



Biography: Erika Cospy Carr



Erika Cospy Carr is a dynamic leader and cultural intelligence champion with nearly 20 years of experience across the public, private, and nonprofit sectors. Known for her authentic leadership style and ability to build impactful relationships, Erika consistently delivers exceptional outcomes for clients, customers, and communities.

As the leader of the Multicultural Foodservice & Hospitality Alliance (MFHA), Erika leverages her strategic acumen and cultural intelligence experience to ensure that its initiatives effectively address industry challenges and create tangible impact. Erika's leadership is pivotal in advancing MFHA's goals and reinforcing its commitment to equipping the restaurant, foodservice, and hospitality industry to maximize its human potential.

Erika has a keen eye for positive social impact and growth initiatives that ensure all voices are heard. As founder and CEO of Cospy Concepts, LLC, a nonprofit focused on creating sustainable change for Black and Brown communities, Erika led critical initiatives to help employers and talent developers overcome barriers to building and sustaining healthy workplace partnerships. Her work has re-engineered organizational systems, improved employee outcomes, and strengthened community ties.

A catalyst for systems change, Erika has been instrumental in transforming organizations. Her multi-faceted approach has helped hotel industry leaders across the U.S. create the tools and insights needed to recognize and address cultural intelligence challenges effectively. Her strategic initiatives have not only improved workplace culture but also elevated organizational performance. In her role at Year Up, a nonprofit committed to ensuring equitable access to economic opportunities for young adults, Erika led efforts that helped the organization's leadership embrace and implement inclusive best practices at all levels.

Her strategic vision and leadership were key to driving growth and expanding NABA Inc.'s (formerly National Association of Black Accountants) influence in the industry. Additionally, she held the position of National Affiliate and Strategy Director at the Pancreatic Cancer Action Network, where she led national initiatives to strengthen the organization's outreach and impact. Early in her career, Erika excelled as a Financial Services Account Executive, leading multi-million-dollar portfolios and devising high-impact strategies to solve complex client challenges. Her business acumen and strategic mindset have been a consistent asset throughout her career.

Erika holds a BA in Business Administration from Bennett College and an MBA from the University of Phoenix, complemented by various certifications in Design Leadership, Project Management, and Executive Business Communication. A proud HBCU graduate and daughter of a two-tour Marine Corps Vietnam Veteran, Erika is also a wife and bonus mom. In her spare time, she enjoys cooking, traveling, learning, skating, and music. Connect with Erika on [LinkedIn](#).

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About the Multicultural Foodservice & Hospitality Alliance (MFHA): The Multicultural Foodservice & Hospitality Alliance (MFHA) is dedicated to advancing diversity, equity, and inclusion (DEI) across the \$899 billion restaurant, foodservice, and hospitality industry. Founded by Gerry Fernandez in 1996, MFHA serves as a leading resource for companies large and small seeking to improve DEI across their organization and to become culturally competent. MFHA provides tailored solutions and guidance that draw from a broad range of best practices, research, DEI partnerships and expertise in current and emerging social issues. Learn more at www.mfha.net.

About the National Restaurant Association Educational Foundation (NRAEF): As the supporting philanthropic foundation of the National Restaurant Association, the NRAEF's charitable mission includes enhancing the industry's training and education, career development, and community engagement efforts. The NRAEF and its programs work to Attract, Empower, and Advance today and tomorrow's restaurant and foodservice workforce. NRAEF programs include: ProStart® – a high-school career and technical education program; Restaurant Ready/HOPES – Partnering with community based organizations to provide people with skills training and job opportunities; Military – helping military servicemen and women transition their skills to restaurant and foodservice careers; Scholarships – financial assistance for students pursuing restaurant, foodservice and hospitality degrees; and the Restaurant & Hospitality Leadership Center (RHLC) – accredited apprenticeship programs designed to build the careers of service professionals. For more information on the NRAEF, visit ChooseRestaurants.org.

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