

# Necko Fanning

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Highly experienced, accomplished, data-driven professional with years of comprehensive experience and a proven track record of success in designing and implementing DEIB strategies, driving organizational change and influencing leaders to embed DEIB principles into their daily operations. Committed to advancing equity, promoting cultural competence, and ensuring all voices are heard and valued. Equipped with a strong ability to identify Diversity, Equity, Inclusion, and Belonging opportunities and implement targeted solutions, resulting in improved employee engagement, increased diversity, and enhanced business outcomes.

## CORE COMPETENCIES

Governance | Develop Processes | Program Management | Technical Assistance | Internal Stakeholders | Implement Best Practices  
Continuous Improvement | Goal Attainment | Respectful & Collaborative | Research & Development | Talent Mobility | Analytical  
Talent Acquisition | Community Relations | Succession Planning | Volunteer Engagement | Operations Management | Sustainability  
Strategic Planning | Event Management | Event Planning | Communication Skills | Interpersonal Skills | Complex Problem-solving

## PROFESSIONAL EXPERIENCE

**Havas Creative | Remote (New York, NY)** **Nov 2022 – Present**  
**North America Director of Diversity, Equity, Inclusion, and Belonging (DEIB)**

- Launch ERGs at major market locations, complete with organizational structures, budgets, dedicated leadership, comprehensive mission statements, logos, and professional marketing materials while designing and executing an innovative diversity strategy focused on increasing representation and addressing implicit biases and cultural awareness training for all employees.
- Pioneer the development of an inclusive culture that encourages employee engagement, fosters belongingness and supports retention across all levels of the organization while analyzing the results of employee surveys, creating data-driven action plans, and facilitating focus groups to identify and address areas of concern and improve overall employee satisfaction.
- Conduct in-depth analysis of workforce trends, industry best practices, and employee engagement programs for employees from diverse identity groups, resulting in targeted development and educational initiatives.
- Manage and effectively lead the NA DEIB Team, comprising HR and DEI experts from different networks, to develop a cohesive and unified approach toward creating a diverse and inclusive workplace environment.
- Institute a groundbreaking Executive Leadership Cultural Competency Training program that equipped executive leaders with the tools and knowledge needed to navigate the complex cultural landscape of today's diverse workforce.

**Havas New York | Remote (New York, NY)** **May 2022 – Nov 2022**  
**Director of Diversity, Equity and Inclusion (DEI)**

- Championed diversity, equity, and inclusion (DEI) efforts by creating and leading 10 Employee Resource Groups (ERGs), each targeting a different identity emphasis group, to cultivate a welcoming and inclusive work environment.
- Spearheaded Havas New York's first DEI/ERG budget, successfully allocating funds for discretionary meetings, internal engagement, recruiting purposes, and ERG leader compensation, which resulted in improved ERG participation and retention rates.
- Fostered diversity by curating monthly written content for LBBonline.com, titled "All In Musings (AIM)," featuring individuals from diverse demographic groups, highlighting their personal experiences and identities while providing guidance on allyship.
- Acted as a trusted advisor and expert communicator by writing and advising on all external communications generated by executive leaders during external stressors, tragedies, and conflicts, ensuring the company's messaging aligned with DEI values and principles.
- Performed comprehensive inclusion and representation departmental audits to identify areas of improvement and provided actionable guidance to implement changes based on findings.

## PROFESSIONAL EXPERIENCE *continued*

**Havas Global Talent | Remote (New York, NY)**

**Apr 2021 – May 2022**

**Senior Global DEI Manager**

- Supervised the successful implementation of the "All In" global program, which aimed to promote diversity, equity, and inclusion (DEI) within the company while managing a team of 70+ DEI Representatives located across 45 countries and coordinated 160+ initiatives, resulting in a 7% increase in DEI metrics for the company in 2021.
- Formulated a strategic partnership with the United Nation's HeForShe program, a global effort to increase gender equality and women's representation in leadership positions. As a result, the Havas Group President/CEO was elected as a Champion and guidelines were developed to increase the representation of women in senior creative roles within the organization.
- Created an internal podcast series dedicated to promoting effective allyship and highlighting the experiences and perspectives of employees and partners from underrepresented communities. The podcast offered concise advice on how to become an effective ally in each community and helped foster a more inclusive and supportive work environment.

**Rocket Mortgage (Quicken Loans) | Detroit, MI**

**Jan 2020 – Apr 2021**

**DEI Consultant/UX Writer**

- Collaborated with the Chief Product Officer to design and implement a comprehensive "Safe Space Chats" intervention initiative during the Black Lives Matter protests of 2020, creating a safe environment for open discussions, educating employees on effective allyship, communication, and psychological safety, and providing resources and support for Black employees facing discrimination.
- Developed inclusive language principles and guidelines for a 30,000-employee company, working with cross-functional teams to establish a timeline, roadmap, and strategic prioritization (OKR), promoting diversity, equity, and inclusion and were disseminated company-wide through various channels, including training sessions, company-wide meetings, and internal communications.

## EARLIER PROFESSIONAL EXPERIENCE

**DEI Consultant | Various Company**

**Military Intelligence Analyst; Honorable Discharge | US Army**

## EDUCATION & PROFESSIONAL DEVELOPMENT

**Roshan Shah Coaching & Consulting: Executive Coaching | Remote (April 2023)**

**Bachelor of Arts in Creative Writing and Literature | University of Michigan - Ann Arbor, MI (Dec. 2019)**

## ACHIEVEMENTS & AWARDS

**"DEI Champion 2023 Award" Winner | The National Diversity Conference, April 2023**

**Finalist for "We Are The They" Award for Inclusivity: Rocket Mortgage | Rocket Mortgage, Nov. 2020**

**"David and Sylvia Nelson Award" Winner for Creative Writing | University of Michigan, (April 2019)**

**US Army Achievement Medal for Military Intelligence | US Army, (March 2014)**

## TECHNICAL SKILLS

**Google Suite (Docs, Slides, Spreadsheet), MS Office (Word, Excel, PowerPoint)**