

# DIVERSITY | EQUITY | INCLUSION



## Diversity is what you have, Equity levels the field, but Inclusion is what you DO

I focus on sustainable solutions that enhance current environments and cultures that maintain themselves because it is the right way to exist and be successful. This is about behavior, personal values, and human decency.

## MY CONSULTING PHILOSOPHY

After +20 years in the space of diversity programming I have come to these conclusions and it shapes the way I consult in this space:

- Diversity & Inclusion programs have largely failed - it's time to change
- Treating this topic like an initiative or program hasn't and never will work
- Nothing about this topic is asking for more or less
- Casting the net wider and wider has diluted the topic, avoided tougher conversations, and muddied allyship. We can do better.
- Yes, grassroots is important, but leadership adoption is critical and **THEY HAVE TO HAPPEN AT THE SAME TIME**
- This is about getting and leveraging the best talent to achieve the greatest results - this is a culture lever and a part of your employer brand, treating it as such yields the best results

This work has to be **FEARLESS** and challenge the way we create psychological safety for everyone in this conversations because we must talk about the hard stuff, period.

### Tailored Solutions

No two organizations are alike. Although the process below is very general, there is **MUCH WORK** involved and will depend on where your organization is at now and where it wants to go. I will challenge you but help you define what the better version of your organization looks like.

## THE PROCESS

phase 1:  
discover



phase 3:  
solution



phase 4:  
execute &  
measure



phase 2: identify  
strengths & gaps



CONTACT ME TO LEARN MORE

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