



## LASHANA M. LEWIS

### EXECUTIVE PROFILE

LaShana is an experienced board member, having served in many types of organizations in different roles such as President, Vice President, Chair of the Board, Secretary, and as an appointed member of a government task force. She has over 20 years of information technology and DEI consulting experience helping many types of private and public organizations to implement systems and process changes to achieve their strategic objectives.

### INDUSTRY EXPERIENCE

- Government
- STEM
- Academia
- Diversity Equity & Inclusion
- Not-For-Profit
- Economic Development
- Financial Technology (Fintech)

### EDUCATION

#### LAUNCHCODE

*Computer Systems Engineering*

#### MICHIGAN TECHNOLOGICAL UNIVERSITY

*Computer Science*

### CONTACT

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## PROFESSIONAL EXPERTISE SUMMARY

- Strategic Planning
- Digital Transformation
- Program Management
- IT Architecture Development
- System Integration
- Corrective Action Plans
- Systems Implementation
- Change Management
- Data Conversion
- Training Facilitation

## RECENT BOARD EXPERIENCE

### **Nichelle Nichols Foundation**

#### ***Member, Advisory Board***

**2022 - Present**

Nichelle Nichols Foundation seeks to continue the legacy of Star Trek actress and civil rights activist, Nichelle Nichols, by serving women and BIPOC (Blacks, Indigenous, People of Color) communities in their educational path to fields within STEAM (Science, Technology, Engineering, Art and Math).

- Meet regularly with other board members to promote inclusive STEAM activities.
- Promote foundation principles during speaking engagements and public outreach events.

### **Center for Election Science**

#### ***Member, Board Life Cycle & Evaluation Committees***

**2022 - Present**

Founded in 2011, The Center for Election Science is a national, nonpartisan nonprofit focused on voting reform.

- Meet regularly with other board members to promote inclusive voting methods into regions across the nation.
- Meet regularly with committees to assess and create ongoing projects relevant to committee issues.

### **City of St. Louis**

#### ***Member, Downtown Engagement & Public Safety Initiative***

**2021 - 2022**

The City of St. Louis Downtown Engagement and Public Safety Initiative is comprised of 17 members who are selected by the mayor of St. Louis, a diverse city with a population of approximately 300,000 located in Southeastern Missouri.

- Meet weekly with other initiative members, elected city officials and Downtown St. Louis stakeholders to monitor the safety and security of the region's footprint.
- Meet regularly with Downtown Activation Subcommittee to respond to assess and create ongoing projects to ensure events reflected a positive vision and cultural diversity.

### **St. Louis Downtown Neighborhood Association (DNA)**

#### ***President, Vice President***

**2019 - Present**

The St. Louis Downtown Neighborhood Association (DNA) is a grassroots nonprofit that undertakes community building and organizing to connect people, create change, and positively impact the historic and economic nucleus of St. Louis city and its surrounding regions.

- Meet monthly with other board members and key stakeholders to monitor the status of development and safety initiatives.
- As president, mentored other board members and helped familiarize new board members with board policies and procedures.

## **ADDITIONAL BOARD & VOLUNTEER EXPERIENCE**

- Black Girls Do STEM – *President, Board of Directors; Development Committee*
- International Institute of St. Louis – *Member, Board of Directors; DEI, Nomination, & Personnel Committees*
- Opportunity@Work – *Chair of STARs Advisory Council*
- Show Me Integrity – *Chair of Education Fund, Board of Directors; Governance Committee*
- St. Louis Diversity & Inclusion Consortium – *Member, Steering Committee*
- St. Louis Downtown Community Improvement District – *Secretary/Treasurer, Board of Directors*
- University of Missouri-St. Louis Succeed Council – *Member*

## **PROFESSIONAL EXPERIENCE**

### **L. M. Lewis Consulting**

**Founder, Chief Executive Officer** (2018 – present)

Consulting practice providing diversity, equity, and inclusion (DEI), information technology, and nonprofit management structure services. Selected clients include:

#### **Microsoft (TEALS Program)**

TEALS is a Microsoft Philanthropies program that builds sustainable computer science programs in high schools, with a focus on serving students excluded from learning CS because of race, gender, or geography. We help classroom teachers learn to teach computer science on their own by pairing them with industry volunteers.

