

Sherika E. Ekpo

240-604-8331 | sherika.ekpo@gmail.com | [LinkedIn URL](#)

Passionate diversity, equity, and inclusion leader with more than 15 years of experience in driving strategic people operations and management. Demonstrated ability to design and execute workplace diversity programs and strategies that contribute to an organization's bottom line. Skilled facilitator and inclusion champion who provides subject matter expertise to senior executives using evidence-based best practices to drive results. Key characteristics include:

- Strategic Planning
- Inclusive Leadership
- Program Execution
- Collaboration & Influence
- Team Building
- Data Analysis
- Inclusion & Belonging
- Relationship Management
- Change Management

Professional Experience

Global D&I Lead, Employee Engagement

2019- Current

Google

Mountain View, CA

Strategic thought partner to Artificial Intelligence (AI) and Machine Learning SVP. Lead data-driven, global initiatives that result in increased representation, targeted interventions and an inclusive culture.

Key Contributions:

- o Created and deployed DEI strategy for AI product team which resulted in the largest representation increase in female tech talent across Google - 2.6%ppt.
- o Partner with the Talent Programs & Events team to expand targeted outreach to underrepresented candidates which resulted in a 15% increase in lead generation and representation YoY.
- o Deliver quarterly updates on key DEI metrics to VPs, business leads, and the entire organization at town halls.
- o Provide key insights into annual employee engagement survey results and analyze gaps and trends for underrepresented groups. Develop targeted and measurable interventions to address progression and retention gaps.
- o Speak on behalf of Google at industry events such as Consumer Electronic Showcase (CES), Grace Hopper, and Tapia conferences.

Head of People & Diversity, Talent Team

2017-2019

United States Digital Service (USDS)

Washington, DC

Executive responsible for providing vision, direction, and leadership for all talent team members and human resources functions.

Member of the senior leadership team responsible for delivering high quality service in support of the recruitment and retention of Engineers, Product Managers, and other technical positions.

Key Contributions:

- o Managed a team of 15 HR professionals to deliver outstanding recruiting, employee relations, and diversity and inclusion support.
- o Published the inaugural USDS diversity report highlighting workforce representation, inclusion goals, and success metrics.
- o Revamped the administration of the compensation program to ensure pay equity across gender and ethnic groups.
- o Administered the Community Health Survey quarterly to assess the climate of the organization and create programs to increase retention and employee engagement.

Director, Talent Acquisition, Office of Human Capital

2014- 2017

Consumer Financial Protection Bureau (CFPB)

Washington, DC

Collaborated with senior leaders to establish an enterprise wide recruiting and outreach strategy to include sourcing, employer branding, and community engagement. Led the overall development and execution of CFPB's talent acquisition plan which resulted in the delivery of a highly skilled, diverse applicant pool and robust talent pipelines.

Key Contributions:

- o Provided technical and administrative supervision for a team of Human Resource Specialists and support positions; developed program goals and objectives, operating budgets, and resource allocations in support of agency strategic plan and objectives.
- o Recipient of the 2016 Diversity Excellence Award from the Professional Diversity Network – an award that recognizes CFPB for its systematic, comprehensive, and defined diversity recruitment strategy, quality digital diversity outreach content, and active job promotion to diverse audiences.
- o Increased CFPB's digital presence and social media following on LinkedIn to over 45,000 followers which resulted in a 30% increase in external hires impacted by LinkedIn products.

Deputy Director, Workforce Management, Chief Financial Officer (CFO)

2009-2014

Immigrations and Customs Enforcement Agency (ICE)

Washington, DC

Directed and managed the recruitment and outreach program for the Office of the Chief Financial Officer. Partnered with the Office of Human Capital to develop a strategy to attract and hire qualified candidates.

