



**NIKA WHITE  
CONSULTING**

*Making* **DEI** *Practical.*



**CEO ACTION  
FOR DIVERSITY  
& INCLUSION**



[www.NikaWhite.com](http://www.NikaWhite.com)

A diversity, equity, inclusion and belonging boutique consulting firm with recognized authority on strategic diversity, intentional inclusion, and organizational effectiveness.



# Founder Biography - Dr. Nika White

**Dr. Nika White helps maximize** people's and organizations' effectiveness, potential, and capacity. Her overall praxis and scholarship are in organizational development, specifically focusing on systematically operationalizing strategic and intentional efforts that foster diversity, equity, inclusion, and belonging (DEIB). She maximizes people's and organizations' effectiveness, potential, and capacity through optimized systems and culture. This holistic approach centers organizations' most essential asset - its human capital.

The heart of Dr. White's work is at the intersection of organizational development and industrial psychology. She systematically moves people and organizations toward change for better results. To ensure the alignment of goals and objectives for sustainable transformation, Dr. White relies on her extensive experience in marketing communications.

Dr. White is an international authority and fearless amplifier of all things DEIB. As an award-winning management and leadership consultant, keynote speaker, published author, and executive practitioner for DEI efforts across corporate, government, non-profit, and education sectors, she helps organizations break barriers and integrate DEIB into their business frameworks with a human-centered approach. Her work has led to her designation by Forbes as a Top 10 D&I Trailblazer. Over her 20+ years of leadership, she has worked with hundreds of organizations and managed millions in business assets for clients.

Dr. White frequently presents keynote speeches and nationwide presentations on team engagement through belonging, organizational leadership, strategic diversity, and intentional inclusion. Her talks bring a mixture of expertise, passion, vision, and authentic style to create holistic takeaways for audiences.

Dr. White is an award-winning management and leadership consultant, keynote speaker, and published author, including her latest release, *Inclusion Uncomplicated: A Transformative Guide to Simplify DEI*, published by Forbes Books.

As the founder and lead principal consultant of Nika White Consulting (NWC), a full-service boutique DEIB consulting firm, I led a team with the mission of making DEI practical so that organizations can shift systems to cultivate a culture of belonging and go to the next level of the DEI journey.

## AS FEATURED IN

Forbes

Entrepreneur

FORTUNE

The New York Times

DIVERSITY PROFESSIONAL

DIVERSITYMBA

THE SOCIETY FOR DIVERSITY

BLACK ENTERPRISE

SRM  
BETTER WORKPLACES  
BETTER WORLD™

NBC NEWS

FOX BUSINESS

Primer Periódico en Español de Carolina del Sur  
LATIN NEWSPAPER

DIVERSITYWORKS  
For All of Us

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NIW NIKI WHITE CONSULTING

# A Sampling of Clients NWC Has Been Honored to Serve:

## CORPORATE CLIENTS



## EDUCATIONAL CLIENTS



## GOVERNMENT/NONPROFIT CLIENTS



## Our Vision

To create a society where all people and all organizations are intentional in their efforts and pursuit of equity, inclusion and belonging.

## Our Mission

To grow Intentional Inclusionists® and make DEI practical so that organizations can shift systems in support of cultivating a culture of belonging.

## Our Core Values

### Collaboration

We combine our individual superpowers to co-create powerful solutions – for NWC and our client partners.

We actively seek opportunities to learn with and from others; no one person has all the answers.

### Curiosity

We seek to understand first – before we assume, before we react, and before we solve.

We are lifelong learners, intentionally in search of opportunities to deepen our knowledge and grow our skillsets.

### Change as a Constant

We exercise agility and flexibility in

the 'how' of our work while staying steadfast in our 'why.'

We anticipate, expect, and embrace change as a gateway to growth.

### Continuous Improvement

We are committed to leveling up, never shying away from opportunities to reflect on and refine our work.

We see all data as opportunity; new information generates new possibilities.

### Constructive Candor

We speak our truths in caring, courageous, and constructive ways.

We welcome feedback and seek and share it often.



This vital live virtual training will prepare individuals or your entire team to overcome challenges and support organizational goals through strategic diversity, a lens of equity and intentional inclusion.

[Click Here To Learn More And Start Today](#)



Do you have a DEI question you'd like to ask? Or perhaps you already have a DEI strategic plan you were just hoping to fine tune?

[Click Here To Schedule a Consultation](#)

## *Innovative Assessment:*

NWC leverages a **mixed-methodology data collection and analysis approach within the assessment process**. All **data** is regarded as equally important to shaping the narrative of your organization's unique needs, strengths, and opportunities.

- Facilitation of a Leadership Readiness session.
- Facilitation of focus groups and one-to-one conversations.
- A robust library of survey questions designed to gather the data
- A narrative-based SWOT report based on the results of all data collected
- Support in creating and launching a strong communications strategy to ensure the organization is set up for success.

