



SCHOOL OF BUSINESS  
PROVIDENCE COLLEGE

Alumni of Color  
Network



### **Walker Sands '03**

Executive Fellow

Kindred Healthcare

walker.sands@gmail.com

Walker Sands believes in empowering others to become their own heroes. A change management strategist with experience in organizational development, recruiting and human centered design, Walker has led initiatives across a spectrum of industries. From film marketing to green jobs development to healthcare innovation, Walker's skills in change management, advocacy and strategic communications have helped transform company communities and improve their productivity.

By continually refining his skills in business process improvement and design thinking, Walker has been able to empower his teams to improve their work culture and increase their value-add in profit numbers and for neighborhoods in need.

Integrity, innovation and passionate service define Walker's time at Providence College. Graduating from PC in 2003, Walker began his post-college journey, equipped with meaningful experiences, fueled by values in community-building and service. As a Resident Assistant, Walker recognized the personal power to change lives and perspectives. Knowing his service as a RA changed lives, he knew increasing the experiential and ethnic diversity of RA staff would not only support the underserved non-white campus communities at PC, but it would inspire the systematic inclusion of multicultural voices across campus life. With that, Walker created a diversity recruiting program, increasing RA diversity by ethnicity and gender within four months. To this day, students of different walks have shared with him that they appreciated seeing leadership in faces that looked like them and hearing perspectives from voices from other life experiences.

Volunteering with PC community service initiatives through Campus Ministry, urban development and resource groups such as BOP, BMSA, African American Society and SHEPARD, Walker offered these experiences to his friends and residents to expand minds and optimize valiant efforts for an inclusive campus. These formative, unique experiences power Walker's work and beliefs in action to this day. Walker hopes to offer guidance and support to PC graduates of the future as they find their way in an increasingly complex and global world. By focusing of one's passions and honing unique skills, Walker believes a Friar's fire can inspire purposeful paths for themselves and the world.

PC students can reach him [walker.sands@gmail.com](mailto:walker.sands@gmail.com).

