

American Airlines Announces Members of the Community Council

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FORT WORTH, Texas – American Airlines today announced the founding members of its Community Council. The Council, **announced in June**, is an important part of the airline’s deepening commitment to diversity, equity and inclusion following this year’s social unrest and the country’s reckoning with race in America. As American works to strengthen its relationship with its Black customers, the Community Council will provide the airline with critical objective insight, perspectives and support on the challenges Black customers face.

The newly formed Community Council is made up of a number of well-established Black community leaders representing different industries. The group will serve as strategic advisors, providing feedback on company initiatives focused on impacting the customer travel experience. The first meeting will take place Nov. 10.

“The summer brought home the sad and stark reality of how far we have yet to go in this country in the quest for justice and equality, each causing us to look a little more closely at how we think about diversity, equity and inclusion and the customer experience. We know there’s much work to be done,” said Robert Isom, President of American Airlines and executive sponsor of the Community Council. “We have gathered an insightful and dedicated group of community leaders who have committed their time and talents to helping American on our journey to becoming a better place for everyone. We look forward to getting this started and to working together to more fully understand and mitigate challenges for our Black customers.”

The following people will serve on the council for a minimum two-year period.

Karen Boykin-Towns, President and CEO, Encore Strategies, LLC

Karen Boykin-Towns has built a reputation as a visionary in complex business and government environments in

the areas of policy, advocacy, communications and proactive change management. She was recently re-elected Vice Chairman of the NAACP Board of Directors and has leveraged her talent as a coalition-builder and social change agent through active roles on the boards of the Visiting Nurse Services of New York and Brewster Academy.

Ken Charles, Founder, Intentional Talent Advancement, LLC

In his most recent role as Chief Diversity and Inclusion Officer at American, Ken Charles established the company's Office of Diversity, Equity and Inclusion to ensure implementation of best practices across all aspects of American's people and business processes. He currently leads a boutique diversity strategy consultancy. His former executive roles at U.S. Bank and General Mills included talent acquisition and management, learning and development and DEI.

Morgan DeBaun, CEO & Founder, Blavity Inc.

Since launching Blavity Inc. in 2014, Morgan has led the company to successfully acquire Travel Noire, a travel platform for Black millennials and Shadow And Act, a Black entertainment news site. Under her leadership, Blavity has launched several leading consumer summits including Summit 21 for Black women creators and the Bay Area's AfroTech, the largest tech conference for Black innovators and founders.

Earl Graves Jr., President and CEO, Black Enterprise

Earl G. Graves Jr. (Butch) is President and CEO of Black Enterprise and has grown the magazine from a single-title publication into a robust multimedia company. He co-founded the Black Enterprise/Greenwich Street Corporate Growth Fund, a unique private equity firm that finances minority-owned or minority-managed businesses across various industries.

Jeff Johnson, CEO, JIJ Impact

Jeff Johnson is a community impact architect whose career has fused corporate America, entertainment and politics to leverage cultural change with integrity. He works to build competency and credibility, expand market-driven inclusion and equity, and maximize the voice of the client through thought leadership, strategy development and communications support.

Tyronne Stoudemire, Global Vice President of Diversity, Equity and Inclusion, Hyatt Hotels Corporation

Tyronne Stoudemire is nationally recognized for his executive experience in advancing diversity and inclusion by creating strategic networking opportunities for both individuals and organizations. He focuses on strong inside tracks and grassroots movements to troubleshoot and reengineer organizations underperforming in the diversity and inclusion space. He also serves as the Co-Chair of the Global Diversity Equity and Inclusion Counsel at Hyatt.

Caroline A. Wanga, Interim CEO, Essence Communications Inc.

Caroline A. Wanga serves as Interim CEO of ESSENCE, the No. 1 media, technology and commerce company dedicated to Black women and communities. For 50 years, ESSENCE has been relentlessly committed to serving its community deeply to inform, empower and inspire its global and multigenerational audience of 30+ million Black women. From ESSENCE magazine, ESSENCE Festival of Culture and the ESSENCE “Black Women In…” franchise to the ESSENCE Global Black Economic Forum, ESSENCE Wellness House and Fashion House, and ESSENCE Entrepreneurship Summit, the brand continues to innovate to provide its communities with the platforms, content and resources they need. She most recently served as the Chief Diversity, Inclusion and Culture Officer for the Target Corporation.

American’s commitment to Diversity, Equity and Inclusion

American Airlines proudly celebrates the diversity of our team members and our customers, and we work hard to create an open, inclusive culture where people from all backgrounds feel welcome. Through American’s Office of Diversity, Equity and Inclusion, we are doing the work we laid out in **our commitment** to examine our corporate values, evolve policies and improve access and opportunities for all. In August, American Airlines was named to the Diversity Best Practices 2020 Inclusion Index, which recognizes top companies and organizations engaging in effective practices of diversity and inclusion.

About American Airlines Group

American’s purpose is to care for people on life’s journey. Shares of American Airlines Group Inc. trade on Nasdaq under the ticker symbol AAL and the company’s stock is included in the S&P 500. Learn more about what’s happening at American by visiting news.aa.com and connect with American on Twitter [@AmericanAir](https://twitter.com/AmericanAir) and at Facebook.com/AmericanAirlines.