# Access to Experts

**Eric Watson** , Vice President, Office of Diversity & Inclusion , Delhaize America

Eric Watson is Vice President of the Office of Diversity & Inclusion for Delhaize America, which comprises the Food Lion Family of Banners (Food Lion, Bloom, Harveys, Reid's), Bottom Dollar Food, Hannaford Brothers, and Sweetbay Supermarkets. He is responsible for the development and implementation of Delhaize America's diversity and inclusion business strategy. He is also responsible for leadership and associate development, and measuring progress in the areas of culture and environment, diverse supplier development, minority recruitment and retention, education and training, and assisting in growing and sustaining a diverse market presence.

In October 2003, Watson joined Food Lion as Vice President of Diversity and Inclusion. From 2007 through 2009, he also served on Food Lion's Executive Committee and led the Talent Acquisition department. In February 2010, he became Vice President of the Office of Diversity & Inclusion for Delhaize America.

Watson has 29 years of experience in operations management, including more than 16 years in the field of diversity. Watson has developed strategies to impact business success by creating a vision to manage diversity, designing leadership mentoring programs to promote diversity and establishing an accountability system for business diversity. In his prior experience, he held the position of Executive Director of Diversity and Workforce Capability at the Williams Companies Inc., and was Vice President of Global Diversity for the St. Paul Companies Inc.

Watson has been a keynote speaker, participated on panels, and given lectures on diversity recruiting and talent acquisition, mentoring, diversity and inclusion business case and strategy, cultural competence, African Americans and Hispanics in the workplace, and supplier diversity.

Watson currently serves on the Board of Directors of the Executive Leadership Council (ELC), and the Next Generation Network (NGN). He is a member of the Conference Board Council on Work Force Diversity. He serves on the Board of Directors of the University of North Carolina-Center for International Understanding, and the Urban League of Central Carolinas in Charlotte, where he also chairs the Urban Youth Empowerment Program (UYEP). He is a member of the Board of Visitors and the Corporate Alliance Program at Johnson C. Smith University, the Board of Visitors at Livingstone College, the Leadership Team of the Community Building Initiative (CBI), the North Carolina NAACP Youth & College Division Advisory Board, Board of Directors of The Park in Charlotte, NC, and Lead Corporate Advisory Partner of the East Carolina University - Equity, Diversity & Community Relations Corporate Advisory Partner Group.

Watson holds a bachelor's degree in English literature from Livingstone College in Salisbury, N.C.

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