



Robye Scott

Chief DEI Officer
Office of the Treasurer - City of Chicago

In December 2020, Robye joined The City of Chicago's Treasurer's Office as head of Economic Development & Diversity, Equity & Inclusion. She oversees the role of advancing financial empowerment, equity and awareness for Chicago's citizens, small and mid-sized businesses for its 77 neighborhoods in partnership with corporations, educational institutions, and community organizations using an inclusive lens.

In 2018, Robye served as Manager for Workforce Strategic Initiatives for [World Business Chicago](#). Her role was to unite public-private sector employers in key industry growth sectors with educational partners, community and faith-based organizations to eliminate employment barriers, provide comprehensive training, and promote targeted talent recruitment and retention best practices through the creation of inclusive workforce strategies. Robye believes that sustainable and effective talent pipelines open career pathways, with return on investments such as livable wages for individuals historically disadvantaged in employment opportunities who oftentimes live in typically disinvested communities. She is intentional about moving the needle to employment equity and economic inclusion. During her tenure, she procured almost 750 technical resources for youth services programs through corporate partnerships, identified dozens of internship opportunities, and collaborated with groups to co-host industry sector and city-wide career fairs. She developed the infrastructure for a cybersecurity career pathways program with key stakeholders for focusing on hiring the unemployed/underemployed low-to-middle income individuals to secure certifications to become a cybersecurity analyst.

In 2016, Robye was appointed Deputy Commissioner of Human Resources & Workforce Development for the Chicago Department of Aviation (CDA) for both O'Hare and Midway International Airports overseeing over 1500 employees, 11 functional groups, and 14 unions. She led a staff of 16 Human Resources and Workforce Development individuals. As its Workforce Development Strategist, she successfully led the development of talent growth pipeline programs for its airport industry partners, which included career fairs and career awareness events with concessionaires and the construction firms through partnerships between City of Chicago departments; Chicago Public Schools; workforce job centers; unions and advocate agencies. She partnered with contractors to hire and sponsor internships and pre-apprenticeships, especially for returning citizens, women, people of color, veterans, individuals with disabilities, and individuals from low socio-economic neighborhoods. Year-over-year participation increased over 200 percent.

Robye previously served as the EEO Officer for three Fortune 100 companies: a defense contractor, food & beverage manufacturer, and a financial services institution.

Robye is a native of Shreveport, Louisiana where she got her first true experience of inclusion at the age of ten when she and her two sisters were among the first African-American students to integrate the previously segregated public schools as a result of a lawsuit challenging the constitutionality of the continued racial segregation. She feels that working with people in the community, as well as the workplace, is best described by Maya Angelou with, "I've learned that people will forget what you said, people will forget what you did, but they will never forget how you made them feel." She adores her four grown & gone children and precious grandchildren. She's writing a book in this the 3rd quarter of her life!

Practice Areas

- Diversity, Equity & Inclusion
- Employee Affinity Groups
- Employment Policies & Practices
- Workforce Development Intentional Strategies & Defined Monitoring
- Human Resources
- Affirmative Action Reporting and Action Planning
- I-9/E-Verify Compliance
- Training: Employment Practices & Diversity, Equity & Inclusion
- U.S. DOJ: EEOC, State, Local Regulatory
- U.S. DOL: OFCCP Compliance

Education

Northwestern University, Evanston, IL
M.S. Communications
Columbia College, Chicago, IL
B.S. Communications
University of Illinois, Urbana, IL
Studied

Board Memberships

America's Urban Campus
[Community Assistance Programs](#)

Service & Civic Memberships

[Alpha Kappa Alpha Sorority, Inc.](#)
[The Chicago \(IL\) Chapter of The Links, Inc.](#)

Certificate

Equal Opportunity & Affirmative Action
Cornell University, New York, NY
School of Industrial & Labor Relations