

# Troy McIntosh Bio



**Troy McIntosh**  
**VP and Chief Diversity, Equity and Inclusion**  
**Officer**

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Troy joined IDEX in July 2021 as the Vice President and Chief Diversity, Equity and Inclusion Officer and reports directly to IDEX CEO and President Eric Ashleman.

Troy joined IDEX from Chicago-based U.S. Cellular, where he served as the Head of Diversity & Inclusion. At U.S. Cellular he increased diversity of the workforce – particularly in leadership – and led campaigns to increase awareness of bias in the workplace and in hiring, helping build a culture of inclusive leadership. His previous Human Resources experiences have included roles at Ingredion Inc., Pactiv, Johnson Controls, Abbott Laboratories, Sara Lee Corporation and United Airlines.

Originally from Grand Rapids, Michigan, Troy earned a Bachelor of Arts degree in Psychology and Philosophy from the University of Notre Dame, followed by a Master of Arts in Social Service Administration from the University of Chicago. He began his career as a high school social worker and an education consultant in the Office of Catholic Education for the Archdiocese of Chicago. His Diversity, Equity & Inclusion work today ties back to those early education roles, through which Troy was a champion for people seeking to overcome barriers and achieve a better life.

Troy and his wife live in suburban Chicago with their two daughters. He enjoys writing music, playing piano, and singing.