

Does Your Organization Have a Diverse & Equitable Culture?



**Emerge Stronger: Architecting a
More Inclusive & Equitable Culture**

www.isuccessconsulting.com



The Case for Diversity & Inclusion

iSuccess understands that nurturing and sustaining diverse and inclusive leadership is a proven way for companies to make smarter decisions.

We help our clients realize **organizational outcomes** and **business objectives** by building more diverse teams and inclusive cultures.

Our proprietary data shows that employees at companies with a D&I strategy:

- Experience higher levels of creativity and engagement
- Indicate a stronger intent to stay in their jobs and feel a stronger sense of belonging

Through both our work in the market and conversations with leaders, we have seen that **engaged, inclusive and diverse leadership is critical to D&I success.**

We understand the nuances of diversity across industries and geographies. At iSuccess, we approach our D&I work with the recognition that diversity can be inherent or acquired and include the following:

- Race, Ethnicity and National Origin
- Gender/Gender Identity and Expression
- Generations and Cross-Cultural Competency
- Socioeconomic Background
- Sexual Orientation
- Disability
- Veteran Status
- Political Affiliation
- Education, Experience and Age
- Work Style, Communication Style and Perspective

Creating a Culture of Equity

Diverse
Equitable
Inclusive



iSuccess understands that nurturing and sustaining diverse and inclusive leadership is a proven way for organizations to make smarter decisions.

iSuccess believes in unleashing the power of human potential and creating cultures of belonging where everyone can thrive. We focus on four key areas:

- Consulting
- Training
- Sustainable Culture Change
- Speaking

iSuccess Service Offerings:

- **Consulting Services** - iSuccess formulates the business case for diversity and inclusion while deepening your understanding of the distinctions between the two. We teach **inclusive workplace behaviors** from the C-Suite to the loading dock, and enable all of employees to value diversity of thought, as together you build a culture of inclusiveness.
- **Training** - Customized D&I training, with anything from 90-minutes with your C-Suite team to three days for leaders and staff, **to help you cultivate inclusiveness** in your work practices and daily interactions.
- **Sustainable Culture Change** - iSuccess ensures processes and policies are inclusive and assist in attracting and retaining the brightest talent and creating a culture of belonging.
- **Speaking** - High-energy, **interactive dialogues** that awaken audiences and inspire leaders to step forward more proactively on behalf of diversity, and set a tone that seeks and celebrates inclusion as a core business driver.