## *Sustainable and Inclusive Strategic Planning:*

We work in collaboration with our clients to develop:

- A holistic, sustainable DEIB strategy that allows us to foster cultures of belonging.
- A detailed roadmap identifying priorities and goals, success metrics, and accountability frameworks that will build out the foundational elements of a multi-year plan.
- To make an impact in the workplace and community.

## **DEIB Council or BRG/ERG Formation:**

Whether creating a **strategic playbook based on best practices or facilitating a full-day summit**, we are well-equipped to lead or guide **organizational-wide strategic planning efforts** to collectively derive elements of effective and high-performing ERG/BRG and DEIB Councils.

**Our goal is to guide clients toward strategic frameworks that not only further their success but intersect with the organization's overarching business strategy ensuring complete alignment.**

## **DEIB Benchmarking:**

NWC is a strong proponent of internal benchmarking and data analysis:

- We encourage clients to compare their data against their own set of expectations, goals, and needs.
- We leverage data to help clients envision a future state
- We identify target organizations with similar infrastructure and industry, and the client's current process performance gaps relevant to DEIB
- We analyze factors that contribute to the successful model of an organization that practices intentional inclusion and strategic diversity

## *Innovative and Creative Learning and Development Experiences:*

DEIB training is a practical starting point to encourage changes in perspectives and provide knowledge to level-set around DEIB concepts.

NWC strongly believes in curating experiences that encourage opportunities for deepened understanding and application of DEIB concepts and best practices utilizing a unique Learning and Development Philosophy to create:

- **brave spaces for uncomfortable conversations**
- **custom solutions incorporating a mix of education, micro-learning activities, breakout sessions, guided critical reflection exercises**
- **action-planning tools to equip participants with the knowledge, and strategies needed to lead and operate more inclusively.**

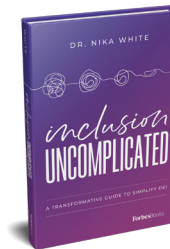
A list of topics can be found [here](#). While not exhaustive, NWC always welcome the opportunity to custom-create content to meet the needs of our clients.

## *Mentorship Program for all Levels of the Organization:*

The NWC mentorship framework empowers:

- **Employees to achieve their personal and professional development goals in the workplace**
- **Employees to become more competent and confident in their roles and to prepare for future growth opportunities**
- **Create shared value and enhanced connections and feedback between entry- to mid-level talent and senior leaders**

## *Unravel the Knot:*



An Inclusion Uncomplicated "Unravel the Knot" **is an immersive and impactful DEIB program and learning experience.** It can be a 1.5 day retreat, a half-day workshop, or a 2-hour learning experience.

Dr. White's approach to DEIB is of an integrationist, positing that **the work of DEIB is for all and can be organically incorporated into all personal and professional spaces.** Powered by four distinct behaviors, participants will learn how to:

- **Activate and ignite a passion for the journey toward un-complicating DEIB**
- **Communicate its value and unravel the knots that bind humanity**
- **Build skills and develop learning strategies for refining their DEIB journeys**
- **Interact with peers on the same path**

[Click Here to Learn More](#)

# Resources AVAILABLE FROM NIKA WHITE CONSULTING

Click on the images to learn more:



*inclusion*  
**UNCOMPLICATED**  
Simplify Your DEI

VIDEO SERIES AVAILABLE TO WATCH NOW!



NIW NIKA WHITE CONSULTING  
*Intentional*  
CONVERSATIONS  
*Vodcast + Podcast*

SUBSCRIBE TODAY!



NIW NIKA WHITE CONSULTING  
*Blog*



*Books by Dr. Nika White*

DR. NIKA WHITE  
*inclusion UNCOMPLICATED*  
A TRANSFORMATIVE GUIDE TO SIMPLIFY DEI

THE INTENTIONAL INCLUSIONIST  
Create an Inclusive Workplace

DR. NIKA WHITE  
**NEXT-LEVEL INCLUSIONIST**  
Expand Your Skills and Maximize Your Diversity, Equity, and Inclusion Success



NIW NIKA WHITE CONSULTING  
*Thought Leadership Papers*



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*Online Newsletters*







NIKA WHITE CONSULTING

Training | Consulting | Coaching | Facilitation

A diversity, equity, and inclusion boutique consulting firm with recognized authority on strategic diversity, intentional inclusion, and organizational effectiveness.

