

Social Equity Advisory Services

Capabilities Briefing 2022
Tier1 Management Consulting
Group, LLC



TIER1 MANAGEMENT CONSULTING
TRANSFORM, TRANSITION, TRAIN

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Company Overview

Company Information

Primary Points of Contact

Jonathan Reid, MBA
Executive Partner- MVP
Tier1 Management Consulting Group, LLC
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NAICS Codes

541511 – Custom Computer Programming Services
541512 – Computer Systems Design Services
541519 – Other Computer Related Services
541611 – Administrative and General Management Consulting Services
541618 – Other Management Consulting Services
541690 – Other Scientific and Technical Consulting Services
541720 – Research and Development in the Social Sciences & Humanities
541820 – Public Relations
541910 – Market Research and Public Opinion Polling
541990 – Other Professional, Scientific, & Technical Services
561499 – All Other Business Support Services
611420 – Computer Software Training
611430 – Professional and Management Development Training

Company Socio-Economic Status & Certifications

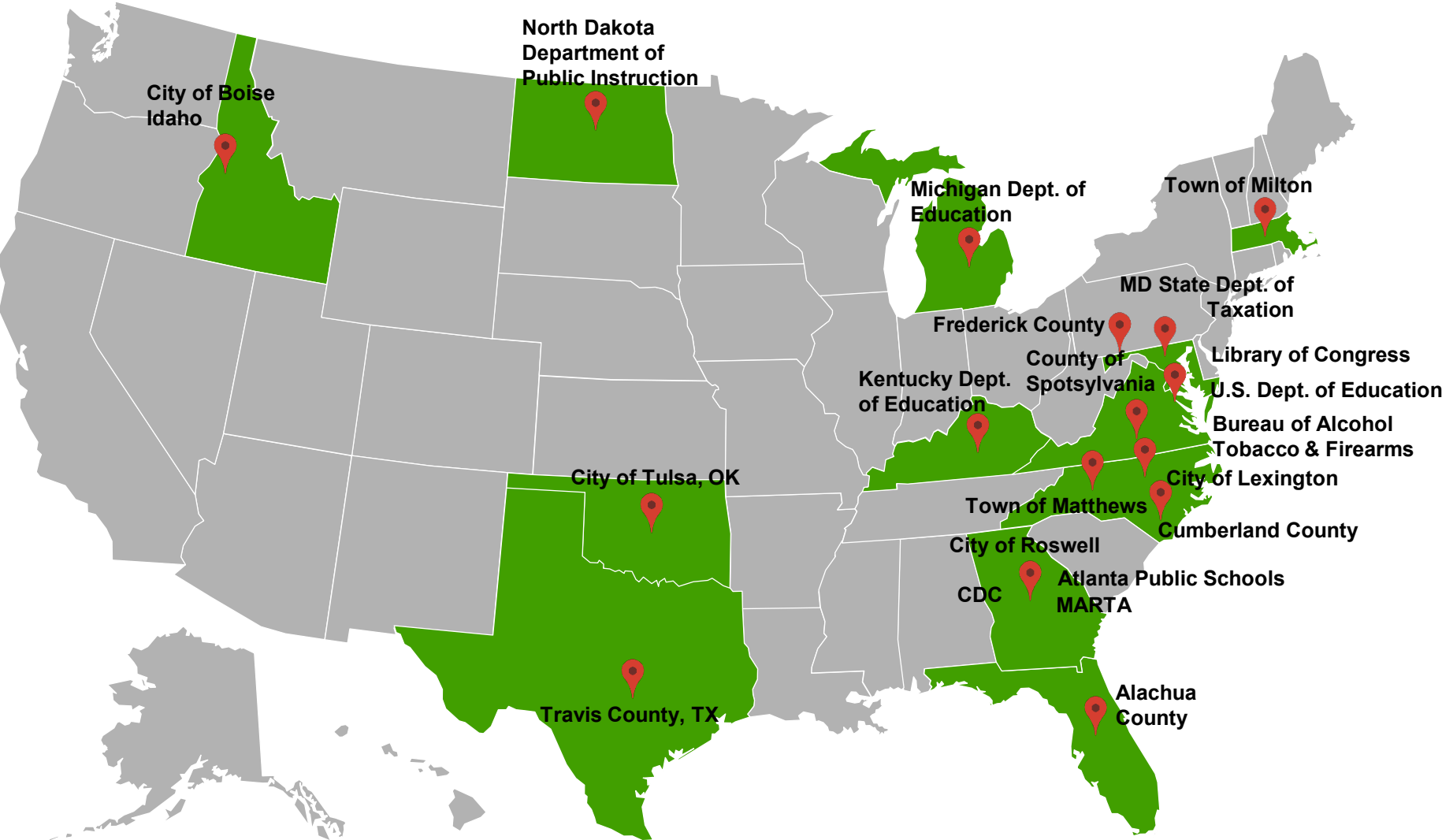
GSA Schedule 70 Contract #: 47QTCA19D0055
GSA PSS Contract #: 47QRAA18D00GU
SBA Certified HUBZone Certification Number: 57399
SBA Certified Small Business
SBA Certified Small Disadvantaged Business Certified Minority Business Enterprise
DUNS Number: 079699626
CAGE Code: 7AX15
E-Verify Number: 865643



