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 our state and regional councils, Global Diversity Council, Healthcare Diversity Council, Council for Latino Workplace Equity, and National 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, equity and inclusion. The NDC serves as the umbrella organization to support our statewide and regional affiliates, which foster an understanding of DEI as a dynamic strategy for business success and community well-being through various initiatives.
NATIONAL DIVERSITY COUNCIL

An inclusive community, a better nation
WELCOME
Dennis Kennedy & Ángeles M. Valenciano
National Board of Directors
National Partners

EVENTS
Events by Region

ACCOMPLISHMENTS & ACHIEVEMENTS
Forbes Magazine Partnership +
$500,000 Grant from USAA
Emerging Leaders Internship Program
Executive Certification Program Pilot and 2022 Launch
Disability Inclusion Academy Pilot and 2022 Launch
Inaugural Black Men in Leadership Summit
Inaugural Native American Summit
National Healthcare DEI Conference – Keynote Speakers 16th & 17th Surgeon Generals of the United States
National Latino Leadership Conference – Keynote Speaker Tony Plana

PRESS

MEMBERSHIP & FINANCIALS
Individual Members & Revenue
Corporate Partners

STAFF
Dear National Diversity Council Family,

Through the various events of the pandemic, social unrest and racial injustice, we learned valuable lessons that we applied to 2021 to make us stronger as individuals and as an overarching organization. 2021 gave us the opportunity to create safe spaces for marginalized groups and build on our commitment to enhancing diversity, equity and inclusion (DEI) in workplaces and communities.

This year as an organization, we focused on intersectionality and equity through enhanced virtual programming. We were able to come together and host various events including our inaugural Black Men in Leadership Summit, inaugural Native American Summit, Women in Leadership Symposiums, Asian American Pacific Islander Summit, the National Latino Leadership Conference and the National Disability Inclusion summits. We also utilized a $500,000 USAA grant to create pilot programs for our Emerging Leaders Internship Program, Executive Certification Program and Disability Inclusion Academy, which are expected to formally launch in 2022.

We are in an era of change, of empowerment, and of unity intersecting across communities. We are leading into the future and serving as an example for our next generation of leaders who will shape our country’s future generations. As we expand our global footprint as an organization, now more than ever is the time to unify across communities, share ideas and transform our workplaces into inclusive environments.

We are counting on you to serve as agents of change. It’s critical for our partners and volunteers to continue to remain committed to the work we promote as an advocate for the value of diversity, equity and inclusion. 2022 will serve as the year to advance conversations around DEI, expand our reach and break barriers. 2022 is our legacy for transformational change.

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 at various events across the nation by keeping up to date at nationaldiversitycouncil.org.

With great appreciation,

Dennis Kennedy
Founder and Chairman

Ángeles M. Valenciano
Chief Executive Officer

2021 Annual Report
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.
NDC Board of Directors 2019
at USAA In San Antonio, Texas

NDC Board of Directors 2020
at UPS in Atlanta, Georgia
NATIONAL
• Black Men in Leadership Summit
• Veterans Summit
• Healthcare DEI Conference
• Latino Leadership Conference
• Generational Diversity Summit
• Disability Inclusion Summit
• Native American Summit

GLOBAL DIVERSITY COUNCIL
• Asian American Pacific Islander Leadership Summit
NORTHEAST REGION

TRI-STATE DIVERSITY COUNCIL
• Diversity, Equity, and Inclusion (DEI) Allyship
• Tri-State Women in Leadership Symposium
• LGBTQ+ Unity Summit
• Authentic Leadership Summit
• New York DiversityFIRST Certification Program

PENNSYLVANIA DIVERSITY COUNCIL
• Pennsylvania Women in Leadership Symposium
• Diversity, Equity, and Inclusion (DEI) Allyship
• LGBTQ+ Unity Summit
• Philadelphia DiversityFIRST Certification Program
SOUTHEAST REGION

FLORIDA DIVERSITY COUNCIL
- Miami Women in Leadership Symposium
- Tampa Bay Women in Leadership Symposium
- Orlando Women in Leadership Symposium
- LGBTQ+ Unity Summit
- Healthcare Diversity Summit
- Business of DEI
- Diversity in Action Roundtable
- Miami DiversityFIRST Certification Program

GEORGIA DIVERSITY COUNCIL
- Atlanta Women in Leadership Symposium
- Diversity, Equity and Inclusion (DEI) Allyship
- LGBTQ+ Unity Summit
- Business of DEI
- Atlanta DiversityFIRST Certification Program
MICHIGAN DIVERSITY COUNCIL
- Detroit Women in Leadership Symposium
- Colours Conference
- Michigan Disability Summit
- Detroit DiversityFIRST Certification Program
- Grand Rapids DiversityFIRST Certification Program

