

Prior to joining MAC, Michael Baptiste was the Head of the Diversity, Equity & Inclusion (DEI) at Justworks. In his role, he is responsible for developing, implementing and tracking ongoing strategic initiatives/efforts to enrich Justworks' workplace culture and overall employee experience centered around the DEI strategy, mission and vision.

Prior to Justworks, Michael led and managed talent acquisition efforts for the east coast as well as diversity strategy with Warner Music Group (one of the three major global music recording companies). Before going to WMG, he was with KIPP NYC (a non-profit charter national school network for underserved communities) for several years focused on recruitment, HR management and diversity initiatives. He also worked with top financial companies such as American Express and Morgan Stanley focused on diversity recruiting at the campus and professional levels. He sparked his career with his time at INROADS (non-profit organization focused on corporate internship placement for students of color) where he co-led diversity recruitment efforts for the NY/NJ and Southeast Regions, respectively.

Michael is very knowledgeable and competent in multiple disciplines of Human Resources such as diversity placement, recruitment, training/development, compensation/benefits. His three keys for his success have been his flexibility/adaptability, problem-solving/organizational skills, and his willingness to learn. He loves working in the D&I space and the HR field.

Michael has a Diversity & Inclusion Professional Certificate, Master's Degree in Human Resource Management and a Bachelor's Degree in Business Administration-Marketing. He has 10+ years of total work experience in the following areas such as Talent Management-Human Resources, Recruitment and D&I, working in various industries; Entertainment, Financial Services, Education and Non-Profit. He is also an Army Veteran and served our country in the Army National Guard. He is also on the Equity & Inclusion Advisory Board for Seed & Spark. He has held memberships in following organizations; SHRM, NAAHR, National Black MBA and NAMIC.

In his spare time, Michael is an avid sports fan, frequent concert goer, travel enthusiast and loves spending time with his wife, daughter and extended family.