT**

*VICE PRESIDENT
BRAND STRATEGY & IDEA LAB
IHEARTMEDIA*



Denise is the Vice President of Brand Strategy at iHeartMedia, specializing in multicultural marketing partnerships. She is also a professor at Fordham University Gabelli School of Business and New York University. Her 20+ year career has been in roles at WarnerMedia, NBCUniversal, the NBA, TV One, and Viacom.

Denise has a BS in Music Business from Indiana State University and an MBA in Marketing and Media & Communications from Fordham University. She has held various leadership roles in NAMIC NY including 2 terms as the NY Chapter President and she completed the NAMIC Executive Leadership Development Program (ELDP) at the University of Virginia Darden School of Business in 2019.

Her many accolades include The Network Journal's 2019 40 Under 40 Achievement Award, 2020 Council of Urban Professionals (CUP) Technology Catalyst, 2021 Advertising Club of NY Rockstar Award and Black Women in Media Trailblazer Honoree.

Outside of her professional responsibilities, Denise is a classically trained pianist, an avid world traveler, and a proud & active member of Alpha Kappa Alpha Sorority, Inc.

“I owe so much of my fundamental career development to NAMIC. NAMIC provided me with access to relationships and leadership opportunities that I value and evangelize daily. It’s from NAMIC that I learned my most valuable mantra of “build your bridge before you need it.””

**RAHMAN
KHAN**

*VICE PRESIDENT
COMMUNITY IMPACT
CHARTER COMMUNICATIONS*



Rahman Khan currently serves as Vice President of Community Impact for Charter Communications, leading its strategic philanthropic and employee engagement programs under the Spectrum brand. In this role, he develops and executes the company's mission to improve communities. He led the 2021 launch of Charter's largest ever philanthropic program, Spectrum Community Center Assist, a \$30M five year effort to revitalize local community centers and invest in job training.

Rahman also led the development of Spectrum Digital Education, a grant program that helps seniors and families understand the benefits of broadband and how to use it to improve their lives. To date, this program has committed over \$8M to local community organizations. The work of Rahman's Community Impact team has helped Charter receive recognition from the State of Connecticut and the Los Angeles City Council, among other distinctions.

Rahman received his business and graduate education degrees from Florida A&M University. He is a graduate of NAMIC's Executive Leadership Development Program.

“It is a great honor to be recognized as a Luminary by NAMIC, an organization I’ve long supported. NAMIC’s efforts to advance diversity and inclusion in our industry, paired with the actions we take as individuals, make us all stronger.”

**NOEL
MANZANO**

*VICE PRESIDENT
INTERNATIONAL PROGRAMMING AND DEVELOPMENT
AMC NETWORKS*



Noel Manzano is the Head of International Programming at AMC Networks, working across AMC, AMC+, SundanceNow and BBC America. In this role, he identifies and develops original content with creative talent around the world, and works within the AMC Networks Entertainment Group to move existing projects forward most notably the epic crime saga, *GANGS OF LONDON* from Gareth Evans and *61ST STREET* from visionary creator Peter Moffat. Prior to AMC, Manzano was the director of development for Hoodlum Entertainment, where he ran the company's U.S. content development slate and strategy and drove internationally produced projects. He started his career at WME on the feature side and then moved into the television space at Sierra/Affinity and Dynamic Television. Manzano is a graduate of New York University.

“It’s an honor to be recognized amongst so many outstanding executives by NAMIC – an organization I’m proud to be a part of. An honor like this inspires me to do more of what I can to champion and lift up the voices of my colleagues from all communities. Thank you.”

**GRACE
MOSS**

*VICE PRESIDENT
DIVERSITY, EQUITY & INCLUSION, PROGRAMS
WARNER BROS. DISCOVERY*



Grace Moss is the Vice President of Diversity, Equity & Inclusion for Warner Bros. Discovery. In this role, she helps oversee the enterprise's efforts to expand the pool of historically-excluded talent and break down barriers through a comprehensive suite of pipeline programs and extensive engagements with prestigious film festivals and creative conferences.

