HISTORY

The National Diversity Council (NDC) is the first non-profit organization to bring together the private, public and non-profit sectors to discuss the many dimensions and benefits of a multicultural environment. The success of the Texas Diversity Council (TXDC), established in 2004, served as a catalyst for the NDC, launched in the fall of 2008. The NDC is a forerunner of community-based national organizations that champion diversity, equity, and inclusion across the country. It is currently made up of state and regional councils, Global Diversity Council, Healthcare Diversity Council, Council for Latino Workplace Equity, and Coalition for Racial Justice & Equity.

OUR VISION ON MAKING THE WORLD A BETTER PLACE

VISION & MISSION

The vision of the NDC is to cultivate a nationwide network of affiliated councils to advance diversity and equity by transforming our workplaces and communities into inclusive environments where individuals are valued for their talents and empowered to reach their fullest potential.

The mission of the NDC is to be both a resource and an advocate for the value of diversity and inclusion. The NDC serves as the umbrella organization to support our statewide and regional affiliates, which foster an understanding of diversity and inclusion as a dynamic strategy for business success and community well-being through various initiatives.
AN INCLUSIVE COMMUNITY, A BETTER NATION
Welcome
National Diversity Council
National Board of Directors
National Partners

Events
Events by Region

Accomplishments & Achievements
Charity Navigating Ranking
Emerging Leaders Internship Program
Certification Diversity Program – 1,000+ Graduates!
Executive Certification Diversity Program
Conferences
National Black Men in Leadership Summit
National Latino Leadership Conference
National Manufacturing Diversity Conference

Press

Membership & Financials
Individual Members & Revenue
Corporate Partners

Staff
WELCOME
Dear National Diversity Council Family,

As we reemerged as an organization with a stronger commitment to diversity, equity and inclusion, we brought together DEI champions, thought leaders and executives to spearhead conversations about inclusion in workplaces and communities. As we transitioned from virtual events to hybrid and in-person programs, we learned valuable lessons that we applied to 2022 to make us stronger as individuals and as an overarching organization.

This year, we focused on intersectionality and accessibility through enhanced virtual programming. We were able to come together and host various events including our Black Men in Leadership Summit, Women in Leadership Symposiums, Asian American Pacific Islander Summit, the National Latino Leadership Conference, the National Disability Inclusion Summit, the National Manufacturing Conference and the National Healthcare DEI Conference. We also hosted our second cohort of college students for our Emerging Leaders Internship Program, continued our Certified Diversity Professional Program (CDP) and launched our inaugural Executive Certification Program.

We are counting on you to serve as agents of change to create long lasting impact. It’s critical for our partners and volunteers to remain committed to the work we promote as an advocate for the value of diversity and inclusion. 2023 will serve as the year we continue to advance conversations around DEI, expand our reach, and break barriers.

As we look forward to the growth of the National Diversity Council, we will continue to advocate for equality, spearhead initiatives improving the diversity landscape and form ways to ensure inclusion is a part of all workplaces and communities. We cannot do this alone. We appreciate the support of our partners, sponsors, volunteers and attendees for their continued support. You are the ones who truly carry our mission forward. We invite you to join us in our journey working towards equity for all by keeping up to date at nationaldiversitycouncil.org.

With great appreciation,

National Diversity Council
Our Board of Directors is made up of the best and brightest leaders across the nation. These individuals hail from a broad array of industries, from academia to law, food service to retail. This core team governs the National Diversity Council and sets the strategy for key initiatives and goals for the organization. Each member of the National Diversity Council’s board of directors shares a common desire to expand the reach of the council and help drive its mission and vision of diversity and inclusion in businesses, communities and schools.

National Board of Directors

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Nathaniel Bennett
Senior Vice President
Chief Diversity, Equity and Inclusion Officer
Comerica Bank

Elizabeth Campbell
Specialist Master
Deloitte Consulting

Laurie Chamberlin
Head of LHH Recruitment Solutions, North America
Adecco

Sheilina Henry
Group Vice President for Diversity and Inclusion
Bloomin’ Brands

Yvette Hunsicker
Vice President of Corporate Social Responsibility and Inclusion & Diversity
American Honda Motor Co., Inc.