OHIO DIVERSITY COUNCIL
- Northern Ohio Women in Leadership Symposium
- Central Ohio Women in Leadership Symposium
- LGBTQ+ Unity Summit
- Diversity in Action Roundtable
- Cincinnati DiversityFIRST Certification Program

ILLINOIS DIVERSITY COUNCIL
- LGBTQ+ Unity Summit
- Chicago Women in Leadership Symposium
- Chicago DiversityFIRST Certification Program
ARIZONA DIVERSITY COUNCIL
- Phoenix Women in Leadership Symposium
- Healthcare Diversity Summit

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
- Legal Diversity Summit
- Texas DiversityFIRST Best Practices & Awards
- Fort Worth Women in Leadership Symposium
- Dallas DiversityFIRST Certification Program
- Austin DiversityFIRST Certification Program
- Houston DiversityFIRST Certification Program
WEST REGION

CALIFORNIA DIVERSITY COUNCIL

• San Diego Women in Leadership Symposium
• Los Angeles Women in Leadership Symposium
• San Francisco Women in Leadership Symposium
• Los Angeles DiversityFIRST Certification Program

COLORADO DIVERSITY COUNCIL

• Denver Women in Leadership Symposium
• Boot Camp
• Healthcare Diversity Summit
• Denver DiversityFIRST Certification Program
From February to July 2021, the National Diversity Council partnered with Forbes EQ Brand Voice to publish nine articles focused on diversity, equity and inclusion best-practices leading to 54,167 collective page views on Forbes, 550,157 total social impressions and 386 total social clicks.

$500,000 GRANT FROM USAA

The National Diversity Council was awarded a $500,000 grant from USAA to increase access to internship opportunities for diverse students and create an executive diversity certification program to train senior leaders in companies. The National Diversity Council launched the pilot executive diversity certification program in September 2021 and the inaugural youth internship program in the summer of 2022.
EMERGING LEADERS INTERNSHIP PROGRAM

This program promoted 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 virtual internship program from June to August 2021. This paid summer internship program focused on advancing racial equity in the workplace through talent pipeline efforts.

EXECUTIVE CERTIFICATION PROGRAM PILOT AND 2022 LAUNCH

The National Diversity Council has designed a special executive education experience for people at the vice president level or higher who wish to excel in inclusion, strategy, communication and influence. The pilot session for the Executive Certification Program was hosted in the fall, with plans to launch in the spring of 2022. The program has a faculty of recognized subject-matter-experts whose extensive practical experience and evidence-based research is 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.

DISABILITY INCLUSION ACADEMY PILOT AND 2022 LAUNCH

The DiversityFIRST™ Disability Inclusion Academy hosted a pilot in the fall, with plans to launch in the spring of 2022. The mission of the academy is to be a resource to both individuals and organizations seeking to achieve disability inclusion. The academy blends theory and practice over a one-and-a-half day interactive curriculum, with the development of an action plan to effectively achieve disability inclusion for greatest business impact through talent acquisition, customer service, reducing unconscious bias, culture change and compliance.
INAUGURAL BLACK MEN IN LEADERSHIP SUMMIT

The Michigan Diversity Council (MIDC) in partnership with the National Diversity Council (NDC) and the National Coalition for Racial Justice & Equity hosted the inaugural National Black Men in Leadership Summit focused on the theme “Advancing Black Male Leaders: The Voice, Truths and Power of Black Men.” The summit included a keynote address from Dr. Michael Eric Dyson, general panel discussions and breakout sessions that focused on leadership development and advancement topics.

INAUGURAL NATIVE AMERICAN SUMMIT

The Michigan Diversity Council (MIDC) in partnership with the National Diversity Council (NDC) hosted the National Native American Summit focusing on the theme “Standing Together and Taking Action.” The inaugural summit included a keynote address from The Rush Group Founder and CEO, Andra Rush, general panel discussions, and breakout sessions that focused on the Native American/Indigenous community and diversity, equity and inclusion topics. In addition, the conference served as a platform for organizations, leaders and individuals to share their stories, experiences, best practices and contributions in increasing Native American/Indigenous representation and creating a more equitable and inclusive workplace.
The Healthcare Diversity Council, an initiative of the National Diversity Council, hosted the National Healthcare DEI Conference focusing this year on “Managing Pandemics: Recover, Restore, Renew.” The two-day virtual event was filled with a lineup of speakers, ranging from healthcare executives and entrepreneurs to medical experts holding sessions addressing topics such as, but not limited to, “Managing your Workforce during a Crisis” and “How to Give Proper Healthcare to All.” There was also an awards ceremony recognizing healthcare diversity leaders and organizations who demonstrated innovative diversity initiatives and fostered a more inclusive and equitable work environment.