Prior to Warner Bros. Discovery, Grace served as the Head of Talent Development & Inclusion for NBC Entertainment, where she spearheaded multiple programs that focused on cultivating and showcasing talented writers and directors of diverse backgrounds. Before coming to NBC, Grace was a Development Executive at the Style Network, and prior to that a freelance reality Producer and Director.

Her leadership training includes the Johnson & Johnson Corporate Athlete Training Program, Comcast's Know Your Value initiative and Harvard Business School's Leadership Consortium. Grace graduated from UCLA with a BA English and Minor in Asian American Studies.

“Back in 2011, I was a newly-promoted Manager and experienced my very first leadership seminar through NAMIC. I was well-equipped with important, foundational knowledge that I have implemented along my professional journey over the past decade. To now be honored with this Luminary Award is truly a full circle moment.”

**JOHN
SINGLETON**

*VICE PRESIDENT
VIDEO OPERATIONS
CHARTER COMMUNICATIONS*



John Singleton is Vice President of Network Operations at Charter Communications. In this role, he is responsible for conducting solution acceptance, product improvement, troubleshooting and vendor analysis across the video infrastructure. These primary functions require close coordination with the Product and Engineering organizations to ensure all products are deployed and operated in optimal fashion.

His current focus is to centralize and consolidate distributed architectures to enhance reliability and availability across Charter's footprint, while ensuring the landscape remains competitive and up-to-date.

Previously, John served in various capacities across the Network Operations team at Charter and assisted in the merger of Time Warner Cable and Bright House Networks post acquisition. Before joining Charter, he worked at Cox Communications where he was responsible for video operations, strategy and product development.

With over 20 years of experience in the telecommunications industry, John enjoys mentoring engineers and leaders on their paths to successfully achieve their career goals.

“Being a NAMIC Luminary award recipient serves as not only a personal achievement but an accomplishment on behalf of all diverse talent within our industry. This opportunity is only possible due to the individuals who have come before me, dedicating their careers to ensuring professional development is possible for all.”

**TONYA
WALLEY**

*VICE PRESIDENT
FIELD OPERATIONS STRATEGY
COX COMMUNICATIONS*



As Vice President of Field Operations Strategy, Tonya leads Field Operations in 21 states, including residential and business customer installations, maintenance of our 116,000 miles of network, and continued focus on customer excellence. Tonya's career started more than 25 years ago in the industry as a frontline field technician then progressed to various leadership roles. When she joined Cox in 2018 as VP of Field Operations in Virginia, she immediately focused on delivering a data-based approach to the customer and employee experience, all while paying it forward.

A native of New Jersey, Tonya completed her undergraduate degree at Saint Peter's College, majoring in Computer Science. She also holds dual master's degrees from Stevens Institute of Technology, majoring in Telecommunications Management and Network Engineering. Tonya is extremely passionate about continuous learning and has demonstrated that through her most recent Strategy and Execution certificate from Harvard Business School and completion of NAMIC's ELDP.

“I am thrilled and honored to receive this recognition from NAMIC and will continue to live and breathe the values of NAMIC by mentoring, giving back, and paying it forward. I am truly humbled and will continue to inspire, encourage, and engage our future leaders with impact.”

**CHIN
WANG**

VICE PRESIDENT
VISUAL STORYTELLING, DIGITAL MEDIA
ESPN



Chin Wang was promoted to be vice president, visual storytelling in ESPN's creative studio department in September 2021. Wang, who joined ESPN in 2012 as senior art director of *ESPN The Magazine*, had previously served 11 months as senior director, visual storytelling.

Wang leads a team of visual journalists, photo editors, web developers, designers, concept artists and animators whose work reaches every platform of ESPN. In this role, she is responsible for editorial design and photography on the ESPN website and app, including custom microsites, special projects, branding, key art, illustration and data visualization. She also manages the team that concepts, designs and directs television graphics packages from studio shows to live events across all its networks as well as ESPN+ and *30 for 30* Films & Originals. In addition, she defines the visual identity for Andscape (formerly The Undeclared).

