



**Tami Garcia**  
Executive Vice President  
People & Culture

As Executive Vice President of People & Culture, Tami Garcia is responsible for all human resources-related services for more than 185,000 Disney Experiences cast members, crew members, Imagineers and employees worldwide. She and her global team partner with leaders across the segment's various businesses to develop people strategies that foster a world-class culture and drive results. Garcia oversees the teams that lead people and culture business partnerships, talent and growth, talent connection, opportunity and inclusion, employee relations, labor relations, compensation and benefits, organizational development and workforce solutions, as well as people and culture insights and data strategy for the entire Disney Experiences segment.

Prior to this role, Garcia served as Senior Vice President of Human Resources, Walt Disney Parks and Resorts, where she developed and implemented human resource strategies and programs to align the global business needs across the organization. She was also head of HR during the development phase of Shanghai Disney Resort.

Garcia joined The Walt Disney Company in 1990 as part of the Global Mobility team for Walt Disney Imagineering. She held various positions at Imagineering, ultimately overseeing all human resources activities. In that leadership capacity, she helped establish HR functions for Imagineering at Disneyland Paris and Hong Kong Disneyland.

Prior to joining Disney, Garcia worked at Lockheed Aeronautical Systems Company in various human resources positions.

Garcia holds a bachelor's degree in business management from Woodbury University in Burbank, California.