

Janice E. Bowman

Janice is the President of the Association of Diversity Councils, (a division of PRISM International, Inc.) a North American member-based, peer-to-peer network of organizational diversity councils dedicated to increasing the impact, effectiveness and recognition of diversity councils while providing resources to educate, develop and inspire each diversity council and member.

With over 18 plus years of organizational leadership in workforce diversity/inclusion, EEO/harassment, compliance, staffing and customer services, Janice leads the division's business and content development. Under her leadership, the Association of Diversity Councils has grown rapidly to include such firms as MetLife, Health Care Services Corp., the National Geospatial Intelligence Agency, Medtronic, General Dynamics Land Systems and Siemens Corporation.



Considered to be the country's leading diversity council experts, Janice is a sought after writer, contributor and speaker. Her most recent article "Winning the Race for Diverse Talent: the Role of the Diversity Councils" appeared in "Diversity Best Practices Winning the Race for Diverse Talent: A Major Report". One of her presentations was reported on and featured by the Society of Human Resources in a published Workplace Diversity Library Case/Studies/Best Practices. Janice recent presentations include the Blue Cross Blue Shield National Diversity Conference, the Annual Summit on Leading Diversity Conference, the Workforce Diversity Network Conference and the Texas Diversity Council and Leadership Conference.

In her prior role, Janice served as the Manager of Workforce Diversity for We Energies, a Wisconsin Fortune 500 utility, and provided guidance to leadership and management on discrimination, harassment, and diversity in hiring. She implemented and facilitated education and training programs on diversity, Equal Employment Opportunity (EEO) and harassment prevention. Janice managed restructuring the organization's tactical diversity process, which had been in place for ten years, to a strategic approach linked to business objectives. She was instrumental in the implementation of Employee Network Groups, and development of the company's first diversity scorecard. She was appointed by the CEO and served as co-leader of the Milwaukee County Diversity Advancement, Retention, and Recruitment Task Force- Best Practices Committee. The Task Force was commissioned to address Milwaukee County diversity in hiring issues and its work laid the foundation for the Institute of Diversity Education and Leadership-IDEAL-Milwaukee.

Active in her community, Janice serves as President of the Board of Directors for the Racine Vocational Program, a non-profit organization established to bridge the needs of displaced workers and employers in Racine County, Wisconsin. Janice received a Bachelor of Arts degree in Music from Tougaloo College, Jackson, MS, and a Masters in Human Resource Management from DeVry University/Keller Graduate School of Management, Milwaukee.

Janice can be reached by calling 866.220.6370 or by emailing Janice @DiversityCouncil.com.