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VICE PRESIDENT, DIVERSITY & INCLUSION

Advance Diversity, Inclusion & Belonging through Creative and Collaborative Solutions

Global Inclusion, Diversity & Belonging executive with extensive experience in HR leadership, consulting, and strategy across public, private, and government sectors. Expert in designing and implementing I&D strategies to meet both current state and future needs. Superpowers include strategic business alignment, talent management, and organizational development. Highly impactful way-maker who believes in transformative power of compassion and empathy in workplace. Key strengths include:

- **Innovator**
- **Outstanding Public Speaker**
- **Thought Leadership**
- **Stakeholder Engagement**
- **Global Mindset**
- **Executive Presence**

PROFESSIONAL EXPERIENCE

ARROW, INC., Centennial, CO

2015 - 2020

Global Director, Workplace Forward, Inclusion & Diversity

2017 - 2020

Launched and led Inclusion & Diversity employee experience across global enterprise. Built “Five Years Out” strategy, aligned with “One Arrow” culture. Chaired global Inclusion & Diversity councils in each region.

- Achieved 100% “One Arrow” alignment on critical path for Inclusion & Diversity advancement by cultivating relationships with and gaining commitment from global presidents and senior executives.
- Planned and executed cultural competence digital learning, receiving high ratings as popular and preferred learning module in 2020.
- Boosted female representation by 2.2% in first year, identifying broken rung for women in leadership, defining key metrics, and broadening talent pipeline to include supervisor level.
- Advanced awareness of Diversity mission and values, publishing first high traffic enterprise-wide inclusive workplace intranet site and associated programming, generating over 20,000 hits at launch.
- Expanded global talent capabilities, leveraging global Diversity and Inclusion Benchmark Standards (GDIBS) as foundation of global Inclusion & Diversity focus.
- Influenced organizational employment and culture brand transformation by pioneering mission critical marketing and communications campaign with Inclusion & Diversity underpinning.
 - Led new initiatives and gained buy-in from global presidents and senior executive leadership, receiving 100% “One Arrow” alignment for I&D advancement.
 - Devised standardized pathways to measurable results via leader commitment framework, tied to regional program establishment.
- Delivered Diversity-centric engagements around the world, launching Inclusion & Diversity, championing program, and engaging 310 employees to coordinate and execute international events.

Senior Manager, HR Effectiveness - Global HR Strategy and Enablement

2015 - 2017

Spearheaded global HR effectiveness analysis, consultation, and framework to Senior Vice Presidents and Vice Presidents of Human Resources.

- Optimized project management and workforce planning enablement by accomplishing program governance integrated with technology and measurement systems.
- Expedited achievement of global human capital goals, incorporating project visibility methodology and driving better business decisions faster.
- Ensured acquisition and engagement of most highly skilled and diverse talent, managing HR organization redesign and transformation project.

DAVITA HEALTHCARE PARTNERS, INC., Denver, CO

2013 - 2015

Global Analyst and Project Manager, Compliance and Adherence - People Services

2014 - 2015

Led special project efforts for people services, compliance, and adherence division across global human resource lanes.

- Increased efficiency levels from 60% to 95% globally, leading process improvement efforts by utilizing genetic engineering and mapping methodologies to eliminate redundant processes.
- Captured return on investment for global onboarding, developing “next level” metrics and teammate success measurement system.
- Cut error rate and improved data accuracy by 90% across diverse employee landscape, converting manual systems to automated solutions.

DAVITA HEALTHCARE PARTNERS, INC. (Continued)**Global Analyst - HR People Services****2013 - 2014**

Led mission critical Workday implementations across Asia Pacific, Europe, Middle East, Asia, and Latin American regions.

- Cut international teammate onboarding time in half, streamlining application process, restructuring documentation requirements, and reengineering background check protocol.
- Restructured international off-boarding and performance management, crafting standard operating procedures to support Workday transaction audits, records management, and document retention.
- Enhanced global capability to capture and audit information by analyzing structure and requirements and developing virtual Project Management Office (PMO).
- Showcased return on workforce planning investment for new clinics, developing Global People Services metric, reporting structure, and storytelling.