Aryeh Lehrer
Vice President of Talent Management & Acquisition, DEI&B
Comcast

Tara Leweling
Chief Diversity & Sustainability Officer
USAA

Diane McDaniel
SVP, Chief Diversity Equity & Inclusion Officer
Community Health Network

Rodney Morris
Executive Vice President
The Elliot Group

Kathleen Navarro
Senior Vice President
New York Life Insurance

Erin Richeson
Vice President, Inclusion & Diversity
Cox Enterprises

Juan Suarez III
Vice President of Diversity, Equity & Inclusion
Southwest Airlines

James Taylor, PhD
Chief Diversity, Inclusion and Talent Management Officer
UPMC

Michelle Thompson-Doberry
Chief Diversity, Equity & Inclusion Officer
MFS Investment Management

Shibu Varghese
Senior Vice President, People, Culture and Infrastructure
University of Texas M.D. Anderson Cancer Center

Hugh Welsh
President & General Counsel, DSM North America
DSM

Donnell White
Senior Vice President, Regional Diversity, Equity, and Inclusion Director
Huntington National Bank
National Partners
EVENTS
Colorado Diversity Council

- Denver Women in Leadership Symposium
- Colorado Springs Certification Program
- Diversity Boot Camp
- Denver Certification Program
- LGBTQ+ Unity Summit
Arizona Diversity Council
- Phoenix Women in Leadership Symposium
- LGBTQ+ Unity Summit
- Diversity Boot Camp

Texas Diversity Council
- Dallas Women in Leadership Symposium
- Austin Women in Leadership Symposium
- San Antonio Women in Leadership Symposium
- Houston Women in Leadership Symposium
- LGBTQ+ Unity Conference
- Houston Legal Diversity Summit
- San Antonio Diversity Awards Luncheon
- Dallas Diversity Awards Luncheon
- Houston Diversity Awards Luncheon
- Houston Diversity Certification Program
MIDWEST REGION

Michigan Diversity Council
• Detroit Women in Leadership Symposium
• Grand Rapids Women in Leadership Symposium
• Detroit LGBTQ+ Unity Summit
• Detroit Legal Diversity Summit
• Detroit Certification Program

Ohio Diversity Council
• Northern Ohio Women in Leadership Symposium
• Central Ohio Women in Leadership Symposium
• Southwestern Ohio Women in Leadership Symposium
• LGBTQ+ Unity Summit
• Columbus Certification Program

Illinois Diversity Council
• LGBTQ+ Unity Summit
• Chicago Women in Leadership Symposium
• ERG Roundtable
Florida Diversity Council
- Miami Women in Leadership Symposium
- Tampa Bay Women in Leadership Symposium
- Orlando Women in Leadership Symposium
- Orlando Certification Program
- Miami LGBTQ+ Unity Summit
- Tampa Bay Business of DEI
- Diversity in Action Roundtable

Georgia Diversity Council
- Atlanta Women in Leadership Symposium
- Atlanta Certification Program
- Atlanta LGBTQ+ Unity Summit
- Business of DEI
NORTHEAST REGION

Tri-State Diversity Council
- New York Certification Program
- Connecticut Women in Leadership Symposium
- New Jersey Women in Leadership Symposium
- New York Women in Leadership Symposium
- New York LGBTQ+ Unity Summit
- New Jersey Authentic Leadership Summit

Pennsylvania Diversity Council
- Pittsburgh Women in Leadership Symposium
- Philadelphia Women in Leadership Symposium
- Philadelphia LGBTQ+ Unity Summit
- Philadelphia Certification Program
- Business of Diversity & Inclusion
• Veterans Summit
• Healthcare DEI Conference
• Black Men in Leadership Summit
• Latino Leadership Conference
• Manufacturing Diversity Conference
• Disability Inclusion Summit
• National Asian American Pacific Islander Leadership Summit
• Mexico City LGBTQ+ Unity Summit
• Mexico City Women in Leadership Symposium
• Dubai Women in Leadership Symposium
ACCOMPLISHMENTS & ACHIEVEMENTS
Charity Navigator Ranking

