

Janice E. Bowman

Janice is the Practice Leader of the Association of Diversity Councils (a division of PRISM International, Inc.), a premier resource for Council practitioners. The ADC is a North American, member-based network of diversity councils dedicated to increasing the impact, effectiveness and recognition of diversity councils and providing best-practice resources to help educate, develop and inspire.



Under her leadership, the Association of Diversity Councils has grown rapidly to include many domestic and global companies from a variety of industries.

Janice is one of the country's leading experts on diversity councils and a national writer, contributor and speaker on matters of diversity councils. Her 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". She is also the author of the highly acclaimed 'Annual State of the Diversity Councils Report'.

Janice is an active presenter. Her presentations include Blue Cross Blue Shield National Diversity Conference; Navistar National Diversity Conference; BNSF Railway Diversity Council Conference; the Texas Diversity Council and Leadership Conference; Progress Energy Diversity Summit; Johns Hopkins Bayview Medical Center Diversity Council Workshop; Entergy Corporation Diversity Conference; Ameren Diversity Conference and the annual Linkage Summit on Leading Diversity.

Additionally, she guided the creation of other ADC consulting and training services such as Diversity Council Boot Camp™ and Diversity Council Jump Start™. She was also the creative force behind the establishment of the Diversity Council Honors Award™.

With over 20 years of organizational diversity and inclusion, EEO/harassment, compliance, staffing and customer services, Janice served as the Manager of Workforce Diversity for We Energies, a Wisconsin Fortune 500 utility. She 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.

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.