



2021

Supporting the Development of Diversity, Equity and Inclusion Programs in Government



→ Inclusion In
Leadership

Global Strategy Advisors

Inclusion In Leadership Development
Program

Nth-Communications LLC

3/5/2021



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Introduction to our Diversity, Equity, and Inclusion (DEI) Program

Our Inclusion In Leadership (IIL) program is specifically designed to help government organizations, public services, companies and communities tackle head-on the challenge of designing and implementing diversity and inclusion initiatives.

We move beyond the conversations about DEI, to the development and implementation of actionable program processes that actually deliver on a diverse and inclusive workforce.

We base our DEI program strategy on over 80-years of combined professional experience, working in large scale organizations and government institutions around the world. Our partners have honed their leadership skills and hands-on work experience in leading diverse workforce teams and implementing consumer-facing and public driven initiatives.

We are confident that these proven analytics and program strategy methods will deliver positive results based on a clear well-defined road map towards your stated DEI goals.

Sincerely;

Nigel Sonariwo
Co-Founder/CEO

Wai Eng
Co-Founder/COO

Company Information

Nth-Communications LLC is a US-based and registered Public Relations, Media Strategy and Program Analytics Firm. We are registered and incorporated in the State of Maryland.

We are a global consulting advisory service to senior executives, focused on finding proven, practical ways to leverage, incorporate and scale Diversity, Equity and Inclusion (“DEI”) initiatives into all ranks within an organization, to improve overall productivity, thus strengthening their long-term strategic position.

Our program and services are developed to assist the creation and implementation of DEI functions within Organizations. Senior leadership along with HR and DEI executives will appreciate our multi-dimensional team to accelerate the development of their DEI function as a sustainable contribution to their performance.

Inclusion In Leadership will assist your leaders and DEI team to expedite the development of a performance based Diverse and Inclusive organization.

We go well beyond the business and organizational conversations on DEI to develop quantifiable action plans linked to increased productivity within organizations.

Our Program and Services Strives to:

- I. Develop greater awareness of Diversity, Equity and Inclusion performance within your organization.
- II. Create plans of action that align Organization goals to address DEI challenges and/or opportunities for improvement.
- III. Implement facilitated discussions and develop customize the learning experiences to elevate DEI awareness and its contribution to improving Organization performance,
- IV. Communicate within the organization and to stakeholders a clear message of what your overall DEI program is all about and manage expectations throughout the process.

DEI Program Considerations

If your organization is considering/or is in the process of implementing a DEI program, you should consider the following questions:

- I. How Diverse Is Your Organization?**
 - Organizationally: By department and as a whole
 - Functionally: department heads
 - HR, program management, facilities, communications/Government liaison
 - Hierarchal: frontline, managerial, executive office
- II. Does Your Organization Currently Measure DEI Progress and Improvement?**
 - Year over year change (functional, geographic and more)
 - Measurements: number of candidates interviewed, departmental penetration, program metrics etc.
 - Regulatory, market and community impact
- III. What Are Your Organizational Performance Metrics With Regards to DEI?**
 - Quantitative placements
 - Retention, team building, employee development
 - Performance contribution and enhancements
- IV. DEI Communications Within Your Organization**
 - Who are your organization's communications stakeholders?
 - What are your key DEI communications strategies and tactics?

Benefits of a Comprehensive DEI Initiative within Your Organization:

External Impact

- Opportunity for expansion into new demographic segments (new services)
- Government and regulatory compliance (contracting opportunities)
- Community perceptions (Government relations/brand enhancement)

Employee Impact

- Talent sourcing (wider, more diverse worker pool/new ideas and perspectives)
- Greater leadership and organizational global perspectives and contributions
- Increased inter-departmental program collaborations
- Drawing on additional Organization talents to align with customer expectations

