

Diversity, Equity, and Inclusion Statement

Our solutions promote an environment that takes advantage of all people's skills, knowledge, and abilities and creates a welcoming environment.

We believe that an organization's capacity to reflect and respond to the rich diversity of our society profoundly impacts its ability to fulfill its mission.

Organizational Talent Consulting is committed to advancing diversity, equity, and inclusion in our own company and in partnership with our clients and the individuals we serve. Equity and inclusion are everyone's job.

Promoting diversity, equity, and inclusion is critical to truly making a difference and solutions that work. To this end, Organizational Talent Consulting makes a conscious and explicit effort to:

- Ensure our work focuses on the elimination of disparities.
- Educate ourselves and others to improve our understanding of equity and inclusion and the historical context of inequities, vital to recognizing and dismantling barriers.
- Critically examine our policies and practices using a diversity, equity, and inclusion lens to ensure that their intent and impact promote fairness and freedom from bias or favoritism.
- Model as an organization the changes we want to see throughout our community and advocate for the elimination of institutional and structural inequities in systems we influence.
- Serve our customers by actively engaging their employees, listening to their needs, understanding their strengths.



Dr. Jeff Doolittle

Founder, Organizational Talent Consulting