

Shandee Bowman , Director
People Experience and Culture

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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.

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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 & U R Z ODEA 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,
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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
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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.