



Linda Calvin, J.D.

9587 Summerton Drive	
317-289-5697	
Linda.d.calvin@gmail.com	
www.linkedin.com/in/lindacalvin	

An Executive Leader oriented at the intersection of technology, diversity, and leadership, I leverage my cross-sector experience to lead the disruption of biased systems, collaborate with businesses and organizations to curate and design diverse tech talent pipelines, and help employees and learners thrive. In my role as Statewide IT Sector Vice President for the School of IT at [Ivy Tech Community College](#), the largest singularly accredited community college in the nation with 42 locations across the state of Indiana, I focused on dismantling barriers that disconnect vulnerable populations from meaningful inclusion in economic opportunity and led the design of high-wage, high-demand tech credentials to meet market demand. I am passionate about strategic planning and communication that engage each employee in organizational shifts, allowing change to not only take root but flourish. I live by the principle of constant improvement and make it my mission to inspire others around me to do the same. I believe visibility is essential in nurturing more diverse tech talent for women of color, When You See Us, You Can Be Us, and I live by this rule and seek opportunities to speak and influence.

My north stars: Nurturing diversity, building networks, mentoring, developing creative teams, future-focused strategy, tech equity, energizing community and innovating through growth mindset to ensure a business return on investment or to attain strategic goals.

Skills

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| <ul style="list-style-type: none">● Tech/Equity Thought Leadership and Speaking● Diversity and Inclusion Communications and Initiatives● Facilitation of equity in tech hiring, mentoring, engagement and training● Mentoring and Connection● Relationship Development and Management (Employer/Collegiate/Community)● Transformation of organizational culture and leadership engagement | <ul style="list-style-type: none">● Digital and Mobile Applications Development● Communications design and strategy● Data Privacy, GDPR and Privacy by Design● Mentoring and Connection● Agile, Waterfall Project Management and Software Development Life Cycle● Strategy and operations leadership |
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Experience

JANUARY 2023– PRESENT

Chief Impact Officer/ Reboot Representation

In my Chief Impact Officer role, I collaborate with the Chief HR and Diversity Officers in the Reboot Tech Coalition to assist and support in building equitable and inclusive cultures to recruit, retain and advance Black Latina and Native American (BLNA) women. With the CEO, I develop strategies to support BLNA women entering the workforce by connecting them with resources and programs sponsored by the Reboot Coalition.

- Partner with research institutions to share/present data on BLNA women in tech;
- Speak on stages about creating inclusive cultures and how to flip the script on inequity for BLNA women in tech;
- Forge relationships with CHROs, Chief Diversity Officers and Executive HR leaders to support their work in building inclusive cultures.

DECEMBER 2018– PRESENT

Tech Diversity and Talent, Facilitator, Speaker/ Transcend Consulting

Partner with companies and organizations to design tech initiatives to meet tech talent gaps, demystify tech and raise awareness of opportunities in the tech to attract more women, youth and people of color into the tech ecosystem. I facilitate tech leadership meetings to address issues of cyber threat readiness, cyber hygiene, redesigning talent pipelines and trends in tech and equity. I regularly speak on topics of tech equity, diversity, networking, and mapping passion to tech.

- Facilitating creation of series of Cloud events – Women in Cloud, Kickstart a Cloud Career – with Indy Women in Tech and Central Library of Indianapolis.
- Partnering with Indiana tech association to define Cloud pathways to help design Cloud talent pipelines.
- Assisting tech companies and organizations to identify diverse talent and providing resources for mentoring talent of color.
- Served as a workshop keynote, leading CIOs and CISOs in a Ransomware Choose your Own Adventure tabletop exercise at the 2021 Evanta CIO Executive Summit.

APRIL 2019– FEBRUARY 2022

Vice President, IT Sector / Ivy Tech Community College, Indiana

Partnered with faculty leaders, deans and administrative leaders to scale the school of IT and raise awareness of tech programs and pathways to the tech workforce. Led initiatives to ensure the school of IT curriculum was technically relevant, collaborated with employers and industry to design tech credentials that result in high-wage, high-demand jobs, designed strategies to create a tech talent pipeline for the community, provided professional development for faculty to learn emerging tech and led multiple DEI initiatives to create an inclusive school, curriculum and workforce.

