

CRAIN'S

CHICAGO BUSINESS

CHICAGOBUSINESS.COM | JULY 13, 2020 | **CRAIN**

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NOTABLE

LGBTQ EXECUTIVES

+ BUSINESSES CHAMPIONING DIVERSITY AND INCLUSION

This Notables section features 56 LGBTQ executives and 10 companies that champion diversity. A number of the honorees work for or support leading advocacy organizations, including AIDS Foundation of Chicago, Center on Halsted, Chicago House & Social Service Agency, Equality Illinois and Howard Brown Health.

Some of the attorneys on the list represent gay clients in employment or family law matters. Others have handled asylum cases for clients who were persecuted in their home countries. They help advance colleagues through the LGBT Bar Association and other legal forums.

These Notables are working at small businesses and large corporations, arts organizations and nonprofits. Typically, they started or sponsor employee resource groups and serve on diversity and inclusion councils with an eye to breaking down the barriers that keep LGBTQ people from advancing to leadership positions. And they mentor colleagues informally or in structured settings to help them get ahead.

The Supreme Court's landmark ruling in June that civil rights law protects gay and transgender employees from discrimination pleases this cohort of Notables and the broader community that advocates equality.

RODNEY JONES-TYSON

Chief Risk Officer

Baird

As chief risk officer, Rodney Jones-Tyson identifies and manages risks that may emerge from counterparty transactions, securities underwriting, cybercrime and other sources. He's the first LGBTQ and African American member of Baird's executive committee. Jones-Tyson led Baird's response to the pandemic across global operations, including ensuring that trading, clearing and settlement activities were maintained while transitioning Baird's 4,600 employees to work from home. He revamped the company's analysis of trading inventory risk and enhanced information security and cyber programs. Jones-Tyson helped establish an LGBTQ employee resource group that he sponsors and has grown to 120 members. A multicultural resource group he helped start led to a tripling of the number of officers who are people of color. Jones-Tyson is a member and former co-chair of Baird's Business Diversity Council.