“As someone who strives to embody the mission of NAMIC, I am beyond honored to be recognized as a Luminary. Advocating for diversity in our industry is more imperative now than ever and to play a part in that effort at ESPN truly adds meaning to my work.”

**SOPHIA
ZEINU**

*VICE PRESIDENT
DIVERSITY, EQUITY & INCLUSION, WORKFORCE
WARNER BROS. DISCOVERY*



Sophia Zeinu is the VP of Equity + Inclusion Strategies for Warner Bros. Discovery where she uses a data-driven, systems-based approach to develop and operationalize global diversity, equity, and inclusion strategies. She focuses on redesigning talent and organizational systems with an equity lens, building leadership and employee DEI capabilities, fostering a more inclusive culture, and enabling measurement and accountability at the enterprise and business unit level.

Prior to Warner Bros. Discovery, Sophia worked at Deloitte Consulting in the Diversity, Equity and Inclusion (DEI) practice where she helped numerous global organizations navigate DEI transformations and facilitated DEI sessions for thousands of employees at Fortune 500 organizations. Sophia has also authored and contributed to DEI thoughtware, including Support Your Black Workforce, Now; 10 Ways HR Can Support the Black Workforce; and Becoming an Equitable Enterprise.

Sophia has a BA in Sociology from Georgetown University and an MBA from Northwestern University's Kellogg School of Management.

“I feel deeply honored and grateful to be recognized by NAMIC amongst so many incredible leaders. NAMIC has a long history of advancing diversity, equity, and inclusion and I am committed to continuing to champion the work to make a lasting impact on our industry and beyond.”

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NEXT GENERATION LEADERS

KIA PAINTER

*EXECUTIVE VICE PRESIDENT
CHIEF PEOPLE OFFICER
COX COMMUNICATIONS*



Kia Painter is Incoming EVP & Chief People Officer. She is responsible for leading the HR and Talent organization for Cox Communications. Prior to this role, Kia served as senior vice president, HR Business Partnerships. She has led company's key talent practices including compensation, inclusion and diversity, leadership development, organization design, and succession planning, and employee engagement. Painter joined Cox in 1998 as a part time HR Assistant in the Hampton Roads market after college. During her 24+ years with Cox, she has risen through the ranks and led HR throughout Cox regions and markets in the Southeast notably in Virginia, Florida, and Louisiana. In 2015, she moved to Atlanta to establish the employee experience and organization design practices for the company.

She is the recipient of various industry awards including:

- 2021 Horizon Woman to Watch Award, The WICT Network Southeast
- 2021, 2020, 2019-CableFax Diversity List
- 2014 Top 40 under 40 by Multichannel News Magazine
- 2011 NAMIC Luminary Award

She holds a B.B.A. from James Madison University. She also holds a M.A. in Human and Organizational Development from The George Washington University and a M.B.A. from Tulane University.

“I have had many career changing experiences because of NAMIC’s impact on my life. My time in NAMIC’s Mentoring Program, Leadership Seminar, and ELDP prepared me for today. To receive the Next Generation Leadership award from an organization that has enriched me so tremendously is the apex and quite extraordinary. Thank You NAMIC.”

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NEXT GENERATION LEADERS

FREDDY ROLÓN

*SENIOR VICE PRESIDENT
PROGRAMMING AND SCHEDULING
ESPN*



Freddy Rolón serves as senior vice president, programming and scheduling, a role he was promoted into on September 2021. He is responsible for leading the overall content strategy and schedule for ESPN's linear networks, including ESPN, ESPN2, ESPNU and ESPNEWS. He also oversees all aspects of the ESPN Deportes business.

In his tenure at ESPN, Rolón has played an integral role in the development of the company's content strategy to reach bilingual Hispanics consuming sports content across all of ESPN's English-language platforms. He works closely with ESPN's programming, production, audio, digital and print media teams, to maximize the relevance and appeal of ESPN's English-language products for U.S. Hispanic fans.