- Drove results for students through transformational strategies and college-wide initiatives.
- Led the design of cyberentrepreneurship pathway with four-year partner, Martin University the only Predominantly Black Institution (PBI) in the state of Indiana. Leaned in with faculty to understand curriculum needs and define linear pathways for success.

- Reorganized the school of IT to align to industry and transform existing programs to reflect emerging technologies and tech disciplines like Cloud, Data Analytics, DevOps, Agile methodology, GitHub and User Experience.
- Partnered with the Indiana Department of Workforce Development leaders to create grant-eligible certifications for Indiana residents in [AWS/Cloud](#).
- Designed the DiversIT Speaker series which featured industry thought leaders to discuss challenges and craft strategies for our under-represented, under-served and incarcerated communities.
- Collaborated with educational organizations, tech employers and non-profits to design tech apprenticeship pipelines for high school students and community college graduates.
- Forged transformational relationships with Fortune 500 companies, tech industry employers such as Intel, Apple, AWS and Microsoft, and tech organizations in the Indiana tech sector to sponsor events, design thought leadership, serve as advisory boards and voice curriculum and strategy.
- Developed tech workforce initiatives to create credentials highly sought-after short-term credentials in the [Community College Growth Engine Fund inaugural cohort with the Education Design Lab](#).
- Researched and designed training for faculty and staff in digital transformation, Cloud, design thinking, Agile, DevOps via the DevOps Institute and [Intel AI to the Workforce](#).
- Served as a thought leader for diversity in tech, speaking at IT events, facilitating conversations with C-suite and executive leaders, engaging with community to speak at STEM camps for underserved communities, partnered with community-based organizations to amplify the message of diversity and inclusion to the tech workforce.

DECEMBER 2016 – MARCH 2019

Global IT Digital Leader / Stanley Black & Decker, Security, Indiana

Led global design and development of digital and mobile products to increase customer service productivity and facilitate digital transformation, developed new processes to propel business forward while support fiscal needs of the Security business and IT function.

- Led a global team of business and sales leaders, consultants, and IT professionals to develop a \$4MM healthcare application and website for the first IoT device, [Okpria](#), for the Security business.
- Served as liaison for Price Waterhouse Coopers and other cyber function for the global security business in evaluating compliance with General Data Protection Regulation (GDPR) and privacy by design.
- Directed the selection of local agency to revamp and redesign major customer service application; new look, new feel, new functionality.
- Facilitated development and design for security business digital footprint, leading web development and redesign projects, introducing scrum methodology to global teams and PMO.
- Led and organized IT quarterly townhalls, conducted research and defined goals for IT employee engagement and facilitated global digital meetings for the Office of the CIO for the Security business to inform global IT organization of business and IT strategy and operations initiatives.
- Managed the global IT digital capex/opex budgets \$500K+, vendors and served as key contact for the Project Management Office (PMO) in managing IT projects, regularly provided updates to global IT leaders on digital and mobile project status and stage gates.
- Volunteered and served as the Executive Sponsor for the first LGBTQ employee resource group in the Stanley Black & Decker organizations and participated as speaker engagement chair for Women's Innovation Network.

JUNE 2015-APRIL 2016

Senior Communications Project Leader / Federal Home Loan Bank

Fueled positive cultural change and significant boost in employee engagement by transforming internal communications as a vehicle for aligning the importance and impact of employee contributions to enterprise mission, values and purpose.

- Led transformation of digital property and designed UAT testing, content management processes and governance for digital content.
- Empowered and engaged employees by restructuring internal newsletter to an informative and education vehicle.
- Partnered with the CEO, Sales & Marketing, Human Resources and various business lines identifying and eliminating business challenges and strengthening operations through strategic communication and technology initiatives.
- Recognized by the CEO for building interest and excitement, leading to increased participation, in community investment programs by transforming annual reports into contemporary, human interest marketing materials.
- Transformed recruiting by modernizing HR materials and partnering with central Indiana Orr Fellowship program, a cream of the crop talent pipeline, which curates the top talent from colleges in the Midwest.
- Full ownership of communications leadership including managing direct reports, brand compliance, internal audits, crisis management, business continuity plan initiatives, press releases, bulletins, reports and digital content.

