



KRISTINE DECKER

Chief Equality and Inclusion Officer

Kristine leads P&G’s E&I strategy, helping P&G maintain its reputation as one of the most innovative, diverse and inclusive companies in the world. Her focus includes strengthening the connection between P&G’s E&I commitment, superior employee experiences and superiority strategy.

During her 25 years at P&G, she’s touched nearly every part of the business — overseeing Global Air and Surface Care, working across categories like Home Care and Baby Care, and holding roles in operations and retail shopper marketing. She’s known for strong business results and award-winning work like campaigns for My Black is Beautiful which addressed unconscious bias and received 50+ industry recognitions. Her proven ability to build campaigns, capability and culture, and her commitment to E&I, earned her appointment as Chief Equality and Inclusion Officer.

Kristine credits her career success as a brand and business builder to her ability to deeply understand diverse consumer needs and her ability to build inclusive teams where employees can bring their best selves to work every day. She is passionate about mentoring and adept at building capability from within.

A native of Wisconsin, Kristine enjoys biking, boating and traveling with her husband and two children.

Birthplace

Racine, Wisconsin, USA

Education

University of Notre Dame
BA: IT, Anthropology, 1992

Indiana University
MBA, 1998

Date Joined P&G

May 1998

LinkedIn Profile

[Kristine Decker](#)

Year

Positions Held

2024	Chief Equality & Inclusion Officer
2021	Senior Vice President, Global Air and Surface Care Brand Franchise Leader
2017	Vice President, NA Dish Care, Design/Delivery
2015	Vice President, NA Brand Operations
2014	Vice President, NA Pet Care Divestiture
2012	Vice President, NA Pet Care
2011	Senior Brand Director for P&G Portfolio, P&G Walmart Inc. Team
2009	Senior Brand Director, P&G Walmart Shopper Marketing
2006	Senior Brand Director, Global Baby Care
2004	Brand Director, NA Swiffer Delivery
2000	Senior Brand Manager, Brand Director, NA Febreze Delivery
1998	Senior Brand Manager, NA Dish Category

Affiliations, Activities and Recognition

P&G Brand Mastery Society, 2021

Brand Consultant, Cincinnati Minority Entrepreneur Development Program

Corporate Role Model, P&G Inclusive Leadership Program

Co-Leader, P&G African American Corporate Intervention Plans, 2015 – 2020

NA Brand Capability Trailblazer Award and Brand Culture Award, 2019 and 2017 Respectively

Founder, P&G Adopt a Class Partnership with AA Volunteer Network, 2017

Who's Who in Shopper Marketing, 2011