

# Jamile Cruz



Jamile's LinkedIn  
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Jamile is the **Founder and CEO of I&D 101**, a consulting firm specialized in Inclusion and Diversity diagnostics, strategy development and implementation. She has spent over twenty years with clients transforming businesses in high performing organizations, creating and implementing strategies to reduce operational costs and achieve their business goals.

She has international experience across multiple industries including mining, engineering, telecommunications and management consulting, where she worked directly for Hatch, Vale and Accenture and advised Fortune 500 organizations. She is now driven to share her knowledge and experience to create a greater social impact, working with organizations that are committed to creating more inclusive and diverse work environments.

A recognized business transformation leader, Jamile has been featured as a keynote speaker in multiple conferences, and authored publications, including an Action Plan for the advancement of women in industrial settings, currently being adopted by many organizations. Jamile also serves as a board member of Women in Mining Canada and as a founding director of Women in Mining Brasil. Both organizations leading change and promoting an industry that fosters, advances and empowers women. She leads the Diversity and Inclusion committee for the Brazil-Canada Chamber of Commerce and is a recipient of the 2020 Canadian Institute of Mining Distinguished Lecturers Award, in recognition of her work developing inclusive workplaces. She holds a Master's Certificate in Project Management, and a Bachelor of Engineering degree.

1999

Telecommunications Technician

After graduating from a technical school (ETEP), worked for Ericsson in São Paulo, Brazil

2006

Mining Electrical Engineer

Mining career started with an internship in the Electrical team with Hatch in Toronto, Canada.

2010

Mining Project Controller

Moved to Project Management working for Vale on the development of their Potash Mine in Saskatchewan, Canada

2013

Mining Management Consultant

Moved into advisory roles, helping mining clients to develop their organizations towards the digital world with Accenture in Toronto, Canada

2017

Inclusion & Diversity Lead

Realized there is true financial and innovation benefits by focusing on human potential and creating a culture of inclusion in organizations with Accenture in Canada

2018

**Founder and CEO I&D 101**

Decided to help organizations to realize the benefits of investing on the creation of truly inclusive workplaces

