

**TED CHILDS**  
**WORKFORCE DIVERSITY EXPERT**

In August 2006, Ted Childs retired from IBM after a distinguished 39-year career as a member of their corporate human resources team. Upon retiring, he founded Ted Childs, LLC.

The goal of Ted Childs, LLC is to coach a corporate workforce diversity team through the identification of their internal/external stakeholders, an assessment of the internal/external environment, and the development and execution of a global workforce diversity strategy. Through this interaction, a company's team will be led in the initial staff work and strategy development and execution. The desired outcome: to move a company from "spinning your wheels, politically correct behavior" to execution that reflects performance and leadership.

While at IBM, Childs held a variety of human resource assignments, including 15 years of executive responsibility for global workforce diversity programs and policies. In addition, Childs served as executive assistant to Dr. Benjamin L. Hooks, Executive Director of the NAACP.

Childs is a graduate of West Virginia State University, a member of the board of directors and a past president of the University's Foundation, and a life member of the West Virginia State University National Alumni Association.

In December 1989, Childs was appointed by Governor Mario Cuomo to the New York State Governor's Advisory Council on Child Care. In 1992, he was named co-chair of the national Council of Jewish Women's Work Family Advisory Board and presented with their Founder's Award for commitment to quality of life issues for US families.

In 1995, Childs was appointed as an official delegate to the 1995 White House Conference on Aging. In 1996, he was invited by Vice President Albert Gore to serve on the eight-person planning team for the 1996 Family Re-union "V" that the Vice President and Mrs. Gore hosted. In 1997, Childs was named by *Working Mother* magazine as one of the 25 Men Friends of the Family who have made it easier for working parents to raise and nurture children. Also in 1997, US Treasury Secretary Robert E. Rubin appointed him as an advisor to the Secretary's Working Group on Child Care to focus on best practices which address child care problems facing working parents. In November 2006, the US Embassy in The Hague and the Leadership Conference on Civil Rights Education Fund convened "Diversity Dialogue – Sharing Ideas, Building Bridges: A Dutch – US Muslim Dialogue." Childs was the US business representative/speaker at this event.

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In 1998, The National Association of Child Care Resource and Referral Agencies presented Childs, among others, with its Lifetime Achievement Award. In March 2000, he received the Diversity Awards 2000 for Excellence in Diversity in the Corporate Sector from *Working Mother*. In 2002, *Savoy* magazine and the Women and Diversity Leadership Summit honored Childs with its Corporate Leadership Award. In 2004, The Families and Work Institute presented Childs with its Work/Life Legacy Award. In 2006, Childs received the Trailblazers from the Chief Diversity Officer's Forum. Working Mother Media announced The Ted Childs WorkLife Excellence Award to be given annually to the individual who by their distinctive performance has contributed to the field of Work/Life in the business community.

Childs is a member of the Executive Leadership Council (ELC); The Families and Work Institute Board of Directors and was installed as a Fellow in The National Academy of Human Resources in 2001. Childs has received honorary doctorate of humane letters degrees from Pace University, West Virginia State University, and Our Lady of the Elms College. Childs holds life memberships in the NAACP, the National Council of Negro Women, Inc., Omega Psi Phi Fraternity, Inc., The National Organization of Women (NOW), the Sierra Club, and the Bass Anglers Sportsmen Society.

### TOPICS:

- Pursuing What Is Possible: The Importance of Workplace Flexibility
- The Link Between Diversity & Global Competitiveness
- Go Global, Go Diverse, Get Ahead
- The Business Case for Diversity
- The Promise of Diversity & Changes in the American Marketplace
- The Diversity Imperative: Strategies for Success in the Global Workplace