



CANDICE BARNHARDT

Vice President and Chief Diversity Officer, Nationwide Insurance

Ensuring Nationwide hears and values each voice is Candice Barnhardt's mission. Candice sees her job as her life's calling. In fact, people always notice she has a gift for understanding diversity and inclusion. Candice learned from her mother to treat each person with dignity and respect, and the importance of listening to different perspectives. This legacy informs and directs Candice every day.

As Nationwide's first Chief Diversity Officer, Candice leads a staff of eight in formalizing diversity and inclusion among Nationwide's 34,000 employees. Through e-learning, internal focus groups, and associate resource groups, she gathers opinions from different generations, cultures, ethnicities, and genders to create a purposeful and committed work environment. She empowers the many diverse voices found within Nationwide.

The founder of Nationwide, Murray Lincoln said, "Within each person's hands are the tools to create their own destiny." Candice devotes her time and energy to help people choose the tools they need, and she remains committed in her belief that no human interaction is insignificant.

Candice works tirelessly to listen, to learn, and to educate all Nationwide associates on diversity and inclusion. She is not afraid to have a difficult conversation with anyone, and she always finds ways to bridge those differences and to find common ground. She has the vision of making Nationwide a great place to work and her inspiration is helping all associates within the company feel valued.

Among her accomplishments is the development of ImagiNationwide sessions, the culture change workshops that have touched more than 20,000 Nationwide associates since 2001. Candice is also active in the larger business community, recently bringing together diversity and inclusion professionals in Columbus to celebrate the city's honor as a "hidden gem of diversity" by *DiversityInc* magazine.

Compassionate, committed, and a good listener, Candice is also hard-working, driven, and innovative. She views the world through a kaleidoscope, pulling together many different perspectives to create one image.