Social Equity Advisory Consulting Practice



Our team has provided diversity, equity and inclusion services to various organizations and entities



Tier1 Management Consulting Group is a leader in Workforce & Health Equity Services

About Tier1 Management Consulting Group

- IT and Management Consulting, Founded in 2013
- Senior-level consulting practitioners with 15+ years of experience
- Deep understanding of local, state, and federal government industries
- Independent advisory services
- SBA-Certified HUBZone Small Disadvantaged Business
- Certified Minority Business Enterprise



Strategic Planning



Community Outreach



DE&I Training



Supplier Diversity



Workforce Development



Policy Development



Talent Recruitment & Retention



Marketing Strategy



Culture Transformation

Clients we serve

- Private and Publicly-held Businesses and Corporations
- Local, State and Federal Government and Educational Institutions
- Organizational Leaders Seeking Transformation

TIER1 services are grounded in our data-driven, fact-based approach to DE&I services



Advisory Services

Unbiased and Independent Advice

DE&I experts to identify future state goals and objectives to drive strategic outcomes



Research Data

In-depth Industry Research

Industry leading research and data analysis to drive targeted outcomes and strategic decisions based on facts



Training

Instructor-lead DE&I Training

Over 100 DE&I courses offered online or onsite instruction



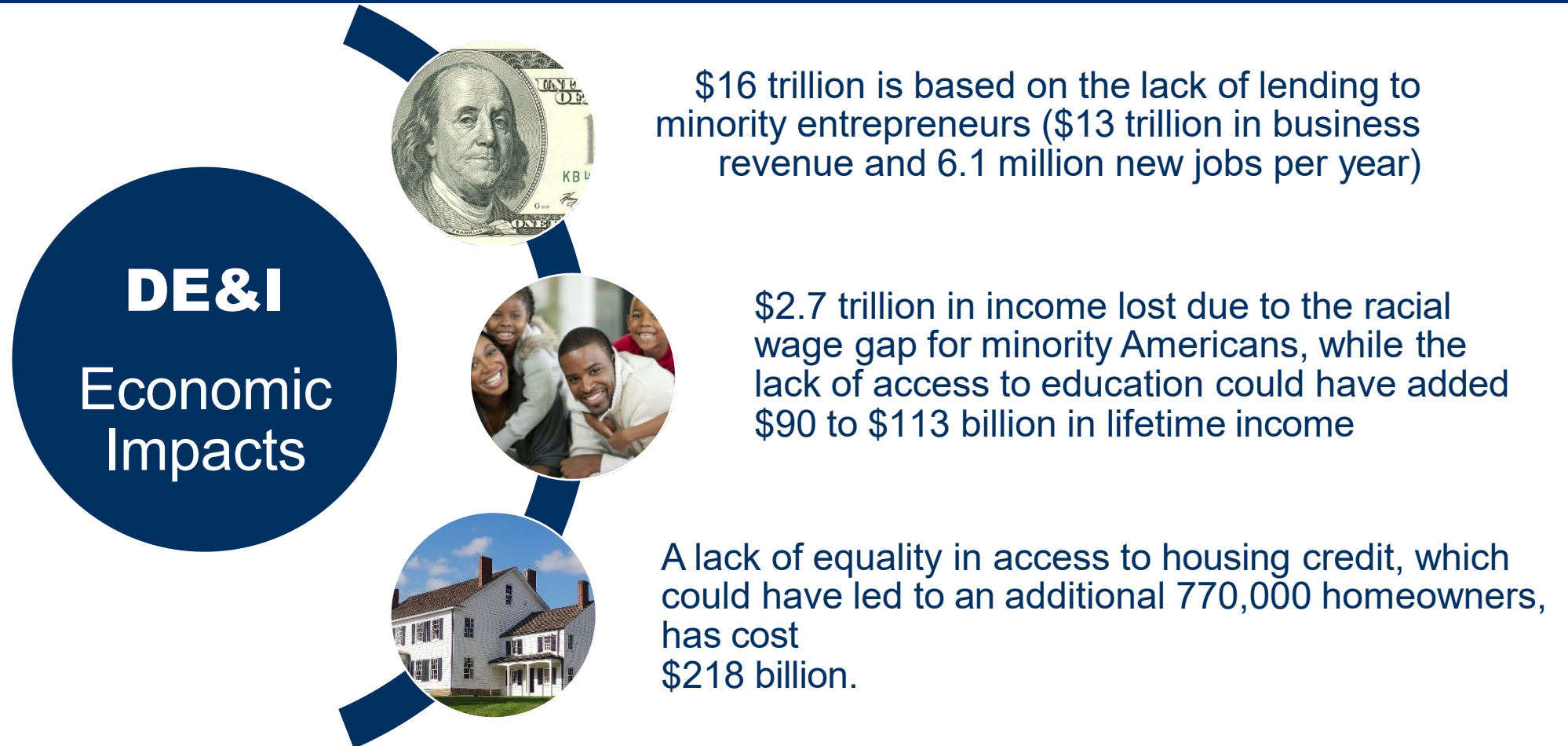
Outreach

Communication Expertise

Design and develop the right message to the right audience through the right medium