SEPTEMBER 2014 -MAY 2015

Director, Employee Engagement and Communications/ Teradata Marketing Applications *(sold to private equity firm in 2015)*

Recruited to and successful in identifying major causes and developing effective solutions to combat 40% attrition rate by redefining culture, leveraging leadership participation, employee engagement, metrics, processes and technology.

- Coached leaders on core message delivery, implementing transformational programs and managing day-to-day operations for improved employee engagement, accountability and transparency of expectations.
- Established internal communications processes and success metrics after diagnosis of engagement disconnect.
- Coordinated and coached Chief Marketing Officer in refining communications of organizational changes to employees.
- Elevated brand, increased business opportunities and attracted quality candidates by forging relationships with the Orr Fellowship Talent Program, the Techpoint Mira Awards, creating Teradata Talks and providing leadership within community outreach programs.
- Improved recruitment and retention leading HR in revitalizing attraction, onboarding and training of key positions.

APRIL 2013 -SEPTEMBER 2014

Assistant Corporation Counsel/ City of Indianapolis

After volunteering for Indianapolis Legal Aid Society and the Indianapolis Bar Association, recruited by Corporation Counsel of Indianapolis to manage caseload of city ordinance violations and litigate cases in various venues across three townships.

- Facilitated expert negotiation and problem-solving skills to identify alternatives to litigation and gain compliance from defendants.
- Created brand expertise as a speaker on social media in regulated environments for the Marion County Bar Association and created continuing legal education class for the American Bar Association.
- Streamlined complaint drafting processes and court scheduling leveraging technology.

APRIL 1993 – JANUARY 2013

Global Digital Product Leader 2001-2013

Communications Specialist, Mergers & Acquisitions (M&A), Internet Advocacy, Public Affairs, 2001

Field Research and Development (R&D) Intranet Leader, 1998-2001

New Products -Quality Assurance Specialist, 1995-1998

IT Systems Support Specialist, 1993-1995

Dow AgroSciences (now Corteva Agriscience)

Continuously elevated into positions of increased scope and impact as internal advocate and influential leader, leveraging communications and technology to define, strengthen and build brand, employee engagement and global presence.

- Led analysis and solution development for numerous sensitive/high impact initiatives including low engagement in leadership meetings and near non-existence of enterprise in digital space as compared to industry.
 - Created impactful digital marketing and communications products across digital, mobile and social platforms leading cross-functional teams, software engineers and vendors.
 - Assisted global business leaders in achieving enterprise and line of business goals by designing strategic initiatives, building trust to embrace communications technology tools and analyzing results against success metrics.
 - Strengthened and protected enterprise by defining corporate branding standards; authoring global social media policies and developing training/leading execution of Federal Insecticide Rodenticide Fungicide Act (FIFRA), US CAN-SPAN and global data privacy standards.
 - Strategic partner to global business leaders in the US, Canada, Mexico, Europe, Latin America and Asia, spearheading effective product promotions by establishing and training internal resources while maximizing external agencies.
 - Served as a leader for the first employee diversity leadership steering committee, participated as chair of the first African-American Employees Network.
 - Created center of expertise in the deployment of mobile applications using Agile methodology.
 - Developed innovative emerging technology digital summit as a two-day think tank of all agencies and global business partners to define the digital landscape for the global Ag business.
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Education

MAY 2009

Juris Doctor / Indiana University McKinney School of Law, Indiana

Admitted to the Indiana State Bar in 2009, licensed to practice law in the Northern and Southern Districts of Indiana

MAY 2001

B.A. Journalism / Butler University, Indiana

Graduated cum laude with High Honors in Journalism.

