

## Contact

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(LinkedIn)

## Top Skills

Leading Change  
Leading people  
Driving Results

## Certifications

2024 Chief Diversity Officer  
Bootcamp

## Honors-Awards

2015 Diversity and Inclusion  
Excellence: Employer Winner:  
Developing Diverse Leaders of  
Tomorrow  
2013 Recruiting Excellence: Large  
Employer Winner - Be Vital Challenge  
2014 EACE Pre-Conference  
Speaker

# Dia D. Harris

I allow, permit, & encourage U 2 b as authentic as possible. I own my views. Let me repeat that.....I own my views. I authentically live as an Unapologetically Blackity Black Black Man!

United States

## Summary

Opinions are my own, Dia D Harris!

Creating, developing, and delivering experiences excite Dia. His focus is on professional development, strategic leadership, and interpersonal skill development for existing and up-and-coming organizational leaders. Dia studies his audience and analyzes needs and wants to deliver interactive and impactful presentations with vision. Further, Dia helps companies/organizations develop programs that attract, recruit, and retain special target populations.

Established, successful programs which include:

### Lafayette College – Prologue

Annual event for geographically, culturally, and ethnically diverse newly admitted students to explore Lafayette College. Designed to experience Lafayette College's inspiring approach to creating an inclusive learning environment and decide if the Lafayette College environment is the right fit. Dia designed Prologue while with the Office of Admissions.

### Bates College – Prologue to Bates

Overnight, open-house program for diverse and first-generation college students to explore what Bates College had to offer. Dia designed Prologue to Bates while with the Office of Admissions.

### Johnson & Johnson – Developing Diverse Leaders of Tomorrow

The goal of the DDLT program is to engage with young diverse students to establish relationships and future pipeline for leadership talent that will move into our Leadership Development Programs. During the DDLT conference and subsequent work experiences, participants receive coaching from mentors, DDLT program

leaders, and program champions establishing a strong network of connections for future job opportunities.

Dia has presented dynamic Professional and Personal Development, Leadership Development, Diversity and Inclusion, Talent Acquisition, and Community Relations.

Dia's passion in life is to serve as an advocate. An advocate for those who need to be:

aroused by divine influence!  
Words have meaning.

moved to action!  
Empowerment.

cannot bear the weight of...!  
Strength and Encouragement.

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## Experience

### Administration for Children and Families (ACF)

1 year 6 months

#### Executive Sponsor

May 2024 - Present (9 months)

An Executive Sponsor for an Employee Resource Group (ERG) plays a crucial leadership role in supporting the group and ensuring its alignment with the organization's goals and values. The duties of an executive sponsor typically include:

- Strategic Alignment
- Advocacy & Leadership Support
- Visibility & Influence
- Resource Allocation
- Mentorship & Development
- Problem Solving & Conflict Resolution
- Engagement & Participation
- Feedback & Reporting
- Influence Culture & Inclusion

In summary, the executive sponsor acts as a champion and key influencer for the ERG, leveraging their position in the leadership team to secure resources, provide strategic direction, and advocate for the group's initiatives and objectives. Their role is pivotal in ensuring the success and sustainability of the ERG, and in driving broader organizational change.

#### Chief Equity Officer

August 2023 - Present (1 year 6 months)

Washington, District of Columbia, United States

I direct the implementation of diversity, equity, inclusion, and accessibility (DEIA) initiatives, assist in the establishment of DEIA goals, and execute agency-wide action plans. Provide leadership and strategic direction in recruiting and sustaining a diverse workforce and an environment to ensure all employees are supported in contributing to the mission, vision, and strategies of the organization.

#### Dia D Harris

Inclusion Equality & Diversity Consultant

January 2013 - Present (12 years 1 month)

Dia is a nationally recognized resource and thought leader in advancing diversity, equality and inclusion in multiple industries through innovative strategies, world-class customized training curriculums, interactive sessions and research. Develop and author leadership development and professional development trainings and programs resulting in the enhancement of leadership capabilities and ensure performance differentiation.

Presentations include:

\*Transforming the Trajectory: African-American Males Navigating Career Services

\*I will NOT check a box...

\*Proactive Professional

\*Resume Writing

\*Professional Attire

\*What's Your Brand?

