

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 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.

Our inclusive leadership programs create the kind of change and cultural fluency that 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 connected to the organization’s central business strategy.

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.

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 systemic inequities.



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



A defined vision and plan for creating a culture of belonging.



Increased advocacy and organizational actions aimed at dismantling bias and creating equity within the culture.

Program Components

Our programs consider where the organization is in the journey and current buy in and alignment across the leadership team. We design multi-phased approaches to move executives and the culture forward towards a culture of belonging:

INDIVIDUAL CHANGE

Awareness

- Unlearning
 - Identity
 - Privilege (Barriers to Success)
 - Power

INDIVIDUAL CHANGE

Behavior Change

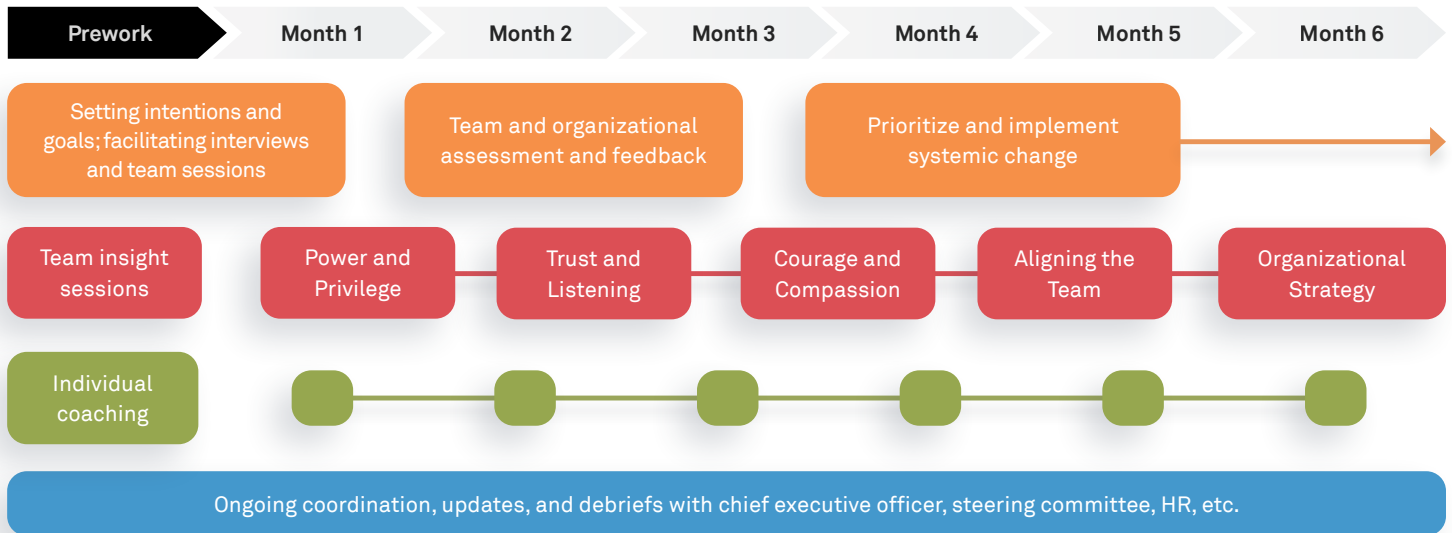
- Trust and Psychological Safety
 - Listening and Difficult Conversations
 - Talent Discussions
 - Story Telling

ORGANIZATIONAL CHANGE

Systemic Change

- Leadership Team**
 - Leadership Assessment
 - “Purpose, Power, and Identity”
 - Defining Success
 - Cultural Transformation**
 - Organizational Assessment
 - Building Trust and Safety
 - Shifting Norms and Expectations

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.

[FIND OUT MORE](#)