*Client Project:* Created a two-part series that discussed the racial equity gaps often missed during traditional DEI training. The series covered standard procedures for communicating and collaborating with school administrators, teachers, and students from underrepresented and low-income communities. After the first session, created a tailored follow-up discussion based on attendee questions and desire for material that was not initially covered.

#### ***Key Aspects:***

- The first session was 45 minutes with a 15-minute Q&A
- The second was 20 minutes with a 10-minute Q&A.

#### **Amazon Web Services**

Amazon Web Services (AWS) is the world's most comprehensive and broadly adopted cloud platform, offering over 200 fully featured services from data centers globally. Millions of customers—including the fastest-growing startups, largest enterprises, and leading government agencies—are using AWS to lower costs, become more agile, and innovate faster.

*Client Project:* As the first episode in the Inclusion, Diversity, and Equity (ID&E) series, gave a high-level, approachable understanding of ID&E and some of the barriers to diversity that currently exist within the tech industry in order to give our viewers new insights and understanding on this topic, and actionable takeaways they can implement in their everyday work.

#### **Big Brothers Big Sisters of Eastern Missouri**

Big Brothers Big Sisters of Eastern Missouri provides mentoring services through a scientifically proven 4:1+1 Relationship Model. This model is based first on matching one child with one adult volunteer and developing a strong friendship between the two. We add to this a team approach by connecting and engaging the four most important adults in a child's ("Little's") life - parent, mentor ("Big"), teacher/school, and our

professional program staff - to help each child succeed.

*Client Project:* Provide executive coaching to implement a theory of change and DEI model.

***Key Contributions:***

- Met regularly with the chief executive officer to assess current DEI assets.
- Provided detailed feedback on best practices models for theory of change/DEI.
- Identified gaps in service and provide solutions to issues.

**BioSTL**

BioSTL leads in creating innovation policy that supports a friendly environment for science, innovation, and entrepreneurship on the local, state and federal levels. BioSTL organizes a unified approach to government relations, legislation, and public policy so that the St. Louis region speaks with a cohesive voice.

*Client Project:* Serve as Director of the St. Louis Equity in Entrepreneurship Collective.

***Key Contributions:***

- Analyze current needs of the women and people of color entrepreneurs in the Greater St. Louis region.
- Created and execute strategic plan to assist and support targeted community members.
- Identified new pathways for development of small business and foster systems-level change within the entrepreneurial ecosystem.

**Influence & Co**

Influence & Co. makes content marketing simple by providing a collaborative solution to help companies strategize, create, publish, and maximize content that drives measurable results.

*Client Project:* Implemented DEI strategy into the workforce and provided ancillary services as needed.

***Key Contributions:***

- Met with key stakeholders to analyze current company DEI needs.
- Created and promote strategies to diversify hiring, recruiting, and retention methods.
- Identified ongoing DEI issues and provided solutions based on best practices.

**Mastercard**

**IT Assistant Manager / Software & Systems Engineer (2014 - 2018)**

American multinational financial services corporation headquartered in the Mastercard International Global Headquarters in Purchase, New York. The Global Operations Headquarters is located in O'Fallon, Missouri, a municipality of St. Charles County, Missouri.

***Key Contributions:***

- Managed a server budget of \$1M+ by leveraging vendor management to acquire servers at friendly prices for satellite locations.
- Collaborated with cross-functional teams, including Asset Management, Network Engineering, and the Unix server teams, to amplify the efficiency of shipping, installation, and setting up at satellite sites.
- Diagnosed causes of systems failures and malfunctions quickly to guarantee 99.99999%+ operation efficiencies, reliability, and quality performance standards.

## **Webster University**

### **IT Support Manager (2007 - 2014)**

Webster University is a private university with its main campus in Webster Groves, Missouri. It has multiple branch locations across the United States and countries across Europe, Asia, and Africa.