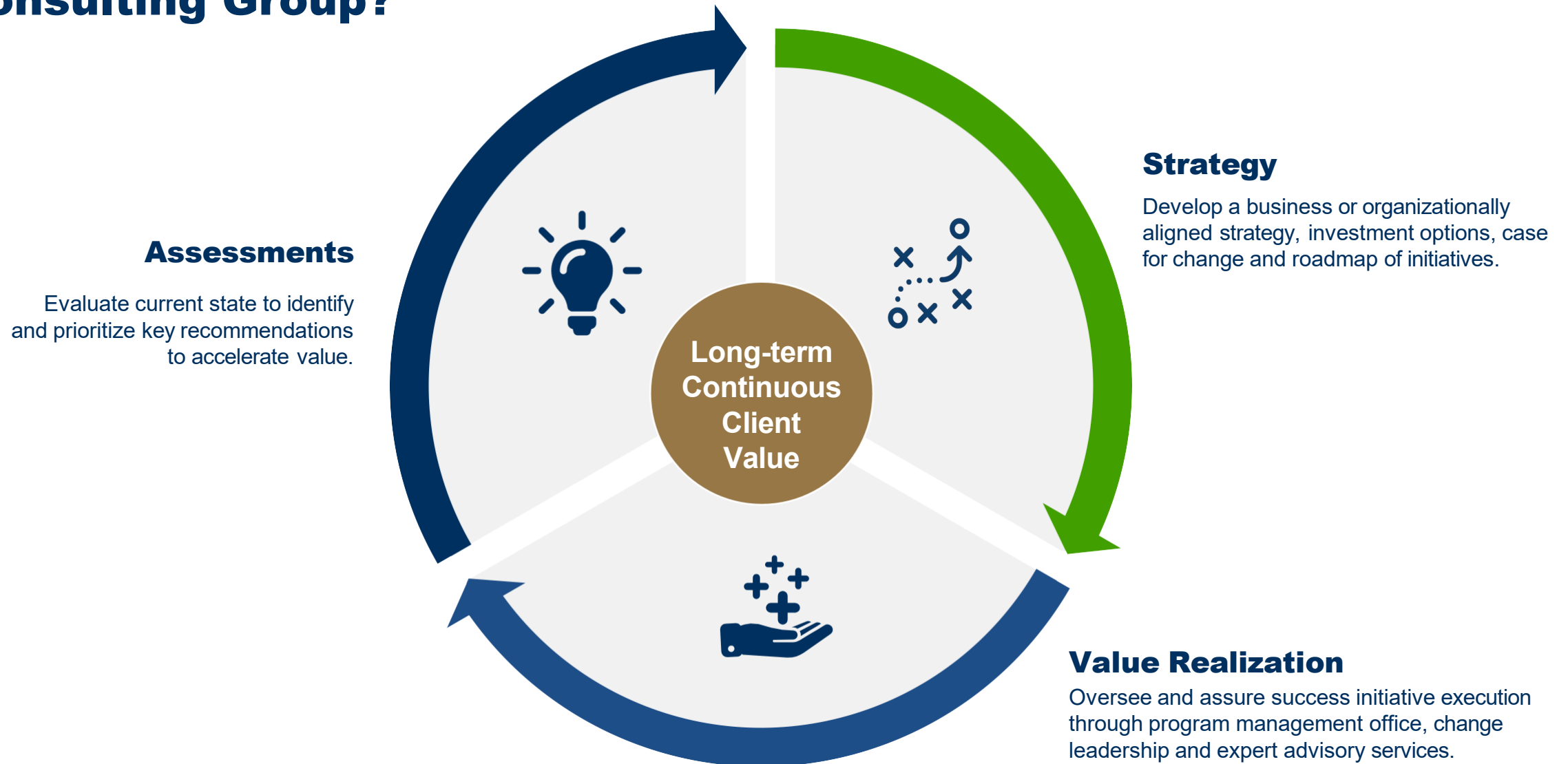
Racial inequality has cost the U.S. economy \$16 trillion over the last two decades

Economic inequity leads to loss of potential tax revenues for the local, state and federal governments



Source: Citigroup

Why Tier1 Management Consulting Group?



Tier1 Management Consulting Group supports our clients through their DE&I journey



Tier1 Management Consulting Group facilitates uncomfortable conversations through our podcast series on diversity, equity & inclusion

The Citizen Experience Podcast



YouTube



Listen on
Apple Podcasts



Point of View

Diversity, Equity & Inclusion

An organization is only as good as its diverse culture and inclusive environment

- Government decisions should be driven through a DE&I lens and be reflective of the community that it represents
- A supportive and engaging community and workplace is established by understanding the perceptual, institutional, and psychological processes that impact the ways people interact with each other. Starting with a look at employee engagement, then identifying interventions surrounding unconscious bias and specific diversity and inclusion strategies
- DE&I fosters environments that are conducive to organizational success



Lack of diversity limits perspectives, market opportunities, collaborative workforce and talent retention.

Understanding perceptual, institutional, and psychological processes impact employee engagement

Improving Engagement



Research shows that engagement is the key factor that promotes higher performance and effort, greater returns, and lower turnover. Yet studies show that only **19%** of employees are highly engaged.

In our assessments, you will examine the foundational drivers of engagement, explore the components of successful engagement initiatives, and identify strategies for creating stronger engagement in teams.

Counteracting Unconscious Bias



Despite decades of legal and social reform aimed at reducing discrimination in the workplace, inequality continues to be a significant problem in all societies and most workplaces.

TIER1 will identify the perceptual and psychological processes that impact the way that individuals interact with people who are demographically dissimilar from them. and identify how professionals can design better work practices and help to more effectively leverage the potential among employees.

DE&I @ Work



The management of diversity and inclusion has evolved from a focus on compliance to a strategic-level effort with a demonstrated positive impact on an organization's performance.

TIER1 provides an overview of the evolution of the management of diversity and inclusion and presents targeted and high-involvement diversity practices. It examines diversity in the contexts of teams and leaders, and it frames diversity in terms of current business and cultural challenges.

