

Aubrey Blanche

Biography

Aubrey Blanche is the Mathpath (Math Nerd + Empath), the CEO of the equitable design consulting firm of the same name, and Senior Director of People Operations & Strategic Programs at HR technology firm Culture Amp. Through all her work, she seeks to question, reimagine, and redesign the systems and practices that surround us to ensure that all people can access equitable opportunities and build a better world. Her work is undergirded by her training in social scientific methods and grounded in her belief in the fundamental dignity, value, and wisdom of every person.

Her professional expertise focuses on designing and implementing equity-creating solutions to varied aspects of enterprise operations, from talent programs and communications to sustainability and philanthropy. Her experience in business development and product management has helped bring multiple products to market, where she's built commercially successful product and go-to-market strategies for DEI-focused products. Her work has strong underpinnings in her academic training, which have helped her bring significant original research on trends in attitudes and investments on global diversity, equity, and inclusion efforts to light.

A regular speaker and writer on issues of equity, fairness, and accessibility in organizations, finance, and technology products, Blanche has appeared on stages and in media outlets all over the world. She is an advisor to a portfolio of organizations seeking to build a more equitable world, including Joonko, Seed & Spark, On Ramp, and Pivot Diversity. She sits on the Board of Directors of PAUSE and Circle of Blue. Her work has been featured in Wired, the Wall Street Journal, the Australian Financial Review, USA Today, Re/Code, First Round Review, and more. She also has previous academic affiliations with Stanford and Northwestern, and an appointment at the Equity by Design Lab at the Stanford Graduate School of Business. Despite the accolades listed here, she asks that you engage with her work to judge her competence: traditional proxies of merit and/or capability help reinforce the systems that keep incredible people from the opportunities they deserve.