Key Contributions:

- o Supervised and directed a team responsible for planning, developing, administering and processing personnel actions and policies related to staffing, employee and labor issues, voluntary separation program, training, and work-life initiatives for over 500 CFO employees.
- o Refined service level agreements for routine federal hiring processes to ensure expedient delivery of human capital services while maintaining superior customer service.

- o Managed national financial recruiting program by maintaining relationships with university officials at over 10 colleges and universities across the U.S.; analyzed duties and tasks for each position to identify core competencies needed to fulfill critical vacancies.

Adjunct Professor, Workforce and Adult Education
Prince George's County Community College (PGCC)

2009-2012
 Largo, MD

Delivered mathematical lectures to adult learners in evening and weekend education programs. Maintained relationships with external vendors to facilitate job and university placement upon program completion.

Key Contributions:

- o Prepared over 40 adult learners to pass the mathematics section of the State of Maryland General Education Development test.
- o Coached and mentored students through the process of securing a high school diploma.
- o Served as an academic advisor in the Stepping Stones Transition Program to assist students with evaluating post-secondary education options resulting in enrollment in degree seeking programs at PGCC.
- o Evaluated student portfolios prior to final review by the Maryland State National External Diploma Program (NEDP).

University Career Advisor, Student Employment Team
University of Maryland, Career Center

2007-2009
 College Park, MD

Served as primary liaison for employers interested in hosting on-campus workshops or events to attract students to employment opportunities.

Key Contributions:

- o Established new relationships with employers to increase on-campus recruiting; strengthened existing relationships with employers by providing demonstrations of new hiring tools and systems.
- o Resolved conflict and complaints from employers expeditiously to ensure client satisfaction with recurring and ad-hoc events
- o Conducted resume writing workshops, mock interviews and business etiquette presentations for undergraduate and graduate students on campus and in surrounding communities.
- o Chaired the Winter Job Fairs and hosted over 75 employers; led a staff of 12 to assist with planning and execution of fair, responsible for soliciting potential employers, conducted all vendor analysis and selections, resolved any payment or acquisition issues with employers.
- o Worked with employers to develop core competency matrices for select training programs and open positions, paired students with targeted skills sets to specific training programs.
- o Created and approved employer job descriptions for postings on the University hiring system, Careers4Terps.

Business Analyst, Technology and Operations
JP Morgan Chase (JPMC)

2003-2007
 Wilmington, Delaware

Former member of the Internal Consulting Services team who rotated through several operational divisions to include the Investment Bank, Private Bank and Credit Card services line of business.

Key Contributions:

- o Synthesized client survey data and generated a proposal for a new client on-boarding process.
- o Served as University Recruiting Team Lead for five schools within North East and Mid-Atlantic regions; made hiring recommendations for placement in the JPMC year round academic and summer internship programs.
- o Served as liaison between JP Morgan and over 200 financial institutions in an effort to settle trade discrepancies and solve client related issues pertaining to Credit Default Swaps.
- o Audited various credit card operations functions, identified gaps and proposed recommendations to improve credit card market operations.
- o Restructured the Global Client Service Model for the Credit Derivatives Settlements process in the United States, United Kingdom and India and prepared and delivered training for over 100 team members.

Education

Robert H. Smith School of Business, University of Maryland
Masters of Business Administration

College Park, MD

Howard University School of Business
Bachelors of Business Administration, Concentration: Marketing

Washington, DC

Boards, Conferences and Community Involvement

Consumer Technology Association
Skylight Digital
Consumer Electronic Show
World Disrupt Forum
Higher Achievement Program
Delta Sigma Theta Sorority, Inc.
National Association of Women MBAs
Partnership for Public Service
Brown Girls Lead, Inc.

Board of Industry Leaders
 Founding Board Member
 Conference Speaker
 Conference Panelist
 President's Circle
 Member
 Conference Speaker
 Speakers Bureau Member
 Board Member

2021- 2024
 2020- Present
 2020
 2019
 2018- Present
 2002- Present
 2016- 2016
 2013- 2016
 2011- 2015