

Diversity, Inclusion, & Belonging

Our Premier Inclusive Leadership Experience. Real impact driven by insight, development, and leadership

RHR International enables companies to create systemic and meaningful diversity, inclusion, and belonging (DI&B) change throughout their organization.

We incorporate this in all of our development, assessment, and senior team service offerings. For a more targeted experience, we also offer a focused three-phase Inclusive Leadership Program.

We accelerate the growth of diverse talent, give clarity around organizational culture, and engage with executives to help them move from being “well-intentioned” to being proactive leaders who create cultures of belonging. This kind of change and cultural fluency is vital for ensuring that companies achieve better business performance, develop real insight into their organization, and bridge critical talent gaps.

Our DI&B services move away from traditional diversity and inclusion practices, which are supportive but are often surface-level and not based on the organization’s central business strategy.

With our Inclusive Leadership Experience, success means:



Understanding privilege, systemic bias, and the leadership's own connection to both.



Increased cultural awareness and knowledge of people of color (POC).



Increased sense of belonging, psychological safety, and trust within the organization and/or function.



A defined vision and plan for creating an inclusive culture.



Increased advocacy, investment, and organizational actions aimed at dismantling bias, creating equal opportunity for all employees, and transforming the culture.

Traditional Inclusion Programs

- Have a passive exposure to trainings, speakers and “content delivery.”
- Overemphasizes unconscious bias as a solution.
- Lack insight, behavior change, and ownership.

A New Approach

RHR’s DI&B services dig beneath the surface and cultivate personal growth, which is sometimes uncomfortable, and create insight, which underpins authentic, courageous leadership and compelling sustained change.

Program Experience

Embarking on a journey of change with the DI&B practice enables companies and leaders to become more authentic and foster cultures of belonging like never before. **Our programs have three key defined phases that run from six months to a year:**

INDIVIDUAL CHANGE

Awareness

1

- Insight
- Power
- Privilege

INDIVIDUAL CHANGE

Behavior Change

2

- Trust and psychological safety
- Listen and comprehend
- Storytelling

ORGANIZATIONAL CHANGE

Systemic Change

3

Leadership Team

- Team/org assessment
- Leadership team
- Strategy and purpose

Cultural Transformation

- Strategic plan
- Roles and responsibilities
- Implementation, socialization, and branding

Sample Program Timeline



HEAD OF DIVERSITY, INCLUSION AND BELONGING

Cristina Jimenez

A talent leadership executive with 20 years of industry experience, Cristina Jimenez can be described as a complex problem solver with heart. Cristina is head of DI&B services at RHR, where she conceptualizes and implements DI&B initiatives both internally and for her clients. Unapologetically bold, Cristina possesses an expert ability to guide leaders through challenging political and business-oriented situations. She is well versed in creating a safe space for difficult and uncomfortable conversations that are vital in producing positive change.

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Contact

Reach out to the DI&B team today to discuss how we can help you move your organization to a place of increased belonging and equity for all.

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