The National Diversity Council is now at a 95 score with the highest four star ranking on the charity navigator website. The Charity Navigator rates organizations on how impactful it is in their given cause area, their fiscal responsibility and transparency, and follow leadership and organizational culture best practices. Less than 0.1% of charities they rate earn a score of 95% or higher.

We applaud these charities for being highly impactful and outperforming other organizations performing similar work.

Emerging Leaders Internship Program

This program promotes collaboration, education and opportunity for diverse students by bridging qualified diverse talent with valuable internships at major organizations that value diversity, equity and inclusion. Students received hands-on work experience as a part of an eight-week paid internship program from June to August 2022. This paid summer internship program focuses on advancing diversity, equity and inclusion in the workplace through talent pipeline efforts. The 2022 cohort was comprised of 17 of students from HBCUs, HSIs and MSIs across the nation.
Certification Diversity Program – 1,000+ Graduates!

The Certification Program prepares professionals to create and implement highly successful diversity and inclusion strategies for organizational excellence and a competitive edge in today’s global marketplace. In 2022, the program held 14 virtual sessions and one in-person training in Detroit, Michigan.

This year the program celebrated 1,000 participants graduating from the program. Currently, there is a total network of 1,397 graduates and 306 professionals who attended and became Certified Diversity Professionals this year. A NDC Certified Diversity Professional who graduated more than one year ago has the opportunity for upskilling to advance the work of DEI, and maintain the integrity of the NDC credential. As graduates continue to expand their knowledge base, implement innovative strategies, drive positive change, and advance the collective work of DEI practitioners and leaders, the Council offers recertification of the NDCCDP credential.

TESTIMONIALS

“This program provides you with an excellent framework for understanding key diversity concepts and ideas, equips you with approaches and tactics when facilitating DEI conversations, and provides you with real world, applicable workplace strategies and tools for DEI practitioners. I would highly recommend this certification program!”

– Senior DEI Program Specialist

“The program has provided a foundation for meaningful and authentic engagement with DEI. I feel confident that the connections made will enable our organization to make more impact for both our employees and community we serve.”

– Program Coordinator, Communities Lifting Communities

“I highly recommend this program to anybody who is either new to holding a DEI role or anyone looking to refresh their perspectives. The facilitators all come with such a breadth and depth of knowledge and empathy that gave great insights into best practices and modeled what a great DEI practitioner can look like. I also appreciated being able to learn from and alongside such a smart, caring engaged group of leaders from across the country.”

– DEI Manager, Heartland Denta
Executive Certification Diversity Program

The National Diversity Council has designed an exceptional executive education experience for people at the vice president level or higher who wish to excel in inclusion, strategy, communication and influence. The Executive Certification Program has a faculty of recognized subject–matter experts whose extensive practical experience and evidence–based research are shared with participants. In addition, the program provides a rare opportunity for interaction and networking with peer senior executives in different industries who are interested in advancing DEI.

In 2022, we implemented three sessions of our Executive Certification Program, a unique executive education experience for leaders wishing to excel in inclusion, strategy, communication, and influence. The program provides executives with a strategic understanding of diversity, equity and inclusion and a transformational pathway to inclusive leadership.

TESTIMONIALS

“This certification was very helpful as an executive. I feel not only more self aware but motivated to have a DEI plan in place for my organization’s future growth.”

“The program exceeded my expectations in so many ways. I thought I would glean a few nuggets, but I walked away with so much more. The conversation was rich and the coursework was engaging. I learned so much from the speakers and participants. I am confident that I will be able to implement what I learned immediately.”

