



Cynthia Owyong
Charles Schwab & Co., Inc.
Vice President of Inclusion, Culture and Change
Cindy.Owyong@schwab.com
(415) 667-1998

Cynthia Owyong is Charles Schwab's Vice President of Inclusion, Culture and Change, and partners with the company's business leaders, employee resource groups, and the human resources team. She drives Schwab's approach to enhancing its culture of diversity and inclusion, and how we embrace change to power better business results.

Cynthia is also the Founder of Breaking Glass Forums, developing strategies to accelerate more diverse leaders and inclusive organizations. She has established and led diversity and inclusion initiatives for over 15 years at organizations both large and small, including GitHub, Yahoo!, and Intuit. Cynthia is known for integrating a diversity and inclusion lens into all aspects of the business, from talent management to product development.

Prior to her calling in human resources, Cynthia launched a strategic planning consultancy, increasing the capabilities of nonprofit and for-profit organizations in organizational development, brand marketing, and business strategy. She also built a decade-long career as a Brand Strategist for leading global brands and advertising agencies, developing campaigns for Microsoft, Levi Strauss, and Apple.

Cynthia currently serves on the Board of Directors for Gatepath, a nonprofit dedicated to empowering people with special needs to achieve their full potential. She earned an MBA in human resources from UCLA's Anderson School of Management, a bachelor's in marketing and finance from UC Berkeley's Haas Business School, and a bachelor's degree in psychology, also from UC Berkeley.