

Contact

www.linkedin.com/in/alaysia-black-hackett (LinkedIn)

Top Skills

Management
Strategic Planning
Leadership

Certifications

Non-violent Crisis Intervention
Mediation and Dispute Resolution
Certification
Equal Employment Opportunity
Investigator

Alaysia Black Hackett

Chief Diversity and Equity Officer at the U.S. Department of Labor|
Presidential Appointee| SES
Washington, District of Columbia, United States

Summary

Appointed by President Joe Biden, reporting directly to the Secretary of Labor, Alaysia serves as the Department's inaugural Chief Diversity and Equity Officer. Alaysia has oversight of both the Department's internal in-reach and external outreach diversity, equity, inclusion and accessibility (DEIA) initiatives to ensure the mission of empowering all workers morning, noon, and night.

In this role, Alaysia serves as the principal advisor and subject matter expert on: normalizing the implementation of DEIA into the systems that guide the labor market, diversifying the workforce, dismantling historically exclusive systems that perpetuate discrimination in the workplace and embedding equity in the labor field so that all people may feel seen, heard, and included.

Previously, Alaysia served as the inaugural Deputy Chief Diversity Officer to Governor Ralph S. Northam in the Commonwealth of Virginia. In this historic role she managed the overall operations of the Governor's DEI office. Most notably, she co-created the ONE Virginia Plan, a DEI strategic plan for inclusive excellence across 100+ state agencies in Virginia, along with working with leaders to champion the most robust equity agenda in Virginia resulting in historical accomplishments. Before her gubernatorial appointment, Alaysia served as DEI Consultant for the Virginia Dept of Human Resource Mngmt where she had oversight of the review and removal of bias policies and inequitable hiring practices and was an EEO investigator. Prior to her tenure in government, Alaysia spent 18 years in administration and diversity officer roles in institutes of higher learning including: University of North Carolina-Asheville (a state institution), Asheville-Buncombe Technical Community College (a large community college), Virginia Union University (a historical Black college/university), and Mars Hill University (a private institution) where she established the diversity office and advocated for inclusive excellence.

Alaysia received the 2020 Governor's Diversity, Inclusion, and Outreach Award for leadership in prioritizing equity in the Commonwealth of Virginia's COVID-19 pandemic response by helping to improve access to historically marginalized communities.

Those efforts lead the multi-agency Unified Command response and recovery which leveraged the Equity Leadership Taskforce to integrate equity into each decision made on behalf of the Commonwealth.

Gallup Strength Finder Results
Strategic•Individualization•Maximizer•
Deliberative•Relator

Experience

U.S. Department of Labor
Chief Diversity and Equity Officer
August 2022 - Present (1 year 3 months)
Washington, District of Columbia, United States
Biden-Harris Administration

ABH Solutions, LLC
Founder/CEO
April 2018 - August 2022 (4 years 5 months)
North Carolina, United States

Consult - Organization, corporate, government, institutions of higher education, behavior health

Areas of expertise:

Diversity, Equity, and Inclusion
Group/Individual Mediation and Dispute Resolution
Business Contract and Collaboration Strategist
Organizational Development
Legal Analyst
Equal Employment Specialist/Investigator

Commonwealth of Virginia
2 years 5 months

Deputy Chief Diversity Officer-Office of Governor Ralph S.Northam
January 2020 - January 2022 (2 years 1 month)

Commonwealth of Virginia

Diversity, Equity & Inclusion Consultant -Department of Human Resource Management

September 2019 - January 2020 (5 months)

Richmond, Virginia, United States

Mars Hill University

The Office of Diversity, Equity, & Inclusion- Inaugural Director
2012 - 2019 (7 years)

Asheville, North Carolina Area

University of North Carolina at Asheville

Leadership Programs Student Development

2011 - 2012 (1 year)

Asheville, North Carolina, United States

AcRT

Human Resources Manager

2009 - 2010 (1 year)

Richmond, Virginia Area

Virginia Union University

Academic Director of Sophomore Experience

2005 - 2009 (4 years)

Richmond, Virginia Area

Center for General Education and First Year Studies

Asheville-Buncombe Technical Community College

Director of Student Life & Recruitment

2001 - November 2003 (2 years)

Asheville, North Carolina

Education

Concord Law School at Purdue University Global

Doctor of Law - EJD · (June 2019)

Indiana University Robert H. McKinney School of Law

Doctor of Law - JD, Law · (2019)

East Carolina University

Graduate Certification in Healthcare Administration, Health/Health Care
Administration/Management · (2013)

Western Carolina University

Master of Public Administration (MPA), Human Resources Management and
Services · (2002)

Western Carolina University

Bachelor of Science (BS), Sociology · (2001)