

2025 Bio

Michelle D. Williams, MTS, CDE®, is the CEO of Shalom Consultants and former Vice President of Diversity, Equity, and Inclusion for Firefly Children and Family Alliance. Michelle is an innovative Senior Executive whose ability to synthesize information into actionable strategies is exceptional. For over 20 years she has worked with people during some of the most formative and stressful seasons of life. Beginning as a social worker with at-risk populations; serving as a pastor walking through life's transitions; working as an advisor/mentor to undergraduate college students (Anderson University); coaching and facilitating diversity, equity, and inclusion trainings; mediating difficult conversations around difference; and as a Dean at a graduate seminary (Gordon-Conwell Theological Seminary).

In 2019, Michelle started Shalom Consultants to help individuals, organizations, and ministries of all sizes respond to transitions in order to stay on mission. With a client roster that includes churches, nonprofits, educational institutions, and individuals, Shalom Consultants provides peace of mind during stressful times.

As a former social worker, Michelle utilizes systems thinking in planning budgets, allocating resources, and accomplishing administrative tasks. Years of programmatic oversight have taught her to lead and model through the lens of this acronym: OATE (Ownership, Accountability, Transparency, and Empowerment). As a seasoned diversity professional, Michelle values the sacred art of listening and strives to model civility and hospitality. She has demonstrated success in leading organizations through crisis management and organizational change. Under her leadership, Anderson University received the "Ignite" intercultural integrity award for Mid-West campuses that demonstrated consistent progress towards advancing diversity efforts in 2010. Ms. Williams is a Certified Diversity Executive (CDE)® through the Institute for Diversity Certification (IDC) and a certified Inclusive Behaviors Inventory facilitator.

Michelle is a prolific communicator and speaks at conferences, retreats, meetings, and workshops on DEI, leadership, soul care, women's empowerment, and spiritual well-being. Along with oral communication, Michelle has written numerous articles for various publications and journals and is a dedicated blogger and ghostwriter. She is the co-author of [*The Diversity Playbook: Recommendations and Guidance for Christian Organizations*](#).

Whether it is within a church setting, a conference room, or the hallowed halls of academia, shepherding people, programs, and policies requires wisdom and grace. These two attributes are the cornerstone of Michelle's leadership approach. Ultimately, Michelle believes that cultivating meaningful relationships is the key to human thriving, so she is actively involved in her community. As a board member for Regality, Inc. & JUST Community, Inc.; an advisory board member for Indiana University's Tobias Leadership Center; a legacy leader and mentor at Pass the Torch for Women; and an active member of the National Coalition of 100 Black Women, Indianapolis chapter.