\*The Art of Networking

\*Unconscious Bias

#### BNY Mellon

Director of Recruiting: Global Campus Diversity & Pipeline Programs Leader

May 2021 - August 2023 (2 years 4 months)

Changing the landscape one candidate at a time.

## Amazon

2 years 7 months

Sr. Diversity Program Manager, Global Diversity Equity & Inclusion  
August 2020 - May 2021 (10 months)

Board Member | Black Employee Network (BEN) | DMV Chapter  
November 2018 - May 2021 (2 years 7 months)

### DMV

BEN DMV is the DMV chapter of the Black Employee Network. This group focused on championing diversity & supporting the business with the inclusion of the diverse perspectives of people of Black, African, and Caribbean descent. BEN connects members with mentors and provides career and personal development workshops for employees.

## Amazon Web Services (AWS)

Head of Cloud Computing Recruiting: Early Career Talent  
November 2018 - August 2020 (1 year 10 months)

- Lead the AWS Early Career Talent Cloud Computing team.
- Develop and implement a strategy for the AWS Early Career Talent Cloud Computing team.
- Manage the day to day execution of process and strategy.
- Partner with businesses to understand hiring requirements and develop university recruiting strategies to achieve hiring goals.
- Manage full life cycle of candidates for Early Career Talent Cloud Computing team – Full Time and Intern to include but not limited to sourcing, screening, qualifying, prepping, closing, and onboarding.
- Manage relationships with diversity conferences and universities/colleges that lend to the pipeline development of successful candidates.
- Develop and implement a diversity recruiting strategy that would aid AWS in having a successful pipeline of diverse candidates.

## Northrop Grumman Corporation

Manager, University Relations and Recruiting  
March 2017 - November 2018 (1 year 9 months)

Washington D.C. Metro Area

- Manage the day to day execution of process and strategy for sector University Relations & Recruiting (UR&R).

- Define and execute annual campus engagement strategy to include college recruiting, diversity & inclusion (D&I) activities, special events, and intern programming
- Manage resource assignments to D&I and Campus events and provide communication to support staff.
- Execute Talent Ambassador program in collaboration with senior executives and hiring managers participants.
- Partner with PDP Manager on recruitment and synergy of programming strategies.
- Manage the budget for UR&R programs and Aid to Higher Education (AHE) grants.
- Partner with divisions to understand hiring requirements and develop university recruiting strategies to achieve hiring goals.
- Manage training, process improvement, and governance for UR&R.
- Lead initiatives associated with developing efficiencies and enhancements to UR&R Programs.
- Supports the analysis of talent acquisition data and metrics against strategic goals.
- Create and optimize reports, identify trends, and recommend action for process improvement and system optimization.
- Represent sector at Enterprise University Relations Council meetings.
- Lead UR&R Team meetings with key stakeholders to include PDP and Division Reps to provide updates, collaborate on workforce planning and UR&R strategies.
- Collaborate with Enterprise and cross-sector partners on recruitment, placement and programming opportunities.

## Boeing

Senior Diversity Recruitment Consultant/Portfolio Manager: Global Talent, Diversity & Inclusion

October 2015 - March 2017 (1 year 6 months)

Arlington, VA

- Develops and executes strategies, programs and processes to source, attract, and select talent across multiple businesses.
- Leads the sourcing and diversity activities to partner with businesses and define talent needs, gather and apply industry and market trends, perform proactive candidate sourcing, and recruit passive diverse candidates for hard-to-fill/critical need positions.

- Actively manages the diverse recruitment marketing strategies and campaigns that lead to effective marketing of Boeing as an employer of choice.
- Builds and maintains relationships with key diversity organizations.
- Partners with recruiters covering various business units to develop innovative candidate assessment and recruiting strategies.
- Work in partnership with business heads and other internal clients to establish and implement short- and long-term organizational diversity recruitment objectives and practices.
- Develops and enhances the relationship with diverse sources of talent, including Hispanic Serving Institutes and HBCU Universities, multi-cultural organizations and associations, LGBT, veteran groups, organizations for individuals with disabilities (IWD), external community groups, social services and governmental agencies.
- Measures the effectiveness of diverse talent sourcing. Develops ongoing, proactive candidate relationship management program to build pipelines and recruit passive diverse candidates – focusing on women and minorities or underrepresented groups.
- Partners with University Relations for on-campus diversity sourcing strategies and builds expertise on student groups and student communities on target campuses.
- Partners with internal communications on branding and communications strategy that effectively markets opportunities to attract the best and brightest diverse talent.
- Develops, maintains and reports statistics on all diversity-related sourcing activities and analyzes data and reports to key stakeholders.

