

YOUR PATH TO A MORE DIVERSE WORKFORCE

Starts Here.



THE INCREASE DIVERSITY™ ROADMAP

FROM JENNIFER TARDY
CONSULTING

In today's evolving business landscape, the power of a diverse workforce is undeniable. Embrace the journey towards inclusivity and collaboration, and position your organization at the forefront of change - without creating harm. The Increase Diversity™ Roadmap is your catalyst.

The ID Roadmap is a training and consulting program designed to guide workplaces like yours to create a diverse and inclusive environment through diversity recruiting and retention programs. Using your unique data as our compass, we enable your organization to take practical steps toward recruiting and retaining a diverse workforce.

The result is lasting change throughout your organization that goes beyond mere intentions, including:

- ✓ A stronger company and employment brand reputation
- ✓ Enhanced creativity and innovation
- ✓ Increased adaptability and competitiveness
- ✓ Improved decision-making at all levels
- ✓ A healthier workplace culture with reduced turnover

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YOUR PATH STARTS WITH
A SIMPLE CONVERSATION.
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KEY ADVANTAGES OF THE **INCREASE DIVERSITY™** ROADMAP



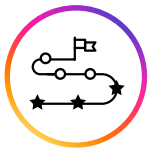
CLEAR DIRECTION

The JTC Increase Diversity™ Roadmap provides clear steps to enhance workplace diversity and retention – without harm. It guides hiring teams, from recruiters to leadership, on what to start, stop, and continue doing.



DATA INFORMED SOLUTIONS

Instead of relying on generic online statistics, JTC uses your unique hiring and employment data to craft a tailored action plan, ensuring a strategy that truly resonates with your workplace.



QUICK WINS

While the journey to DEIB might be long-term, the ID Roadmap ensures swift, tangible results. This not only shows progress towards inclusion but also demonstrates the value of increasing diversity, which fosters staff momentum.



UNIFIED INVOLVEMENT & COLLABORATION

Our ID Roadmap democratizes diversity by integrating support across all roles, reinforcing that inclusion is everyone's business. It's crafted to break silos, fostering inter-departmental synergy for impactful diversity outcomes.



BEYOND RECRUITMENT

It's not just about hiring; it's about retaining. Our ID Roadmap promotes a culture of inclusion, ensuring employees not only enter but thrive and access equal opportunities within your organization.



COMPREHENSIVE COMMUNICATION

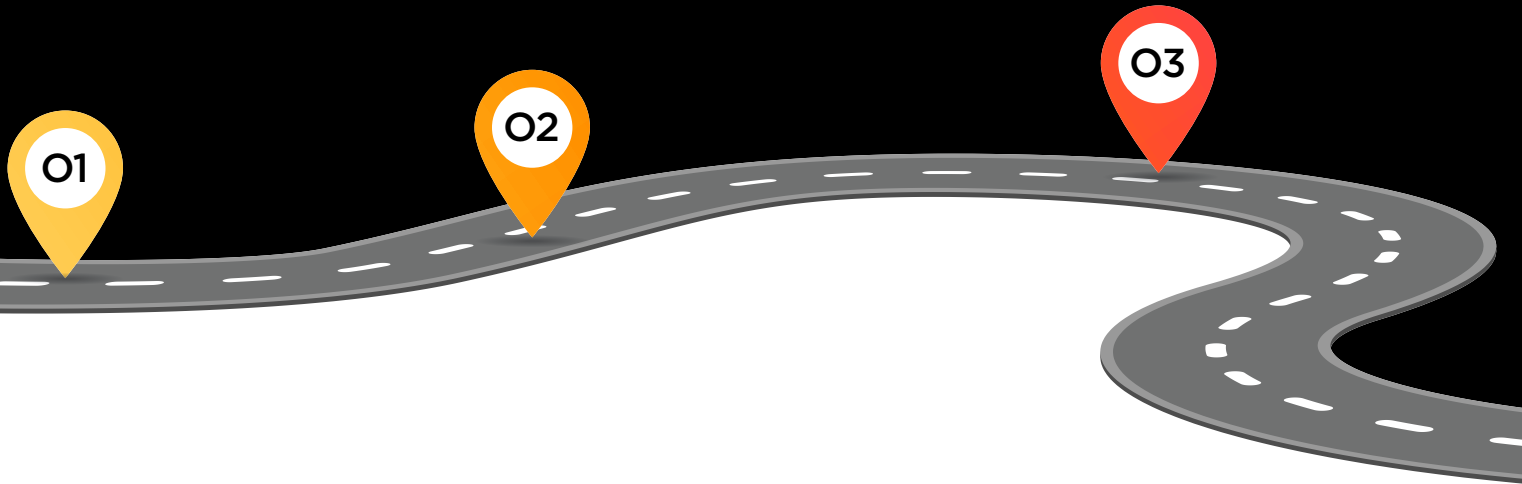
From powerful language toolkits to regular progress updates, ensure that every employee feels involved, valued, and informed on your journey towards a truly inclusive workplace.

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Choosing our program means investing in transformative expertise, intentional engagement, and a proven strategy for success. Our team is dedicated to delivering impactful solutions that are both authentic and effective, ensuring no one feels marginalized. Here's what sets us apart:

Seasoned Facilitation: Our expertise guarantees meaningful dialogues, aligning with and bolstering your team's diversity goals.

Lasting Engagement: We create tangible change in organizations without causing harm. We don't tokenize, make assumptions, or leave anyone feeling left behind.

