Cooley

Kelly A. Batts

Chief Diversity Officer



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With almost two decades of experience driving workforce and business transformation, Kelly is a recognized leader in diversity, equity and inclusion (DEI), analytics and organizational change management. As chief diversity officer at Cooley, he leads the firm's strategy to embed DEI into every facet of its culture and operations. In his current role, he advises the CEO and board of directors on DEI and culture-related topics, ensuring that inclusive practices and strategic objectives are institutionalized across the organization.

Previously, as managing director and DEI government industry leader at a Big Four firm, he managed consulting portfolios across diverse sectors – including financial services, health, defense, higher education and nonprofit – delivering DEI strategy, analytics and learning solutions. Kelly has advised government and higher education organizations on workforce transformation, leveraging data analytics and technology to drive evidence-based change. He has also led large teams, overseen talent management for hundreds of professionals and served as an executive sponsor for employee resource groups.

A published DEI leader and sought-after speaker, Kelly is known for convening and facilitating strategy sessions for chief diversity officers, advancing inclusive leadership and delivering unconscious bias trainings. He holds a master's degree in public and international affairs and bachelor's degrees from the University of Pittsburgh and is a certified Project Management Professional (PMP).

Kelly serves on the advisory board for The Climb, a nonprofit dedicated to supporting women of color in their pursuit of managerial and executive roles through mentoring and coaching.

Education

University of Pittsburgh Master of Public and International Affairs, International Economic Development

University of Pittsburgh Bachelor of Arts and Science, Dual Degree in Spanish and Business Management

Memberships & Affiliations