



SONJI R. YOUNG

VICE PRESIDENT OF DIVERSITY, EQUITY AND INCLUSION

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As Vice President of Diversity, Equity and Inclusion, Sonji Young is responsible for implementing Armstrong Teasdale's diversity, equity and inclusion (DEI) strategy across the firm. An emerging leader in the field of DEI, Sonji has guided DEI strategies for a number of notable Fortune 500 companies, including the United States' largest semiconductor manufacturer. In her work, she has overseen recruitment, retention and advancement efforts aiming to foster a more inclusive workplace in industries ranging from tech to health care and government.

At Armstrong Teasdale, she leads rollout of DEI-related training and programming, provides leadership to employee resource groups and affinity groups, and directs a targeted and intentional approach to diversity recruiting, retention and advancement at all levels. Reporting to the Chief Diversity Officer, Sonji serves as a thought leader and trusted adviser, raising awareness and providing guidance to each department and practice group within the firm on best practices and alignment with the firm's inclusion priorities and goals.

An avid philanthropist, Sonji volunteers with and supports representation of women in technology, youth development and women's health. She is also the founder of About Her Business, a podcast and networking community of women entrepreneurs across the United States. In addition, she channels her passion for public speaking and leadership development through a digital learning series called The Wisdom Within.

BACKGROUND

Prior to joining Armstrong Teasdale, Sonji was global diversity leader for a Fortune 500 chip manufacturer. With more than a decade of experience in DEI, she was previously Manager of Veteran and Diversity Outreach for West Coast health insurance provider and a Commissioner for the Office of Equity and Human Rights in Portland, Oregon.

EDUCATION

- University of Missouri (B.A.)
 - Communications

PROFESSIONAL ACTIVITIES

- About Her Business (Founder)
- The Wisdom Within

- Society for Human Resources Management

CHARITABLE AND CIVIC INVOLVEMENT

- Urban League of St. Louis
- Jamaa Birth Village

ACCOLADES

- Customer Results Award, Intel/Employee Experience (2017)
- Organization Transformation, Intel (2016)
- Data Protection Steward, Intel (2016)
- HR Innovation Award, Cambia Health (2015)

LANGUAGES

- Spanish