

Jody Guastella Jones is an HR professional whose passion is sculpting leadership policies and practices to create and sustain inclusive, productive workplaces. With a focus on ensuring psychological safety, she coaches and counsels to foster environments of belonging where everyone, at every age and stage, can fully contribute to organizational success.

Throughout her career, she has been responsible for guiding and training leaders to further equity initiatives and enhance inclusion strategy, building culture and capability, growing the business, enhancing engagement, and developing talent. Working across functions, she partners with HR, Strategy and Corporate Communications to drive results. She has led employee groups, chaired leadership councils and has driven inclusion initiatives as well as acting as proving best practice consultation for global D&I Councils.

Jody brings a wealth of experience developing and implementing diversity and inclusion strategies and initiatives, including supporting the development of effective recruitment strategies, leading organizational cultural change, creating and implementing diversity outreach strategies focused on the workforce and community outreach. Through collaboration, she is able to devise tailored career development programs and create effective talent-pipeline solutions.

Her diversity and inclusion career began with Chrysler Group as the Diversity Program Manager and Recruiter before joining Blue Cross Blue Shield of Michigan as the Strategic Talent Acquisition Program Manager. In her most recent role at Mercedes-Benz Financial Services, she held the title of DEI Manager, focusing on Culture and Belonging. She holds a bachelor's degree in economics from the University of Michigan and a Master of Business Administration degree from Wayne State University, where she was adjunct faculty. A longtime member of the Michigan Diversity Council, she now serves on The Unity Collaborative Advisory Board.

Jody and her family live in Rochester Hills where she spends her free time crafting, baking sourdough, and doting on her grandchildren.