

ABONGILE XHANTINI

Fractional Chief DEIB Officer | Systemic Inclusion Architect

☎ +27 60 133 8036 | ✉ abongilex@themiddlewayadvisors.com | 🌐 LinkedIn:
Abongile Xhantini

EXECUTIVE PROFILE

A globally recognized leader and systemic inclusion architect with a decade of transcontinental experience in human rights advocacy, policy integration, and DEIB (Diversity, Equity, Inclusion, and Belonging) systems innovation. A curated protégé of Oprah Winfrey's Inaugural Leadership Academy and Oppenheimer Trust Scholar, Abongile's leadership is globally consecrated as a Young Mandela, reflecting an unwavering commitment to justice. Renowned for fusing trauma-informed innovation with global scalability, she has consistently dismantled barriers across corporate, policy, and societal landscapes. Proven expertise in driving transformative outcomes, reshaping policies impacting millions, and spearheading groundbreaking initiatives for marginalized and disabled communities.

CORE COMPETENCIES

- Human Rights Advocacy & Policy Development
- Trauma-Informed Systems Design
- Disability Inclusion & Accessibility
- Strategic Leadership & Organizational Transformation
- International Relations & UN/AU Mechanisms
- Capacity Building & Curriculum Development
- Data Analysis & Impact Measurement
- Cross-Cultural Communication & Pan-African Advocacy

SELECTED ACHIEVEMENTS & IMPACT

- **Systemic Inclusion & Financial Impact:** Founded The Middle Way Advisors, engineering AI-integrated DEIB frameworks that reduced corporate turnover by 30% and slashed disability-related financial losses to under 0.5% for multiple corporate clients within one year, demonstrating significant ROI and enhanced inclusivity.
- **Policy & Legislative Influence:** Reshaped national response policies impacting over 7 million citizens and 257 municipalities, including drafting parliamentary legislation and contributing to the UN Albinism Special Rapporteur's Annual General Assembly Report, identifying 3 new countries of albinism killings in Africa and mobilizing justice system resources.
- **Global Advocacy & Representation:** Represented South Africa at COP17, drafting two climate resolutions presented to Parliament, and contributed to the first South African Youth Climate Protocol. Successfully influenced 257 municipalities through the inclusion of disability and youth provisions in national crisis response plans.
- **Capacity Building & Training Excellence:** Trained HR and executive teams, impacting over 10,000 employees nationally, and increased C-suite and senior executives' investment in Disability Inclusion by 250%. Spearheaded and delivered a 4-part philanthropy workshop series and DEIB executive summits, equipping high-level leaders with practical frameworks for systemic change.
- **Community Mobilization & Development:** Led Coca-Cola Beverages Africa's Economic Inclusion Strategy across 14 African markets, engaging over 11,000 youth and supporting 198 schools to recycle 92,000 kg of PET plastics in Kenya. Coordinated 20+ national training events under the SEED Programme for youth entrepreneurs.
- **Thought Leadership & Public Engagement:** Profiled in 1 international and 3 national documentaries (50M+ audience reach), conducted 6 radio interviews (3M+ impact), and delivered Keynotes at 10+ disability-inclusive DEIB corporate global summits. Lead Researcher and episode curator of the award-winning ACTIVATED series (Best Educational TV Programme, 2023).
- **Groundbreaking Initiatives:** Envisioned and established South Africa's first nonprofit initiative offering service animals to low-income persons with invisible

impairments at no cost. Spearheaded South Africa's first service-animal initiative for invisible disabilities, catalyzing tangible policy change.

PROFESSIONAL EXPERIENCE

CEO & Founder | The Middle Way Advisors | 2023–Present * Led strategic direction and operations of a consultancy focused on AI-integrated DEIB frameworks. * Drove measurable outcomes in corporate turnover reduction and disability-related financial loss mitigation.

DEIB and Stakeholder Lead Consultant | South African Employers 4 Disability | 2023–Present * Advised on DEIB strategies and stakeholder engagement for corporate clients.

Executive DEIB Lead | Nunnovation Africa Foundation | 2022–2023 * Spearheaded executive-level DEIB initiatives and organizational transformation.

Disability Inclusion Consultant | Human Inclusion | 2022 * Provided expert consultation on disability inclusion, advising on repositioning and rebranding to influence funding streams.

Disability Mainstreaming Consultant | Sesame Workshop | 2022 * Delivered accessibility consultation and disability inclusion frameworks, impacting 120 million globally.

Public Affairs, Communication & Sustainability Coordinator | Coca-Cola Beverages Africa | 2021 * Led baseline study for Economic Inclusion Strategy across 14 African markets.

Mainstreaming Diversity Consultant | United Nations Development Programmes South Africa | 2020 * Developed the Mainstreaming Disability, Youth, and Women Integrated Action Plan during COVID-19, shaping national response policies.

Founder & Director | Holding Albus NPO | 2016–Present * Established and led a non-profit focused on albinism advocacy and support.

Talent Management & Recruitment Coordinator | Regent Career Architects | 2018 * Secured diverse young talent employment, achieving 100% placement success for the firm's first cohort of young black professionals and increasing client profile by 200%.

Project Lead, SEED Programme Implementation | Adelphi Research (Flanders Government) | 2018 * Coordinated 20+ national training events for youth entrepreneurs via UNEP and Flanders/German Government in 3 months.

Youth Programmes Coordinator | South African Institute of International Affairs (SAIIA) | 2011–2017 * Chaired the SAIIA Youth Policy Committee and sustainability programmes, impacting 2,500+ youth leaders researching and generating environmental intersectional policy outputs.

Intern, Policy & Events | United Nations Environment Programme | 2016 * Contributed to policy development and event coordination.

Fractional Inclusion Consultant & Policy Advisor | Multiple Clients | 2017–2024 * Provided strategic advice on inclusion and policy to various organizations.

EDUCATION & TRAINING

- **BA in Geography & Philosophy** | Rhodes University, South Africa
- **International Exchange on Environmental Studies and Philosophy** | Bishop's University, Canada

Certifications & Fellowships: * Authentic Leadership Fellowship | Atlanta, USA (\$10,000 award) * Oppenheimer Memorial Trust Scholar * Trauma-informed facilitation, AI in DEI, and inclusive systems design

HONOURS & AWARDS

- Oprah Winfrey Leadership Academy for Girls | Inaugural Class
- Young Mandela - A Nelson Mandela in Every Generation Award | 2018 (Mandela Legacy Programmes)
- Best Educational Programme (ACTIVATED) | Gauteng Disability Awareness Awards 2023
- DRAM National Ambassador | 2020