



Elaine Montilla

Keynote Speaker | Tech Leader | Voice for Inclusive Innovation

INTRODUCING ELAINE MONTILLA

Elaine Montilla is a tech executive, TEDx speaker, and fierce advocate for inclusive leadership. As a proud Latina and founder of 5xMinority, she brings a powerful voice to the table—bridging digital innovation with human-centered impact. Whether she's shaping AI strategy or mentoring the next generation, Elaine leads with authenticity, courage, and purpose.

Speaker Intro

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Elaine Montilla is a dynamic keynote speaker, TEDx presenter, and tech executive who brings the powerful voice of a Latina immigrant and LGBTQ+ leader to stages across the country. As the founder of 5xMinority and a recognized leader in digital transformation, Elaine weaves storytelling, strategy, and advocacy into unforgettable talks that inspire change, spark innovation, and empower underrepresented voices.

Her background as a former CTO and CIO in education technology gives her a rare blend of technical credibility and human-centered leadership. Whether she's discussing the future of AI, inclusive workplace cultures, or rising above imposter syndrome, Elaine leaves every audience more informed—and more inspired to lead with purpose.

Book Elaine to speak at your next conference, panel, or corporate event and bring bold, compassionate leadership to your stage.



What people are saying...

" We had Elaine come to speak to our company about barriers for women and underrepresented minorities in tech. She partnered with us from the very beginning, asking about our group dynamics and challenges, and using this information to customize the content as well as the delivery method for our group. She set an authentic and conversational tone that encouraged questions and discussion from the group. It was by far the most engaged our group has been in an event of this nature, and it has me personally feeling reinvigorated about our Diversity, Equity, and Inclusion efforts!"

-Nicole Bradshaw/Parsable
B2B SaaS Strategy & Operations

Popular Speaking Topics Include:

Strategies to Thrive in a Male- Dominated Workplace

You know the feeling—being the only woman in the room, rarely seeing another soul in the ladies' room, or worse, being mistaken for someone's assistant. For many women in tech and leadership, "making it" often means learning to succeed in spaces where the boys' club still quietly holds power. In this honest and empowering talk, Elaine Montilla draws from her own journey as a Latina, immigrant, and LGBTQ+ executive who rose through the ranks of male-dominated industries. She shares practical strategies for overcoming bias, claiming your voice, building confidence, and navigating unspoken power dynamics.

The Future of Work is Human: Why Empathy, Inclusion & Trust Are the Real Tech Revolution

Drawing on her experience as a technology executive and advocate for inclusive innovation, Elaine makes the case for putting empathy, inclusion, and trust at the heart of every digital transformation. She shares practical strategies for cultivating psychologically safe teams, balancing efficiency with equity, and empowering employees to thrive in the age of AI. This talk inspires leaders to embrace the "soft skills" that now carry hard value—and reminds audiences that progress doesn't come from code alone, but from the people behind it.

Leading While "Other": Thriving in Spaces That Weren't Built for You

In this candid and deeply empowering talk, Elaine Montilla shares the unspoken truths of what it means to lead while being seen as "other"—as a woman, a person of color, an immigrant, or someone from the LGBTQ+ community—within systems that were not designed for you. Drawing from her own journey to the C-suite in the tech industry, Elaine sheds light on the silent barriers, the moments of invisibility, and the internal battles with imposter syndrome that many underrepresented professionals face.



Elaine's impact goes beyond speaking!

Throughout her career, Elaine has been a trailblazing Latina in tech, breaking barriers in a traditionally male-dominated industry. Her leadership and advocacy have earned her numerous accolades, including being named a Top 100 Outstanding LGBTQ+ Executive Role Model by Yahoo Finance (2021), one of the Top 100 Women in Tech by Technology Magazine (2023), one of the Top 100 Latinas of 2024 by Latino Leaders Magazine, and a recipient of the HITEC 100 Hispanic Technology Leaders award for 2024.

Through her leadership, advocacy, and mentorship, she continues to drive systemic change, ensuring that more women and underrepresented groups have the support, resources, and opportunities to excel in their careers.



This Latina powerhouse has been recognized for staff professional development, change leadership, and talent for communicating with diverse groups of people, Elaine represents several minority groups and her mission is to highlight the need for diversity in the field of Technology and expand STEM learning opportunities to women and underrepresented minorities.

She speaks on stages to remind us that inclusion isn't a trend—it's a necessity. That psychological safety is not optional. That empathy is the new competitive advantage. And that the future of leadership will be shaped by those who dare to lead with heart.

Her experience spans the C-suite and the classroom. From building digital assessment platforms in education to mentoring the next generation of engineers, Elaine leads with purpose, clarity, and courage.



TO ELEVATE THE VOICES
OF WOMEN IN TECH

DISCOVER MORE ABOUT ELAINE

Social Media



<https://www.instagram.com/5xminority/>



<https://www.facebook.com/5xminority>



<https://twitter.com/5xminority>



<https://www.linkedin.com/in/emontilla/>

Short Bio

Elaine Montilla is a TEDx speaker, tech executive, and founder of 5xMinority, a platform advocating for equity in STEM and leadership. As a Latina immigrant and LGBTQ+ leader, she brings bold, human-centered insights to global stages. Named a Top 100 Woman in Tech, Elaine is on a mission to empower others to lead with purpose, inclusion, and trust.

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