



**Doug Harris** is the Chief Executive Officer of The Kaleidoscope Group with over 20 years of experience in the field of diversity & inclusion consulting. Prior to joining Bea Young Associates in 1993, Doug worked for several years as a consultant and trainer for Harbridge House, Inc. where he facilitated diversity & inclusion education sessions with senior executives of Fortune 500 organizations. Today, as the leader of The Kaleidoscope Group, Doug empowers organizations to achieve their diversity and inclusion goals. His knowledge and expertise guides organizations through the creation of customized strategies that address the specific diversity needs of the business. He has extensive experience working with senior executives to champion diversity and develop commitment and enthusiasm across all employee groups. His energy and passion for the work is contagious and people seldom walk away without a memorable experience. Some of Doug's clients include: Blue Cross Blue Shield, Coca-Cola Enterprise, CNA, Gulfstream Aerospace Corporation, John G. Shedd Aquarium, Farmer's Insurance, McDonald's Corporation, Nationwide Insurance, Northwestern Memorial Hospital, Northwestern University Kellogg School of Management, Provena Health, The Federal Reserve Banks, The Wharton School, Watson Wyatt Worldwide, and several nonprofit social service/government agencies.

Doug's extensive experience in managing cultural differences extends into the global arena. He has designed and delivered global strategic consulting solutions and cultural education workshops for Caterpillar, Dana Corporation, Duracell, Hewlett-Packard, Northrop Grumman, and Owens Corning. Doug is also called upon as an Executive Coach to assist leaders in understanding their role in championing diversity & inclusion. His engaging style and unique ability to give diversity meaning at all levels of the organization has made him a sought after and renowned diversity expert, presenter and facilitator.

Doug's roots in diversity began with Procter & Gamble and Scott Paper where he served as an employee relations specialist, sales trainer and sales professional. His diversity journey continued as Founder and President of Samuel Roberts & Associates, where he capped ten years of experience as an executive search consultant specializing in minority recruitment. His work in executive search spanned from entry-level professional assignments to senior executive level positions.

He also serves as a subject expert for local and national newspapers and radio stations, on issues relevant to diversity & inclusion. Along with numerous presentations Doug delivers for clients worldwide, he is also in demand as a speaker for various organizations and associations such as the Conference Board, the Society for Human Resource Management (SHRM), local SHRM Chapters, Linkage, Inc., etc.

In keeping with his personal commitment to serve the community, Doug works actively to develop mentoring programs for students that promote education and build self-esteem. He assisted in designing diversity curriculum for the Chicago Catholic Schools and also acts as a mentor to students at Learn Charter School. He recently developed and launched The Kaleidoscope Group Youth Practice to assist underserved youth in the Chicagoland and surrounding communities and is working with Tufts University to design and implement a student leadership development program.

Doug holds degrees in Economics and Sociology from Tufts University.