Rolón serves as a member of The Walt Disney Company's CEO Diversity & Inclusion Council and is on the board of NAMIC and Partnership with Children.

“I thank NAMIC humbly for this award and for decades of vital leadership in our industry. I am grateful to be recognized by an organization I so deeply respect and for impactful work I feel immensely proud to be a part of at ESPN and The Walt Disney Company.”

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NEXT GENERATION LEADERS

MONICA WILLIAMS

*SENIOR VICE PRESIDENT
DIGITAL PRODUCTS & OPERATIONS
CONTENT DISTRIBUTION
NBCUNIVERSAL*



Monica Williams is Senior Vice President, Digital Products & Operations, for NBCUniversal's Content Distribution Group. Her current role encompasses content fulfillment of on demand and linear channels as well as developing innovative experiences through product & data solutions. Following consumer attention, Williams and her team apply a human-centered design approach and developed a metadata optimization initiative that drives efficient content discovery to meet business needs.

Williams is a founding member and leader of NBCUniversal's "Asian Pacific Americans @ NBCUniversal". She is also a founding member of Chief in Los Angeles, serves on the advisory board for StreamTV, the global advisory board for NBCU TechWomen, and is on the board of directors for Youth Design Center.

Williams is a University of Michigan graduate with a B.S. in Industrial Operations Engineering and an MBA graduate from Claremont Graduate University, Peter Drucker School of Management concentrating in Marketing & Leadership and a graduate of Harvard Business School's Cable Executive Management Program.

"I am honored to accept NAMIC's Next Generation Leaders Award alongside such deserving peers. Recognition like this inspires me to continue to bring an all-important diversity lens to everything we do and leverage diversity as a business imperative in the industry. Thank you to NAMIC for helping us create cultures of belonging in our industries and workplaces."

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NEXT GENERATION LEADERS

JAMES HENDRICKS

DECEMBER 8, 1972 - SEPTEMBER 18, 2022

GROUP VICE PRESIDENT

HUMAN RESOURCES & ADMINISTRATION

SPECTRUM REACH



NEXT GENERATION LEADER AWARD (PRESENTED POSTHUMOUSLY)

James Hendricks was Group Vice President, Human Resources & Administration for Spectrum Reach, the advertising sales and production services division of Charter Communications. With more than 25 years of progressive HR leadership experience, James led a team of 85 people, supporting 3,000 employees in 182 locations. James was responsible for Spectrum Reach's HR Generalists, Talent Acquisition, Diversity & Inclusion, Learning & Development, Facilities, and in-house PMO. He previously held key HR leadership roles at ESPN and GE (NBC, Telemundo, MSNBC). James was a participating member of NAMIC, CTHRA/C2HR, Alpha Phi Alpha Fraternity Inc., and the National Black MBA Association. He also served on the board of directors for Safe Horizon as well as the board of directors for New Light Baptist Church. James earned his MBA from Case Western Reserve University, as well as a BS in Business Management and BA in Psychology from Case Western. James was a participant in the GE Human Resources Leadership Program and the International Scholar Program at the University of Seville in Spain.

“It’s my honor to receive this prestigious award and to be included with this group of accomplished fellow award recipients in the media industry. I’m proud of the efforts that our Spectrum Reach team has made in advancing D&I since I joined, and I remain focused on continual improvement and accountability.”

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DIVERSITY IN TECHNOLOGY AWARD

FRANKLYN ATHIAS

SENIOR VICE PRESIDENT
EMERGING TECHNOLOGY AND SERVICES
COMCAST CABLE



Franklyn Athias, Senior Vice President, Emerging Technology and Services, leads the convergence of Comcast's mobile product with our broadband connectivity services. He is driving the roadmap for new converged connectivity services as well as the growth strategy for related platforms and features for mobile and broadband.

