

Jacques S. Whitfield, JD

Mr. Whitfield is a seasoned Human Resources Executive with over 20 years of experience in human resources management and diversity, equity and inclusion. Whitfield recently completed a six-year tenure as the Chief Human Resources Officer and Chief Compliance Officer for the Yuba Community College District. Whitfield was responsible for the management and oversight of the human resources operations for the district and is credited with revitalizing and streamlining the Human Resource Operations for the Yuba Community College District. Whitfield is a subject matter expert in performance management, employee engagement, diversity, equity and inclusion and state and federal EEO compliance matters. Whitfield is also a subject matter expert in leadership development. He is highly accomplished in successfully working with others to develop professional skills and improve employee effectiveness through training and development. Whitfield is a frequent speaker, trainer and presenter.

Employment History

- Senior Consultant, Recruitment Solutions, CPS HR Consulting
- Chief Human Resources Officer, Yuba Community College District
- Adjunct Professor, School of Education, California State University, Sacramento
- Managing Partner, The Sterling Group, Ltd
- Director of Administrative Services and Strategic Planning, Target Excellence
- District General Counsel/Associate Superintendent, Grant Joint Union High School District

Professional Experience

- Seasoned HR Executive and subject matter expert in the areas of labor and employment, labor relations, collective bargaining, state and federal EEO compliance
- Expertise in quarterbacking personnel investigations arising from harassment and discrimination complaints to eliminate potentially hostile work environments and liability for employers.
- Created and presented effective workshops to train employees on everything from effective performance management, EEO and nondiscrimination best practices, diversity and cultural competency in the workplace, effective communication of difficult information, conflict resolution strategies and exemplary customer service.
- Taught graduate level classes in educational leadership for K-12 and Community college administrators.

Education

- J.D. University of North Carolina – Chapel Hill, NC
- B.A. Wake Forest University, Winston-Salem, NC
- Professional Organizations and Affiliations
- Society of Human Resources Management (SHRM)
- Association of Chief Human Resource Officers
- Association of California Community College Administrators

Nikki Whitfield

Chief Diversity Officer, Impact Foundry

Following more than 25 years of professional outreach and marketing, Nikki joined Impact Foundry in 2021 to lead a newly established Cultural Intelligence Unit. The CIU brings forward the voices of subject matter experts with expertise in all aspects of diversity, equity, and inclusion.

Prior to joining Impact Foundry, Nikki led community engagement efforts on behalf of local businesses and nonprofit organizations, including Sierra Forever Families, the Sacramento Urban League, One Community Health, and the Gender Health Center. Nikki is particularly proud of her efforts to connect vulnerable community members with lifesaving and life-changing services including:

- Education, outreach and recruitment of permanent families and mentors for the disproportionate number of Black youth growing up in the Sacramento foster care system;
- Created, recruited, and managed the African American Advisory Council in support of strengthening the Black community's response to Black youth without permanent families.
- Coordinated City of Sacramento's Sac Green Equity program created to assist those formerly incarcerated due to cannabis related charges to establish cannabis businesses, including dispensaries, manufacturing and distribution, delivery and testing services.
- Coordinated the CDC's Health Intervention efforts in Sacramento, focused on integrating evidence-based behavioral health with HIV+ patients in medical clinics; and
- Developed training curriculum for African American church Health Ministries in an effort to combat HIV infection and testing.

Nikki's professional and community involvement has included:

- Fellow, Black AIDS Institute
- Certified HIV Test Counselor, CA State Office of AIDS
- Member, Mental Health America LGBTQ Youth Collaborative
- Member, Sierra Health Foundation CTG Healthy Sacramento Coalition
- Member, Darrell Steinberg's CA Senate African American Advisory Committee
- Board member, Gender Health Center

Nikki is an effective community leader recognized for her contributions. Examples include:

- The Sacramento Kings All Star Community Service Award
- Exceptional Woman of Color Award, Sacramento Cultural Hub