## Services and Capabilities

### DEIB Measurement & KPI Tracking

- Comprehensive DEIB Audits and Assessments
- Leadership Readiness Assessment
- Setting DEIB Metrics & Tracking

### DEIB Learning and Development Experiences\*

*\*Sample experiences include*

- Foundational DEIB - Conscious Inclusion
- Cultural Intelligence
- Disrupting Unconscious Bias/Microaggression
- Racial Equity & Anti-racism
- Allyship
- Hosting Brave Conversations
- Unravel the Knot – An Inclusion Uncomplicated Learning Experience ®
- Intercultural Development Inventory (IDI) ®

### Customized Strategic DEIB Events and Initiatives

- Keynote Engagements
- Cultural Celebrations & Observances
- Women's Leadership Conferences & Events
- Multicultural Leadership Conferences & Events

### Coaching & Consultative Support

- Establishing DEIB Executive Commitment & Sponsorship
- DEIB Executive/Senior Staff Leadership Coaching
- DEIB Communications Plans
- Organizational Change Management

### Policies & Procedures & Structures

- DEIB Strategic Planning
- Organizational Structures and Processes that Promote Inclusive Environments
- Establishing & Reinvigorating High Performing DEIB Councils/Committees
- Launching & Reinvigorating Employee/Business Resource Groups/Affinity Groups
- Supplier Diversity/Economic Inclusion
- Diverse Talent Recruitment and Retention

## Outsource NWC as your Chief Diversity, Equity, Inclusion & Belonging Officer

**Inclusive companies know how to optimize sustainable success and create strong communities.** Navigating the complexities of an evolving global business environment requires **strategic diversity, inequity disruption, and intentional inclusion.**

What happens when an organization needs an experienced DEIB practitioner, but the size and structure of the company don't make that possible?

**Let NWC be your practical solution as an outsourced chief DEIB partner to help you best leverage your most significant asset (your people) and take your organization to the next level of the DEIB journey.**

## Who Are NWC Consulting Clients?

- Corporations
- Small / Mid-sized Companies
- Chambers of Commerce
- Municipalities
- Government Agencies
- Higher Learning Institutions
- Nonprofit Organizations / Associations

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## SPEAKING PORTFOLIO

The NWC staff is comprised of sought after thought leaders who frequently provide featured keynote addresses, panel commentary and facilitation of learning experiences for a variety of corporate, government, and nonprofit industry associations and higher learning institutions. Our DEI strategists have expertise that positions them to cover a span of topics including inclusive leadership, valuing human difference, creating equitable spaces of belonging and more. NWC approaches each opportunity individually, and our approach is governed by the significance of getting to the crux of the matter to drive change and sustainable, positive impact.

## TOPICS & EXPERTISE

We love to speak at these types of events and to these types of groups:

- Industry conferences focused on diversity, equity, inclusion and belonging
- Business leaders and executives who recognize that inclusion is a function of leadership and want to learn how to be game-changers in their industry
- Women's and multicultural groups that have an emphasis on personal growth, empowerment, and leadership
- Small business owners and entrepreneurs who want to compete effectively in the marketplace and become game-changers in the economic landscape
- Industries that desire to attract great talent and produce high-performing teams leading to results-driven outcomes
- Nonprofit and association members who understand the significance of effectively engaging and servicing the needs of marginalized communities
- HR professionals looking for new and innovative strategies to help workforce talent reach their full potential and leverage the diversity of teammates
- Corporate clients who hold management meetings, diversity and inclusion trainings, and leadership development sessions

# Testimonials

"Dr. White shared a new and honest perspective on DEI. I have already shared information that I brought back."

- Training Participant

"I appreciated her approach to DEI. It was a different perspective I had not heard before regarding inclusion strategies/approaches."

- Training Participant

"This was the best equity training I have attended. The speaker was fantastic. I walked away feeling hopeful and empowered."

- Training Participant

"There are things about DEI that I never knew. It was informative, interesting, and enlightening."

- Training Participant

"Dr. Nika was great and opened my eyes to more bias is that sometimes we do not see. Presenter was the best I've seen on the subject. Relatable!"

- Training Participant

"Dr. White helped provide a deeper dive into the work of DEIB."

- Training Participant

"The content was actionable and approachable; I absolutely loved all the reflection prompts for self assessment and how to thinking differently about being inclusive as a leader; I've thought often about the situational awareness component and will begin working on that directly. I intend to rewatch the recording as I know there was important content that I missed."

- Training Participant

"We cut my leadership team meeting short to call into the training together. My manager (a VP level at Bayer) was planning to step out after 30 minutes to take a call. He felt so strongly about the content that was being presented after just a few minutes that he canceled that meeting to watch it all and has been sharing the recording with his peers. Well done!"

- Training Participant



Client References Available on Request.

## *A Word On Value*

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**Comparing one hour** of strategic diversity, equity and inclusion work to another is hardly an apples-to-apples affair. It assumes that all diversity and inclusion work is the same.

**In our experience, it is not.**

**Nika White Consulting is a value brand.** No one has ever regretted paying for value that drives solutions. We may never be the cheapest supplier on a cost per hour/project basis, but we pride ourselves on making sure that every hour we invest is so strategic—and so well executed—that the end result will reward our clients so much more than a handful of hours provided by a less experienced supplier.

Every opportunity is customized and personally managed by a DEI subject matter expert who has invested a great amount in training, development and credentials to speak as an authority on the topic of diversity, equity, and inclusion.



# Contact **NWC**



## Website

[www.NikaWhite.com](http://www.NikaWhite.com)



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## Connect

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