



Joy Fitzgerald

Chief Diversity, Equity and Inclusion Officer
UnitedHealth Group

Joy Fitzgerald is the Chief Diversity, Equity and Inclusion Officer for UnitedHealth Group. She leads the enterprise's global diversity, equity and inclusion strategy that enables an innovative culture and leverages the collective power of the company's 340,000 employees to help people live healthier lives and make the health system work better for everyone.

In her role, she advances strategic priorities that attract, develop and grow world-class talent across the enterprise and ensure key practices are integrated into every facet of the business to advance equity throughout the company.

She also serves as a key partner and strategic advisor to the enterprise's Diversity, Equity and Inclusion Councils.

Joy is a highly respected and experienced Human Capital leader with more than 20 years of experience building best-in-class strategies that enable for-profit and non-profit organizations to foster stronger, more diverse and inclusive cultures. She is a sought-after speaker and thought leader and has presented keynote speeches and workshops in more than 20 countries. She was also named to the inaugural list of "Elite 100 Black Women Executives" by Diversity Woman Magazine, recognized on the list of "Most Powerful Black Women in Corporate Diversity" by Black Enterprise and by the Healthcare Businesswomen's Association as a "Rising Star."

Prior to joining UnitedHealth Group, Joy served as the Chief Diversity & Inclusion Officer at Eli Lilly. She also served as Chief Diversity Officer for aerospace company Rockwell Collins, where she held other leadership roles focused on learning and organizational development.

Joy earned her Bachelor of Professional Studies in Organizational Development and Master of Professional Studies in Strategic Leadership from The University of Memphis.