



## How Does Steady Work?

We work to transform your organization's culture, improve productivity, and ensure long-term success. As an expert in systemic diversity, equity, and inclusion implementation, and a licensed psychologist, I develop a comprehensive plan tailored specifically to address your organization's unique needs and challenges.

In today's rapidly evolving world, it has become increasingly clear that organizations can no longer afford to view diversity, equity, and inclusion as mere buzzwords. They have become essential pillars for achieving sustainable growth, fostering innovation, and attracting top talent. By embracing and integrating systemic diversity, equity, and inclusion practices, your organization can unlock its full potential and create an environment where every individual feels valued, respected, and empowered to contribute their best.

These are the steps I take in my work with corporations:

1. **Strategic Alignment:** I work closely with your leadership team to align diversity, equity, and inclusion initiatives with your organization's overall strategic goals. By integrating these principles into your core values, mission, and vision, we ensure a holistic and sustainable approach that drives meaningful change from top to bottom.
2. **Diagnostic Assessment:** I conduct a thorough assessment of your organization's current state, identifying existing strengths and areas for improvement. This assessment includes gathering data through focus groups, interviews, and analyzing HR metrics to provide you with a clear understanding of where you stand in terms of diversity, equity, and inclusion. This data-driven approach enables us to develop targeted strategies that yield measurable results.
3. **Customized Roadmap:** Based on the assessment findings, I develop a customized roadmap tailored to your organization's unique needs. This roadmap provides actionable and digestible steps, including policy and process enhancements, employee development programs, mentorship and sponsorship initiatives, and accountability measures. By addressing both systemic and cultural aspects, we create an inclusive ecosystem that nurtures and supports diverse individuals at all levels.
4. **Training and Education:** I design and deliver (if desired) comprehensive training programs that empower your employees to embrace diversity, challenge biases, and cultivate inclusive mindsets. These programs foster a culture of empathy,



open communication, and collaboration, ensuring that everyone feels heard, respected, and valued.

5. Ongoing Support and Evaluation: Steady's core statement is "If you want to go fast, go alone. If you want to go far, go together". This means I don't leave you with content and wish you good luck. I provide ongoing support and guidance throughout the implementation process, continuously monitoring progress and adjusting strategies as needed. I include ongoing evaluations to measure the impact of our efforts, enabling us to make data-driven decisions and course corrections to ensure long-term success.

Expected outcomes I provide to my clients are:

- Cultivating a workplace culture that attracts and retains top individuals from diverse backgrounds.
- Harnessing the power of diverse perspectives and experiences to drive innovation and problem-solving.
- Mitigating unconscious biases and ensuring fair and equitable practices across all aspects of the employee lifecycle.
- Strengthening employee morale, engagement, workplace wellness, and overall satisfaction, leading to increased productivity and reduced turnover.
- Enhancing your reputation as a socially responsible and inclusive organization, appealing to clients, customers, and stakeholders who value diversity and equality.

Thank you for your time and consideration. Remember, if you want to go fast, go alone. If you want to go far, let's go together!

Sincerely,

  
Gabrielle Jones, Ph.D.

CEO-Steady Clinical Consultation, Training, and Development Services