Contributors

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**Stacy Blake-Beard** is a Professor at Simmons School of Management where she focuses on the challenges and opportunities offered by mentoring relationships, and on how these relationships may be changing as a result of increasing workforce diversity. She received a 2010–11 Fulbright Award to support her project entitled ‘Systems of Sustenance and Support: Exploring the Impact of Mentoring on the Career Experiences of Indian Women’, in partnership with the Center for Leadership, Innovation and Change at the Indian School of Business in Hyderabad, India. She consults with a number of organizations on issues of diversity, implementing formal mentoring programmes and team building for organizations. She currently serves in an advisory capacity for Catalyst’s Women of Color Project and Harvard Medical School’s Office of Diversity and Community Partnerships.

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**Sarah Dinolfo** works at Catalyst where she directs research that examines and addresses barriers to women’s professional advancement. Drawing on her consulting experience with Fortune 500 companies, she provides organizations with a better understanding of issues facing both women and men at work and provides tools to create more inclusive work environments. Sarah’s areas of study include mentoring and sponsorship, men’s role in workplace inclusion, and the unwritten rules of advancement. As part of the Catalyst Award Evaluation Committee, she has worked with many organizations to evaluate, recognize, and enhance their inclusion initiatives. Sarah holds a MA in Industrial-Organizational psychology from Southern Illinois University at Edwardsville.

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Katherine Giscombe leads the Catalyst initiative to address the specific challenges faced by diverse women around the world. She directed Catalyst’s groundbreaking study, Women of Color in Corporate Management: Opportunities and Barriers, and several subsequent in-depth research studies on women of color. At Catalyst, she has also led several consulting engagements designed to improve inclusiveness of work environments. Dr. Giscombe has extensive corporate work experience, having supported marketing and new product development at a variety of Fortune 500 companies prior to joining Catalyst. She combines her doctoral training in Organizational Psychology from the University of Michigan and at the Institute for Social Research with her experienced-based perspective and research to design and conduct unique, comprehensive, and solutions-based research.

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