



AUTHOR | CEO | SOCIAL ENTREPRENEUR

DR. TIFFANY JANA

DOCTOR OF MANAGEMENT | ORGANIZATIONAL LEADERSHIP

Dr. Tiffany Jana is the founder and CEO of TMI Consulting, Inc. a diversity, equity, and inclusion management consulting firm, founded in 2003 and headquartered in Richmond, Virginia.

Dr. Jana established a national network of consultants and spearheaded TMI's transition into the world's first Certified Benefit Corporation with a diversity and inclusion focus. As CEO, Dr. Jana has positioned TMI as a global leader in social enterprise, values-based engagement.

As TMI's leader, Dr. Jana oversees the development of the firm's strategy, client relationships, and people. Dr. Jana also serves as a strategic advisor on client engagements, and has deep expertise in diversity and inclusion, marketing, leadership, and stakeholder engagement.

Dr. Jana is the co-author of *Overcoming Bias: Building Authentic Relationships Across Differences* and, *Erasing Institutional Bias: How to Create Systemic Change for Organizational Inclusion*. Dr. Jana is featured in the *B Corp Handbook* by Ryan Honeyman, and will be co-authoring its second edition, available Spring 2019. Dr. Jana has spoken on the TEDx stage on the Power of Privilege and at SXSW on Unconscious Bias.

ACCOMPLISHMENTS

- **TOP 100 LEADERSHIP SPEAKERS OF 2018**
Inc. Magazine, 2018
- **ENTERPRISING WOMEN OF THE YEAR**
Enterprising Women Magazine, 2017
- **2016 BEST FOR THE WORLD**
B Lab & B the Change Media, 2016
- **ENTREPRENEUR OF THE YEAR**
Metropolitan Business League, 2014
- **ENTREPRENEUR OF THE YEAR FINALIST**
NAWBO, 2014, 2015 & 2016
- **TOP 40 UNDER 40**
Style Weekly, 2013
- **STERLING WORKPLACE AWARD**
Richmond Society for Human Resource Management, 2013
- **WOMEN WORTH WATCHING AWARD**
Diversity Journal, 2013
- **BEST IN CLASS**
B Corp's B Lab
- **DISTINGUISHED EDUCATOR**
Turning Technologies

POPULAR TALKS & KEYNOTES

- **THE POWER OF PRIVILEGE**
- **BECOMING AN ENTREPRENEUR**
- **INCLUSION FOR INNOVATION®**
- **OVERCOMING BIAS:**
Building Authentic Relationships Across Differences
- **THE ETHICS OF #METOO IN THE WORKPLACE**
- **ERASING INSTITUTIONAL BIAS:**
How to Create Systemic Change for Inclusive Organizations

PUBLICATIONS

- **OVERCOMING BIAS:**
Building Authentic Relationships Across Differences
Co-Authoring with Matthew Freeman
- **ERASING INSTITUTIONAL BIAS:**
How to Create Systemic Change for Inclusive Organizations
Co-Authoring with Ashley Diaz-Meijas

I highly recommend Dr. Jana to any organization looking for a speaker on inclusion and diversity. Tiffany has done several speaking engagements for the YWCA targeted to very different audiences, and each time has thoroughly engaged and energized the group they address. Dr. Jana's presentation style is high energy and authentic, and they creates a very relaxed environment where people feel comfortable asking questions about very difficult topics.

LINDA TISSIERE

CHIEF EXECUTIVE OFFICER
YWCA RICHMOND



POPULAR KEYNOTES & TOPICS

POWER OF PRIVILEGE

Based on their popular TEDx talk, Dr. Tiffany Jana speaks about social privileges and challenges some of the assumptions that can occur as a result of cultural biases. During this session, Dr. Jana demonstrates the ways in which we can use our privilege to create moments of opportunity for others.

BECOMING AN ENTREPRENEUR

Are you an aspiring entrepreneur or seasoned professional looking to start a new career? Join TMI Consulting's founder Dr. Tiffany Jana for a session on designing the career you always wanted. Dr. Jana will walk you through how they became an entrepreneur, share practical advice on starting your own business, and point out where to start when you are thinking about embarking on a new journey.

INCLUSION FOR INNOVATION

Optimizing inclusion increases your organization's bottom line, maximizes innovation, and makes your workplace an exciting, inviting place for high-performing and high potential talent. Inclusion for Innovation® is TMI's research-based, proprietary logic model, and an aspirational business case for diversity. This session expands on the business case for diversity.

OVERCOMING BIAS, BUILDING AUTHENTIC RELATIONSHIPS ACROSS DIFFERENCES

The unconscious assumptions we all harbor about people who differ from us get in the way of good intentions, hinder harmonious and efficient living, and impact working environments. Overcoming bias is challenging, but if we focus on identifying our personal preferences and privilege, we can become aware of our hidden biases, and learn to make genuine connections with others. This session will help challenge your assumptions and open up to encountering people, cultures, and ideas outside your comfort zone.

THE ETHICS OF #METOO IN THE WORKPLACE

In the face of highly politicized gender inequality, we aim to empower women in the workplace. This session is designed to help participants and acknowledge and accept their personal conscious and unconscious biases, and to understand gender inequality and its impact in the workplace. Participants will walk away with tools to act as an ally for gender equity.

ERASING INSTITUTIONAL BIAS: HOW TO CREATE SYSTEMIC CHANGE FOR INCLUSIVE ORGANIZATIONS

Dr. Jana helps participants identify and address the systemic and institutional biases to which we are all vulnerable. This session covers what systemic bias is, how it is perpetuated, and how you, as an individual, can disrupt its mechanisms.



Dr. Jana is an inspiring, engaging and thought-provoking keynote speaker. I have had the pleasure of hearing them speak on two occasions; after hearing them for the first time months ago, I knew they had the style and message that my community needed. Dr. Jana more than delivered during their keynote at our event leaving many people empowered to change our community. I highly recommend that anyone seeking to create real, authentic change in their community seriously consider hiring them. Dr. Jana is phenomenal!

RODNEY PRUNTY

PRESIDENT & CEO
UNITED WAY OF RACINE COUNTY