“I was thoroughly pleased with the presentations and discussion topics; the concepts were relevant to all business aspects. The leadership development plan will keep me on track beyond the expected time of completion. I highly recommend this certification program.”

“This program provided me with evidence–based information that I need to move my DEIB work forward in my organization.”
Conferences

Returned to In–Person Events
After two years of virtual programming due to COVID–19, the National Diversity Council returned back to in–person events, while also providing a hybrid format to accommodate those who prefer to attend events virtually. Over the course of the past twelve months, the National Diversity Council has been successful in bringing together individuals committed to the work of diversity, equity, and inclusion, and spearheading change in their workplaces and communities.

National Veterans Summit
The Texas Diversity Council and National Diversity Council hosted the National Veterans Summit on the theme, “United We Stand; Continuing to Make a Difference Through DE&I,” in San Antonio, Texas. The conference included keynote speaker Alfred Flowers, a Retired Major General from the United States Air Force, and eight–panel speakers who focused on the advancements of veteran inclusion in the workplace.

National Asian American Pacific Islander Leadership Summit
The Global Diversity Council hosted the 2022 Asian American Pacific Islander (AAPI) Leadership Summit which highlighted AAPI leaders offering their perspectives and experiences on leadership development and advancement in the corporate suite.
National Healthcare DEI Conference
The Healthcare Diversity Council and the National Diversity Council hosted the third annual National Healthcare DEI Conference on the theme, “Planning our Path to Equity,” in Pittsburgh, Pennsylvania. The conference included over 15-panel sessions on equitable healthcare best-practices and an awards luncheon honoring individuals and organizations in recognition of their exemplary diversity initiatives and efforts in paving the way for equitable healthcare delivery.

National Black Men in Leadership Summit
The Michigan Diversity Council and the National Diversity Council hosted the National Black Men in Leadership Summit on the theme, “Resilient Leadership: Connection, Community and Contribution” in Detroit, Michigan. The hybrid conference featuring keynote speaker, Dr. Cornel West, professor, philosopher, author and activist focused on leadership development and advancement gathering Black male professionals and allies across industries, job functions and interests.
National Latino Leadership Conference

The Council for Latino Workplace Equity (CLWE), an initiative under the National Diversity Council, hosted the Seventh Annual National Latino Leadership Conference from September 20 – 21. Held in Miami, FL, the theme for the conference was “Defining Transformational Leadership: Latinos That Inspire, Motivate & Influence”. The conference held sessions on best practices for equity and inclusion within the Latino community and hosted an awards ceremony recognizing Top Latino Leaders and Top Employers for Latino Leaders. It featured keynote speakers were Lili Gil Valletta, CEO of CIEN+, and Noel Cárdenas, Senior Vice President & Chief Executive Officer at Memorial Hermann Hospital.
National Manufacturing Diversity Conference
The Ohio Diversity Council and the National Diversity Council hosted the National Manufacturing Diversity Conference in Canton, Ohio. The conference featured keynote speakers Woon-Keat Moh, President – Color, Additives and Inks, Americas and Asia of Avient Corporation, Nicole Morrett, Manager – Talent Management, Learning and Development at The Timken Company and Doug Smith, Vice President of Technology at The Timken Company. Through various panels, leaders from manufacturing companies discussed industry challenges and collaborative solutions to enhance an inclusive workforce.

National Disability Inclusion Summit
The Georgia Diversity Council and the National Diversity Council hosted the National Disability Inclusion Summit on the theme, “Beyond Accommodations: Disability Inclusion as a Company Culture” in Atlanta, Georgia. The summit featured panels and breakout sessions on accessibility and inclusion for varied abilities along with an awards ceremony recognizing National Disability Inclusion Leadership and Ally Awardees.
8 Best Diversity & Inclusion Certifications of 2022

Diversity and inclusion certifications are a popular way of getting qualified and credentialed in D&I for HR professionals. Not only that, it is also highly beneficial if you want to advance your career in D&I. To help you choose the right certification program for you, we’ll take a look at seven popular Diversity and Inclusion certifications in this article — including who they are for and how much they cost... Read here

