

Adrienne C. Trimble

Senior Vice President & Chief Inclusion Officer
Visa

Adrienne Trimble is the Senior Vice President and Chief Inclusion Officer for Visa. She is a known thought leader for advancing corporate diversity, equity and inclusion initiatives. She has led DEI and Social Impact initiatives for large, global organizations. Additionally, she has served as the leader of a non-profit national organization, with global affiliates, providing certification, advocacy and development for minority owned businesses.



Trimble began her work in inclusion at Toyota Motor North America, and during her tenure, she aligned diversity, equity and inclusion with the business strategy to help position Toyota as the #1 sales leader in the African American, Hispanic American and Asian American markets.

She oversaw Toyota's Supplier Diversity initiative and grew the company's diverse supplier spend that exceeded a 300 percent increase, topping nearly \$3B in spend with diverse suppliers. Toyota received numerous accolades under Trimble's direction, including Corporation of the Year by the National Minority Supplier Development Council (NMSDC) as well as Corporation of the Year honors from several of the organization's affiliates.

Ms. Trimble served as an Executive on Loan as the President & CEO for the National Minority Supplier Development Council from August 2018 – February 2021. Within 18 months, she reversed the organization's decline in corporate members and certified minority business enterprises. In the spring of 2019, Trimble testified before the U.S. House of Representatives' Financial Services Subcommittee on Diversity and Inclusion, to further underscore the economic benefits of supply chain inclusion.

Ms. Trimble served as the first Vice President and Chief Diversity & Culture Officer for Sysco Corporation, the world's largest food distributor, from 2021 - 2023. Under her leadership, the company saw a dramatic increase in representation of women and people of color in leadership roles, with the Executive Leadership Team having more than 40% representation from under-represented demographics. The company also topped more than \$1B in spend with certified diverse suppliers, an increase of more than 50%.

A graduate of Wilberforce University, Ms. Trimble holds a Bachelor of Science degree in Organization Management. In 2014, she was appointed to the Board of Trustees of her alma mater. Additionally, Ms. Trimble is a graduate of The Herndon Institute Corporate Board Director Development Cohort and a member of the Executive Leadership Council (ELC).