



## Nichelle Grant

Head of Diversity, Equity and Inclusion  
Siemens USA

Nichelle Grant is **Head of Diversity, Equity & Inclusion**, Siemens USA, where she guides the company's commitment to diversity, equity and inclusion (DEI) as a catalyst for growth and innovation. In her role, Grant is helping to shape a company culture in which all employees are empowered to achieve their full potential.

Grant has 32 years of industry experience, with 24+ years at Siemens, and first got involved with DEI on a volunteer basis, leading the company's employee resource groups and diversity councils. Her experience developing go-to-market strategies, focusing on the customer experience, and driving operational excellence, combined with her passion and commitment to the mission of DEI, positions the company exceptionally well with stakeholders across the country. She has played an integral role working with Siemens' supply chain and procurement teams to increase supplier diversity efforts and represents the company before many customers for whom this is core to doing business with Siemens.

Grant's leadership of Diversity, Equity & Inclusion extends far beyond Human Resources and has a much broader reach into topics that drive change and make impact to our workforce, our workplace and the marketplace. Grant drives a holistic approach to building and leveraging a workforce that mirrors the diversity of our customer base, suppliers, partners and society. She strives to help Siemens continue to drive an inclusive work environment to actively involve every employee's ideas, knowledge, perspectives, approaches, and styles to maximize business success. She systemically applies data and analytics to meet customer diversity requirements that are now prerequisites and conditions for both routine and complex contracts.

Under Grant's leadership, Siemens USA has received numerous accolades that speak to

our workplace culture and commitment to diversity. Siemens has appeared on Forbes' America's Best Employers for Diversity list. The corporate academic alliance Advancing Minorities' Interest in Engineering (AMIE) has also named Siemens a Top Supporter for Historically Black Colleges and Universities (HBCUs). In addition, Siemens has earned a 100-percent rating for multiple years on the Corporate Equality Index, supporting the Best Place to Work for LGBTQ+ community and the Disability Equality Index, which is a national benchmarking of businesses to gauge their level of disability workplace inclusion.

Grant is a graduate of Michigan State University with a B.S. degree in Zoology and a Master's degree from Roosevelt University. Nichelle is a Certified Diversity Executive (CDE). She resides in the Northern suburbs of Atlanta, with her husband Ulyses.