

RAMONA P. ROYAL

Professional Experience

Federal Reserve Bank of Boston

August 2021-Present

Boston, MA

Assistant Vice President of the Office of Diversity Equity, and Inclusion

- Create and implement bank-wide strategy and projects
- Organize and support the Bank's 13 Employee Resource Groups
- Development and implement diversity, equity and inclusion training for the bank

Amica Mutual Insurance Company

June 1998-August 2021

Lincoln, RI

Assistant Vice President of Talent Management and Diversity, Equity and Inclusion

Feb 2021-August 2021

- Create, implement and track the enterprise-wide talent management strategies
- Create, implement and track the enterprise-wide recruitment and retention strategy
- Coordinates talent management policies and procedures for the organization
- Produce and apply the diversity, equity and inclusion strategy enterprise-wide
- Chair of the Enterprise Engagement Committee
- Chair of the Diversity and Inclusion Committee
- Create, implement and track the Enterprise Diversity and Inclusion programming
- Direct the Talent Acquisition section responsible for all company hires
- Manage and support a team of ten
- Member of the company-wide Ethics Committee

Talent Acquisition and Diversity Officer

August 2019-Feb 2021

- Direct the Talent Acquisition section responsible for developing sources of qualified applicants, posting job openings, screening, administering employment tests, employment verification requests, review and action on background checks, and evaluating applicants' qualifications for 1,000 hires annually
- Responsible for integration of new employees including development and implementation of policies, procedures and systems related to orientation and on-boarding
- Produce and apply the Diversity and Inclusion strategy enterprise-wide
- Chair of the Enterprise Engagement Committee and the Diversity and Inclusion Committee
- Member of the company-wide Ethics Committee

Human Resources Officer

February 2014-July 2019

- Create the policies and direct the implementation of annual documentation and off-boarding
- Develop, direct, and implement Amica's award-winning Diversity and Inclusion programming including creation and implementation of the strategy
- Organize and deliver the enterprise level engagement survey and action planning
- Handle immigration related issues including visa and permanent residency applications
- Responsible for implementation and integration of systems related to employment, diversity, engagement and recruitment functions
- Provide excellent internal and external customer service
- Initiate and manage the implementation of Amica's Employer Value Proposition
- Responsible for the execution of Amica's Recruitment and Retention policy
- Collaborate and guide business partners on strategic initiatives using an HR lens

Manager of Employment and Employee Integration

November 2008-February 2014

- Responsible for selection and organization of Amica's employee engagement survey
- Selected and implemented an internal and external Applicant Tracking System

- Supervised workers' compensation, OSHA, and safety
- Created new company orientation
- Incorporated new onboarding system
- Researched and implemented new HR initiatives such as electronic HR files and off-boarding

Employment Manager

February 2004-November 2008

- Supervised and participated in employment searches for exempt and non-exempt positions
- Managed relocations for over 80 employees
- Developed and implemented Wellness and Safety Programs for 3,300 employees
- Oversaw workers' compensation and short term disability claims
- Supervised human resources employees
- Reviewed and approved background checks and the resulting disciplinary actions
- Assisted department managers with counseling and internal policy and procedures

Education

Georgetown University, School of Foreign Service Bachelor of Science, International Politics	Washington, DC
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Master of Liberal Arts, in Extension Studies (Management), Harvard University Strategic Management Certificate Organizational Behavior Certificate	Boston, MA
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Continuing Education

Leadership Rhode Island-Class Rho II	2021
Bentley Women's Executive Leadership Program	2020
SHRM Certified Professional (SHRM-CP)	2015
Certified Compensation Professional (CCP)	2014
Insurance Designations: INS, AIM, API, AIC, and CPCU	2007
Professional in Human Resources (PHR)	2000

Volunteer Activity

Rhode Island for Community and Justice (RICJ), Board	2020-present
Diversity and Inclusion Professionals (DAIP), Board	2009-present
Tri-State HR Conference, Volunteer	2017-2018
Year Up, Mentor	2011-2015

Speakerships

New England Relocation Association	2019
AWE Diversity and Inclusion Panel	2019
CPCU Society of Rhode Island, Talent Acquisition	2019
NEHRA Diversity and Inclusion Conference	2018
SHRM Diversity Conference	2014
SHRM Diversity Conference	2013

Awards

American Property Casualty Insurance DEI Individual Award	2020
Rhode Island Community and Justice Award	2019
Diversity Women's Business Leadership Conference	2016
Providence Business News "40 Under Forty"	2014