



## **Rita Izaguirre, J.D., SPHR**

An advocate of creating employee engagement through inclusion, Rita Izaguirre is passionate about leveraging cultural competency to create high performing teams to achieve business results. She is a change agent with a long and distinguished career who has held a variety of roles with private and public sector organizations.

Currently Rita is conducting research on the relationship between corporate diversity efforts and the impact of inclusive leadership on business results. The goal of her work at Ideias, LLC, where she is a Principal, is to educate organizations on the impact of cultural competence on leadership effectiveness and corporate success.

Most recently, as Senior Vice President of Talent Acquisition, Diversity & Compliance for SunTrust Banks, Rita was responsible for driving corporate strategy for talent acquisition, diversity and employment compliance. She aligned diversity efforts to the business strategy which resulted in measurable impact on employee engagement scores and financial performance.

Previously, Rita held a similar role at General Electric Healthcare where she was responsible for the execution of human resources compliance, diversity and employer of choice efforts in the US and Europe.

She practiced law in the US and Latin America. In 1998, she moved to the Human Resources field, focusing on making inclusion an action lever for talent acquisition and talent management.

Rita holds a Bachelor of Science from Barry University, a Law degree from Nova Southeastern University and a Certificate in Organization Development from Georgetown University. She is admitted to the Florida Bar and holds the SPHR designation.

Rita was an Adjunct Professor at American University in Washington, DC, where she taught Managing Workforce Diversity in the graduate OD/ HR program. She has been published on the Intercultural Management Quarterly.

Rita is a member of the board of Year Up, a national organization that provides urban youth educational tools to achieve their potential. Rita is married and lives with her husband, Amado, in Atlanta, GA.