



**Biography:** Di Ann Sanchez, Ph.D., SPHR, SHRM – SCP, is the Chief Exceptional Officer of DAS HR Consulting LLC and Sanchez & Associates, a WMBE/HUB-certified firm focused on creative and non-traditional Human Resources programs and Diversity. Dr. Sanchez has over 35 years of experience, is a certified Senior Human Resources Professional (SPHR & SHRM – SCP), and has held executive positions with both private and public companies, including:



- Dallas/Fort Worth International Airport
- United Natural Foods, Inc.
- Burlington Northern Santa Fe
- Boeing Commercial Airplane Group
- American Airlines
- Delta Technology

**DAS HR Consulting has extensive experience in the following:**

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| <ul style="list-style-type: none"> <li>▪ Leadership Coaching/Performance Coaching</li> <li>▪ Compensation / Benefits Planning</li> <li>▪ Recruiting / Retention Strategies</li> <li>▪ IDEA – Inclusion, Diversity, Equity, Access Training/Leadership/Manager Training</li> <li>▪ Succession Planning / Talent Management</li> </ul> | <ul style="list-style-type: none"> <li>▪ Shared Services / H.R. Technology</li> <li>▪ HR Audits/Payroll Audits</li> <li>▪ Confidential Investigations</li> <li>▪ Employee / Labor Relations</li> <li>▪ H.R. Administration</li> <li>▪ Change Evolution</li> <li>▪ Due Diligence/Mergers/Acquisitions</li> </ul> |
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**DAS HR Consulting has extensive experience in the following lines of business:**

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| <ul style="list-style-type: none"> <li>▪ Airline/Railroad/Airport Operations/Railroad Operations/Airline Operations</li> <li>▪ Manufacturing/Sales/Manufacturing Operations</li> <li>▪ Defense/Defense Operations</li> <li>▪ Professional Private Enterprises</li> <li>▪ Property Management</li> </ul> | <ul style="list-style-type: none"> <li>▪ Consumer Products</li> <li>▪ Construction/Construction Management</li> <li>▪ Non-Profit</li> <li>▪ Electrical/Telecommunications/Utilities</li> <li>▪ Engineering/Technology</li> <li>▪ Restaurants/Retail/Hospitality</li> <li>▪ Health and Hospice</li> </ul> |
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**Awards and Recognitions:**

Dr. Sanchez received the 2018 Top Minority Business Leaders Award for Tarrant County. The Hispanic Business magazine named her one of the “Top 50 Hispanic Women in Business,” one of the “Top 80 Elite Hispanic Women,” and “Top 100 Latinas in America”, and a past SMU Latino Leadership Initiative Advisor.

She was highlighted in the Hispanic Journal Magazine, recognizing her Human Resources and Diversity accomplishments at American Airlines. She has been featured in “USA Today” to improve the employment verification process and encourage comprehensive immigration reform.



She has been featured on Fox News Business Career Accelerator, discussing “Love Contracts in the Workplace.” Dr. Sanchez educates and speaks nationally to business and Human Resources leaders on “*Attracting, Engaging and Retaining the LatinX Workforce*,” “*Why Can’t We All Get Along! – Diversity and Generations in the Workplace*,” “*What the Heck is the Difference Between Generation Gen Y and Z?*” “*Managing a Global Workforce*,” and *LatinX: What Next?*”

### **Contributions to Research:**

“*The changing U.S. Workforce: The Growing Hispanic Demographic and the Workplace*” by SHRM and the Congressional Hispanic Caucus Institute. The SHRM Foundation and the Economist Intelligence Unit (EIU) Project, “*Use of Workforce Analytics for Competitive Advantage*.” SHRM 2018-2021 peer-review articles, “*How to Attract Hispanic Millennials*,” “*Latino/Hispanic Millennials Bring Different Strengths to the Workplace*,” “*What is the Most Important Component of a DEI (Diversity, Equity, and Inclusion) Plan? Access! (IDEA)*” and “*Does Your Company Have Ethical Agility; Do You?*”

### **Speaking:**

Dr. Sanchez has spoken at the SHRM National Conference, Talent Management, and National Diversity and Inclusion. She has also spoken at several SHRM and Business Chapters and has been featured in many publications as a national Human Resources and Diversity expert. She is also a SHRM National Speakers Bureau Member. Dr. Sanchez is an active SHRM Voice of Work Research Panel participant.

### **Education:**

Dr. Sanchez holds a Bachelor’s Degree in Political Science from the University of California at Los Angeles (UCLA), a Master’s Degree in Organizational Management from the University of Phoenix, and a Ph.D. in Organization and Management specializing in Human Resources from Capella University. She is a national instructor for the Institute for Applied Management & Law (IAML), teaching the Essentials of Human Resources Management Certification, and a Division Chair and Professor at Amberton University. In addition, Dr. Sanchez developed the SHRM-aligned M.S. Human Resource Management Program and Diversity, Equity, and Inclusion (DEI) Certificate for Amberton University.

### **Volunteerism:**

Dr. Sanchez is active in the Society of Human Resources (SHRM) by serving as the Texas Legislative Advocacy Captain, SHRM Speakers Bureau, and actively serving on the National SHRM Expertise Panels. Furthermore, Dr. Sanchez is a Board Member of Workforce Solutions of Tarrant County, Boys and Girls Club of Greater Tarrant County – Government Advocacy Committee, Helping Hands for Homeless, Board of Directors North Texas Area Community Health Centers, Arlington Charities, The Fort Worth Women’s Policy Forum and Congresswomen Kay Granger Hispanic Legislative Advisor. In addition, she has been an SMU Latino Leadership Initiative Advisor.