



Diedrick Graham

Vice President, Culture & Strategy, The Healy+ Group

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Dr. Diedrick Graham is the vice president for culture and strategy at The Healy+ Group (formerly Margolis Healy and Associates), an ancillary business of Cozen O'Connor specializing in organizational assessments for higher education police and campus safety organizations, Clery Act compliance consulting, after-action reviews and special investigations, expert consulting for civil litigation, and culture and strategy services focused on diversity, equity, and inclusion practices and initiatives.

Diedrick brings over 20 years of experience in DEI and organizational development. He is also a master trainer, facilitator, and mediator, making him highly qualified in resolving complaints, appeals, and internal grievance processes for employee/employer issues. As the former ombudsperson at Princeton University, San Diego State University, and the University of Kansas, vice president, global integrity leader at Nielsen in NYC, and former director of human resources at The University of the Sciences in Philadelphia, Diedrick has a wealth of experience in resolving issues between various parties through various types of intervention and communication processes. He has also designed and taught numerous courses and workshops on communication, conflict engagement skills, JEDI, and accountability at multiple universities and corporate and nonprofit organizations.

Diedrick is a certified trainer, a lecturer, and coach. He works closely with The Healy+ Group's other practice leaders as they interface with clients to navigate complex workplace issues and to promote diversity, equity, inclusion, and access in all areas. His specialties include organizational assessments, intercultural/interpersonal communications, group facilitation, conflict transformation, procedural/restorative justice, training, and coaching. Diedrick's expertise is invaluable in our efforts to help organizations create a more inclusive and equitable workplace for all.

Experience

Developed and facilitated a one-day interactive retreat for Boston Architecture College, providing participants with the fundamentals of Compassionate Communication (Nonviolent Communication or NVC).

Facilitated campus focus groups at Illinois State University as part of a review of University police operations, including conducting key informant interviews and leading community forums focused on fair and equitable policing.

Participated in high-level visioning, cultural competency training, community engagement, and facilitated discussions at Skidmore College as part of a review of the Campus Safety department.

Facilitated focus group meetings and key stakeholder interviews at Tufts University and co-facilitated university-wide forums focused on diversity and equity at the four campuses.

Performed a formal needs assessment of Denver's Office of Social Equity and Innovation (OSEI) and its initiatives. This assessment focused on DEI issues the office can address in the future and recommended actions to align the office with the requirements outlined in Executive Order 146.

Practice Areas

- DEI Strategies & Solutions
- The Healy+ Group

Education

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