

Diversity, **E**quity & **I**nclusion Practice

The workforce, workplace, marketplace, and community are changing in ways that require a management and leadership approach that embraces diversity, equity, and inclusion, leading to greater belonging.



ABOUT



TICO has launched a new **Diversity, Equity & Inclusion** (DE&I) Practice being led by Dr. Andrea Hendricks and will include a full-service range of approaches that will meet any organizations needs and where they are at in their DE&I journey. Her expertise from assessment, to training, implementation, and on-going stratification will be fulfilled by TICO's full service multi-cultural marketing experience and proven past performance. The practice will be built on the four essential pillars to drive success for partners and clients: Workforce, Workplace, Marketplace and Community.

The **DE&I Practice** is designed to offer a wide range of services to advance approaches for organizations seeking greater DE&I outcomes internally and externally. We believe by investing in diversity, you are pledging to create environments that are conducive for ALL. Our 4 pillars are focused on strategic priorities and enhancements to allow maximum impact with partners, clients and organizations.

DE&I Statement

At TICO, DE&I is in our DNA. It is central to who we are and what we do. We are deeply committed to championing diversity, equity and inclusion across our platforms.

- Advising/Coaching
- Assessments,

 Diagnostic, Metrics
- Engagement, Outreach & Signature Events
- ✓ Learning & Development
- ✓ Marketing/Communications
- ✓ Strategy Development

6 Approaches

CONTACT US

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Workforce Pillar

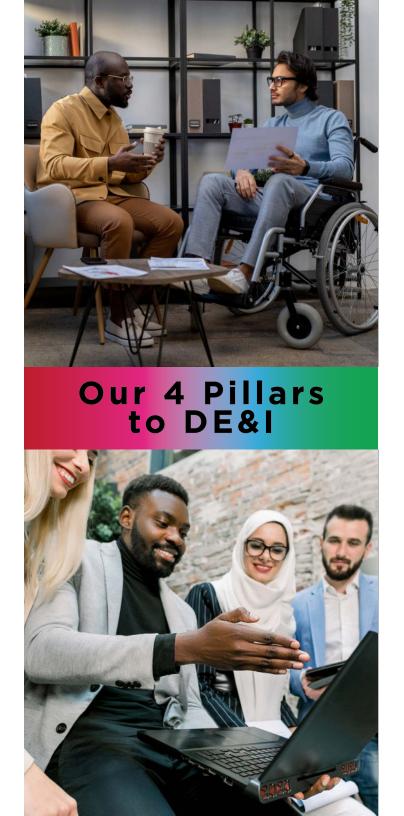
The **Workforce** pillar aims to outreach, attract, engage, retain and develop skilled and advance employees from diverse backgrounds.

Our **Workforce** efforts are committed to assisting organizations with creating an inclusive environment with enhanced business results by leveraging a multicultural, diverse workforce.

CommunityPillar

The **Community** pillar will provide strategic support and alignment with community collaborative partnerships and diverse community engagement initiatives.

Our **Community** efforts will help forge authentic, diverse connections and relationships with key community stakeholders and initiatives to provide a platform for organizations to expand their DEI value and commitment further.



Marketplace Pillar 四

The Marketplace relentlessly seeks and recognizes multicultural markets, diverse suppliers as a way to connect and advance business imperatives.

Our Marketplace efforts will assist organizations with expanding and leveraging the diversity of their marketplace. Customers are demanding and requesting that businesses reflect their communities.

Workplace Pillar

The **Workplace** pillar strives to create an ongoing innovative atmosphere that promotes a sense of belonging for all employees.

Our **Workplace** efforts will aim to create workplace environments that are more fair, just and inclusive where everyone feels valued, engaged and respected.