



MARILU MARSHALL, B.B.A. '66, J.D. '69

Senior Vice President, Executive Management
and Chief Inclusion & Diversity Officer,
The Estee Lauder Companies

Marilu Marshall, senior vice president, executive management and chief inclusion & diversity officer for The Estee Lauder Companies, leads the company's enterprise-wide Inclusion & Diversity (I&D) program and works closely with executive management on a variety of business matters. She is deeply passionate about I&D as a first-generation American, born into a Cuban family, and is responsible for driving the company's longstanding I&D

values across the organization, its culture, and its business. Marshall joined the company in 1998 as vice president of human resources for North America, a position she held until her promotion to senior vice president of global human resources in 2006, assuming her current role in 2017.

Marshall possesses a sophisticated understanding of the merits of diverse backgrounds, perspectives, and experiences, as the provenance of her career is itself highly diverse. She began her career as a trial attorney with the Organized Crime and Racketeering Section of the United States Department of Justice, and continued her government service as deputy director of the Commission on the Review of the National Policy Toward Gambling, a joint Congressional and Presidential Commission. Thereafter she worked in the private sector, as vice president of special projects at Playboy Enterprises and as senior vice president and general counsel for the luxury shipping company Cunard Line, Ltd.

The first woman in her family to attend college, Marshall is now a member of the Board of Trustees of the University of Miami and of the Board's Academic Affairs Committee.