

Tammie L. McNaughton
Director, Corporate Diversity & Work Life
Highmark
Biography

As Director, Corporate Diversity and Work Life at Highmark, Tammie focuses her efforts on building Highmark's Diversity and Inclusion strategies, Affirmative Action Compliance, Corporate Accessibility Strategy, Employee Work Life programs and pursuit of the "Best Place to Work" designation for building a culture of inclusion. Her responsibilities span Highmark locations in Pittsburgh, Camp Hill, Johnstown, Erie and others with a complement of nearly 20,000 employees. She actively partners with professional organizations to support diversity and inclusion with special emphasis on upward mobility for women, minorities and individuals with disabilities.

Tammie is a member of the Conference Board's Diversity Business Council and the US Business Leadership Network (BLN) Corporate Advisory Board. She serves as Chair of the PA BLN for which Highmark is the lead company in the state of Pennsylvania. Tammie is an active member of the Three River's Workforce Investment Board and past chair of the Pittsburgh Disability Employment Project for Freedom. She represents Highmark at local, state and national events sharing best practices on diversity and inclusion, work life, workforce development and disability employment.

Highmark was awarded the 2006 New Freedom Initiative Award from the Department of Labor on behalf of its disability employment strategies. Tammie's background is put to good use in furthering Highmark's diversity and inclusion strategies and finding solutions to employment for individuals of all abilities.

A member of The Pittsburgh Human Resources Association and The Society for Human Resources Management, Tammie is a summa cum laude graduate of the University of Pittsburgh with a BS Degree in Psychology and minors in Management and Communications. Her 15-year career with Highmark includes leadership roles in Corporate Learning and Highmark University in the Business Systems, Software and Leadership Development Training areas, Corporate Workforce Initiatives and Corporate Staffing. Tammie has done extensive work in instructional design and delivery, training technology, and leadership development. Prior to her career at Highmark, she held a variety of positions with a Fortune 500 international firm in the areas of Advertising, Training & Development and Sales