CHASE QUALITY RESOURCES, Denver, CO**2008 - 2013****Chief Executive Consultant**

Developed 3 to 5-year strategy for HR operations, succession, workforce planning and talent programs. Advised, coached, and consulted on organizational policies, diversity, AA/EEO and sexual harassment.

- Expanded Diversity awareness across global enterprise by crafting and launching "Diversity Meeting in a Box," series of leader-led training modules on Diversity, Inclusion and Belonging.
- Simplified Charles Schwab Employee Resource Group program event and sponsorship approval processes by defining metrics, building diversity governance framework ready for deployment.

ADDITIONAL RELEVANT PROFESSIONAL EXPERIENCE**COORS BREWING COMPANY, Golden, CO, Human Resources Manager****UNITEDGLOBALCOM, INC. (now Liberty Global PLC), Denver, CO, Global HR Manager****UNITED HEALTHCARE, Centennial, CO, HR Manager****NATIONAL RENEWABLE ENERGY LABORATORY, Golden, CO, Foreign National Assignments Manager****EDGERTON GERMESHAUSEN & GRIER INC. (EG&G), Golden, CO, Leadership Academy Training Specialist****BOARD AND CORPORATE LIAISON POSITIONS**

The Biennial of the Americas, Board of Directors, 2019 - Present
Andom Center for Victims of Domestic Violence, Board of Directors, 2018 - Present
Women in Technology of Colorado, Corporate Liaison, 2017 - Present
Colorado Technology Association, Corporate Liaison, 2017 - Present

EDUCATION**Bachelor of Science Business Administration (BSBA), Organizational Development, Regis University, Denver, CO****PROFESSIONAL CERTIFICATIONS**

Society for Human Resource Management - Senior Consulting Professional (SHRM-SCP)
Conflict Resolution and Mediation Certification - Chorda Conflict Management Institute
Paralegal Professional Certification - Denver Paralegal Institute
Project Management Professional Certification, Regis University, Denver, CO

TECHNICAL EXPERTISE

Office 365 | PowerPoint | Excel | Access | Visio | SharePoint | MS Project | Brightwork
Workday | Ceridian | PeopleSoft | Taleo ATS | Visio

INDUSTRY INTERVIEWS, PRESENTATIONS AND PUBLICATIONS

- Biennial of the Americas and Sub Rosa, Executive Panelist, “Compassionate Action & Empathy” a Facebook Live discussion on community building, embracing the uncertainty and the power of human adaptability, 2020
- Talent Inclusion Engagement & Diversity (TIED) Symposium, Executive Panelist, “Talent, Inclusion, Engagement, and Diversity; Weaving into the Fabric of Your Organization,” 2019
- Talent Inclusion Engagement & Diversity (TIE Denver), Global Women Entrepreneur Day - Executive Panelist, “Women Who Excel in Business,” 2019
- Colorado Technology Association’s Womenar, Navigating gender dynamics and empowering women in the workplace, 2019.’ Diversity and Inclusion in Tech: “How Do We Start and Where Do We Go?” 2019
- Women in Tech MeetUp, Executive Panelist, 2019
- From Day One Forum on Corporate Values, Executive Panelist, “How to Make Gender Equity Finally Happen,” 2019
- deepSEE Podcast, “What’s the Difference? Insights and Tools for Advancing Diversity & Inclusion,” 2019
- Denver Start-Up Week Basecamp, Executive Panelist, "Diversity, Equity, and Inclusion Download: How Small Businesses and Startups Can Shape Hiring Practices and Workplace Culture," 2019
- Global Minded, “Diverse Tech Role Models: Filling the Pipeline, How Tech Organizations Attract and Retain Diverse Talents in the Technology Industry,” 2018
- Pipeline: Brave Souls Chief Diversity Officer Facebook Live, Diversity & Inclusion Insights Interview, 2018
- Braves Souls Newsletter and Facebook Live, “Pipeline: Diversity Executives in the Spotlight,” 2018
- PEO Insider Magazine, “The Future PEO: Organization Development,” National Association of Professional Employer Organizations