Awarded the Nicholas "Mac" Cripe Award for Outstanding Scholarship in Public and Corporate Communications, 1998

MAY 2016

Certified Scrum Master (CSM) / Scrum Alliance

Community Leadership

Present Roles

- Committee Member, United Way of Central Indiana Technology Fund Committee
- Council Member, Indiana Executive Cybersecurity Council
- Advisory Board Member, Franklin College Digital Fluency Initiative
- Board Member, Tech Charter School, [Rooted School Indianapolis](#)
- Board Member and Director of the Executive Women's Forum, [Women & Hi Tech](#)
- Advisory Board, [Six Sigma Racial Equity Initiative](#)
- Creator/Sponsor, [Transcending Boundaries Tech Scholarship](#)
- Creator/Leader, Empowered Women of Central Indiana Annual Photo Shoot

Previous Roles

- Board Member, Indiana Technology and Innovation Association
- Mentor, [The Starfish Initiative](#)
- Board Member & Volunteer Guardian Ad Litem, [Kids' Voice of Indiana](#)
- Volunteer, Indianapolis Children's Museum, Technology Resources Working Group
- Volunteer, Indiana VEX Robotics Competition
- Board Member, The Gifted Gown
- Resource Development Leader, Indiana Youth Group
- Board Member, Child Advocates
- Volunteer, Indianapolis Bar Association's Low Asset Will Program & Ask a Lawyer
- Volunteer, Indianapolis Bar Association, Speaker US Naturalization Ceremonies

Awards

- 2023 Hope Magazine Hope 25 Hope Honoree
- 2023 Award Winner, Innopower Black Innovator Awards
- 2022 Nominee, Leadership in STEM, Women & Hi Tech Leading Light Awards
- [2022 Tech Leader on the Rise](#), Education, Information Technology Senior Management Forum (ITSMF)
- [2022 Tech Community Impact Award, Finalist](#), Techpoint Mira Awards, Indiana
- 2022 Leadership in STEM, Nominee, Women & Hi Tech Leading Light Awards, October, Indiana
- 2021 Tech Educator of the Year, Finalist and Honorable Mention, Techpoint Mira Awards, Indiana
- Indianapolis Bar Association, Pro Bono Hall of Fame, 2012

Publications – LinkedIn, Blog Posts, Featured

- [Pivoting to Tech? A Few Tips for the Pivoters, the TechCurious, Newbs and Students](#)
- [4% Error: The Talent you Requested is not Found](#)
- [The Likeability Bias and the Impact on Female Leaders](#)
- [Tips for Engaging Black Colleagues](#)
- [Want to Attract More Girls to STEM? Demystify Computer Science](#)
- [Are you a Male Ally, For Reals?](#)
- [How Authentic Can You Be With your Boss?](#)
- [The Great Guy Defense](#)
- [From a Black Colleague](#)
- [The Art of the Interview Thank You](#)
- [The Lack of Diversity in Cybersecurity](#), Indiana's Cybersecurity Hub, Blog, State of Indiana
- [Kickoff to Cybersecurity Month: Ivy Tech Talks Cyber](#)

2023 Speaking Engagements and Media

- July, Panelist, Indiana Black Expo Youth Summit, Black in Tech
- June, Panelist, Jobs for the Future Horizons Summit, Shaping the Next Generation of Diverse Tech Leaders - Women and Girls of Color
- June, Panelist, AnitaB.org, Juneteenth Event: Advancing Equitable Participation of Black Women in the Tech Ecosystem
- May, SHOUTOUT HTX, Voyage LA Magazine, <https://shoutouthtx.com/meet-linda-calvin-chief-impact-officer-reboot-representation/>
- May, Keynote Speaker, Ivy Tech Community College, IvyWorks Internship Orientation
- May, Session Speaker, Annual NCWIT Summit, Mapping Passion to Tech
- May, Session Speaker, Annual National Center for Women in Technology (NCWIT) Summit, Find Your Fierce: Own your Purpose, Passion and Power
- April, Keynote Speaker, Rewriting the Code, Black Wings, Navigating Uncertainty & Rejection in Tech
- March, Panelist, Indianapolis Public School #70 Center for Inquiry, Community Leader Panel, 5th Grade Class,

