



DEBRA HUNTER JOHNSON

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Debra Hunter Johnson is Founder & Principal Consultant of Reciprocity Consulting Group, Inc. She is a business and legal advisor, strategist, and senior executive with the needed vision to create workplaces that are sustainably productive and that deliver consistent results. An adaptive leader, she is acknowledged for strengthening culture, advancing innovation, and prioritizing human capital management to transform organizations in the airline, automotive, energy, healthcare, technology, pharmaceutical, restaurant, and retail industries. Debra is a trusted advisor and an investor in start-up companies; she capitalizes on the intersection of technology, culture and people across industries.

She is a seasoned leader with over 30 years of combined experience as a corporate human resources

vice president, law department leader, workplace culture consultant and business investor/advisor. After a career in corporate leadership roles at Chrysler Corporation and American Airlines, she founded Reciprocity Consulting Group in 2007.

The common theme across Debra's broad professional experience is that she brings clarity to complex issues while accelerating change, growth and results. Her unique mix of skills and experience provides clients with critical perspectives and wisdom that help accelerate their success.

Debra also is a startup investor with a focus on companies that merge traditional industries with technology (financial services, health/wellness) and underrepresented founders. She is a board advisor with Kanarys, a diversity, equity and inclusion data technology company and a mentor at the Capital Factory, the most active startup investor/accelerator in Texas.

Debra currently serves on the Executive Committee of the Presidential Advisory Board of the University of Texas Southwestern Medical Center, where she chaired the Marketing & Public Affairs Committee for five years. She also serves on its Nominations and Technology Development Committees. Debra also sits on the Texas Women's Foundation Board, serves on the Investment Committee, is a member of its Economic Leadership Council and supports its fundraising efforts.

Debra is also a member of The Links, Inc. and Alpha Kappa Alpha Sorority, Inc. She is also a founding member of the Village Giving Circle, a group of African American women philanthropists who fund organizations and initiatives that positively impact the African American community in North Texas.

Debra has a B.A. in English from the University of Michigan and a J.D. from Howard University School of Law, where she was the Symposium Editor of the Howard Law Journal. She also attended the Caruth Institute for Entrepreneurship Certificate Program at Southern Methodist University.