## Johnson & Johnson

### Senior University Relations Specialist

August 2011 - October 2015 (4 years 3 months)

- Provide strategic direction and account management for Core recruiting schools and provide market research, tools, and consulting services to internal recruiting partners to enhance and enable their university recruitment objectives.
- Lead the development of a long-term broad based university relation strategy at Core schools within North America aligned to the recruitment needs of the business to enhance J&J's presence and improve J&J's recruitment outcomes at Core schools.
- Annually develop/refine detailed school strategic plans, with clearly defined objectives, desired outcomes, diversity plan, and calendar of events.

- o Within this strategy, manage budget allocated to each school in alignment with recruitment goals and serve as J&J's Account Manager for Core schools.
- o Includes cultivating relationships with the appropriate deans, faculty, career services, admissions office, corporate relations office, student leaders, and internal alumni from Core schools to enhance outcomes.
- Assess each Core school's performance to determine overall effectiveness, review analyses with key stakeholders and use data and feedback to make long term decisions related to each school
- o Includes conducting research and analysis on school data, demographics, placement statistics, school ratings, competitiveness and peer groups and majors and programs available to help formulate actionable plans to increase J&J's hiring success from Core schools.
- Keep internal client groups & core enterprise teams abreast of market trends that may impact recruitment strategies and influence stakeholders to ensure J&J's competitive positioning.
- Direct and implement social media presence and content for Johnson & Johnson talent acquisition/recruiting
- Collaborate cross functionally on social media strategy and provide deep social media expertise to deliver integrated social media campaigns with targeted objectives

## KPMG

### Diversity Recruiting Manager

December 2006 - August 2011 (4 years 9 months)

- Developed and managed relationships with affinity groups, community groups, foundations, nonprofit organizations and other institutions in an effort to further the firm's diversity mission.
- Developed outreach strategies designed to recruit targeted audiences, including candidates for mission critical positions, and students attending historically black colleges and universities, Hispanic-serving institutions, women's colleges, and colleges that typically serve majority minority populations.
- Created and fostering effective collaborative relationships with diverse professional associations, organizations and educational institutions to attract candidates for positions at all levels.
- Worked closely with business leaders to develop innovative candidate assessment and recruiting strategies.
- Worked as a business partner with internal leaders to establish and implement short- and long-term organizational diversity recruitment objectives and practices; including workforce strategies.

- Collaborating with internal stakeholders to effectively implement outreach strategies designed to encourage and foster a diverse and inclusive work environment.
- Influenced leaders in the business and associates at all levels to participate in programs, events, and champion our external relationships.
- Partnered with recruiters to implement new sources that will assist with enhancing candidate pipelines for current and future needs.
- Developing and tracking workforce diversity recruitment and outreach strategies to monitor and evaluate the impact of efforts and provide recommendations for improvement where necessary.
- Built relationships with key senior level managers, to align initiatives, resources, processes, and tools to effectively recruit and hire high quality talent into the organization.
- Tracked and reported on diversity staffing metrics, initiatives, and source effectiveness. Conduct analysis, assess results and identify areas of opportunity and change.

Ernst & Young  
Recruiting Manager  
2006 - 2006 (less than a year)

Bates College  
Director of Multicultural Recruitment  
July 2002 - July 2004 (2 years 1 month)

Johns Hopkins University  
Director of Residence Life  
2004 - 2004 (less than a year)

Arthur Andersen  
Senior Recruiter  
2000 - 2002 (2 years)

American University  
Assistant Director of Admissions  
September 1998 - August 2000 (2 years)

Lafayette College  
Assistant Director of Admissions: Diversity  
July 1997 - August 1998 (1 year 2 months)



Virginia Tech  
GA  
1995 - 1997 (2 years)

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## Education

Penn State University  
Bachelor of Arts - BA

Virginia Polytechnic Institute and State University  
Master of Arts - MA, Higher Education/Higher Education Administration

Central High School of Philadelphia