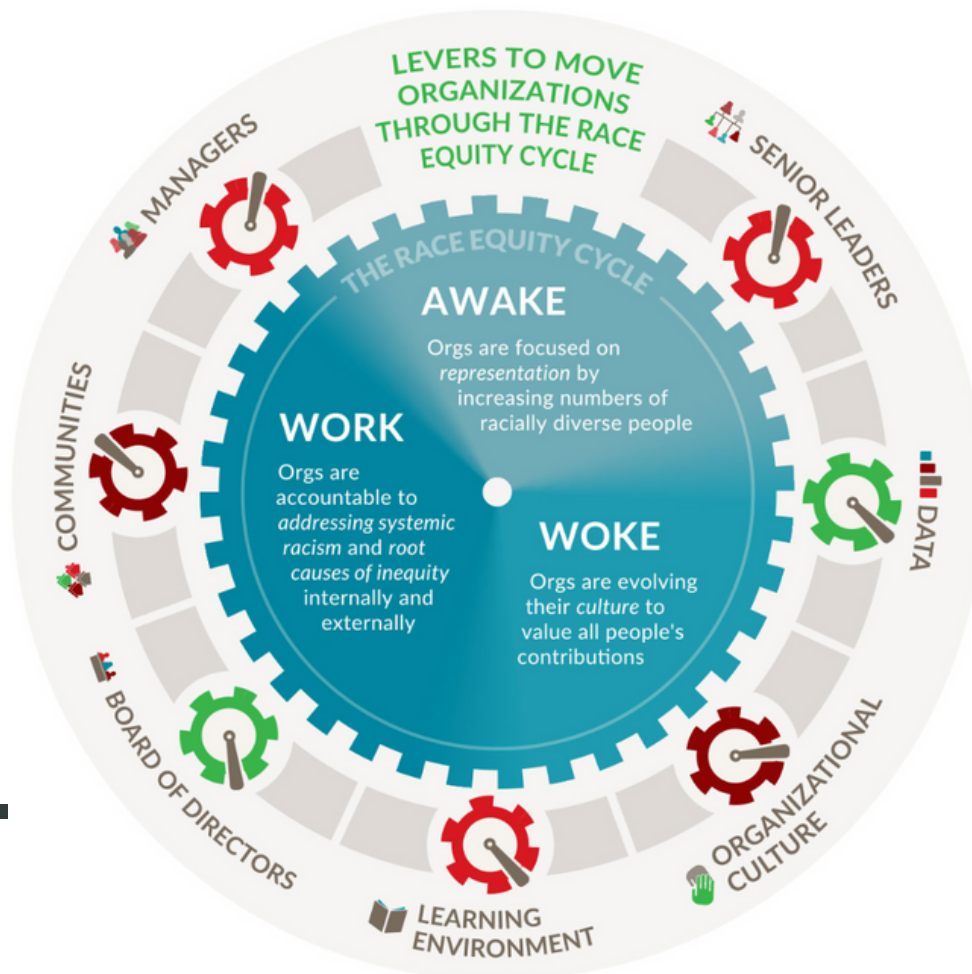
The Race Equity Cycle

While each organization follows its own path towards a **Race Equity Culture** all organizations go through a cycle of change as they transform from a white dominant culture to a Race Equity Culture. These changes include:

- Increased representation
- A stronger culture of inclusion
- The application of a race equity lens to how organizations and programs operate.

iSuccess utilizes the **Race Equity Cycle** which shows the journey of change that an organization goes through to become **more committed, more knowledgeable, and more skilled** in analyzing race, racism, and race equity, and in placing these issues at the forefront of organizational and operational strategy.