Black Men in Leadership Summit looks to empower Black men in Detroit

“We wanted to be able to create something that is going to not only enlighten our community about the roles that Black men really play in our country, in our homes, in our communities but also about why it’s important from a succession planning perspective to advance them in this country... Read here

Black Men in Leadership in Detroit

Listen here

Why Pittsburgh Hosted a National Conference on Diversity in Healthcare

There is no doubt that the healthcare industry is a critical part of Pittsburgh’s economy and can be a driver in the push for diversity, equity and inclusion in the workplace. That — combined with an effort by UPMC — is a major reason why Pittsburgh was chosen to host this year’s National Healthcare DEI Conference, which ends today, July 20... Read here

National Manufacturing Diversity Summit Heads to Ohio

Canton, OH– The Ohio Diversity Council (OHDC) presents National Manufacturing Diversity Summit taking place on Wednesday, September 28, from 8:30 a.m. to 5:00 p.m. EST at the MAPS Air Museum in Canton, Ohio. The event, in partnership with the National Diversity Council (NDC), will focus on advancing HR leadership, recruitment, organizational development and other leadership positions in the manufacturing industry... Read here

Michigan Diversity Council mentors next generation of Black men, prepares them for leadership roles

DETROIT — Black men in leadership in Fortune 500 companies is almost non–existent. Many would say this is due largely in part to our country’s history of racial inequities. Now, some local leaders are working to change that, teaching the next generation what it takes to join the ranks... Read here
Revenue

Corporate Partnership: $2,814,709
Event Revenue: $760,873
Grant Revenue/ In-Kind Donations: $82,572
NDC Certification: $1,243,429
Miscellaneous: $210,753
Consulting & Training Revenue: $587,275
Individual Membership Due: $31,399
Executive Certification: $216,294
Total Revenue: $5,947,304

Individual Members
By Region

Southwest: 27
Midwest: 60
Southeast: 65
Northeast: 42
West: 18
Corporate Partners

