

## **DaJuan Lucas - Early Talent Lead Manager, Emerging Talent and Diversity Recruiting Strategy**

DaJuan began his career at Vanguard in July 2015 as a Vanguard Accelerated Development Program participant after graduating from East Carolina University with a bachelor's degree in management and MBA with a concentration in Marketing. He recently earned his second masters in organization development and leadership with a concentration in diversity, inclusion and belonging from Saint Joseph University.

In his current role as Early Talent Lead Manager, Emerging Talent and Diversity Recruiting Strategy (Early Talent Engagement), he leads the early talent engagement strategy for Vanguard. His role consists of setting the agenda for how Vanguard engages with colleges and universities as well as nonprofits whose mission is to support Early Talent matriculation into Corporate America. DaJuan ensures that Vanguard's approach is inclusive, integrative, and intentional to the diversity that make us our society and workforce.

He previously served as the Chief of Staff for Vanguard's Black Employee Resource group (BOLD) where he contributed greatly to the attraction, retention, and engagement of Black crew members at Vanguard.

DaJuan resides in Charlotte, North Carolina with his wife Terresa and 4-year-old daughter McKenna and soon to be 1 year old son, Malachi.