

# REGINA LAWLESS TONEY

## ACADEMIC APPOINTMENTS

### LECTURER, LEAVEY SCHOOL OF BUSINESS

*Santa Clara University — Beginning January 2026*

- MGMT 71: Foundations of Leadership (Undergraduate) — A 10-week course introducing leadership theories, self-awareness, and inclusive leadership practices.
- MGMT 3565: Cultivating Inclusive Leadership (Graduate) — A 5-week, 2-unit course exploring identity, power, and organizational culture through the lens of equity and belonging.
- Design and facilitate experiential learning modules integrating organizational psychology, emotional intelligence, and DEI frameworks.

## PROFESSIONAL EXPERIENCE

### FOUNDER & PRINCIPAL CONSULTANT

2023 - Present

*Bossy & Blissful LLC, Oakland, CA*

- Design and facilitate leadership, DEI, and well-being programs for corporate and community audiences.
- Deliver workshops, retreats, and executive coaching integrating mindfulness, restorative yoga, organizational psychology, and inclusion.
- Author and keynote speaker on inclusive leadership, belonging, and spirituality.

### HEAD OF DIVERSITY, EQUITY & INCLUSION

2020 - 2023

*Instagram (Meta), Menlo Park, CA*

- Partnered with the Instagram leadership team to design and implement strategies that increased diverse representation and advanced equity in leadership.
- Co-created inclusive management training and advised CEO Staff on culture and accountability initiatives.

### GLOBAL DIRECTOR, DIVERSITY, EQUITY & INCLUSION

2019 - 2020

*Micron Technology, Santa Clara, CA*

- Directed global DEI programs, ERGs, and diversity analytics for a 40,000+ employee organization.
- Developed enterprise-wide DEI education curriculum and leadership training programs.

### SENIOR DIRECTOR, TALENT MANAGEMENT & DEVELOPMENT

2018 - 2019

*Flex, Santa Clara, CA*

- Led global learning, succession planning, performance management and leadership development across four regions (NoRAM, APAC, EMEA, LATAM) for a 200K+ supply chain and tech manufacturing organization.
- Embedded equity and inclusion principles into leadership and global talent processes.

### ORGANIZATION DEVELOPMENT (OD) PARTNER

2016 - 2018

*Intel Corporation, Santa Clara, CA*

- Partnered with business leaders to design and implement large-scale change initiatives.
- Facilitated inclusive leadership and team effectiveness programs fostering psychological safety.

## ADDITIONAL EXPERIENCE

- Bank of the West – Talent Management Consultant (2014–2016)
- Under Armour – Senior HR Manager, Retail (2012–2014)
- Virgin America – Employee Relations Manager (2010–2012)
- Safeway – HR Business Partner (2008–2010)
- Mervyns – HR Business Partner (2006–2008)

## EDUCATION

University of San Francisco, San Francisco, CA Master of Science in Organization Development	2012
California State University, Sacramento, Sacramento, CA Bachelor of Arts in Communication Studies   Minor in Public Relations	2004

## PUBLICATIONS & SPEAKING

**Author:** Do You: A Journey of Success, Loss and Learning to Live a More MeaningFULL Life (Fast Company Press, 2024)

**Featured In:** Fast Company, Business Insider, USA Today, Built In, Black Enterprise

**Keynote Speaker:** Featured on Marketing Today with Alan Hart, Your Working Life with Caroline Dowd-Higgins, and at industry conferences on leadership, belonging, and DEI.

**Podcast Host:** The BlissFULL Life — conversations on leadership, resilience, and spirituality.

## CERTIFICATIONS

Brain-Based Coaching Certification NeuroLeadership Institute	2020
SHRM Certified Professional (SHRM-CP) Society for Human Resource Management	2015

## AFFILIATIONS

Founding Advisory Council Member University of San Francisco School of Engineering	2020 - Present
Board Member World Woman Foundation	2021 - Present

## MILITARY SERVICE

United States Army Reserve 7th PSYOPS Division, Accounting Specialist	1998 - 2004
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## AREAS OF EXPERTISE

- Inclusive Leadership & Culture
- Diversity, Equity & Belonging Strategy
- Executive Coaching & Leadership Development
- Organization Development & Change Management
- Learning Design & Facilitation
- Mindfulness, Resilience, Emotional Intelligence and Spirituality