

MICHAEL DULANEY

Houston, TX 77091

www.linkedin.com/in/michaeldulaney

214.537.7609

michael.dulaney@sbcglobal.net

DIVERSITY, EQUITY & INCLUSION CHAMPION

Communications Specialist | Brand Ambassador | Community Activist | Improving Cultures and Building Corporate Social Responsibility

A multifaceted DEI Professional with creative communication strategies to attract, retain, engage, and promote the best diverse talent around the globe. Accomplished in possessing a clear understanding of diversity, equity, and inclusion and their significance for business excellence, resilience, and competitive edge in today's global environment.

Collaborative team player with a natural ability to connect with individuals of diverse backgrounds and produce results that are impactful for the organization and its greatest asset, its employees.

Areas of expertise include:

- **Communications Strategy and Development**
- **Content Development and Management**
- **Online Collaboration Community Management**
- **Community Outreach and Engagement**
- **Employee Engagement**

PROFESSIONAL EXPERIENCE

[KPMG](#), Houston, Texas

August 2018 – August 2023

Chapter Co-Lead, pride@kpmg Business Resource Group

Provided a network that supported the professional development of LGBTQ employees. Facilitated recruitment and retention. Built a strong community among LGBTQ employees through intersectionality with other business resource groups. Solidified relationships with clients and peer organizations through community outreach events. Worked with firm leaders to develop policies and practices that positively impacted LGBTQ colleagues nationwide.

[Dell EMC](#), Houston, Texas

2012 - 2018

Global Communications Lead, Dell Pride LGBTQ Employee Resource Group

Served as a communications liaison between LGBTQ employees and the Office of Global Diversity & Inclusion to positively influence the environment, ensure professional development of its members and assist the organization in achieving its commitment to hiring and retaining diverse talent.

- Created global communication strategies to increase employee engagement and collaboration to promote Dell as the Best Place to Work for LGBTQ employees.
- Identified communication channels and drafted communications to obtain awareness, understanding, buy-in and bring a sense of cohesion, empowering employees to be their authentic selves at work.
- Developed and maintained an online collaboration community and website to share and discuss issues, initiatives, programs, policies, and events pertaining to the welfare of LGBTQ employees and allies.
- Served as an ambassador of the company at multiple LGBTQ community organizations and events to promote the company's commitment to social causes.
- Recipient of 2017 Dell Global Diversity & Inclusion Award for Brand and Customer Impact
- Recipient of 2013 EMC Office of Diversity & Inclusion Service Award for Outstanding Contributions to the LGBTQ Employee Resource Group

[Out & Equal Regional Affiliate](#), Houston, Texas

2012 - 2016

Pride Month Coordinator

Provided planning and logistics for engaging Out & Equal Houston chapter representation and participation in local LGBTQ Pride Month community events. Promoted educational and networking events about best practices and discussions about important LGBTQ workplace issues.

[Hewitt Associates](#), Dallas, Texas

2005 to 2008

Chapter Lead, Hewitt Pride LGBTQ Employee Resource Group

Founded and chaired the Dallas chapter of the Hewitt Pride LGBTQ Employee Resource Group.

- Coordinated employee networking events to promote inclusion and teambuilding.
- Coordinated and participated in community outreach events to foster corporate social responsibility.
- Served as Team Captain and Business Outreach Chair for Dallas AIDS LifeWalk Steering Committee

[Bank of America](#), Dallas, Texas

1993 - 2004

Team Bank of America Volunteer

Initiated programs that provided employees with opportunities to connect with each other to develop leadership skills, build strong ties with their communities and broaden their view of diversity and inclusion.

- Founded and chaired the Dallas chapter of the Pride LGBTQ Employee Resource Group.
 - Led the planning and logistics for Bank of America's participation in the 2003 Dallas LGBTQ Pride Parade and Festival.
 - Planned and coordinated speaking and networking events for LGBTQ Pride Month.
- Served as Registration Committee Chair for Dallas AIDS LifeWalk from 2001 through 2005. Recruited registration volunteers and developed plans, logistics and procedures for registering walkers and handling on-site donations.
- Planned and coordinated speaking event on caregiving for elderly family members.

ADDITIONAL RELEVANT EXPERIENCE

[AIDS Foundation Houston](#), Houston, Texas

2013 - 2019

Board Director

Led the organization in determining and maintaining its mission, values, strategies, and major goals. Monitored the performance of the organization relating to the achievement of major goals and outcomes.

- Served as Development Committee Chair, leading the formulation of strategic and tactical plans to help the agency leverage financial and volunteer resources to meet its operational needs.

[AIDS Interfaith Network](#), Dallas, Texas

2008 - 2010

Board Trustee

Led the organization towards a sustainable future by adopting sound, ethical, and legal governance, and financial management policies, ensuring the agency has adequate resources to advance its mission.

- Served as Governance Committee Chair, maintaining the Board of Trustees charter and bylaws and providing evaluation and recruitment of Board Trustee roles.

EDUCATION

Studies in Business Administration and Office Management, University of Houston - Houston, Texas