



**Constance McMillan, PHR**  
**HR Business Partner, Tesla**  
**BNHRA Strategic Partnerships Director**

**1. Briefly describe your organization and position:**

I am currently employed as a Human Resource Business Partner for Tesla. I've been in this position since November 8, 2021. Tesla, Inc. is an American electric vehicle and clean energy company based in Austin, Texas. Tesla designs and manufactures electric cars, battery energy storage from home to grid-scale, solar panels and solar roof tiles, and related products and services.

**2. What do you enjoy most about HR?**

I enjoy the human aspect of HR; I take pleasure in helping others, coaching others, teaching others, providing and sharing information, and assisting with resources that assist and enable others to benefit themselves.

**3. In your spare time, what do you like to do for fun?**

Bowling, sewing, karaoke, reading, making beaded jewelry

**4. What has been the biggest influence on your career path?**

I would have to say my belief in myself, when I decided on HR as a career, I hadn't seen many people who looked like me in the role and I knew I wanted to pursue HR as far as I could to become that familiar face for a young person of color who wished to enter the HR world and make a career for themselves.

**5. Advice for those entering the HR industry:**

HR has many facets and caveats, and all organizations do things differently when it comes to HR. The main thing to keep in mind is at the beginning and end of the day HR should be about the people you serve.