Success Blueprint: A methodically phased approach. Our journey map primes you for immediate successes and sustained collaboration.

MILESTONE 1

Increase Diversity Roadmap Kickoff

During the core team kickoff meeting, we'll introduce team members, outline individual roles, and provide an overview of the program.

MILESTONE 2

Qualified Diversity Recruiter Training for the Talent Acquisition Team

Recruiting team members will gain access to the Qualified Diversity Recruiter training program. The QDR training equips your recruiters and front-line hiring staff with the knowledge, tools, and resources they need to find, attract, engage, onboard, and retain top talent from underrepresented groups.

MILESTONE 3

Enterprise Workshop - The Value of Diversity

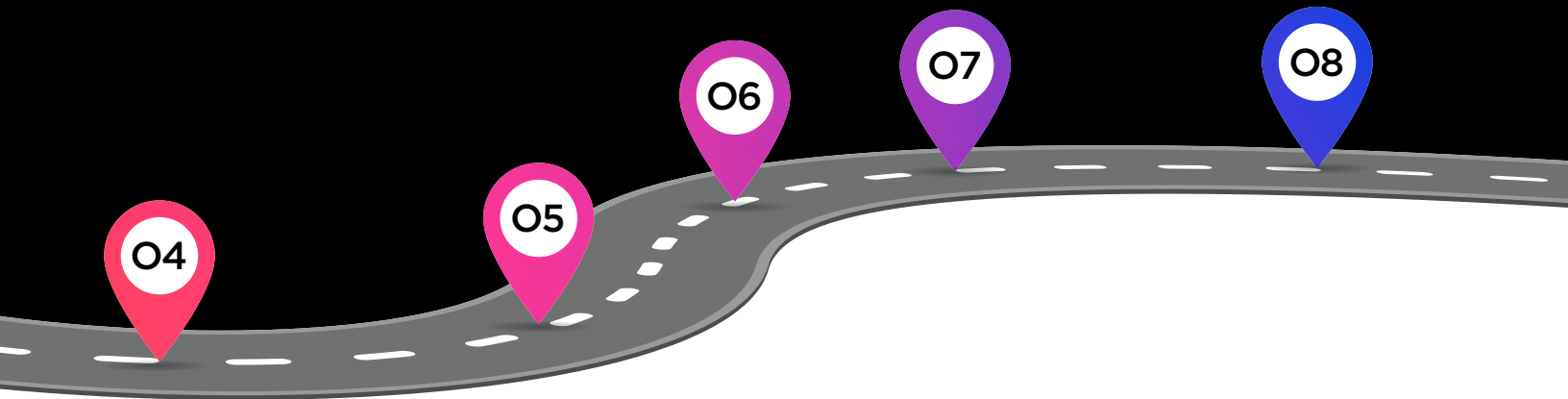
This 90-minute workshop is a crash course for your organization on effective language to lean into DEI and an overview of the foundational elements necessary to increase diversity in the workplace.

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MILESTONE 4

People Impact Audit (PIA)

This is where your data comes to life! The workforce analysis compares census occupational data against your critical roles to pinpoint underrepresentation and realize the potential for increased diversity. Our analysis highlights biases in hiring, focusing on opportunities for women, people of color, veterans, LGBTQ+, and those with disabilities.

MILESTONE 5

State of Diversity Report (SDR) Delivery + Diagnosis with Core Team

The State of Diversity Report unlocks the power of informed decision-making. We'll take the insights from the PIA and unveil a specific path for your organization on what to start, stop, and continue doing to amplify diversity recruiting and retention.

MILESTONE 6

Executive Workshop - SDR Executive Overview

In a dedicated 90-minute session, we'll unveil the pivotal findings from the PIA and SDR, laying out actionable recommendations for your executive leadership team.

MILESTONE 7

Qualified Inclusive Leader Training for Hiring Managers

Your hiring managers and interview team members learn crucial skills to boost diversity, ensure accountability, retain top talent, assess candidates, and make unbiased candidate selections.

MILESTONE 8

Project Team Meeting + Next Steps

Congratulations! Let's take a moment to celebrate your ID Roadmap journey and then ask, "Where do we go from here?" The core project team will discuss recommendations for ongoing diversity recruiting strategy and implementation.

With unmatched expertise across each milestone of the **Increase Diversity™ Roadmap**, we invite you to meet our team and experience the difference firsthand.

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ABOUT TEAM JTC

Led by Jenn Tardy, with vast industry experience as a Recruiting Thought Leader, Diversity Practitioner, and Career Success Coach with two decades of experience in the field of human resources and recruiting, Team JTC is a training and consulting firm specializing in diversity recruiting and retention. Our mission is to help workplaces effectively increase diversity and retention without harm. We help create successful career opportunities at the intersection of recruiters and underrepresented job seekers.

We work with a variety of organizations, from small businesses to Fortune 500 organizations across multiple industries, to normalize diversity recruiting and representation so that all workplaces can realize the value of LEQ + Lived Experience Intelligence®.

With unmatched expertise across each milestone of the Increase Diversity™ Roadmap, we invite you to meet our team and experience the difference firsthand.

“We came across JTC during an online search for consultants specializing in diversity recruiting education and aptitude. We selected JTC after a rigorous RFP process because diversity recruiting (arguably the umbrella objective of our project) represented her firm's specific, global and niche expertise. Our team was particularly impressed with JTC's clear, collaborative approach and published thought leadership on related topics.”

— **ALEXANDRA COLINA**

Learning and Development Senior Specialist
Heidrick & Struggles

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