



About Miguel “Joey” Avilés



Recognized as a 2022 LinkedIn’s Racial Equity Top Voice, 2021 Top 15 Champion of Diversity by Diversity Global Magazine, as a Top 100 Executive Leader by Diversity MBA Magazine, and featured as an Inclusion Innovator by the Society of Human Resources Management (SHRM).

Miguel is the Founder and Chief Belonging Officer of MJA & CO, LLC, a Minority-owned consulting firm helping leaders leverage Diversity, Equity & Inclusion as a catalyst to increase engagement, innovation, and retention.

Miguel served as the first civilian Chief of Diversity and Inclusion in the history of the US Coast Guard. He is a DEI Thought Leader with over 15 years of experience serving clients like Dell Technologies, Ferrara, University of Phoenix, Highmark Health, Peace Corps, FDIC, FDA, NIH, Department of Defense, Department of Interior, Department of Homeland Security, and other organizations. Miguel is a TEDx speaker, and has been featured at the Washington Post, the Chicago Tribune, Telemundo, the Change Management Conference, the Human Capital Institute, the SHRM Talent Management and D&I Conferences.

Miguel is a graduate of the Yale School of Management Fostering Inclusion and Diversity Certificate and is a certified Professional Diversity Coach by the Coach Diversity Institute. He has a bachelor’s degree in business administration from the University of Puerto Rico in Mayaguez.

For over a decade he held several leadership positions in 3 major Federal Departments; DOI’s Division Chief of the Office of Recruitment and Retention Programs; DOD’s Deputy Program Manager of the Executive Leadership Development Program, the Defense Civilian Emerging Leaders Program, and the Managerial and Supervisory Training Program. He started his federal career as a Diversity Recruiter intern in Mayaguez, PR and served as an HR Specialist in the DOD’s Recruitment Assistance Division. Miguel is the former President of Young Government Leaders, a 12,000+ member national Affinity Group.

To access full details about MJA’s background visit: www.migueljoeyaviles.com/about