



GRETCHEN C. BELLAMY founded Bellamy Management Consulting LLC where she provides expert advisory services globally in the areas of organizational design, project management and research & evaluation to companies and organizations. She works with company leaders who need support in deepening their understanding of how to minimize the risks and maximize the benefits that diversity, equity, and inclusion pose to their organization. Her work spans all industries and incorporates a mix of qualitative and data-driven approaches to designing and implementing customized strategic plans. Ms. Bellamy was named an Architect of Meritocracy by the Apollo Project/Financial Times of London for her innovative, replicable, and sustainable approach to diversity and inclusion.

Prior to founding her consulting firm, Gretchen served as a Senior Culture, Diversity, and Inclusion Strategist in the Office of Global Culture, Diversity and Inclusion at Walmart Stores, Inc. Through her role, she worked to develop and support global culture, diversity, and inclusion strategies that transformed and drove the company's culture and that embedded diversity and inclusion as integral components for supporting the company's 2.2 million employees and business operations. Working collaboratively with executive leadership, she developed strategies related to measures and analytics, activating company culture evolution, and embedding the culture into the employee lifecycle.

In her previous role with the company, Ms. Bellamy served as an Assistant General Counsel where she advised regarding global internal and external diversity and inclusion and attorney talent development in the Legal Operations group. In January 2015, she was awarded by the corporation, the "Dr. Martin Luther King, Jr. Visionary Award" for an innovative global diversity and inclusion program. In April 2015, she was honored as the 2015 "Outstanding International Corporate Counsel" by the American Bar Association Section of International Law ("ABA-SIL"). From 2011 – 2013, she served as the Diversity Officer for the ABA-SIL. Appointed by the ABA President, Ms. Bellamy serves on the Commission on Racial and Ethnic Diversity in the Profession where she serves as the Chair of the "Corporate Counsel Model Diversity Survey Task Force." She also serves as a liaison to the Commission on Women where she is a Co-Chair of the Task Force on Sexual Harassment & Gender-based Bullying. In addition, she serves as an advisory board member for the Institute for Inclusion in the Legal Profession, the Sam Walton School of Business, and the Single Parent Scholarship Fund. She is an editor of Corporate Responsibility for Human Rights Impacts: New Expectations and Paradigms, which was published in April 2014 and is the first book on corporate accountability published by the ABA.

Ms. Bellamy is a community activist, having co-founded a community group called the Bentonville Public Schools Citizens for Equality, the mission of which is to encourage the local school board to revise its EEO policy to comply with federal law as well as provide equal protections for unprotected groups. For this work, Ms. Bellamy and her co-founder were awarded the Arkansas Advocacy Award for 2015. In addition, she serves as a Court Appointed Special Advocate (CASA), supporting children in the foster care system.

Ms. Bellamy received a J.D. and LL.M. in international and comparative law from Duke University School of Law and is admitted to the Maryland bar. Prior to Wal-Mart, she served as the Director of

International Public Interest and Pro Bono Programs at the University of Miami School of Law. She also worked as an associate in the corporate law department of Smith, Anderson, Blount, Dorsett, Mitchell & Jernigan, LLP in Raleigh, NC and as a summer associate at Shearman & Sterling, LLP in New York, NY. She is a Returned Peace Corps Volunteer (Cameroon 2001).