



Sandra Quince
Chief Executive Officer
Bank of America Leader on Loan to Paradigm for Parity (P4P)

Sandra Quince is the Chief Executive Officer responsible for leading all elements of P4P's strategic plan, financial, programmatic, and operational performance of the organization. She works with the coalition's co-chairs and Board of Directors to oversee and execute the organization's strategic vision and growth plan.

Prior to this role, Sandra was the Diversity & Inclusion Executive supporting the CEO and Chief Diversity Officer in delivering the global D&I strategy. Sandra's work focused on growing diverse representation of the workforce, promoting an inclusive workplace where all employees can achieve their goals and meet the needs of customers. Sandra was also the head of D&I for the bank's Global Human Resources, an organization of over 2500 employees.

Sandra's role with Bank of America included serving as the Human Resources Leader for Oklahoma, responsible for driving employee engagement, retention and talent management for the Tulsa and Oklahoma City markets.

Sandra has over 15 years of experience in Human Resources where she has driven work efforts in the areas of diversity and inclusion, talent management and development and learning across multiple organizations and industries.

Sandra was selected as one of 50 black women for the Goldman Sachs One Million Black Women Impact Grant. She has been featured as 2022 d&I leaders as one of this year's most inspiring diversity and inclusion leaders as well as named *The Journal Record's* 50 Making a Difference list of honorees for 2021. Sandra has also been featured in *Essence*, *CEOWORLD Magazine* and *Fast Company* and interviewed on *FinTech TV*, *BBC* and *Bloomberg Radio*.

Sandra serves the community through her contributions to the executive committee and board for Family & Children's Services, a leading provider of behavioral health care and family services in Tulsa; Chair of the Black Women Business Owners of America board, a business association that supports African American women business owners, entrepreneurs, and start-up foundations across the country; Sandra is a member of the Greenwood Rising inaugural board dedicated to educating Oklahomans and Americans about the 1921 Tulsa Race Massacre and its impact on the state and nation. She is one of the newest board members for the National Council of Nonprofits a trusted resource and proven advocate for America's charitable nonprofits. Sandra also sits on the Advisory board with the African American Leadership Academy an organization that strives to expand the number of African American Leaders in Tulsa who excel in their professions, engage in their community, and encourage the development of upcoming leaders through programming.