

# KELVIN GOSS

## Chief Diversity Officer

✉ KELVIN.GOSS@GMAIL.COM

📞 281-451-2544

📍 MURFREESBORO, TENNESSEE

🌐 WWW.LINKEDIN.COM/IN/KELVIN-GOSS



### Executive Bio

Kelvin is a **Chief Diversity Officer** with expertise in advising and guiding senior leaders on enhancing employee engagement, evaluating performance trends, and implementing enterprise-wide talent solutions to achieve the organization's vision and objectives. Kelvin was awarded the honor of 2023 SHRM DEI Leader of the Year. Selected as the Top 100 Chief Diversity Officers in the Nation by the National Diversity Council. Kelvin designed, orchestrated, and implemented a DEI roadmap that led to Delek US Holdings being recognized as best in class, based on ISO standards from the Human Resource Standard Institute for DEI Culture. Kelvin has a robust network of Chief Diversity Officers and HR Professionals who have a weekly cadence of collaboration to improve organizational best practices.

### Competencies

- Leader Development + Performance
- D, E, & I Strategies
- Employee Retention + Engagement
- Retail Operational Excellence
- Stakeholder Engagement
- Mentorship Programs

### Credentials

- **Business Administration** | East Texas State A&M University, Commerce, TX
- **Published Author:** Wrote the book **"Be Brilliant in the Basics: Finding Success in Retail Through Detail"**
- **Board Member** | Dallas Black Chamber of Commerce
- **HR Certificate in Employment Law** | Institute for Applied Management & Law, Newport Beach, CA
- **HR Certification** | Employment Law USC, Marshall School of Business
- **Diversity Equity, & Inclusion Certification** | Cornell University and University of South Florida
- **HR Certification** | Oz Principle Accountability Training

### Delivering Business Value

- Created a DEI game to enhance cultural awareness by leveraging gamification to make adult learning fun. [Youplayedtheracecard.com](http://Youplayedtheracecard.com)
- Designed, implemented, and executed corporate culture enhancement plans for Sam's Club, DelekUsHoldings Krogers, HEB, and VSP!

### Leadership Highlights



**Board Leadership:** Appointed to the Board of Trustees for the Dallas Human Resources Management Association (DHRMA), Inc. DallasHR, and The HR Southwest Conference in 2022 to lead the long-term direction and strategic planning activities for the association related to DE&I.



**Leadership Development:** Orchestrated and designed unique Mentor-Mentee Programs and Unconscious Bias training for all people leaders. Kelvin has led cross-functional teams to execute their business growth strategy and inspire leaders to build strong teams that align with the company's mission, vision, and values. Kelvin encourages utilizing measurable metrics to determine successful outcomes. Research supports distinct competitive advantages when organizations effectively incorporate employee resource groups and promote psychological safety in the workplace.



**Interactive D, E, & I Game:** Designed and developed a new diversity, equity, and inclusion card game titled **"You Played the Race Card"** to educate individuals and teams on the value of all races, cultures, and people. Kelvin has partnered with multiple companies like Walmart, Sam's Club, HEB Grocer, Orange Theory, and VSP to assist their organizations in enhancing their DEI philosophy by utilizing gamification. Kelvin was selected as a speaker to facilitate an hour presentation focusing on DEI in Action at **The National SHRM Conference**, the largest HR event in the U.S. that will take place in Las Vegas in June 2023.

Kelvin Goss is a C-Suite Executive Influencer, Professional HR practitioner, DEI Expert strategist, and organization transformation SME.

Kelvin has a unique set of executive skills and strategic operational expertise that spans over 30 years in the Operations, HR, and DEI space. Kelvin has served on several Fortune 500 leadership executive teams and has demonstrated proven success with managing sizeable teams from start-up and mid-range corporations to large global publicly traded organizations!

As a Regional HR Director, Kelvin successfully coached, and developed 14 HR Leaders, and had oversight of 22 states. He was awarded most improved HR region in the Nation in 2016. His transformation focus comes through conscious inclusion, empathy, and understanding how to meet people where they are! Relationships are vital to successful talent strategies. Kelvin is keen on deeply connecting with all 5 generations in our modern-day workforce to create atmospheres where top talent thrives!