



## Kabir Kumar

Belonging, Diversity, Equity and Inclusion Leader  
Walmart

Kabir Kumar is a Belonging, Diversity, Equity and Inclusion (BDEI) leader at Walmart, focusing on shared value, systems change and individual behavior change for the past 10 years. He currently leads strategy and insights across the BDEI function at Walmart Inc., which employs over 2 million associates in 20+ countries around the world. This includes leading the creation of Walmart's shared value equity initiatives in education, criminal justice, health and finance, as well as expanding the key strategic focus of the company to include Belonging. He has also led Walmart's BDEI internal engagement strategies, external engagement strategies, data and insights and change management functions.

Focused on doing good at scale, Kumar applies a shared value, systems change approach to create greater societal benefit for all stakeholders. In his previous role at Walmart.org, Kumar led 20+ initiatives and innovations representing \$100M+ in annual giving for the company through philanthropic programs like disaster response, employee and customer giving, cause marketing, government affairs giving, employee assistance funds, scholarships and more. Kumar has also created and led the first philanthropic agile team at Walmart, launching several charitable business integrated products, including Walmart's charitable registry, charitable roundup and more.

Prior to joining Walmart, Kumar worked spent over a decade working in the nonprofit space in US, London and India on issues including community building, conflict resolution, literacy, rural development, education and philanthropic advising. He made the transition to the nonprofit space after working in London as an investment banker, investing in emerging markets and innovative technology companies. He currently serves on the Board of [Interfaith America](#), the largest US based interfaith nonprofit

headquartered in Chicago, and as an appointed Commissioner for the Arkansas Governor's Commission on National Service and Volunteerism with EngageAR.