

Maria G. Arias

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303-618-2162

Multi-disciplined, solutions-focused, C-Suite strategic advisor and business professional. Proven leader of high performing teams.
Bilingual and bicultural, fluent in Spanish.

Core Competencies

- Diversity & Inclusion
- Business Operations & Management
- Legal, Regulatory & Government Affairs

Diversity & Inclusion (2011-Present)

Maria Arias Solutions

Principal and CEO

- A consulting firm specializing in strategy for diversity and inclusion and multicultural initiatives. Portfolio includes D&I gap analysis, strategic planning, research, benchmarking, best practices, programmatic support, training, and customized services for governance, workforce, supplier diversity and community investment.

Comcast Corporation (2011-2017)

Corporate Vice President, Diversity & Inclusion

- Established Comcast's corporate governance structure and strategy across the enterprise, transforming the company's diversity efforts into an award-winning blueprint that garnered the number 1 ranking on Forbes Best Companies for Diversity, number 1 ranking in industry benchmarking, a top 10 position on DiversityInc, and accolades from national organizations including: the Human Rights Campaign, Asian Americans Advancing Justice, Unidos US, *Black Enterprise* Magazine, *LATINA Style* Magazine, and the National Organization on Disability.
- Strategic partner to the SEVP & Chief Diversity Officer, SVP of Administration, Presidents, EVPs across Comcast Cable, Comcast Ventures, Spectra, and NBCUniversal.
- Governance lead for inclusion initiatives spanning workforce, supplier diversity, programming, and community investment.

- Established and led a 40+ member external Diversity Advisory Council comprised of national business, civil rights, and community leaders representing the African American, Hispanic, Asian American, Native American, Women, LGBT, Disabled and Veteran communities.

Business Operations & Management (2007-2011)

Comcast Cable

Vice President, Division Operations Management

- Hired by Division President to lead several cross-functional projects across seven regions, including: finance and marketing initiatives, deployment of new technician fulfillment process; and division-wide technical operations budgets.
- Served as interim Division VP of Technical Operations and VP of Operations for the Tucson, AZ and Colorado Mountain area systems (six offices) during management transitions, with an emphasis on improving technical operations, while managing the marketing, finance, call center, human resources, and government affairs matters.

Comcast Cable

Vice President, Cable Operations, Southern Colorado,

- Area operations leader for Colorado Springs, Monument, Pueblo, and Trinidad.
- Successful year over year subscriber growth in video, high speed data, and digital phone, with positive cash flow, and improved technical operations metrics during major technical transition to digital systems.
- Led local community and government affairs initiatives.

Legal, Regulatory & Government Affairs (1986-2007)

Adelphia Communications – Vice President Law & Government Affairs)

- Legal advisor to the Chief Operating Officer, General Counsel, and Regional SVPs of Operations during the Company's bankruptcy restructure on a wide variety of cable operations and regulatory issues, including: product development, marketing and sales, procurement, customer care, commercial contracts, real estate matters, cable regulatory issues.
- Partnered with M&A teams and successfully led over 1515 local and state regulatory consent proceedings for an acquisition by Comcast Corporation and Time Warner Cable via bankruptcy proceedings.

AT&T Broadband – Vice President Local Government Affairs

- Legal advisor to Broadband General Counsel, Legal SVP of parent company, division presidents, and regional SVPs on cable franchising and related government affairs matters.

- Partnered with M&A teams and successfully led over 1200 regulatory consent proceedings for the acquisition by Comcast Corporation.

AT&T Corp. – *National Coordinator of State & Local Government Affairs*

- Public policy lead and advisor to local, state, and federal law and public policy, and cable operations teams on cable access and telephony right of way issues.
- Appeared before industry and governmental groups (*i.e.*, National League of Cities, National Council of State Legislators, U.S. Conference of Mayors) on cable and telephony regulatory issues.

AT&T Corp. – *Chief Regulatory Counsel, Western Region*

- Legal advisor to Western Region President and Regional VP of Legal and led AT&T's representation in the administrative and judicial proceedings across AT&T's fourteen Western states to implement the local competition proceedings and federal district court appeals resulting from the 1996 Telecommunications Act

AT&T Corp. – *Senior Attorney, Central Region*

- Litigation and regulatory practice involving local exchange carrier certification proceedings, inter-carrier complaints, competitive bid, breach of contract, and race discrimination cases.

McDermott Will & Emory – *Income Partner*

- Diversified civil litigation practice in state and federal court including ERISA (employee benefits), bankruptcy, commercial contracts, construction, consumer fraud, products liability, and federal warranty law litigation.

Education

Harvard Business School, CTAM Executive Management Program

Northwestern University School of Law, J.D.

DePaul University, B.A., Political Science

Recent Awards

CableFax, Most Powerful Women in Cable (2015 - 2017)

CableFax, Most Influential Minorities in Cable, (2015 - 2017)

DePaul University, Distinguished Alumni Award (2017)

National Urban League, Donald H. McGannon Award (2016)

Moves, Power Woman (2016)