

DR. TIFFANY JANA

Founder & CEO of TMI Consulting, Inc. | Author | Social Entrepreneur

Doctor of Management | Organizational Leadership

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

Dr. Jana founded the world's first Certified Benefit Corporation with a diversity and inclusion focus. Dr. Jana has positioned TMI as a global leader in social enterprise, values-based metrics. Dr. Jana also serves as a strategic advisor on client engagements, and has deep expertise in diversity and inclusion, leadership, using metrics to gauge organizational equity, and unconscious bias.

Dr. Jana has authored multiple award-winning books on subjects of bias, inclusion, and diversity. In 2020 they received the Hal Taussig Award for their excellence in the DEI field within the B Corp community. Dr. Jana has spoken on the [TEDx stage](#) on the Power of Privilege and at SXSW on Unconscious Bias. Their work has been featured in numerous publications, including [Fast Company](#), [Inc.com](#), and [Forbes](#) for their expertise in diversity, equity, empowerment, and inclusion.

“Dr. Tiffany Jana will light up any room, touch every heart, and lovingly challenge every mind. I’ve witnessed Tiffany electrify a thousand in theater seats, engage dozens in interactive workshops, and create a joyful and vulnerable connection with scores of white men over zoom. I’ve benefited tremendously from working closely with Tiffany in both multiracial and white racial caucus spaces grappling with truth telling, racial healing, and building skillful and heartfelt anti-racist and pro-equity communities of belonging. No one has had more impact on my own journey, and many have told me the same is true for them. My first call to check myself or to discern a path forward for my organization or network is always to Doc Jana.”

Jay Coen Gilbert

CEO Imperative 21
Cofounder B Lab and the B Corp movement
Cofounder AND 1 Basketball
Steward White Men for Racial Justice

Awards

- **Top 100 Leadership Speakers of 2018**
Inc. Magazine, 2018
- **2020 Hal Taussig Award**
B Corp's B Lab
- **Enterprising Women of the Year**
Enterprising Women Magazine, 2017
- **2016, 2018, 2019 Best for the World**
B Corp's B Lab
- **Entrepreneur of the Year**
Metropolitan Business League, 2014
- **Top 40 Under 40**
Style Weekly, 2013
- **Sterling Workplace Award**
Richmond SHRM, 2013
- **Women Worth Watching Award**
Diversity Journal, 2013
- **Best In Class**, B Corp's B Lab

Popular Speaking Topics

- Workplace Bias
- Microaggressions
- Institutional Bias
- The Power of Privilege
- Race and Racism
- Unconscious Bias
- Social Entrepreneurship

Publications

- **Overcoming Bias**: Building Authentic Relationships Across Differences
- **Erasing Institutional Bias**: How to Create Systemic Change for Inclusive Organizations
- **The BCorp Handbook**: How to use business as a force for good, 2nd Edition
- **Subtle Acts of Exclusion**: How to Understand, Identify, and Stop Microaggressions

Bookings and Rates

Invite Dr. Jana to your organization for a virtual keynote, fireside chat, or book talk through TMI.

- **Virtual Fireside Chat** \$25,000
Engage and inspire your group with TMI's highly-acclaimed JEDI Fireside Chats with best-selling author, [Dr. Tiffany Jana](#). Dr. Jana will join a member of your leadership team for a virtual discussion. Dr. Jana will answer live questions tailored to your organization's needs, including audience Q&A. Together you will co-create an engaging experience for your team.



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- **Virtual Keynote \$40,000.00**

Our keynotes are designed to inspire, inform, and challenge audiences to shift their thinking and find the courage to be the change they wish to see within their organization and/or community. Our speakers are fully equipped to work with both virtual and in person teams.

** All events are eligible to be delivered live or pre-recorded. Recordings of events for external or internal use will incur an additional fee.*

Dr. Jana's Popular Keynotes & Talks

- **Subtle Acts of Exclusion**

Our workplaces are growing more diverse, but are we supporting inclusive cultures? This session, based on Dr. Jana's best-selling book, is designed to help everyone understand, identify, and stop microaggressions. While overt racism, sexism, ableism, and other forms of discrimination are relatively easy to spot, we cannot neglect the subtler everyday actions that normalize exclusion in our workplaces.

- **Erasing Institutional Bias: How to Create Systemic Change for Organizational Inclusion**

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.

- **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 you challenge your assumptions and open up to encountering people, cultures, and ideas outside your comfort zone.

- **LGBTQIA+ Equity in the Workplace**

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

- **Privilege in the Workplace**

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

- **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.

