



## **Jenifer Ngo Waldrop**

### **Senior Consultant**

**Jenifer Ngo Waldrop** is a professional diversity, equity, inclusion, and belonging (DEIB) leader with a rich background in working in various global industries and locations. She has developed models and programs for diversity, equity, and inclusion initiatives to support multiple business units with Fortune 500 companies and organizations in Asia, Canada, and the US. Jenifer has held various leadership experiences that range from Director to Strategic Sr. Advisor. She has crafted talking points to companies' CEOs and spoken at international conferences on the value and impact of the DEIB practice.

As a leader and observer of current DEIB trends, Jenifer believes in leveraging the talents of the modern multicultural talent pool. Jenifer firmly believes that securing, engaging, training, rewarding, and promoting this diverse talent must be systemically different from previous approaches due to changes in talent needs. In addition, seasoned employees also must understand the changing marketplace and its consumers and be eager to work collaboratively across generations and critical subcultures within their own companies and of course within the broader marketplace as well. Employee resource groups can assist in accomplishing this goal. Toward that end, Jenifer co-founded an employee resource group program for a former employer. From this, she spawned 5 Affinity Groups, including an Asian-American contingent, of which she was the team leader. Most recently, she led Jack Henry and Associates' DEI strategy and worked very closely with business unit executives to keep diversity top-of-mind in designing and servicing financial technology corporations.

Before Jenifer's career in DEIB, she managed significant national accounts for advertising agencies and improved lives for disparate communities through company programs and social outreach initiatives. She is a values-driven leader who excels in facilitating conversations to connect better and understand others, traits that have helped her influence and build relationships.



Jenifer received her undergraduate degree from Colby College and her Master of Human Resources Development from Villanova, focusing on Organizational Development. She is also an SHRM-Certified Professional. As the Professional Development Director, of the National Association of Asian-American Professionals (NAAAP) of Colorado, Jenifer continues her outreach in society. Through this organization, she mentors formally and informally. She lives in the metro Denver, CO area with her husband, two children, and a dog.