

YOUR DEI PARTNER & COACH FURTHERING INCLUSION & EQUITY IS OUR PRIORITY

Dr. Harriet Lewis an inclusion expert with significant experience facilitating change companies and nonprofit organizations . She has worked in the research, and community and economic development spaces for over 25 years conducting business and tourism research studies, and leading organizations that served women, refugees, youth, and small business owners. Most importantly, she has led teams through staffing transitions and client opportunities that resulted in greater inclusion, stronger teams.. In addition, Dr. Lewis mentors and serves as dissertation chair and committee member for doctoral students in the areas of leadership, gender, healthcare, and inclusion.

Dr. Lewis has an academic background in communications, public administration, philanthropy, and social policy and planning. She is co-chair of the Redefining National Security Working Group of Women of Color Advancing Peace, Security, and Conflict Transformation, and serves on the Workplace Diversity Research Group at the University of Phoenix.



Helping you further your DEI goals

We want to help you create a supportive and healthy workplace that increases understanding and belonging for everyone.

Whether you are a one-person HR office or a CEO with a vision to further inclusion and equity in your company, Dr. Harriet Lewis can support your efforts. With an intention on both process and outcomes, leaders focus on the following during the coaching sessions:

- Understanding how unconscious bias shows up in their workplace;
- Strategies to further encourage mentors and allies in teams;
- Inclusive Leadership; and
- Developing an equity-focused initiative.

Coaching objectives can be customized to fit the needs of the individual or the organization. In addition, coaching may be limited to a one-hour session per month or longer. Time commitment is determined by the needs of the leader and/or organization.

Equity-focused initiatives

Equity is defined as everyone being provided with what they need in order to thrive. Konesens Development has created the following acrostic as a way to think about key components needed for equity and a guide when developing an equity-focused initiative.

Economics
Quant-/Qual-itative
Uniformity
Inclusive
Transparent/Transformative
Youth