Foster an Inclusive Climate



Inclusion is a relational construct. It's ultimately about how your team functions and performs based on the quality of social connections, openness to learning, agility, and depth of decision making.

TIER1 will examine the concept of climate, specifically inclusive climates, as well as learn about the specific behaviors and skills you need to demonstrate in order to be successful in shaping an inclusive climate.

**Our Experience
Providing Workforce
Equity Strategic
Plans &
Recommendations
includes the
following DE&I
elements**



DIVERSITY

INCLUSION

BELONGING

EQUITY

IDENTITY

TOLERANCE

ACCEPTANCE

An equity focused policy recognizes the need to eliminate disparities in outcomes of citizens from underserved and under-represented populations.



Equity Lens

An equity lens is a process for analyzing or diagnosing the impact of the design and implementation of policies as it impacts underserved and marginalized populations.

Equitable Policies

Equitable policies seek to change the imbalances and disparities that impact the underserved and under-represented populations.

Equity Review

An equitable review provides a structure for institutionalizing the consideration of equity in the policy development, implementation and assessment process.

Our DE&I strategic planning process will support the development of an implementation roadmap and action plan

Step 1:
Project Initiation &
Kick-off



Step 2:
Discovery



Step 3:
Current State
Assessment



Step 4:
Solution
Analysis



Step 5:
Strategic Plan
Development



Step 6:
Strategy
Execution

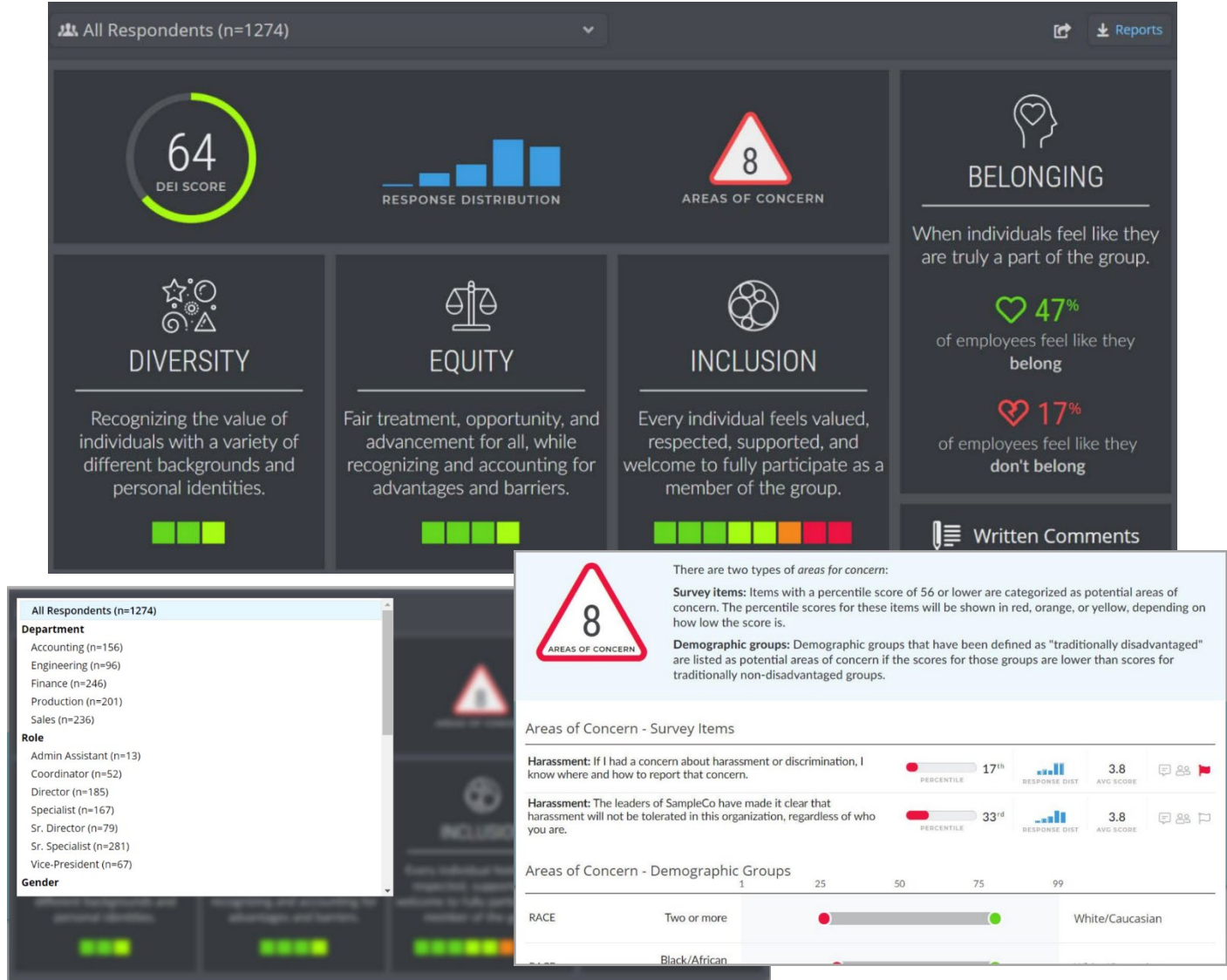


DE&I Maturity Assessment™

The DE&I Maturity Assessment™ provides a comprehensive and in-depth look into the current cultural temperature of your organization. It allows us to identify trends, opportunities for growth as well as areas of focus for you to consider on your DE&I journey, all informed directly from employees, key stakeholders and constituents within your organization.

The data collected will produce detailed reporting that includes participant demographics such as job title/function/role, as well as department and tenure duration. The agility of the system allows us to also run ad hoc reports that you might request from time to time.

The DE&I Maturity Assessment™ will show you where your organization's DE&I health score is compared to other organizations within the industry.



