

Janessa Cox-Irvin

Global Head of Diversity, Equity & Inclusion and Corporate Citizenship, AllianceBernstein

Janessa Cox-Irvin is the Global Head of Diversity, Equity & Inclusion (DEI) and Corporate Citizenship at AllianceBernstein (AB) and a member of the Operating Committee. In her role, she partners closely with the CEO, other executive committee members and the People team to lead AB's global DEI strategy, and provides thought leadership on advancing efforts that align with business priorities, meet the needs of a diverse range of clients and positively impact over 4,500 AB employees worldwide. Following the 2018 announcement of a headquarters relocation to Nashville, Tennessee, Cox-Irvin has led the development of a formalized DEI philosophy for Nashville, including a framework for community and employee engagement and corporate partnership. She also globally oversees the firm's expanded community and civic engagement and philanthropy strategies.

As DEI continues to be a critical focus area for many clients and prospects globally, she has successfully positioned AB's approach to DEI as a differentiating factor. Cox-Irvin and her team have personally been involved in multiple client proposals and mandates. Known for her dynamism, she creates spaces for authentic discussions on challenging topics and often serves in an advisory capacity for clients, providing thought-provoking, practical solutions for organizations and individuals at various stages of the DEI journey.

Prior to joining AB in 2015, Cox-Irvin spent 11 years at Deutsche Bank, where she served as diversity & inclusion manager for the Americas region, responsible for integrating diversity practices within the corporate banking & securities and global transaction banking businesses globally. She holds a BBA in human resource management from Pace University.

Cox-Irvin's thought leadership has been featured in Bloomberg, *The Wall Street Journal*, *Institutional Investor*, *Forbes*, *Ignites*, *FundFire* and CNBC and she has been recognized in *O The Oprah Magazine* for her commitment to advancing women in leadership. She was a 2018 Council of Urban Professionals (CUP) Catalyst in Finance awardee, named to *Crain's* 2020 list of Rising Stars in Banking & Finance and 2022 list of Notable Black Leaders and the 2022 Diversity Woman Media's Elite 100 list. In 2023 Janessa was named as a finalist for Top Diversity & Inclusion Officer by *Crain's*. Additionally, she is a member of the Society for Human Resource Management (SHRM), the Securities Industry and Financial Markets Association (SIFMA) Diversity & Inclusion Advisory Council, the Investment Company Institute (ICI) Diversity & Inclusion Committee and the Institutional Investor Diversity, Equity & Inclusion Institute Advisory Board. She is a member of CHIEF, the only private membership network focused on supporting women executive leaders and serves on the board of directors of Dress For Success Worldwide.

Janessa resides in West Orange, New Jersey with her spouse, Lanaya.