

Diversity, Equity, and Inclusion Program Overview

Our Diversity, Equity, and Inclusion (DEI) program is unique in that we focus less on compliance and transactional “checking the box” and instead, place more emphasis on *transforming organizational and individual mindsets and behavior*.

It is a proven fact that information alone (knowledge) does not change behavior. It is the application of the knowledge, and a commitment to changing behavior, that drives real, meaningful impact. It is also a proven fact that sustained behavior does not occur overnight but incrementally and organically. This is especially true for diversity, equity, and inclusion, where individuals have varying degrees of understanding, experience, and personal narratives.

While we don’t shy away from tough conversations, we approach DEI in a manner that is respectful, inclusive, and professional. Every client is unique in terms of its DEI priorities, desired implementation pace, and organizational readiness. One size does not fit all. We meet our clients where they are and help them reach their desired destinations.

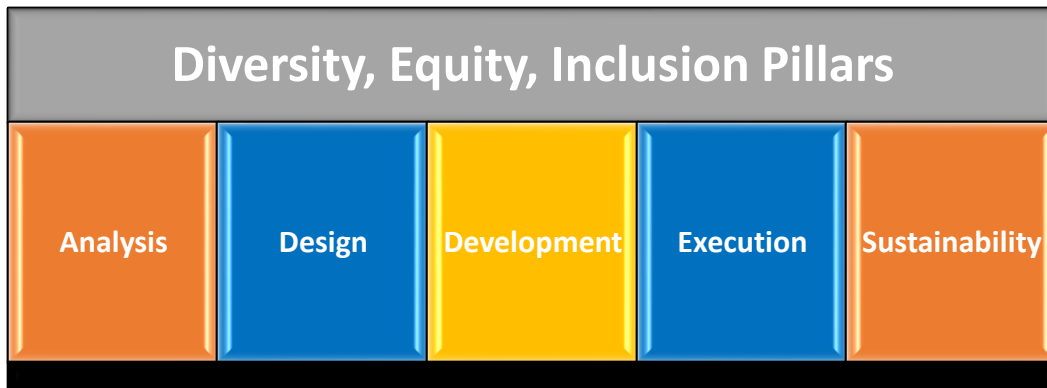
Our customizable DEI program starts with a focus on inherited diversity traits (i.e. skin color and gender) but it does not end there. We extend our program’s focus to include acquired and cognitive diversity traits, inclusive behavior, and equity analysis. And, in doing so, we help organizations and individuals develop “Inclusion Empathy” which leads to long-term sustainable behavior.

Our Diversity, Equity and Inclusion Program is designed to:

- Introduce key DEI concepts and develop a shared understanding within the organization;
- Build cultural competence that is based on the company’s mission, vision, and values;
- Demonstrate business relevance by incorporating company or industry specific context;
- Enable individuals to develop “Inclusion Empathy” and share in the responsibility for maintaining a respectful culture;
- Provide opportunities to practice within a safe experiential learning environment; and
- Encourage sustainability by offering recommendations that can be integrated into the cultural fabric of the organization.

Program Approach and Methodology

Our DEI program approach was developed based on years of research, training, and experience. Our methodology is built upon five (5) DEI Pillars. Each Pillar has a unique set of deliverables that build upon each other.



About Us

HR Knowledge Source (HRKS) is a national, forward-thinking, full-service human capital consulting firm headquartered in the Southeast. We are a Woman-Owned and Minority-Owned small business. Led by former Vice Presidents of Human Resources, combined with dedicated, experienced Consultants, we are uniquely qualified to partner with any organization who seeks a progressive approach to Diversity, Equity, and Inclusion.

The firm is a thought leader in DEI and is often asked to facilitate courses, serve as subject matter experts (SMEs), and provide support to organizations. Our team is passionate about diversity and racial equality. Collectively, we have over 55 years of human capital experience and have been responsible for diversity initiatives for the majority of those years. Over the years, through our corporate and consultative work, we have transformed cultures to focus on diversity as a business imperative, where diversity is linked directly to measurable business outcomes. Members of the team have served in capacities such as D&I Consultant for GA Tech Research Institute, Member of the College and University Professional Association's D&I Leadership Board, Diversity Officer, and Senior Vice President and Board Advisor for the National Association of African-Americans in Human Resources Atlanta Chapter. They've led programmatic and leadership development initiatives such as "Managing Diversity", "Respectful Workplaces", and "BYOB: Bringing Your Own Biases to the Workplace".

We offer oversight and guidance regarding DEI programs, goals, and desired outcomes to companies in a variety of industry segments including but not limited to: technology; professional services; nonprofit; real estate; government. Recent examples of our work include:

- Facilitated race-related forums ("diversity dialogues") with clients and their employees in the wake of the George Floyd and other recent homicides;
- Contribution to clients' internal and external messaging regarding racial injustice and their championing of inclusive workplaces;
- Curriculum design and training facilitation to help clients broaden their definition of diversity, unconscious bias, microaggressions, and privilege (i.e. "Beyond Skin Color");
- Review of clients' operational policies and practices to look for unintentional biases and adverse impact;
- Conducting targeted recruitment efforts to attract diverse candidates, specifically people of color;
- Moderating and participating in panel discussions regarding inclusion, mentorship, and employer best practices;
- Serving as an integral part of a very large client's diversity initiative regarding allyship.

We also make it easy to work with us! With very little ramp up time, we can plug seamlessly into any organization looking to build or enhance its Diversity, Equity, and Inclusion program. Contact us TODAY for an exploratory discussion! ClientSolutions@HRKnowledgeSource.com; 770-322-4757.