



SONYA HUGHES Profile_ 2020

Sonya Hughes is an award-winning, nationally recognized expert in diversity, equity, and inclusion and is the Founder and Principal of Inclusive Outcomes LLC.

Established in 2018, Inclusive Outcomes LLC believes in the value of diversity. Partnering with small businesses to achieve strategic outcomes. Providing clear roadmaps, strategic plans, training and development services.

Sonya has worked in the diversity and inclusion space since 1988. Prior to launching her consulting business, she was Vice President of Inclusion with Grand Rapids Area Chamber of Commerce in Grand Rapids, Michigan. During her 19 years with the organization, Sonya developed the first Chamber of Commerce Diversity and Inclusion Department in the nation—a noted model of excellence in the industry.

Throughout her career Sonya has led efforts to align diversity equity and inclusion into organizational growth strategies, designed and facilitated minority-business capacity building programs, led training and development for employees and volunteer groups, managed LGBTQA and multiracial affinity groups, provided DEI consulting services, and facilitated innovative inclusion programs for youth and adults.