The Council for Latino Workplace Equity (CLWE), an initiative under the National Diversity Council, hosted the Sixth Annual National Latino Leadership Conference from Sept. 14–Sept.15, 2021. The two day virtual conference’s theme was “The Rise, Power and Influence of Latino Leaders” and featured award-winning Cuban-American Actor and Director, Tony Plana; chairman and CEO of the Pinnacle Group, Nina Vaca; the National Latinas in Leadership Program and recognized the 2021 Top National Latino Leaders and Top Employers of Latino Leaders.
In the past year, more than five million women have lost their jobs, either through layoffs or voluntarily leaving the workforce to take care of their families. According to the National Women's Law Center, the hospitality and retail sectors were among the hardest-hit industries. While some of those jobs have been recovered, thousands of women remain out of work.

"It's never going to be an easy choice for a mother to say, 'do I stay home, do I care for my family, my children, and then what about my job?' It's a blend, right? It's always this balancing act that we have to do," said Ángeles M. Valenciano, the chief executive officer for the National Diversity Council.

Read the full story here.

'CHICAGO: BLEND' WORKS TO INCREASE DIVERSITY WITHIN TECH, STARTUP INDUSTRY

CHICAGO (WLS) -- New data released Friday shows startups in Chicago are becoming more diverse, however, the industry stills has a long way to go.

Garry Cooper doesn’t see many Black and brown faces in tech in Chicago, an industry that is overwhelmingly white and male.

"In Chicago, I can almost count all of the Black and brown founders on two hands," Cooper said. "And they make up about all of the Black and brown founders who have venture capital backing in Chicago."

Read the full story here.

NATIONAL HEALTHCARE DEI CONFERENCE ADDRESSES WIDE RANGE OF TOPICS

Tuesday marked the beginning of the National Healthcare Diversity, Equity, and Inclusion Conference, which is being held virtually in Pittsburgh this year.

Read the full story here.

DIVERSITY, EQUITY AND INCLUSION PROFESSIONALS ACROSS OHIO TACKLE WORKPLACE CHALLENGES

Read the full story here.
AN ADVOCATE FOR INCLUSION

Cecilia Orellana-Rojas, ‘86, helped AT&T establish itself as a national leader in diversity and inclusion and now lends her expertise to organizations around the country as a senior vice president with the National Diversity Council based in Texas.

As a teenager growing up in her native Chile, Cecilia wanted to study journalism, but it was discouraged under the military dictatorship of Augusto Pinochet. After studying English translation for one year at the Universidad de Concepción, she received an Institute of International Education scholarship to attend college in the U.S.

Read the full story here.

2021 WOMEN IN LEADERSHIP SYMPOSIUM PRESENTS ONWARD & UPWARD: THE ERA OF THE EMPOWERED WOMAN

Read the full story here.

TAKE FLIGHT: 4 TIPS ON HOW TO TRANSITION INTO DEI AND SOAR TO NEW HEIGHTS

A student recently asked me how to successfully transition into the Diversity, Equity, and Inclusion (DEI) space. We had an excellent one-on-one with lots of information exchange. I’m well equipped to share strategies since I stumbled into this space over a decade ago. Back then, I was a full-time Information Technology Professional tapped to participate in a focus group to discuss company culture. After that, I got involved in employee resource groups and decided this was just the breath of fresh air my career needed. I assumed it would be an easy transition to make a full-time career pivot, but it was not. My perceived challenges encompassed not enough Human Resources experience, not enough sponsors vying for my success, and disillusionment over salary that was less than six figures. Hence, my transition was slow and steady and one that I designed carefully. Fast forward to today, where I have the opportunity to consult, facilitate, train, speak, coach, and write about inclusive leadership. With said history, I offer these tips for those feeling called to lead the way for cultural changes.

Read the full story here.

FOX 2’S LEE THOMAS & JOSH LANDON AMONG SPEAKERS AT THE NATIONAL BLACK MEN IN LEADERSHIP SUMMIT

Watch the full story here.
MEMBERSHIP & FINANCIALS
REVENUE

Corporate Partnership $2,194,547
Event Revenue $601,707
Grant Revenue $500,000
DiversityFIRST™ Certification $1,292,000
Consulting & Training Revenue $1,088,802
Individual Membership Dues $44,725
Miscellaneous $282,243

Total Revenue $5,928,143

INDIVIDUAL MEMBERS

BY REGION

Midwest 97
Northeast 66
Southeast 115
Southwest 86
West 47
# CORPORATE PARTNERS

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STAFF

Mae Marshall  
Executive Liaison to the CEO and Board of Directors

Kamaria Monmouth  
Senior Communications Specialist

Haleigh McDonald  
Business Development & Event Programmer

Preston Ng  
Accountant

Cynthia Rocha  
Manager of Education & Internship

Cecilia Orellana-Rojas  
SVP, Strategy and Research

Emily Pickett  
Event Manager and Trainer

Jonathan Seiford  
Web Developer

Calle Shannon  
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