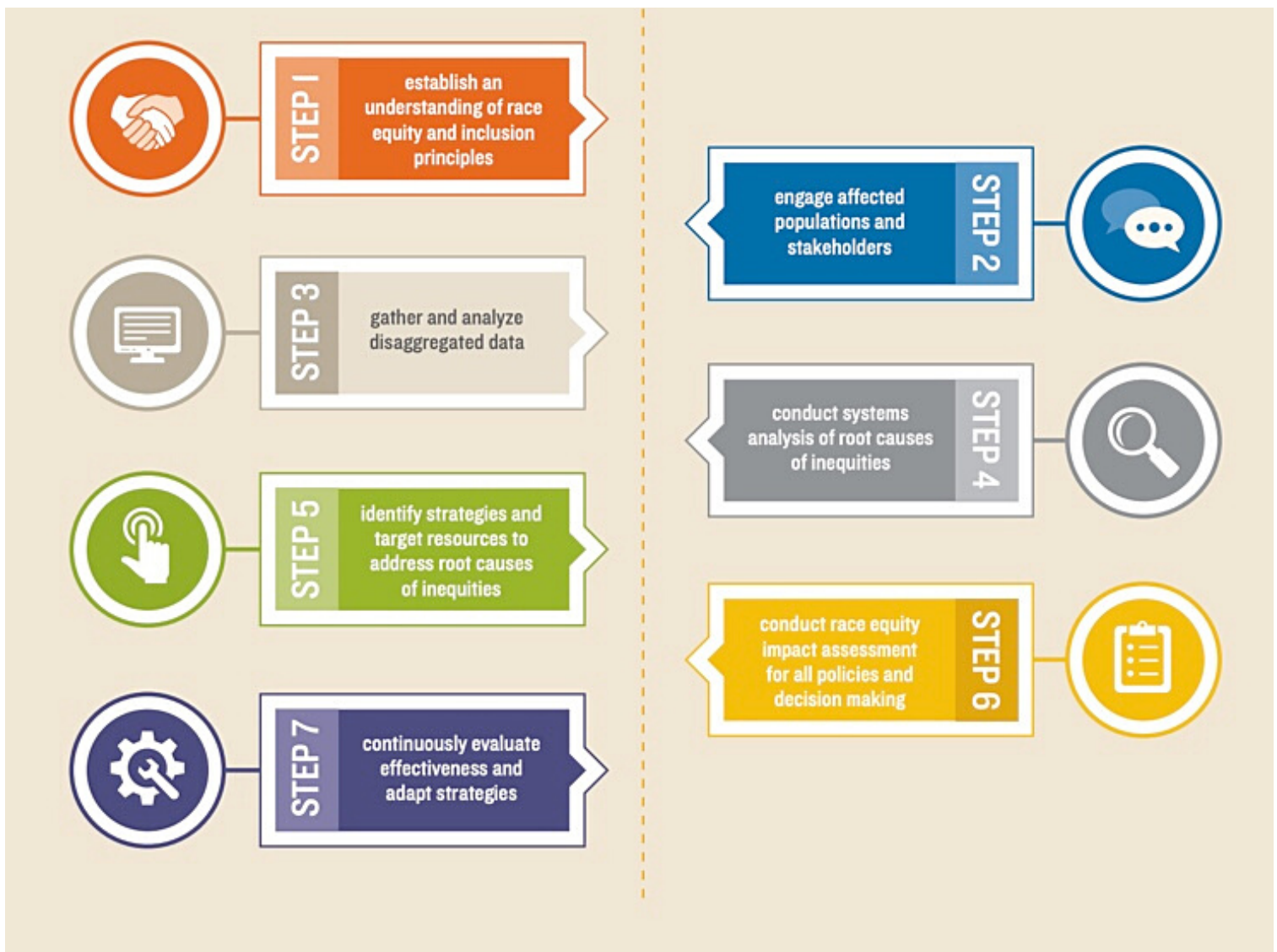
Because each organization is comprised of different people, systems, and histories, individual organizations will enter the Race Equity Cycle at different stages and will approach their race equity work with varying levels of organizational readiness.



iSuccess D&I Framework

Equitable and Inclusive Organizations

iSuccess performs a thorough assessment with each client to determine which phase of the **Race Equity Cycle** the organization is in. We utilize our seven step framework to identify gaps and weaknesses within the organization pertaining to racial inequity and inclusion.





iSuccess, Inc.

DIVERSITY EQUITY & INCLUSION EXPERTS

iSuccess believes in **unleashing the power of human potential, embracing diversity, and helping people—and organizations—to thrive.** The company is on a mission to set a new tone for business, and the world, and to create a more inclusive reality for generations to come by helping organizations create the type of workplace where people no longer feel pressure to downplay aspects of their identity in order to survive; instead, they begin to feel free to bring their full selves to work and motivated to contribute in a way that fuels bottom-line growth.

As a certified woman and minority-owned strategic leadership and diversity consulting firm, iSuccess understands how important it is to empower leaders to drive positive organizational change and the future of work in today's rapidly changing business landscape. Based in Atlanta, GA with a global presence, iSuccess partners with HR, talent management, diversity and inclusion, and business leadership teams on change management efforts relating to human capital everywhere in North America and globally.

Past and present clients include Southern Company, YMCA, Delta Air Lines, Hartsfield-Jackson Atlanta International Airport, Children's Healthcare, Museum of Contemporary Art, Wells Fargo, IKEA, MARTA, General Services Administration (GSA), and many others, from the Fortune 1000 to government agencies and nonprofits.

Schedule your complimentary consultation today!

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