

## **Carmen E. Hughes**

Carmen Edelweise Hughes is a trailblazer in her field as the City of Stamford's first Director of Diversity, Equity, and Inclusion, for the Office of I.D.E.A.S. (Inclusion, Diversity, Equity, and Accessibility Strategies). In this capacity she emphasizes the fundamental importance of inclusion in fostering a thriving culture. Her commitment to these principles is evident in her achievements, including her leadership role on the Mayor's Multicultural Council, the establishment of the Stamford Veteran's Resource Center in 2023 and her ongoing efforts to create a resource center for individuals living with disabilities.

Carmen's journey to becoming a diversity champion began at JP Morgan Chase, where she spent 20 years playing an instrumental leadership role in their sales and trading division. Carmen gained a unique perspective on the challenges many women and minorities faced in a traditionally male dominated workplace which inspired her use her experiences to mentor others.

Carmen's success at JP Morgan Chase led her to apply her strategic vision and values to start Edelweise Consulting in 2015, a career coaching, talent development, and diversity consulting firm, counting many Fortune 500 companies as clients. Her expertise in this field is further recognized through her role as an adjunct instructor for Cornell University, where she helps others obtain the Cornell Certified Diversity Professional certification.

Serving the community and creating pathways for all to have the opportunity to thrive has always been a cornerstone of Carmen's life. With a strong dedication to her community, Carmen has done everything from mentoring teens to creating "College Push" to launching the "Building From Within" scholarship fund. Her past and present board memberships include Children's Learning Center, The Fairfield County (CT) Chapter of the Links Incorporated, Habitat for Humanity-NYC, Sacred Heart Greenwich, Stamford-Norwalk Chapter of Jack and Jill of America, United Way of Coastal and Western Connecticut, and Waterside School.

Carmen holds a Bachelor of Business Administration from Howard University's School of Business, is a Cornell Certified Diversity Professional and a Certified Coach with the International Coaching Federation. This combination of education and practical experience enables her to bring a comprehensive approach to her work.

Carmen and her husband are proud parents of three children. They share a love for traveling, playing golf, and embracing an active lifestyle. Impressively, Carmen has completed three marathons and numerous half marathons.