- February, FEATURE, Women Wednesday, Hope Magazine, <https://www.hopeforwomenmag.com/hope-for-women-magazine/2023/2/7/women-wednesday-with-linda-calvin>.
 - February, Panelist, SHPE and WCEC, Webinar: The Role of Professional Societies in Retaining Women Engineers of Color
 - February, Guest Speaker, Women & Hi Tech Clickside Chat, Closing the Gap for Youth and the Underrepresented
 - March, Moderator, Panel, Women & Hi Tech, What You Need to Know About AI
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2022 Speaking Engagements and Media

- December 2022, Keynote Speaker, Dress for Success Indianapolis, Professional Women's Group
 - November, Panelist, Young Professionals of Central Indiana, Wonder Woman Talk
 - November, Fireside Chat, Mentors of Color, Empowering Women of Color at Work,
 - October, Panelist, Finding Career Success, Be Golden Conference 2022
 - September, Panel Moderator, Techpoint Mission 41K
 - September, Closing Keynote, Redesigning Tech Talent Pipelines, Chicktech Conference 2022
 - August, See Yourself in Tech, Central Library of Indianapolis Digital Outreach, Cloud Talent
 - July, Article by Eric Williamson, Tailored Training Solutions, [Tech Needs a Conscience](#)
 - June, Speaker, Indianapolis Boss Babe Brunch, FIND YOUR FIERCE TALK: I Hid My Face
 - May, Host/Organizer, Women & Hi Tech, Executive Women's Forum, Unleash the Power of LinkedIn
 - April, Shoutout Colorado, [Meet Linda Calvin | Tech thought leader, advocate for equity and change agent](#)
 - March, Women in the Workforce, STEM Camp for Young Women, Direct Employer's Institute
 - February, Interviewer, Girls Inc of Greater Indianapolis, Young Women in Leadership, Mock Interview Day
 - February, Panelist, Indiana University, Women in Computer Science
 - February, Host/Organizer, Special Edition, Executive Women's Forum with Angel Henry, Author of Dents in the Ceiling, Women & Hi Tech
 - February, Host/Organizer, A COVID-19 Update with Dr. Vivian Cintron, Women & Hi Tech
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2021 Speaking Engagements and Media

- MEDIA: December, Indiana Technology and Innovation Association, [Indiana Innovates with Linda Calvin](#)
- December, Participant/Judge, Nextech, Computer Science for Good
- November, Evanta CIO/CISO Event, Keynote Speaker and Workshop Facilitator, #EpicFail, A Cybersecurity Workshop
- October, Host/Organizer, Women & Hi Tech, Executive Women's Forum, Network Like a Ninja
- September, AWS Summit, Washington DC, Speaker, Workforce & Education in the Cloud
- June/July, STEM Yes! Youth Camp Speaker, STEM Careers and Diversity
- June, Host/Organizer, Women & Hi Tech, Executive Women's Forum, Let's Talk Cyber Hygiene
- June, Innopower Minority Conference, Redesigning Talent Pipelines
- May, Panelist, Armed Forces Communications and Electronics Association (AFCEA), Cyber and Workforce Education, Shall the Children Lead in Cyberspace

- April, Radio Now: [Map your Passion to a Tech Career, InspireHer Virtual Expo](#)
- April, Host/Organizer, Women & Hi Tech, Executive Women's Forum, The "E" is for Entrepreneurship
- MEDIA: March, Indianapolis Recorder News Online: [Changing the Diversity Profile in Tech](#)
- March, Python WebCon, Keynote Speaker, [Redesigning the Tech Talent Pipeline](#)
- March, Panelist, IU statewide Summit on Women and Tech, Interrupting the Gender Bias
- February, Panelist, Indianapolis Recorder & Rooted Schools Black in Tech Town Hall, Addressing the Tech Talent Pipeline
- February, Panelist, Cox Automotive Sessions for Black History Month, Executive Roundtable with Black Tech Thought Leaders, Discussing Diversity & Inclusion
- January, Speaker, Salesforce Women in Tech, Fort Wayne Chapter, [Building a Career in Tech](#)
- February, Participant/Presenter, Girls Inc of Greater Indianapolis, Virtual Mock Interviews and Yes You Can! Fighting Impostor Syndrome.
- MEDIA: [Seven Questions with Linda Calvin](#)