

Women Who Advocate for Equity, Diversity and Inclusion

“Women Who Advocate for Equity, Diversity and Inclusion” is the 2024 theme of Women’s History Month. The theme recognizes women who are champions for change, advocating to eliminate systemic inequalities and foster a society where everyone is valued and respected without prejudice or discrimination. Fair360 highlighted four women advancing DEI at their companies.

Eliana Nunez



Eliana Nunez began her 40-year career at The Cigna Group (No. 14 on the Top 50 list) working in the mailroom. In 2023, she became Cigna’s VP of Diversity, Equity & Inclusion. Nunez believes that true commitment and progress in supporting DEI must be integrated into what a company does and how they do it.

“By positioning the DEI as a strategic focus, we can really create a systemic change that’s required to make meaningful progress. Otherwise, the energy behind DEI will fall short, and it will be considered something that is done on the side, one-off type initiatives, etc., and not front and center.”

Sally Saba



In 2020, Sally Saba was appointed Medtronic’s (No. 2 on the Top 50 list) first Chief Inclusion and Diversity Officer. In her role, she is responsible for

strengthening Medtronic’s I&D strategy. Saba is also responsible for advancing Medtronic’s inclusive culture and ensuring the company is well-positioned to attract and retain top talent.

“We are advancing inclusion, diversity and equity at Medtronic to achieve zero barriers to opportunity. This means we are building a culture where all our people belong, are respected and feel valued for who they are and what they contribute. We are moving faster toward a future where we more fully leverage all our collective strengths—from our mission to our people, from our buying power to our influence—to remove barriers to equity in our workplace, across healthcare and within the communities we serve.”

Alicia Petross



Alicia Petross is the Chief Diversity Officer for The Hershey Company (No. 3 on the Top 50 list). Petross has been a member of the Human Resources Leadership Team since December 2015, where she leads the development and execution of Hershey’s DEI strategies with the Pathways Project. The five-year plan, introduced in 2021, is Hershey’s mission to make the company fairer and more inclusive by improving racial representation, creating a culture of belonging and striving for and achieving pay equity.

“We’ve taken steps to accelerate our DEI strategy with a particular focus on women and people of color. First, we’ve paused and listened to others, including employees, the market and the communities in which we live. We’ve also set the tone at the top of the organization with our board of directors and senior leadership. We recognize that while we’ve made progress, there is still more work to do.”

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Claire Borelli



Claire Borelli is the Senior Executive Vice President and Chief People Officer at TIAA (No. 8 on the Top 50 list). She joined the company in August 2022 as Chief Diversity and Talent Officer and has nearly three decades of experience as a human resources leader at global financial services companies. Borelli is responsible for TIAA's HR strategy and execution, including DEI, talent acquisition, development and retention.

“At TIAA, we believe our business is only as strong as our team, and the best team is one that is as diverse as the clients we serve. We continually refine our strategy and approach to inclusion, diversity and equity, powered by our team’s diverse backgrounds, perspectives and experiences, recognizing that it’s less about the destination and perfection, but about the journey of realizing a workplace in which we all feel we belong.”



Employee Discussion Questions

- How can organizations ensure equal opportunities for women in leadership roles and decision-making positions?
- How can companies and education systems better support girls' interests and ambitions in STEM, business, politics or other fields typically dominated by men?
- What initiatives or actions can help create a more inclusive workplace culture that challenges and dismantles myths about women's abilities and contributions?
- How can we inspire confidence and leadership skills in young women, especially those who might doubt their abilities due to societal expectations?
- How can we foster an environment where both men and women actively support and champion each other's success in the workplace?
- How can we ensure that discussions about women's achievements and history continue beyond Women's History Month to inspire future generations?