



**Shandee Bowman**, Director  
People Experience and Culture



Shandee Bowman is the Director of People Experience & Culture and Head Chair of Crowley's Inclusion, Diversity, Equity in Action (IDEA) Council. Crowley is a privately held family- and employee-owned company that provides marine solutions, energy, and logistics services in domestic and international markets.

Aligned to Crowley's purpose of bravely advancing what's possible to elevate people and planet, she is committed to creating impactful moments, elevating the employee experience, and bringing Crowley's culture to life. Shandee serves as a cultural architect focused on offering a fresh, thoughtful, and intentional approach to enhance the diverse and inclusive, people-driven culture at Crowley.

As the Head Chair of Crowley's IDEA council, she promotes a culture of inclusion that creates pathways for the continued recruitment, development, and advancement of a diverse workforce. Her focus areas encompass diversity strategy development and execution, advancing diversity hiring and development, and leading gender, racial & ethnic, veteran, and LGBTQ+ employee resource groups. She works closely with the executive leadership team and lines of business to ensure diversity, equity, and inclusion across all aspects of the company's operations.

Before joining Crowley, Shandee had over 20 years of leadership and management experience influencing brands renowned for innovation and bringing culture to life, such as Target, Lululemon, and Carvana. She worked in Talent Acquisition & Training for Carvana, a tech startup company in Phoenix, AZ. At Carvana, she built talent strategies and led a team of corporate recruiters to onboard 600+ new hires. Before that, Shandee worked in over fifteen countries and successfully navigate through the unique cultures while training fighter pilots in the US Air Force globally. She also oversaw the Target Stores expansion into Canada, including staffing of all stores in the West Region, and she did grass roots recruitment & marketing to support the opening of Lululemon stores throughout the Southwest.

Shandee is a certified Senior HR Professional and certified Diversity, Equity, and Inclusion Professional. She has received her Bachelor of Arts in Business Management and a Master of Arts in Human Resource Management through Wayland Baptist University. She has also completed Harvard Business School's Leading with Finance Certification and Cornell University's Strategic Human Resource Leadership program.

In her spare time, she loves to play Iron Chef while cooking for her family, she considers herself a plant lady because she loves to garden, and she enjoys snuggling up with a book on a rainy day.