

## First Friday Five: Dominica Groom Williams

### What does the workplace of the future look like to you?

It has been a year since we transitioned to fully remote work at Freddie Mac. And now, many organizations, Freddie Mac included, are asking the same questions:

- How do we empower employees with flexibility that makes them the most productive and aligns with job requirements? Is that remote or within a physical office?
- How do we evolve our employee experience to further build community and support human connections?
- How do we continue to support employee's mental well-being as they continue to navigate the new normal?

At Freddie Mac, we continue to learn and adapt. We have a team developing a workplace framework that prioritizes our employees' health and safety while enabling them to best deliver on our mission of making home possible. As head of inclusion and diversity, I am focused on ensuring that DEI remains a top priority and embedded in our business activities — wherever the work is done.

### What changes will leaders need to make to be successful in this environment?

Leaders must continue to prioritize employees' health, safety and well-being while providing the infrastructure that helps employees be at their best. That means being flexible and innovative in how work is done, as well as being empathetic, communicating often and as transparently as possible.

### What impacts will the workplace of the future have on Diversity, Equity, and Inclusion?

The global public health pandemic created uncertainties not seen in decades and challenged workplaces around the world. From a DEI lens, studies have illuminated the health disparities in communities of color, along with how women have been disproportionately affected economically by the pandemic. As DEI practitioners, it is important that we continue to listen to and learn from affected individuals while addressing potential inequities in our own spheres of influence.

### What priority shifts have you, or are you making to ensure operational excellence in the workplace of the future?

We are actively working to democratize DEI — it's not one person's or team's job. DEI should be everyone's responsibility and embedded into every part of our business.

# Dominica Groom Williams

## What is the one question you wish people would ask you, but don't? What would your answer be?

I would encourage your readers to ask others this one question: How are you *really* doing?

Mental well-being challenges are quite literally top-of-mind as we adapt to an ever-evolving new normal. While this question is relatively simple, it may be the question that someone needs to hear in that moment.



Dominica Groom Williams is Vice President of the Office of Inclusive Engagement at Freddie Mac. She leads the company's inclusion, diversity and community engagement functions. Her oversight includes diverse employee and supplier recruitment, engagement, development and retention as well as community outreach that targets underserved affinities. She also focuses on innovative practices to deliver favorable business outcomes.

Most recently, she integrated the workforce and supplier diversity functions into one cohesive function, creating a more unified focus, fostering more effective management and driving streamlined execution across the company.

Dominica has more than 15 years of experience leading inclusion and diversity programs as well as global marketing and communications initiatives, most recently as Senior Director, Global Supplier Diversity and Sustainability (global operations) at Marriott International, the world's largest global lodging company. Prior to Marriott, she oversaw marketing, change management and communications for various highly-visible company initiatives and worked in nonprofit program management.

Dominica is a graduate of the University of Michigan. She was named one of *Black Enterprises* "Top Executives in Corporate Diversity," recognized as one of the "Top 100 Women" in the state of Maryland by [The Daily Record](#), and as one of Maryland's top "Leading Women" under the age of 40. She was also named a "Top Influential Leader in Diversity" by the National Association for Minority Companies, a "Rising Star" by [HousingWire Magazine](#) and a "Women Worth Watching" by the *Profiles in Diversity Journal*. She has also been inducted as a member of The Executive Leadership Council.