



Charmaine BROWN

STRATEGIC PARTNER, DIVERSITY,
EQUITY, INCLUSION & BELONGING



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Charmaine Brown is the Founder and President of Connexions Consulting, Inc., an organizational development firm dedicated to creating inclusive, culturally competent workplaces. She is a passionate inclusion advocate who helps clients create a forum of safety, support, and empowerment to navigate the complexities of implementing Diversity, Equity and Inclusion strategies.

Charmaine/Connexions Consulting formed a strategic partnership with Ratliff & Taylor in 2022. The mission of this partnership is to create and deliver programming that enables leaders to be more intentional about incorporating inclusivity into every aspect of their leadership efforts, recognizing the direct connection between inclusive behaviors and high-performing organizations.

With over 28 years of experience in strategic human resources, diversity & inclusion, human resource compliance and philanthropy, Charmaine's experience spans a range of industries including real estate, banking, healthcare, and nonprofits. She has demonstrated expertise in building inclusion and diversity programs from infancy to national recognition.

Additionally, she has cultivated an extensive network of community partnerships and relationships with national, regional and local organizations aimed at enhancing community capacity-building efforts.

EDUCATION

B.S.Kin, Michigan State University

PROFESSIONAL CERTIFICATIONS & AWARDS

Intercultural Development Inventory (IDI) Qualified Administrator

National Diversity 2020 Leadership Award - Career Mastered

Stephanie Tubbs Jones Courage Award - Women of Color Foundation

2012 Diversity Executive of the Year Award - Commercial Property Executive

Crain's Archer Award - Crain's Cleveland

President's Award - Northern Ohio Minority Supplier Development Council

CIVIC INVOLVEMENT

Women of Color Foundation - Board of Directors, Secretary and Executive Committee

The National Association of Women Business Owners Detroit Chapter - Former President of the Board

CollegeNow - Former Board Member

Cleveland Commission on Economic Inclusion -Former Membership Engagement Committee

United Black Fund of Greater Cleveland - Former Board Member, Chair, Human Resource Committee

United Way of Greater Cleveland - Former HR Committee Member

RATLIFF & TAYLOR

Executive Search • Leadership Development • Career Transition