An illustration of a diverse consulting team of ten people standing in a line. The team includes a man with brown hair in a yellow sweater, a woman with dark skin and a black bob in an orange top, a man with grey hair and a beard in a blue sweater, a woman with blonde hair in a dark blue top, a man with dark skin in a red plaid shirt, a woman with blonde hair and glasses in a white top, a man with a blue turban and beard in a dark blue sweater and yellow pants, a woman in a purple blazer and dark skirt, and a woman in a red top and black leggings. A green semi-transparent banner is overlaid across the middle of the group, containing the text 'DE&I Consulting Team' in white.

**DE&I
Consulting
Team**

TIER1 DE&I Consulting Practitioners



Jon Reid, MBA, PMP, CDP
Social Equity Lead/Project Manager

- **27+ years fiscal management and executive leadership experience**
- DE&I strategist and practitioner
- Strategic planning and training Specialist
- Former Chief Financial Officer for GE Capital



Tonia Morris, CDP, RCC
SR HR and DE&I Specialist

- **25+ years experience in human resource management**
- Certified human resources professional
- Business infrastructure and Lean Six Sigma specialist
- Business operations analyst

TIER1 DE&I Consulting Practitioners



Andrea Kirtley
DE&I Consultant



- **15 years educational leadership and ESL experience**
- Bi-lingual (Spanish & English)
- DE&I training
- curriculum development



Rajneet Goomer, CDP
DE&I Consultant



- **11 years DE&I strategic consulting experience**
- DE&I training
- DE&I strategy development
- Cultural competency



Berthine Crèvecoeur West
DE&I Consultant



- **15 years cultural competency consulting experience**
- Multilingual (English, Spanish, French, Haitian Creole)
- Anti-racism and workforce training development
- DE&I strategic development

TIER1 DE&I Consulting Practitioners



Dr. Shanta Harrison

DE&I Consultant and Policy Specialist



- **20 years public policy and human resources experience**
- Statewide workforce program management
- Policy development and implementation
- Grants management



Alicia Butler Pierre, MBA

Data Analyst & Operations Specialist



- **22 years business and operational development experience**
- Data analysis and interpretation
- Lean Six Sigma and business infrastructure
- Business process development



Dr. Stephanie Barnes

DE&I Consultant & Policy Specialist



- **28 years legal and policy development**
- Certified executive leadership coach and trainer
- Justice, diversity, equity and inclusion policy
- Human capital and recruitment