During his 27-year Comcast career, Franklyn spearheaded several IP Architecture programs for cable modem broadband services and has been responsible for developing and deploying strategic growth opportunities to launch TV, Internet, Digital Voice and Wireless services - most recently leading the integration of Xfinity Mobile into Comcast's next generation product portfolio.

Franklyn is an executive sponsor of the BENGINEERS, technologists who are part of Comcast's Black Employee Network (BEN), and founded coding programs for minority youth in his local community. Franklyn holds over two dozen U.S. patents and received his Bachelor of Science degree in Computer Science from Rochester Institute of Technology.

“I’m honored and grateful to be nominated by my peers and to be selected by NAMIC for this inaugural award. Diversity in technology and a mission for change have always been a passion of mine and I’m inspired by the progress that is being made to strengthen inclusive opportunities in our industry.”

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MICKEY LELAND HUMANITARIAN ACHIEVEMENT AWARD

**JUJU
CHANG**

ABC NEWS



Juju Chang is an Emmy Award-winning co-anchor of ABC News' "Nightline." She also reports regularly for "Good Morning America" and "20/20." Chang's decades of reporting converged in two hour-long specials about the rise of hate crimes toward the Asian American and Pacific Islander (AAPI) community in 2021. She co-anchored an ABC News Live special "Stop The Hate: The Rise In Violence Against Asian Americans." And after the mass shooting at three spas in Atlanta, Chang co-anchored and reported from the scene for an "ABC News 20/20" breaking news special "Murder In Atlanta."

Chang has been recognized for her in-depth personal narratives set against the backdrop of pressing national and international news: from natural disasters to terrorism and racial equity. Her long-form storytelling includes a critical examination of the controversial "Remain in Mexico" immigration policy, told through the eyes of one pregnant woman and her family among the 60,000 asylum seekers camped for months along the Rio Grande. Chang's award-winning report "Trans and Targeted" on violence against transgender women of color across the country caps a series of her stories on LGBTQ+ issues. Chang won a GLAAD award for her story about Matthew Shepard's murder and the legacy his parents built in his honor.

Chang has covered major breaking news for decades for ABC News including extensive coverage of the COVID-19 pandemic: the science, the economic fallout, the racial disparities, the impact on hospital ICUs and essential workers.

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MICKEY LELAND HUMANITARIAN ACHIEVEMENT AWARD

Chang has covered mass shootings and the myriad issues raised by shootings at the Pulse nightclub in Orlando, at the concert in Las Vegas and at the Sandy Hook school in Newtown, Conn.

She's reported on global issues and gender-based violence, including a trip through Central Africa on the front lines against Boko Haram and #bringbackourgirls. She traveled to Honduras for "Femicide: the Untold War," an eye-opening look at rampant violence against women.

Chang has profiled newsmakers like Facebook COO Sheryl Sandberg, Joe Biden and Oprah Winfrey as well as entertainers like Chris Pratt, Tom Hanks and Nicki Minaj. Her extensive feature reporting covers parenting dilemmas, opioid addictions and social media moguls like Dude Perfect and Kendall Jenner.

A former news anchor for "Good Morning America," Chang joined ABC News just after college as an entry-level desk assistant in 1987 and rose to become a producer for "World News Tonight." After reporting for KGO-TV in San Francisco and the ABC News affiliate service NewsOne in Washington, she co-anchored the overnight show "World News Now." Chang's work has been recognized with numerous awards, including multiple Emmys, Gracies, a DuPont, a Murrow and Peabody Awards.

Born in Seoul, South Korea, and raised in Northern California, Chang graduated with honors from Stanford University with a Bachelor of Arts in political science and communication. She is married to WNET president and CEO Neal Shapiro and, together, they have three sons. Chang is a member of the Council on Foreign Relations and a founding board member of the Korean American Community Foundation.

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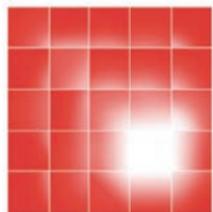


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