

GENERAL SESSION AND KEYNOTE SPEAKER

J. T. (Ted) Childs, Jr.¹

Mr. Childs joined IBM in 1967, and is IBM's Vice President, Global Workforce Diversity with worldwide responsibility for workforce diversity programs and policies.

In addition to a variety of human resource staff and management assignments, Mr. Childs served as Executive Assistant to Dr. Benjamin L. Hooks, Executive Director of the NAACP, on an IBM Social Service Leave from March 1982 to September 1983.

Mr. Childs is a 1967 graduate of West Virginia State College and a member of the board of directors and a past president of the West Virginia State College Foundation. He is a member of the Executive Leadership Council (ELC), American Society on Aging Business Forum; The Conference Board's Work Force Diversity Council; the American Business Collaboration Board of Champions; the American Association of People with Disabilities Board of Directors; The Executive Board of the President's Committee on Employment of People with Disabilities; and the Leadership Education for Asian Pacific's Board of Directors (LEAP).

In December 1989, Mr. Childs was appointed by Governor Mario Cuomo to the New York State Governor's Advisory Council on Child Care. In May 1992, Mr. Childs was named co-chair of the National Council of Jewish Women's Work Family Advisory Board and in November of that year this organization presented him with their Founder's Award for commitment to quality of life issues for America's families.

In 1995, Robert B. Blancato, Executive Director of the White House Conference on Aging appointed Mr. Childs as an official delegate to the 1995 Conference. In 1996, Mr. Childs was invited by Vice President Albert Gore to serve on the eight person planning team for the 1996 Family Re-Union "V" that the Vice President and Mrs. Gore hosted in Nashville, TN. In 1997, Mr. Childs was named by "Working Mother" magazine as one of 25 Men Friends Of The Family -- who have made it easier for working parents to raise and nurture children. Also in 1997, U.S. Treasury Secretary, Robert E. Rubin appointed Mr. Childs as an advisor to the Secretary's Working Group on Child Care. The group was convened at the request of President Clinton to facilitate business and labor leaders' focus on best practices which address child care problems facing working parents. In February of 1998, The National Association of Child Care Resource and Referral Agencies presented Ms. Joan Lombardi, Deputy Assistant Secretary for Children and Families in the U.S. Department of Health and Human

Services, U.S. Senators Ted Kennedy and Orrin Hatch and Mr. Childs with its Lifetime Achievement Award. In March of 2000, Mr. Childs received the Diversity Awards 2000 For Excellence in Diversity in the Corporate Sector from Working Mother Magazine. Mr. Childs holds life memberships in the NAACP, the Omega Psi Phi Fraternity, Inc., The National Organization of Women (NOW), the Sierra Club, and the Bass Anglers Sportsmen Society.

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