

DEI SERVICES OVERVIEW

Evolutions Consulting + Advising, LLC



ADAPT. GROW.

EVOLVE. THRIVE.

PURPOSE



To help organizations adapt, grow and evolve into mindful, inclusive, and respectful workplaces.

To architect organizational policies, practices, and processes that root out systemic exclusion inequity.

To actuate behavioral change in leaders and throughout the organizations in which they lead.

SERVICES

CONSULTING

ADVISING

ASSESSMENT
+ ANALYSIS

STRATEGIC
PLANNING

TRAINING

RESEARCH

TALKS



Diversity, Equity and Inclusion (DEI)

- Corporate Culture Assessments
- DEI Audits
- Workforce Analytics
- Workforce Research
- DEI Education
- DEI Consulting
- DEI Strategy
- DEI Project Management
- Organizational Change
- Intercultural Communication
- Social Responsibility + Impact

Inclusive Leadership and Management

- Thought Leadership
- Emotional Intelligence
- Strategic Planning
- Accountability / Ethics
- Conflict Management

Human Resources

- Employer Branding
- Sourcing and Recruiting
- Retention and Turnover
- Promotion/Advancement
- Training + Development

Corporate Communication

- Employee Relations
- Change Management
- Reputation Management
- Crisis Management
- Events + Programs

EXPERIENCE

>25 YRS

AA, EEO, DEI +
HR Experience

>20 YRS

Training +
Teaching
Experience

20 YRS

Management +
Leadership
Experience

20 YRS

Consulting +
Advising
Experience

METHODOLOGY

OBJECTIVE

Establish DEI as a:

- Blueprint by which clients map success.
- Strategy in which clients leverage to drive progress forward.
- Critical success factor by which clients align their businesses.
- Key performance indicator by which clients measure their commitment.

PROCESS

- Intake to determine and diagnose client's needs.
- Identify systemic elements that foster exclusion, inequity, inequality, bias, and discrimination.
- Assess to gauge strengths and weaknesses of effectively launching a full-scale DEI effort.
- Plan and establish a bespoke cultural framework that helps align client's people strategies to their business strategies.
- Help transform client's organizational culture, climate, and structure for greater alignment between DEI practice standards and the work, workplace, and workforce.

FOCUS

- Work
- Workforce
- Workplace

TARGETS

- Thoughts / attitudes
- Feelings / experiences
- Behaviors / actions

IMPACT

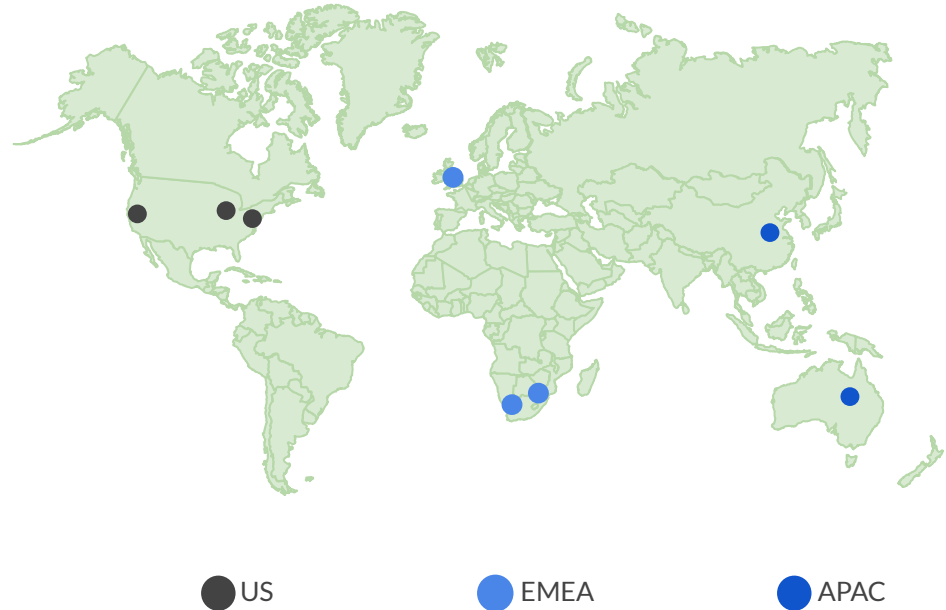
- Candidate Experience (CX)
- Employee Experience (EX)
- Leader Experience (LX)
- Alumni Experience (AX)

CLIENTS

Serving national and multinational companies, from startups to standards, in the following industries and sectors:

- Academia / Education
- Banking, Insurance, and Finance
- Beauty, Fashion, and Lifestyle
- Faith-Based / Religion
- Food and Beverage
- Healthcare and Wellness
- Government
- Legal Services
- Live Events
- Media and Entertainment
- Non / Not-for-Profit
- Pharmaceuticals
- Retail and Consumer Goods
- Technology
- Travel & Hospitality

AREAS OF REACH & IMPACT

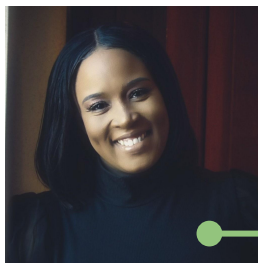


ABOUT

Shaunice Hawkins, MS, mMBA, CSSGB, is an award-winning corporate veteran with 25 years of experience in global diversity, human capital management, and business.

As principal of Evolutions Consulting + Advising, Hawkins is routinely solicited by Fortune 500 companies, startups, and nonprofits alike. ByteDance/TikTok, Chubb Insurance, GlaxoSmithKline, JPMorgan Chase, Procter & Gamble, The Financial Times, Jackson Lewis PC, JetBlue, Complex Media, Girl Scouts of America, and the USDA are among the many companies she has lent her insights and expertise. As a member of the faculties of New York University and The New School, she engages an international student body participating in undergraduate, graduate, doctoral, and professional programs, where business theory meets real-world application.

Throughout her career, Hawkins has led inclusion, social impact, and social sustainability efforts in a variety of roles. Previously, as VP of Diversity and Multicultural Initiatives for the Association for Magazine Media (MPA) and the American Society of Magazine Editors (ASME). Prior to that, as Head of the MPA Foundation, Director of Diversity Development, AVP of Workforce Effectiveness, and Mediator for the MPA, Prudential Financial, Wachovia Securities, and the US Equal Employment Opportunity Commission, respectively.



Hawkins holds degrees, post-graduate certifications, and professional designations from St. John's University, New York University, Cornell University, Tulane University, Villanova University, Rutgers University, and Northeastern University.

SHAUNICE HAWKINS

Principal, Evolutions Consulting & Advising, LLC
Faculty, New York University and The New School

THANKS!

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