Adecco
Aeroljet Rocketdyne Coleman Aerospace
Aerotek National
AIG
Akron Children’s Hospital
Alamo Group Inc.
Alliant
Alston & Bird LLP
Alta Equipment Company
Amerant Bank
American Signature
Amgen
Arizona Complete Health
Arkansas Children’s Hospital
Atrium
Aultman Hospital
Avnet
B. Braun Medical Inc.
Bacardi
Banner Health
Baptist Health South Florida
BayCare Health System
Bisk
Black Knight, Inc.
Bloomington Brands
BMO Financial Group
Bobo’s
Broward Health
Brunswick Corporation
Burlington Stores
Cable One
Calypso Enterprises, LLC
Caspers Company
CDMSmith
Central Ohio Primary Care
Chicago Fire FC
Cigna
City of Columbus Department of Public Utilities
City of Columbus Office of D&I
City of Kalamzoo
Clark Dietrich
Cleveland State University
Coca-Cola Bottling Company UNITED
Columbus Regional Airport Authority
Columbus State Community College
Comcast
Comerica Bank
Community Healthcare Network
Conagra Brands
Corewell Health
CoverMyMeds
Cox Enterprises
Crescent Communities
Creston Electronics
Cross Country Healthcare
Crowley Maritime
Crum & Forster
Cuyahoga County Public Library
Darden Restaurants
Dayton Children’s Hospital
DePaul University
DHIL Consulting
Dix & Eaton
DJI
Dollar Bank
DSM
DSW
DTE Energy
Economic & Community Development Institute (ECDI)
Elite Group
Empath Health
Enterprise Holdings
Federal Home Loan Bank of Atlanta
Federal Home Loan Bank of Chicago
Federal Reserve Bank of Chicago
Federal Reserve Bank of Cleveland
FirstKey Homes, LLC
FIS Global
Flagstar Bank
Florida Virtual School
Ford & Harrison LLP
Fox Factory
Franklin County Office of DEI
Galen College of Nursing
Gallagher
GAST
Great Parks of Hamilton County
Greeley and Hansen
Grow Financial Federal Credit Union
HAP
Henry Ford Health System
Hexion Inc
Hillenbrand
Hillsborough Hospital
Holiday Inn Club Vacations
Homepoint
Honda Motor Co., Inc.
Horizon Blue Cross Blue Shield of New Jersey
HSC Poly
Hunt Club
Huntington National Bank
Hyland
IAA
IHG – InterContinental Hotels Group
Imaginering Software
Ingenio Health
Inspire Brands
InVision Human Services
IQVIA
ISAIC
ITC Holdings
J.M. Huber Corporation
JenCare
John Carroll University
Kalsec
Kappa Kappa Gamma Fraternity
Kemba Financial Credit Union
KnowBe4
Kroger
LakeTrust Credit Union
Lasalle
Libbey
Lifespan
Lima Memorial Health System
Majestic Steel USA
Mayo Clinic Florida
McCarter & English
Medical Mutual
Memorial Healthcare System
Mercantile Bank
Mercedes Benz Financial Services USA, LLC
Mercedes-Benz USA
MFS Investment Management
Mobilization for Justice, Inc
Nationwide Children’s Hospital
Nestle, USA
New Jersey Resources
New Jersey Transit
New York Law School
New York Life Insurance
North Star BlueScope Steel
Northeast Ohio Regional Sewer District
NORWEST
Norwegian Cruise Line Holdings Ltd.
Nova Southeastern University
NYP
Oakland County
Oakland University
OCLC
Office Depot
Ohio Arts Council
Ohio Credit Union League
One Call
Oracle
Orlando Magic
Orlando Utilities Commission
PA Options for Wellness–Vytal Options
Pacific Western Bank
Panasonic
Patterson Bryant
Philadelphia College of Osteopathic Medicine (PCOM)
Premier Health
ProMedica
Proskauer
Public Health – Dayton & Montgomery County
Rangam
Raymond James Financial
Rayonier
Regency Centers
Revantage
Reynolds Brands
Rho
Rhodes State College
Risk Strategies Company
Rokt
RR Donnelley
Rutgers Business School
SBA Communications Corporation
SchoolsFirst Federal Credit Union
Southwest Airlines
Sovos Compliance
SSR Mining
Statewide Property Holdings
Subaru
Sumitomo Mitsui Banking Corporation (SMBC Group)
Suncoast Credit Union
Swagelok
Syosco
Taft Stettinius & Hollister
Tampa Electric
TECO PGS
The Auto Club Group, AAA
The Elliott Group
The Goodyear Tire & Rubber Company
The Home Depot
The Ohio State College of Nursing
The Timken Company
Third Judicial District Circuit Court
Tiffin University
TimkenSteel Corporation
Toyota Motor Manufacturing TMMTX
TradeStation Group
TransUnion
TriHealth
Truist
UBS
UC Health
UCB
UDR
Ultimate Medical Academy
United Airlines
United Healthcare
United States Steel Corporation
University of Cincinnati
University of Connecticut
University of Florida
University of Texas M.D. Anderson Cancer Center
UPMC
UPS
USAA
USF Federal Credit Union
Valley Bank
Vericast
Walgreens
Wawa, Inc.
Wendy’s
Westchester Medical Center
Westfield Insurance
White Castle
Wright–Patt Credit Union, Inc.
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Eboni Arnold
Graphic Designer

Onjalai Brown
Business Development & Event Programmer

Yalitza Carrillo
Supervisor of Strategic Initiatives

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Web Developer

Kelsea Haught
AVP, Business Operations & Global Identity

Ivy Hunter
Event Programmer

Julia Muria Lopes de Paulo
Business Developer & Event Programmer

Darlene King
Executive Director

Roly Lozano
Event Programmer

Mae Marshall
Director of Programs, Events & Membership