

Board Profile: Kenneth Charles



Introduction:

Kenneth Charles is a seasoned executive with a remarkable track record in leading diversity, equity, and inclusion initiatives. His extensive experience in the private sector, coupled with his commitment to fostering intentional diversity and inclusive workplaces, makes him a transformative presence for any board seeking strategic insights into organizational culture and corporate responsibility.

Professional Background:

- SVP, Chief Diversity, Equity, Inclusion & Corporate Responsibility Officer, Thrivent (November 2022 - Present)
- Founder & CEO, Intentional Talent Advancement, LLC (October 2020 - November 2022)
- Chief Inclusion & Diversity Officer, American Airlines (January 2020 - September 2020)
- Senior Vice President, Enterprise Talent, U.S. Bank (July 2017 - August 2019)
- Vice President, Global Inclusion & Staffing, General Mills (August 2013 - June 2017)
- Director of Corporate Affairs & Development, Golden Key International Honor Society (1997 - 2000)
- Operations Manager, INROADS/Atlanta (1994 - 1997)
- Account Consultant: Commercial Markets, AT&T (1993 - 1994)
- Sales & Marketing Roles, United States Steel Corporation (1987 - 1993)

Notable Achievements:

- Pioneered Intentional Talent Advancement, LLC, providing strategic guidance for diverse, equitable, and inclusive organizations.
- Led American Airlines' global inclusion and diversity strategies, establishing the Office of Diversity, Equity, and Inclusion.
- Spearheaded General Mills' global inclusion, staffing, and diversity initiatives, resulting in award-winning performance.

Education:

- MPA Public Administration, The University of Kansas
- BS Business Admin. - Marketing Concentration, Duquesne University (1982 - 1987)

Professional Affiliations:

- Kenneth Charles has been actively involved in several prestigious organizations:
- Board of Trustees, St. Catherine University (since September 2019)
- Board Member, Threads Dance Project (since January 2011)
- Member, Executive Leadership Council (since January 2010)
- Board Member, Northside Achievement Zone (April 2018 - January 2020)
- Board of Directors, National Black MBA Association (January 2013 - July 2017)
- Board Member and Inclusion Committee Chair, Network of Executive Women (October 2014 - July 2017)
- Board of Directors, Congressional Black Caucus Foundation (January 2012 - September 2016)
- Business Advisory Council, Human Rights Campaign (October 2014 - September 2016)
- Chairman, UNCF Twin Cities (2014 & 2015) and member of the UNCF Twin Cities Leadership Council (August 2012 - December 2015)

Philosophy and Vision:

Kenneth Charles believes in fostering intentionally diverse and equitable environments where every individual's contributions are valued. His vision revolves around driving positive change through innovative inclusion strategies, with the ultimate goal of creating workplaces that reflect the diversity of the broader community.

Summary:

Kenneth Charles' career trajectory exemplifies his unwavering dedication to fostering inclusive workplaces that embrace diversity as a strength. His leadership in shaping global inclusion and diversity strategies for major corporations demonstrates his capacity to drive meaningful change. As a visionary leader, Kenneth Charles is a transformative force in the realm of corporate responsibility and diversity, making him an invaluable addition to any board seeking to elevate their commitment to equitable and inclusive practices.