

Insight on Coaching – Guest Bio

Patricia Harris

Global Chief Diversity Officer, McDonald's Corporation

Introduction

Patricia Harris is a Vice President of McDonald's USA and Global Chief Diversity Officer of McDonald's Corporation. In this position she leads a team responsible for the development and implementation of diversity strategies throughout McDonald's worldwide. Under her leadership, McDonald's has won several diversity awards including being voted as one of the "35 Great Places to Work" by *Essence Magazine* and one of the "30 Best Companies for Diversity" by *Black Enterprise Magazine*.

Harris has also received several individual awards including being named one of the "Top 10 Diversity Champions in the Country" by *Working Mother Magazine* and the Dr. Martin Luther King "Shining Light Award." The President of McDonald's North America recently introduced the "Pat Harris Diversity Award" which is presented each year to the McDonald's Officer with the highest diversity results within McDonald's USA.

Experience

Harris joined McDonald's in 1976 in the Corporation's Legal Department. In 1977, she was named Compensation Analyst in Human Resources and was later promoted to Human Resources Supervisor and Manager. She advanced to Affirmative Action Manager in 1985, Staff Director in 1989, Home Office Director in 1993, and Department Director in 1996. She was promoted to Assistant Vice President in 1997 and her current position as Vice President/Chief Diversity Officer on April 1, 2001. She was appointed to the position of Global Chief Diversity Officer in February 2006.

Education

Harris received her bachelor's degree in public administration & personnel administration from Roosevelt University, Chicago.

Professional Affiliations, Publications and Recognition

Harris has received several industry awards including the "Woman of the Year" by the Roundtable for Women in Foodservice, the Metropolitan "YMCA Black & Hispanic Achievers Award", the "King Legacy Award" from the Boys & Girls Club of Chicago, Today's Expo for Black Women "Phenomenal Woman" award, and the 100 Black Men of Chicago's "Youth Achievement Award." Pat was also named one of the "Top 10 Diversity Champions in the Country" by *Working Mother Magazine*.

At McDonald's, she has received several leadership awards, including the President's Award, the Dr. Martin Luther King "Shining Light Award," The National Black McDonald's Operator's Association." Additionally, the president of McDonald's North America introduced the "Pat Harris Diversity Award" which is presented each year to the McDonald's officer with the highest diversity results within McDonald's USA.

Harris is a founding member and past chair of the Multicultural Foodservice & Hospitality Alliance, a founding member and past board member of the Women's Foodservice Forum.