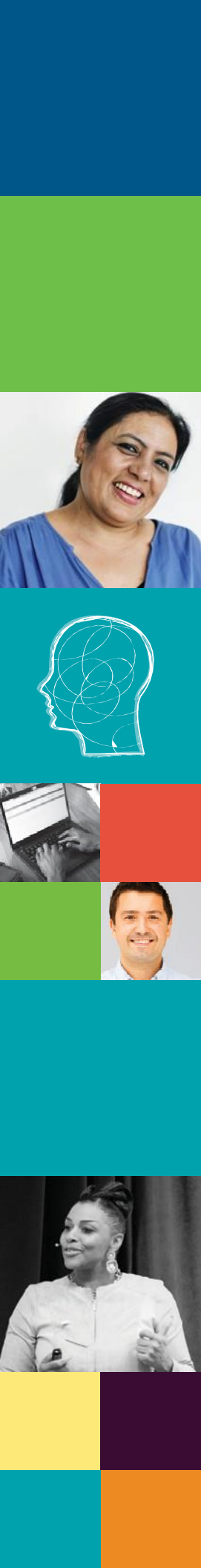


Connecting Cultures. Maximizing Potential.



| Diversity & Inclusion Consulting



Organizations and employers that value diversity and inclusion cultivate a culture whose members support those values.

The culture of a workplace is a significant source of value for every organization. At (DCH), we appreciate that an effective diversity, equity and inclusion (DEI) initiative can improve productivity, collaboration, innovation, and retention of key talent. And when it comes to implementing a (DEI) initiative, one size does not fit all— your organization's values, business objectives, and compliance obligations all must be considered.

Our Diversity & Inclusion Consulting has developed a suite of services designed to help employers and organizations achieve performance excellence through strategic diversity management.


Executive Services

Executive ownership and support of any (DEI) initiative is critical for its success and sustainability. To that end, we can design and deliver:

- Impactful Keynote Sessions
- Executive Orientation Sessions that provide insight to the business case for (DEI) initiatives
- Custom, one-on-one Executive Coaching Sessions that augment leadership skills and moderate non-productive behaviors

Training & Consulting Services and Products

Among our specific products, training and consulting service, we:

- Design and deliver unconscious bias training programs
 - Design and deliver other diversity-related educational workshops for members of all organizational levels
 - Evaluate current or proposed policies and procedures and recommend legally compliant adjustments, where necessary
 - Review benchmarks of cultural competency within your organization.
 - Support workplace inclusion through formation of mission statements, diversity councils and/or affinity networks, and conduct cultural assessments
 - Offer enterprise licensing for video based training that depict real-life diversity challenges through our Diversity & Inclusion Video Channel
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Diversity & Inclusion Training and Education Programs

- We offer a broad range of solutions to fit your organization's particular needs—from “awareness” sessions to skill-building workshop sessions—in a variety of formats (two-hour, half-day, or full-day). Each session is led by one of our accomplished facilitators who provides an engaging, interactive, and thought-provoking experience. To optimize learning, suggested class size is 20-25 participants per session.

Potential topics for stakeholders:	Potential topics for leaders:	Potential topics for individual contributors:
<i>What's In It For Me?</i> Buy-in with stakeholder focus	<i>What's In It For Me?</i> Buy-in with leadership focus	<i>What's In It For Me?</i> Buy-in with individual focus
<i>Approaches to Diversity:</i> Overview of the evolution of the practice of diversity management and a review of key concepts	Key concepts in D&I; differentiating from legal concepts	Key concepts in (DEI); debunking “diversity myths”
<i>Diversity Readiness:</i> The opportunities and challenges	Developing awareness and the necessary leadership skills for effective decision-making	Developing awareness and practical team member skills
<i>Don't Blame HR:</i> Exploring personal and systemic obstacles that impede success	Exploring procedural and personal obstacles that impede success	<i>What Gets In the Way?</i> Exploring common, personal obstacles that impede success
<i>Cultivating Real Change:</i> Strategic tools for managing and leveraging diversity	<i>My Tool Kit:</i> Skill-building tools for eliminating barriers	<i>My Tool Kit:</i> Tools for promoting effective engagement and productivity
<i>Walking the Talk:</i> Addressing the hard questions	<i>Setting the Tone:</i> D&I-building behaviors by leaders	<i>Taking Responsibility:</i> Recognizing the impact of individual behaviors
<i>The Road Ahead:</i> Stakeholder action steps	Leadership action steps	<i>Taking It Back To Work:</i> Personal action steps

At (DCH), we understand that any viable (DEI) initiative must ensure that an organization's members work in an environment that promotes equity and opportunity for all.

Speaking Engagements

A selection of possible session components by population includes knowledgeable and dynamic speakers for:

- Professional association engagements
- Executive retreats
- Diversity conferences
- Your existing diversity programs for leadership members

At (DCH), we understand that workplace issues can't wait. We aim to go beyond best practices, creating solutions that help clients navigate a complex business world. What's distinct about our approach? With deep experience and resources that are local, everywhere, we are fully focused on your business. With a diverse team of the brightest minds, we foster a culture that celebrates original thinking.

We disrupt the status quo—delivering groundbreaking innovation that prepares employers not just for what's happening today, but for what's likely to happen tomorrow. For over 10 years, our team has harnessed these strengths to offer fresh perspectives on each matter we consult, advise, coach, and train. Because at (DCH), we're fueled by ingenuity and inspired by you.

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