

# JIMEZ ASHBY JR.

INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGIST  
DEI + ACCESSIBILITY + JUSTICE PRACTICIONER



## EXPERIENCE

- 2021 **Instructional Facilitator - Diversity, Equity & Inclusion**  
NORTHWESTERN UNIVERSITY + 2U
- 2020 **Human-Centered Design & Transformation + DEI**  
ACCENTURE FEDERAL SERVICES
- Talent, Culture & Performance**  
RETAIL DATA
- Diversity, Equity & Inclusion + People Analytics**  
NATIONAL GUARD BUREAU - US DEPT. OF DEFENSE
- 2019 **Human Resources Strategy Design & Implementation**  
HURRICANE FENCE
- Workforce Planning & Organizational Analysis**  
MCKESSON
- Diversity, Equity & Inclusion**  
BE THE BRIDGE FOUNDATION
- Human Capital & Talent Management Strategy**  
TIER PM | ADECCO USA | CARMAX | PEOPLESARE
- 2018 **Human Capital Management System Implementation**  
CONFIDENTIAL FEDERAL CONTRACTOR
- 2017 **Talent & Learning Management**  
INCEPT TALENT SOLUTIONS
- 2013 **Human Behavior and Diversity & Inclusion**  
GEORGE MASON UNIVERSITY

## AREAS & OFFERINGS

- Talent Management & Human-Centered Design
- Workforce Planning & Organizational Performance
- Cultural Competency Building
- Safe Space & Train-the-Trainer Programs
- Unconscious/Implicit Bias Awareness
- Anti-Racism | LGBTQIA2+ | Intersectionality
- DEI & Culture Assessments

## EDUCATION & TRAINING

- Learning & Org. Development, BIS Program**  
GEORGE MASON UNIVERSITY | 2013 - 2017
- Certified Talent Optimization Consultant**  
THE PREDICTIVE INDEX
- Tableau Desktop I: Fundamentals**  
TABLEAU SOFTWARE

## AFFILIATIONS

- Professional Career Expert**  
LINKEDIN
- Human Rights Commissioner**  
COMMONWEALTH OF VIRGINIA, RICHMOND CITY
- Employer Advisory Board**  
VIRGINIA COMMONWEALTH UNIVERSITY

## POPULAR SESSIONS

- DEI in Talent: Creating an Anti-Discriminatory Talent Process
- Fostering Inclusive Leadership: Creating Competent Means of Development
- "WOKEish" Building Cultural Competence, Moving from Concept to Action
- Beyond the Results: Integrating Personality Assessments and Identity, a Human-Centric Approach
- Conceptual Disentanglement: Understanding Gender, Sex, & Sexuality
- Awareness in Facilitation: Navigating DEI Conversations