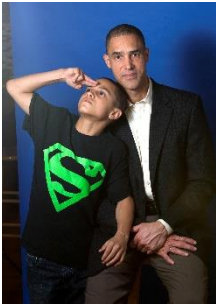


Eddie Pate



Eddie Pate is currently the Director of Inclusion and Diversity for the WWOps organization at Amazon. He is responsible for the development and implementation of I&D efforts in the organization. Eddie was formerly the Vice President of Diversity and Inclusion at Avanade Inc. He was responsible for developing and implementing all diversity and inclusion efforts at Avanade, a JVC created in partnership by Microsoft and Accenture. Prior to Avanade Eddie was the Principal and founder of Pate Consulting & Associates (www.eddiepate.com). His areas of subject matter expertise are diversity, inclusion, accessibility and cultural competence. Eddie was the Director of Diversity and Inclusion for Starbucks' Global Diversity team reporting to Laura Swapp. He was responsible for driving diversity, inclusion and accessibility into every aspect of partner (employee) engagement worldwide. This includes being responsible for the integration of diversity knowledge, tools and capability into all training at Starbucks. Prior to company reorganization Eddie was responsible for all of the diversity efforts in the entire Starbucks US Business.

Prior to joining Starbucks Coffee Company, Eddie was a Director in Microsoft's Global Diversity & Inclusion Team and was responsible for overseeing the implementation of Microsoft's global diversity initiative company wide. He was also responsible for the Leadership Accountability strategy to ensure executive participation & ownership. Prior to joining the Global Diversity and Inclusion Team, Eddie was the Diversity Manager for Microsoft's Enterprise and Partner group reporting to Senior Vice President Charles Stevens.

Before joining Microsoft, Eddie was a graduate student at the University of Washington, Seattle, where he earned his Ph.D. in sociology. Eddie's substantive area of study was comparative race and ethnic relations/stratification and his minor area of study was social psychology.

Before going to graduate school, Eddie served as the Assistant Director of Admissions and School Relations at Humboldt State University in northern California. Eddie also had a short stint in the NFL but severe knee injuries cut his career short. Eddie excelled in college earning All American and All West Coast honors as a wide receiver. He is currently in Humboldt's Athletic Hall of Fame.

Eddie holds a BA in Wildlife Management and a MA in Sociology from Humboldt State University and a Ph.D. in Sociology from University of Washington. He has been married for 31 years to Valeri and they have two children, Karley (25) and Arthur (19). He has one dog named Lola and one named Macy.

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