#### ***Key Contributions:***

- Managed the administrative and operational oversight of a team of 25-30 IT support employees to ensure daily activities, business, IT software, and hardware ran smoothly..
- Designed a program that allowed the management team to transition from using an Excel spreadsheet to efficiently monitor employee calls to an Access database that was streamlined and allowed data entry and built reports automatically, resulting in improved productivity.
- Spearheaded the creation of a Disaster Recovery team to deal with lost/damaged files after a major server crash that resulted in the university sending crashed servers to a data recovery company.

## **Multiple Companies**

### **Computer Specialist (1994 - 2007)**

Performed computer break/fix, tech support, and computer training for a variety of organizations, nonprofits, and corporations.

#### ***Clients:***

- Michigan Technological University
- Southern Illinois University Edwardsville
- Bryan Cave Leighton Paisner
- The LGBT Center of St. Louis

## **ADDITIONAL EXPERIENCE**

Served as a lead technology consultant with the following companies:

- **Givable** - *Head of IT (2019-2021)*
- **Astral AR** - *Director of Aerospace IT (2018-2019)*
- **MultiPass** – *Chief Technology Officer (2018-2019)*

## **EDUCATION**

### **LAUNCHCODE**

Computer Systems Engineering

### **MICHIGAN TECHNOLOGY UNIVERSITY**

Computer Science

## **PROFESSIONAL CERTIFICATION**

- Employee Stock Ownership Plan (ESOP) Governance Essentials (2022)
- Human Rights Education Training (2022)
- Venture Capital Apprenticeship, Cohort 1 (2021-2022)
- Learning Python (2017)
- Linux: Bash Shell and Scripts (2017)
- Linux Overview and Installation (2017)
- SQL Essential Training (2017)
- Administering Windows Server 2012 - 20411 (2016)
- System Center Configuration Manager (SCCM) Administration & Intune (2016)
- System Center Orchestrator (SCORCH) 2012 (2016)
- VMware vCenter Operations Manager (vCOPS) Analyze & Predict v5.0 (2016)
- Installing and Configuring Windows Server 2012 - 20410 (2015)
- Microsoft Azure Fundamentals (M10979) (2015)
- CompTIA Server+ (2015)
- VMware vSphere: Install, Configure, Manage [V6] (2015)
- Windows 2003 Migration workshop (2015)
- McAfee VirusScan and ePolicy Orchestrator Administration (2015)
- Windows Server 2003 End of Support Migration Overview (2014)
- Help Desk Support Center Team Leader (ITIL-based) (2012)
- Management Skills for First-Time Supervisors (2008)
- CompTIA A+ (2003)
- Help Desk Analyst (2002)

## **AWARDS**

Show Me Integrity Leadership Award (2022)  
Downtown STL Made Award (2019)  
Diverse Business Leaders Award (2018)  
Top 30 LGBT Future Leaders (2015)  
Dean's List (2012 & 2013)  
YWCA Leader in the Workplace (2009)

## **PUBLISHED ARTICLES**

["Op-Ed: I broke barriers as Black Woman in tech without a degree. Hire more workers like me" - CNBC, 2021](#)

["4 Things to Know Before Hiring a Chief Diversity Officer" – The Startup, 2020](#)

["Do Diversity and Inclusion Have to Be Overwhelming?" – Entrepreneur, 2019](#)

["Diversity Training Complete. Now What?" = HR Daily Advisor, 2019](#)

## **PERSONAL**

LaShana and her wife, Seanna, live with their rabbits, Luna and Crater. LaShana is an avid sci-fi fan and enjoys watching the Star Trek franchise and the Matrix movies. As a dedicated space enthusiast, she recently went to adult Space Camp where her group won the Best Mission award for showing exemplary teamwork and execution during simulated space shuttle and Mars exploration exercises. In 2019, LaShana was chosen as a Specialist for the Fulbright Program's two-to-six week project-based exchanges at host institutions across the globe.