

**Delphia Howze** is the founder and CEO of D. Howze Solutions, LLC, a D&I consultancy. She is a forward-thinking Human Resources and Diversity & Inclusion (D&I) leader with more than 20 years of successful experience in helping organizations leverage human capital and diversity to create and strengthen inclusive environments. Her areas of expertise include developing and implementing HR and D&I strategies, training and development, mentoring and coaching, and leadership development. As a speaker and trainer, Delphia consistently leaves audiences energized and prepared to take on next level opportunities to move the needle towards greater inclusion.

As the executive director of equity and diversity for the University of Tennessee System, Howze consults and partners with UT's campuses and institutes to advance efforts to identify and remove social, financial and health disparities that impede diversity, equity and inclusion. In collaboration with university leadership, Howze works to prioritize diversity and inclusion initiatives. She also serves as a resource to campuses and as a statewide advocate.

An HR leader in higher education, Delphia has been responsible for working in partnership with senior leaders and key stakeholders to shape, develop and deliver strategic plans aligned with university priorities.

Throughout her career, Delphia has enhanced her skills as an HR professional and D&I leader through roles of increasing responsibility held in industries such as retail, banking, energy, trucking and logistics, consulting, and higher education. She serves a Diversity & Inclusion Expertise Panel Member for SHRM as well as the President for SHRM of Tompkins County. Delphia consistently demonstrates her commitment to HR and D&I by serving as a board and trustee member to a variety of organizations. She also works closely with college students as an Adjunct Professor teaching HR, D&I, and Business principles.

Delphia holds a BA from the University of Pittsburgh, an MBA from Point Park University, and Project Management Certification from Villanova University. She maintains PHR certification through HRCI and holds SHRM-CP certification through the Society of Human Resources Management.