



JAMES "KIMO" YAMANAKA

EHCC BOARD TREASURER

ABOUT

James K. Yamanaka is the Director of Diversity, Data Analytics and Field Operations at NASA's Office of Diversity and Equal Opportunity. In this capacity, he serves as the principal advisor to the Associate Administrator for Diversity and Equal Employment Opportunity matters concerning the achievement and management of a diverse and inclusive workforce. Yamanaka leads NASA's Diversity, Equity, Inclusion and Accessibility (DEIA) strategic planning, implementation, and assessment and is charged with enhancing NASA's DEIA analytics capability to improve reporting, decision support, policy assessment, and processes to ensure NASA achieves its DEIA strategic goals and objectives and in turn, further integrates DEIA into the NASA Mission.

Prior to joining the Senior Executive Service at NASA, Yamanaka worked in the Office of the Secretary of Defense (OSD), where he led a multidisciplinary team of subject matter experts, data scientists, and data engineers to create over 50 analytic products and models with 143 unique data sources, using DoD's cloud-based big data platform with over 20,000 users. Yamanaka led all aspects of DoD's People Analytics Portfolio which includes several focus areas: DEIA, Suicide Prevention, Sexual Assault, Problematic Behaviors, Time and Attendance, Hiring Processes, Travel, Compensation and Benefits, Organizational Climate, and Civilian Human Capital Strategy. Yamanaka transformed Human Resource and DEIA analytics by bringing together stakeholders across the Military Departments and OSD stakeholders, facilitating common policy and analytics requirements, and deploying analytic products to answer cross-domain questions and inform complex decisions by top DoD senior-leaders.

Yamanaka also served as a principal advisor of the DoD Prevention Collaboration Forum, comprised of senior leaders representing DEIA, Suicide Prevention, and Sexual Assault, chartered to develop strategic plans, policies, and programs for prevention regarding violent or harmful events. In that capacity, Yamanaka led a research and analytic effort to collect and analyze DoD-wide organizational climate survey data to identify both high risk and promising military installations related to sexual assault and problematic behaviors. Analytic products were deployed to the unit and installation commanders to provide current information on local climate issues to rapidly assess and address both current and emerging organizational climate risks.

Yamanaka started his Federal career as a cooperative education student at NASA's Armstrong Flight Research Center, exploring several disciplines such as aerodynamics, flight controls, and flight operations. Accepting his dream job, he later became a full time Operations Engineer at Armstrong where he had flight operations and engineering oversight responsibility for several projects including the X-43 Hypersonic Research Aircraft, F-16XL Supersonic Laminar Flow, F-15, and F-104. He also functioned as a mission controller and flight test engineer for various projects and has flown in Armstrong's T-38, F-15B, F-16XL and F-18's. Yamanaka later joined the program and project management ranks at Armstrong and served as the project manager for Intelligent Flight Controls and C-17 Test Program, and Deputy Program Manager for NASA's Aviation Safety Program.

From program and project management, Yamanaka went on to be the Special Assistant for Strategic Management at NASA Armstrong and led a strategic management process reengineering program encompassing strategic planning, performance management, and budget formulation and execution.

After enjoying the privilege of working at Armstrong for 16 years, Yamanaka transitioned to the management consulting industry, working for one of the top global consulting firms. There, he developed and sharpened his skills in human capital management, strategic management, organizational design, change management, and cost modeling and analysis, working with large Federal government and non-profit organizations to design and implement large-scale organization and business transformations.

In 1990, he graduated with a Bachelor of Science in Aeronautical Engineering from Embry-Riddle Aeronautical University in Prescott, Arizona and subsequently joined NASA Armstrong as an aerospace engineer in May, 1990. He earned a Master of Science in Systems Architecture and Engineering from the University of Southern California in 1999 and later earned a Master of Business Administration from the University of Southern California's Marshall School of Business Executive Program.

Born and raised in Hawaii and a Class of 1984 graduate of Iolani School, Yamanaka is a descendant of both Japanese and Portuguese ancestors who immigrated to Hawaii in 1885 and 1884 respectively.