

## Mr. Miguel Joey Avilés Chief of Diversity & Inclusion U.S. Federal Government

Mr. Miguel Joey Aviles assumed the duties as the Chief of the Office of Diversity and Inclusion in July 2018. He is responsible for policy development, management, planning, coordination and execution of the diversity and inclusion programs.

Recognized as one of the Top 100 Executive Leaders by Diversity MBA Magazine and featured as an Inclusion Innovator by the Society of Human Resources Management (SHRM), Mr. Avilés is the first civilian in the history of the US Coast Guard to become the Chief of Diversity and Inclusion. He is a D&I Thought Leader with over a decade of experience at the Department of Defense (DOD), the Department of Interior (DOI), and the Department of Homeland Security (DHS). He is a TEDx speaker, Author of the e-book “Hispanics 101: How to Recruit, Manage and Grow your Hispanic Workforce” and has been featured at the Washington Post, the Chicago Tribune, Telemundo, the Change Management Conference, the Human Capital Institute, the SHRM Talent Management and D&I Conferences, Fortune 500 companies, and other global organizations. He is the creator of the keynotes Inclusive HEROES: Creating a Culture of Belonging; How to Become a Change-Maker in Today’s World; and Hispanics 101: How to Recruit, Manage and Grow your Hispanic Workforce.



Before coming to CG-127, Mr. Avilés served as the Division Chief of the Office of Recruitment and Retention Programs at BLM. He was responsible to lead 5 enterprise-wide programs: The BLM White House Executive Orders Program; the Direct Hire Authority – Resource Assistant Internship Program; the BLM Pathways Programs; the BLM D&I Program to include 500 Diversity Change Agents and the Diversity Talent Acquisition Pilot; and the BLM Employee Engagement and Retention Program to include the BLM Employee Engagement Ambassadors and the BLM Exit Interview Process.

Mr. Avilés held several other key positions at the Defense Department. He served as the Deputy Program Manager of the Executive Leadership Development Program, the Defense Civilian Emerging Leaders Program, the DoD Managerial and Supervisory Training Program and the DoD-wide Mentoring Resource Portal. He started his federal career as a GS-4 Diversity Recruiter in Mayaguez, PR and served as an HR Specialist in the DOD’s Recruitment Assistance Division. Mr. Avilés is the former Chair of the Young Government Leaders (YGL) Advisory Panel and past President. YGL is a 12,000 members non-profit with the mission to educate, inspire, and transform the current and future leaders of local, state and federal government.

Mr. Avilés is a graduate of the Excellence in Government Fellows Program, the DoD Defense Civilian Emerging Leaders Program (DCELP) and completed the OPM LEAD Certificate. He has a bachelor degree in Business Administration from the University of Puerto Rico in Mayaguez. He is the winner of the HR Leadership Award of Greater Washington for Excellence in Mentoring 2014.

Miguel is a proud first-generation Puerto Rican from San Sebastián, Puerto Rico. He lives in Fort Washington, Maryland with his wife and best friend Michelle Rosa, a Program Manager at the U.S. NAVY, and his two rescued puppies Bella and Stella.