



# Maria G. Arias

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**Multi-disciplined, solutions-focused, C-Suite professional.  
Bilingual and Bicultural**

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## Diversity, Equity & Inclusion (2011-present)

### **Arias Ventures, LLC d/b/a Maria Arias Solutions (launched 2018)**

#### *Founder*

- A consulting firm specializing in diversity, equity, and inclusion strategy, training, and initiatives.
- Expertise in developing DEI strategic plans, Executive and Employee DEI Councils, DEI assessments, employee surveys and focus groups, employee resource groups, coaching and training, facilitating workshops and panels, public speaking, and advice on DEI related matters.
- Clients include public and private companies, professional associations, government funded agencies, supplier diversity councils, diverse chambers of commerce, legal, dental, and disability focused non-profits.
- Industries include tech, finance, broadband communications, engineering, law, and strategy

### **Comcast Corporation (2011-2017).**

#### *Corporate Vice President, Diversity & Inclusion*

- Developed and launched a company-wide strategic plan for initiatives across governance, workforce, procurement, programming and community investment for all operating entities (Comcast Cable, NBCUniversal, Spectra).
- Established Comcast's corporate governance structure and strategy across the enterprise, transforming the company's diversity efforts into an award-winning blueprint.
- Led Comcast to national recognition as 1st among Fortune's Best Companies for Diversity, 1st among cable operators and programmers, and top rankings from DiversityInc, the Human Rights Commission, the National Organization for the Disabled, Latina Style, Black Enterprise, among numerous other awards.

## Business & Operations

### **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, new technician fulfillment process; and division-wide 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 marketing, finance, call center, human resources, and government affairs matters.

*Area Vice President, Southern Colorado*

- Area operations leader for Colorado Springs, Monument, Pueblo, and Trinidad, managing a multimillion dollar P&L.
- 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 transition to digital systems.
- Led local community and government affairs initiatives.

**Legal, Regulatory, & Government Affairs**

**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.

**AT&T Broadband** – *Vice President Local Government Affairs*

- Legal advisor to General Counsel, Legal SVP of parent company, Cable Division Presidents, and Regional SVPs on cable franchising and government affairs matters. Led the corporate and regional franchising teams across 14 major markets.

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

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

**McDermott Will & Emery** – *Income Partner*

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

**Speaking Engagements**

**2022**

- July – Colorado Attorney Mentoring Program– Denver, CO  
– ***Continuing Legal Education: JD Advantage - Alternative Legal Careers***
- July – Law School Yes We Can/Colorado Attorney General's Office — Denver, CO  
– ***The Importance of Mentoring***

**2021**

- Jan – Colorado Women's Bar Association & Colorado Women's Foundation — Denver, CO  
– ***The Ins and Outs of the Colorado Equal Pay for Equal Work Act***
- Mar – Society of Human Resources Professionals — Denver, CO  
– ***Understanding and Managing Our Unconscious Biases***
- Mar – Arc of Illinois — Chicago, IL  
– ***Unconscious Bias in the Disabled Community***
- Mar – Law School Yes We Can Event — Denver, CO

- ***The Role of Unconscious Bias and Catalyzing Diversity in the Legal Profession***
- Apr – Colorado Pediatric Dentist Association — Denver, CO
- ***Understanding the Role of Unconscious Bias in Pediatric Dental Health***

## 2020

- July – US UNIDOS – America in Crisis — Denver, CO
- ***Elevating Latino Voices in Diversity, Equity & Inclusion***
- Nov – C2HR Conference — Denver, CO
- ***Attracting Diverse Talent To Your Tech Team***
- Nov – CH2R Conference — Denver, CO
- ***Parenting in the Pandemic***
- Dec – AD 2 Colorado — Denver, CO
- ***Candid Conversations About Diversity In Advertising***

## 2019

- Jan – Women in Oil and Gas WEN Colorado Chapter — Denver, CO
- ***Inclusivity and Diversity***
- Jun – Latino Community Foundation — Denver, CO
- ***Latinas Lead Power Summit***
- Jun – Colorado LGBTQ Chamber — Denver, CO
- ***The Power of the Pink Dollar***
- Jul – PGA Women’s Leadership Summit — Colorado Springs, CO
- ***Leading in a Diverse World***
- Aug – Paylocity — Chicago, IL
- ***How to Navigate Career Risks***
- Nov – Charter Communications — Denver, CO
- ***Diversity & Inclusion in Tech***

## 2018

- May – Colorado Women’s Bar Association Annual Conference — Vail, CO
- ***The Power of Diversity, Equity & Inclusion in Corporate America***
- May – Ascend Leadership Summit — Seattle, WA
- ***Diversity in the Media Industry***
- Sept – Zynga — San Francisco, CA
- ***How Women Can Negotiate & Set Boundaries***
- Oct – Lideramos, Leadership at the Heights, Denver CO
- ***Developing Tomorrow’s Leaders***
- Oct – S.H.E. SUMMIT- New York City, NY
- ***Intrepreneurship: How to Drive Change Within Your Organization***
- Nov – Paylocity – Chicago, IL
- ***How to Recruit Diverse Tech Talent***

## 2017

- Feb – Colloquium on Global Diversity — New York City, NY
- ***Ensuring Diversity, Equity & Inclusion as a Priority During Corporate Mergers***
- Oct – Women on the Move — Philadelphia, PA
- ***How to Create Change in Corporate America***
- Oct – Be Woke 2017, University of Colorado — Boulder, CO
- ***Lessons from Tech & Media: Creating Diversity in Higher Education***

## 2016

- Mar — The Forum on Workplace Inclusion, Minneapolis, MN  
— ***The Importance of Employee Resource Groups***
- Sept — CEO Mid-Market Convention, Philadelphia, PA  
— ***Diversity: A Key to Mid-Market Growth***

## 2015

- July — Multicultural Media Telecom and Internet (MMTC) — Washington, DC  
— ***Diversity & Inclusion in the Media & Telecom Industries***
- Sept — Congressional Hispanic Leadership Institute (CHLI), Washington D.C.  
— ***Diversity & Inclusion Strategies***
- Sept — Latina Style Conference — Washington, DC  
— ***Increasing Latino Diversity & Inclusion***
- Nov — Hispanic IT Council (HiTech) — San Francisco, CA  
— ***Increasing Diversity in the Tech Industry***

## Education

Harvard Business School, CTAM Executive Management Program  
Northwestern University School of Law, J.D.  
DePaul University, B.A., Political Science

## Articles

Link: <https://www.diversityinc.com/news/comcasts-maria-g-arias-finding-balance-latina-leader>

Link: <http://www.diversityjournal.com/16331-maria-arias-comcast-nbcuniversal/>

## Blogs

See [arias-solutions.com](http://arias-solutions.com)

## Awards

*DePaul University, Pi Sigma Alpha Distinguished Alumni Award (2017)*  
*National Urban League, Donald H. McGannon Award (2016)*  
*Moves, Power Woman (2016)*  
*CableFax, Most Powerful Women in Cable (2015 - 2017)*  
*CableFax, Most Influential Minorities in Cable, (2015 - 2017)*

## Boards

*DePaul University CLR/LAS External Advisory Board (2022-Present)*  
*Denver Scholarship Foundation Board (2021 - Present)*  
*UnidosUS, Vice-Chair (2018 – Present)*  
*Philadelphia Freedom Valley YMCA (2012-2017)*  
*Congreso Unidos Latinos (2013-2017)*  
(Multiple non-profit Boards from 1990-2009 in Chicago, Denver, and Colorado Springs)