

## Access to Experts



**Randall Lane**

Senior Leader—Global Inclusion & Diversity  
Cisco Systems, Inc.

Since joining Cisco in 2008, Mr. Lane's responsibilities have encompassed developing and driving many of the company's key strategic Global I&D initiatives. These include designing and implementing diversity recruitment strategies to increase diversity in the pipeline, implementing Inclusive Advocacy Programs and other targeted development programs designed to identify and advance high-potential diverse leaders globally, creating and managing strategic global diversity-related external relationships to enhance Cisco's visibility, raising awareness of Cisco's I&D efforts through focused internal and external diversity communications, also leading and managing Cisco's global participation in external I&D benchmarking, surveys, and recognition activities.

Generally recognized as a global inclusion & diversity thought leader, strategist, and supplier diversity expert, Mr. Lane's industry experience includes Financial Services, Telecommunications, Gaming, Media & Entertainment, Consulting, and High Tech with companies including Citicorp, NYNEX (now Verizon), The Mashantucket-Pequot Tribal Nation, Time Warner, American Express, Weyerhaeuser, and now Cisco. Mr. Lane, a former Naval Officer, received a bachelor's degree from Case-Western Reserve University, an M.B.A. in International Business from New York University's Stern School of Business, and a Certificate in Leadership from UCLA's Anderson School of Business, in addition to other post-graduate studies.

Mr. Lane is a recipient of The National Black Achiever Award (Harlem YMCA); The National Hispanic Business Group Corporate Award; The National Minority Media Cornerstone Award (U.S. Dept of Commerce, Minority Business Development Agency); and designation by Minority Business News USA as "One of the Best of the Decade in Supplier and Workforce Diversity". He is also a member of the Institute of Supply Management (ISM), Supplier Diversity Board of Directors, The Harry Ransom Humanities Research Center Advisory Council (University of Texas at Austin), The Washington State Artists Trust (Advisor), and The Foundation for Global Sports Development (Champion Ambassador).

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