



## Maria G. Arias

### Qualifications Summary

Seasoned C-Suite executive with leadership roles in Fortune 500 companies, national and local nonprofits, spanning management, operations, legal, regulatory and diversity roles. Diversified consulting practice for nonprofits, professional services, tech and financial organizations. Adjunct professor.

### Professional History

Valtas Group	Consultant	2024 – Present
Arias Solutions	Founder and Consultant, Nonprofit Leadership, Strategic Planning, Diversity, Equity & Inclusion, Coaching & Training	2018 – Present
Comcast Corporation	Corporate Vice President, Diversity & Inclusion (National)	2011 – 2017
Comcast Cable	Vice President, Division Management and Area Operations Leader (& states)	2007 – 2011
Adelphia Communications	Vice President Law & Government Affairs (National)	2003 – 2007
AT&T Broadband	Vice President Local Government Affairs (National)	2000 – 2002
AT&T Corp.	Chief Regulatory Counsel, Western Region (14 states)	1993 – 2000
McDermott Will & Emery	Income Partner, Litigation, Commercial Practice	1986 – 1993

### Accomplishments

- Transformed volunteer nonprofit into a self-sustaining organization by revamping the Board governance structure, recruiting new Board members, negotiating grants and multi-year financial commitments, developing HR policies, and hiring full-time staff
- Chaired and instituted best practices in Compensation Committees for a national nonprofit and a local community bank with successful negotiation of multi-year contracts for nonprofit CEO
- Established a multi-million-dollar Corporate Diversity & Inclusion department which developed and oversaw the strategy and initiatives across a Fortune 500 company, leading it to national recognition as 1st among Fortune's Best Companies for Diversity
- Successfully led Division Level Technical Operations for seven states for a major broadband company through a transition from wireline to digital
- Restructured and led national law and government affairs teams for two major communications companies, including one undergoing a bankruptcy restructuring
- Successfully completed thousands of local franchise consent proceedings for two separate mergers of cable companies
- Developed and taught courses on DEI in the workplace
- Diversified civil litigation practice in state and federal courts

### Licenses / Education

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

### Board / Volunteer Experience

- Vice Chairperson of the Board, Chair of Compensation Committee, Member of Finance Committee,

UnidosUS (formerly National Council of La Raza), 2018 – 2024 (term limits)

- Board Member, Chair of DEI Committee, Member of the Executive and Nominating & Governance Committees, Denver Scholarship Foundation, 2000 – Present
- Advisory Board Member, DePaul University, Center for Latino Studies/Center for Latino Research, 2022 – Present
- Board Member, Congreso Unidos Latinos, 2013 – 2017
- Board Member, Philadelphia Freedom Valley YMCA, 2012 – 2017
- Board Member, Junior Achievement of Southern Colorado, 2009 – 2011
- Board Member, Chair of Compensation Committee, Solera National Bank, 2005 – 2014
- Board Member, Denver Hispanic Chamber of Commerce, 1997 – 2000
- Board Member, Latin American Education Fund, 1997 – 2000