

## Erin M. Cannon

Director of Inclusion

Austin

[erin.cannon@troutman.com](mailto:erin.cannon@troutman.com)

D 512.305.4713



Erin's work spans national and international inclusion initiatives. Her commitment to creating a workplace where everyone can contribute their best work leads to better outcomes for the firm and its clients.

### OVERVIEW

Erin leads the firm's inclusion team, and is dedicated to building and maintaining a workplace where every individual can contribute their best work. This commitment, honed over a 15-year career focused on DEI, leads to better outcomes both internally and for the firm's clients. Erin's experience includes 13 years at Google, where she led teams to increase computer science and developer education opportunities for people from underrepresented backgrounds, and two years at Paradigm, a DEI consultancy firm. Through these roles, Erin led teams on organizational transformation and team education/trainings to increase equitable outcomes across various industries. She has a data-driven approach and focuses on actualizing the change the firm wants to see through strategic movement over time.

Erin has been involved in numerous national and international DEI initiatives, including advising on the College Board's Advanced Placement Computer Science Principles newly developed exam, serving as a member and then co-chair for the Association for Computing Machinery's (ACM) Education Board Retention Committee, advising on the College for Every Student's CS initiative, serving on the Advisory Board for a National Science Foundation (NSF) project on collaborative research in CS education, and creating a national Computer Science strategic plan in Ireland to increase diversity in CS for school-aged children.

### AWARDS

- 2023 finalist in Austin's Under 40 awards, Youth and Education category

### PROFESSIONAL/COMMUNITY INVOLVEMENT

- Volunteer, Meals on Wheels Groceries to Go program
- Board member, local nonprofit organization [Creative Action](#) since 2019, board chair 2022-present
- Member of local synagogue, Congregation Beth Israel

### EDUCATION AND CERTIFICATIONS

## EDUCATION

- Sarah Lawrence College, M.A., developmental psychology
- Boston College, B.A., *magna cum laude*, English, with women's studies and Jewish studies minors

## SPEAKING ENGAGEMENTS

- Speaker, "Re-Defining Care Across Generations: Fostering a Culture of Mental Health and Well-Being in the Modern Legal Workplace," October 8, 2024
- Presenter, "Leading Inclusively: Transforming Yourself, Your Team, and Your Organization," Chief, October 9, 2024.

## PUBLICATIONS

- Podcast, "The Reality of DEI Programs: A Big Brother Perspective," *Hiring to Firing Podcast*, May 14, 2024.
- Co-author, "Ask Me Anything with Paradigm Consultants," *Paradigm*, April 17, 2023.
- Co-author, "The Importance of Reeducation Beyond Black History Month," *Paradigm*, January 31, 2023.
- Author, "How to Develop Your Diversity and Inclusion Goals," *Paradigm*, December 27, 2022.
- Author, "Three Tips to Create a More Inclusive Performance Management Process," *Paradigm*, November 15, 2022.
- Author, "Fostering Religious Inclusion During the Holidays," *Paradigm*, September 26, 2022.