



## Kisha Keeney

Senior Director Diversity & Inclusion

Kisha Keeney is Senior Director, Diversity and Inclusion, at Northwestern Mutual, a Fortune 100 company.

She develops and implements strategy that advances Northwestern Mutual's diversity and inclusion (D&I) goals. This includes consultation with functional areas across the company; identification, creation and expansion of community partnerships; alignment of enterprise communications/marketing efforts; creation and facilitation of education within the organization. She also oversees the organization's Employee Resource Groups (ERGs), focusing on growth, collaboration and alignment to corporate diversity and inclusion strategy as well as organizational business strategy. In 2021, seven of the organization's 8 ERGs earned recognition as a "Top 25" ERG in the nation. Last year Kisha was selected and completed the McKinsey Black Leadership Academy, as part of Northwestern Mutual's cohort. Previously she was involved in Northwestern Mutual's inaugural Multicultural Leadership Development Program which allowed her to acquire a new mentor, reverse mentor a senior leader, and consult/present to the Corporate Diversity & Inclusion Council.

In prior roles with Northwestern Mutual, Kisha conceived and delivered marketing programs and sponsorships that connected clients and candidates with Northwestern Mutual's field team. She also managed sponsorships such as those with College Football Playoffs and the Rose Bowl, and coordinated national partnerships and events including the Essence Path to Power, the Hispanic Wealth Project, the Out & Equal and National Black MBA Conferences.

Before joining Northwestern Mutual, Kisha was a consultant at The Kaleidoscope Group, a full-service diversity and inclusion consulting firm. At the Kaleidoscope Group, she provided strategic and creative oversight for inclusion initiatives including events, conferences, and webinars. She also developed and executed assessment tools to evaluate organizational strengths and opportunities in diversity and inclusion.

Outside of work, Kisha serves the community as a member of Alpha Kappa Alpha Sorority, Inc., loves to improve her culinary skills, travel the world, and advance her small women and black owned experiential business with her partners.

Kisha earned a Bachelor of Arts in broadcast journalism from Ball State University.