

RESOLUTION NO. _____ - 2022

RECOGNIZING Shelly McNamara as a 2022 City of Cincinnati Pride Month honoree and **EXPRESSING** the appreciation of the Mayor and the Council of the City of Cincinnati for her continuous leadership and profound impact on the culture of inclusion at Procter & Gamble (“P&G”), shaping policies and culture to promote greater diversity, leading within P&G’s LGBTQIA+ affinity group GABLE, and serving as a strong, supportive, and nurturing role model to countless LGBTQIA+ employees and their allies.

WHEREAS, Shelly McNamara is a native of Lakewood, Ohio, and the youngest of fifteen children raised by a single mother, who modeled the importance of love of self and others; and

WHEREAS, Shelly McNamara earned a Bachelor of Arts in Organizational Behavior from the University of Michigan, and a Master of Science in Organization Development from Case Western Reserve University, focusing on the components of organizational development, including large scale systems change, appreciative inquiry, coaching, interpersonal dynamics, leadership, business strategy, and cross-cultural experiential learning; and

WHEREAS, immediately after college, Shelly McNamara joined Procter & Gamble (“P&G”), where she built deep expertise in organization development, change management and transformation, executive staffing and development, and employee relations; and

WHEREAS, Shelly McNamara has led transformation at the leadership, team, and organization level in some of P&G’s largest businesses; and

WHEREAS, Shelly McNamara leveraged her platform as the most senior and visible LGBTQIA+ leader at P&G to drive systematic and cultural change within the company; and

WHEREAS, Shelly McNamara’s personal involvement, by telling her story in large groups and personal conversations, has been a key element in creating executive engagement on LGBTQIA+ issues and creating strong allies among the most senior leaders of P&G, who are now visibly committed to the inclusion of LGBTQIA+ employees as a core component of P&G’s employee population in representation and policies; and

WHEREAS, Shelly McNamara has been a driving force behind LGBTQIA+ inclusive policy changes, ranging from transgender healthcare, partner relocation benefits, gender-blind parental leave, and LGBTQIA+ talent acquisition, retention, and development; and

WHEREAS, Shelly McNamara has supported further expanding the footprint of P&G’s LGBTQIA+ employee network, GABLE, which has grown to more than 5,000 members in 50 countries, including China, Brazil, and Spain; and

WHEREAS, in her current role as Chief Equality & Inclusion Officer, Shelly McNamara is developing leading strategies to make P&G one of the most innovative, diverse, and inclusive companies in the world by transforming it along multiple vectors including: confidence, capabilities, culture, and record business results; and

WHEREAS, Shelly McNamara is the key architect and leader of transformational change in talent systems, talent pipelines, and succession planning for senior executives at P&G; and

WHEREAS, Shelly McNamara shares her leadership and positive energy to create meaningful impact in the community, currently serving on the boards of the Trevor Project, the Cincinnati Chamber's Minority Business Accelerator, and the Cincinnati Reds D&I Board, to ensure systemic change for equality and inclusion; now, therefore,

BE IT RESOLVED by the Council of the City of Cincinnati, State of Ohio:

Section 1. That the Mayor and this Council hereby recognize Shelly McNamara as a 2022 City of Cincinnati Pride Month honoree for her continuous leadership and profound impact on the culture of inclusion at Procter & Gamble ("P&G"), shaping policies and culture to promote greater diversity, leading within P&G's LGBTQIA+ affinity group GABLE, and serving as a strong, supportive, and nurturing role model to countless LGBTQIA+ employees and their allies.

Section 2. That this resolution be spread upon the minutes of Council and that a copy be provided to Shelly McNamara through the Office of Councilmember Mark Jeffreys.

Passed: _____, 2022

Aftab Pureval, Mayor

Attest: _____
Clerk

Submitted by Councilmember Mark Jeffreys