

# Rhoma Young

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## Human Resources Consultant, Rhoma Young & Associates



Rhoma Young has a lengthy professional career in Human Resources, with special focus on equity and how employees are treated in the workplace. Her HR consulting firm, Rhoma Young and Associates, has brought common sense, creativity and finely tuned negotiation skills to the investigation and resolution of perceived and real workplace issues of equity in the full cycle of the employment relationship in such areas as recruiting, hiring, compensation, advancement, and development.

She has built on her mixed background in working with public agencies, not for profit organizations, Fortune 100 corporations and small start-ups in union and non-union environments to mentor, coach and advise numerous women in their career advancement. She is a strong advocate of equity, integrity and clarity in communication and often acts as an effective neutral third party in workplace disputes. Rhoma also provides expert witness testimony in HR related court cases for both the employer and the employee.

Rhoma has also worked with, analyzed and interpreted very detailed HR data in working with, drafting and auditing Affirmative Action Plans for over 30 years, monitoring Consent Decree progress and designing future plans and programs for increasing diversity and inclusion in a wide variety of workplaces and industries.

Rhoma is very active in professional associations such as SHRM, NCHRA, AWI and DMEC. She received her BA from UCLA, a certificate in psychology from USC and a Masters in Management from Pepperdine. She was a Weinberg fellow at Cornell's school of Industrial Relations and did post graduate and executive development at Wharton Scholl of Business, University of Chicago and Cal Tech. She is a licensed private detective in California, taught other HR professionals at UC Berkeley, SF State and Mills college.