



Debra Hunter Johnson

Board Director

Debra Hunter Johnson is a speaker, consultant and investor with over 30 years of experience navigating entrepreneurial, large corporate and nonprofit settings. She is Founder & Principal Consultant of Reciprocity Consulting Group.

Using her 30 years of experience as an attorney, HR executive, business owner and community volunteer, she speaks, trains and consults on the topic of leadership and career development, conflict resolution and negotiations, employee engagement, inclusion/diversity and legal issues related to workplace management strategies. She offers actionable tips to organizations, teams and individuals to Accelerate Your Wisdom Curve® through strategic narratives about the obstacles and opportunities that professionals face today. Debra invests in early stage ventures, with a focus on businesses that are founded by women and people of color.

Debra has served in legal and human resources leadership roles, including Vice President of Global Human Resources Services for American Airlines where she led a team of over 100 human resources professionals in the U.S., Latin America, Canada and Mexico. Debra was also an Associate General Counsel in American's legal department, responsible for domestic/international employment and benefits issues, employment litigation, environmental, immigration and the company's Business Ethics Office. She has provided legal and human resources support for a fast food franchisee with 15 restaurants and 200 employees, and strategic counsel to restaurants, technology companies and public speaking businesses. Debra started her legal career at a law firm in Detroit, Michigan, and also served as a staff attorney at Chrysler Motors Corporation.

She obtained a B.A. in English from the University of Michigan and J.D. from Howard University School of Law. She also attended the Caruth Institute for Entrepreneurship Certificate Program at SMU.

Debra serves on the board of Texas Women's Foundation, Presidential Advisory Board of UTSW Medical Center, the Board of LIFT Community Church and is a Strategist with Kanarys. She is a member of the Corporate Counsel Women of Color; National Employment Law Council; The Junior League of Dallas; The Links, Inc.; Alpha Kappa Alpha Sorority, Inc.; The Dallas Assembly; The Dallas Summit; Dallas Bar Association; Texas Bar Foundation; National Speakers Association and the state bars of Texas and Michigan.