

Deacon James “Jim” Norman, after more than 30 years with Kraft Foods and human resources and diversity consulting for organizations seeking effective, innovative and inclusive culture change, he embarked on a new vocation as a permanent deacon of the Archdiocese of Chicago. Jim also serves the Archdiocese of Chicago as Director Vicariate Operations-Vicariate VI with the Archdiocese of Chicago with responsibility for the operations of over 60 parishes, 26 grade schools, 12 high schools.



He began his career in Operations Management with Kraft Foods. He worked in various manufacturing assignments of increasing responsibility; Quality Assurance, Sanitation, Production and Shipping Supervision before moving into Human Resources. He amassed nine years of field human resources leadership experience including both union and non-union assignments and two plant closures.

He was promoted to the position of Director of Diversity for Kraft Foods North America in January of 2001. Jim worked to develop strategies to advance diversity and enhance the organizational capability of Kraft Foods. He was appointed Senior Director Human Resources for the Kraft Foods Snacks & Cereal Business Unit in East Hanover, New Jersey. In March of 2008, Jim was appointed Vice President Diversity for Kraft Foods, Inc. With the launch of the new Kraft Foods Group, Jim was appointed Vice President Diversity and Community Involvement.

Jim received his Bachelor of Science in Psychology from Northwestern University.

He served as President of the Employment Management Association Foundation and Vice President-at-Large for the Employment Management Association.

He served on the Advisory Council for the American Institute for Managing Diversity (AMID).

Jim served on the Board of Trustees for Morris Tomorrow a group of political, community and business leaders committed to improving the quality of life for the residents of Morris County.

Ordained in 2013, Jim is a deacon at Our Lady of Sorrows Basilica on Chicago's Westside. Jim serves as the coordinator for the National Shrine of St. Peregrine.

He, also, serves as Chair for the Executive Service Corps of Chicago and recently served as a board member of the Oak Park Housing Center promoting diversity and fair housing in the village.