Organizational Impact

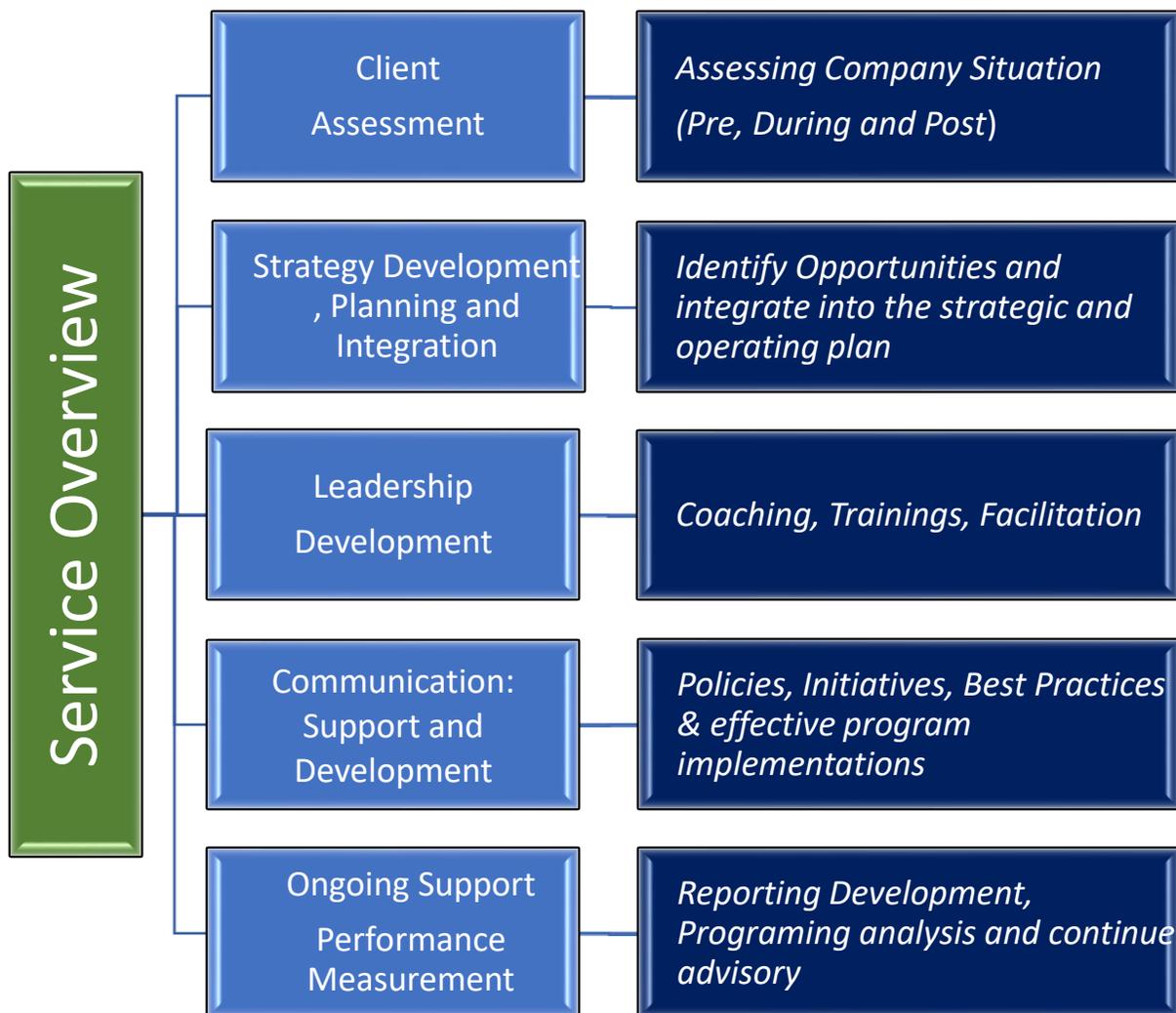
- Reputation enhancement
- Increased productivity/positive public perception
- Operational and financial performance contributions

How does your organization Currently Define DEI Success?

- ⊕ Compliance within government regulatory guidelines?
- ⊕ Hiring to realize fair representation of multi-ethnic and racial employees within the organization?
- ⊕ Career advancement through demonstrated internal promotions

Our DEI Program and Services

Our Program and Services are designed to support the development of DEI functions for teams and organizations. Clients can select individual services and/or create a program with services that best suits their needs. These services should serve as the foundation to creating your Organization’s DEI function. More importantly, it would demonstrate the viability DEI as a key contributor to operational and financial performance.



Our Program - Organization Evaluation => Program Planning => DEI Program Implementation

Our diverse partnership team contributes to our clients’ unique perspectives on the organizational challenges involved with developing and implementing successful DEI programs. We design well-thought-out process and organization compliance-oriented solutions to creating a more diverse and inclusive workforce.



Additional Support Services:

Leadership Development and Facilitation Discussions

Each leadership member has over 20 years of professional experience in public and private sector organizations. Our functional expertise includes leadership training (discussions facilitations), communications, analysis, project planning and management.

Our multi-cultural and multi-ethnic team has many years of hands-on facilitation experience and we bring distinct Diversity, Equity and Inclusion (“DEI”) perspectives to the facilitation discussions while ensuing pragmatic planning recommendations.

Each team member is experienced in conducting facilitation discussions and has specific contributions to the overall project in addition to their facilitation duties. Each session will be led by a primary facilitator, with a second member of the team providing back-up support, observation and redundancy. The alternate facilitators are qualified to assume and lead discussions in the event of connectivity issues or other contingencies that may prevent the lead facilitator from performing her or his function. Each discussion session is supported by prework readings and synopsis from previous discussions. The learnings from each session will be compiled and used to formulate the final recommended plan.

- Facilitation of Leadership Strategy Meeting on DEI
- Discussion Notes on Diversity Gender Equality and Organization Inclusion
- Review of DEI Internal Evaluation initiative: Key Observations/ Highlights/ Challenges /Opportunities
- Leadership Discussion Points (Internal and External)
- Leadership Planning for the Organization’s Future



Organizational Communications - Development and Support

- Participation in Leadership Meeting on DEI
- Development of Talking Points on DEI based on Internal Meetings
- Internal Corporate /Organization Message on DEI Initiative to Board and shareholders
- Internal Organizational Assessment Exercise (Preparation of findings/ outcomes with HR team)
- Preparation of Internal Alignment Findings and Recommendations

Process for Organization-wide Program Communications Announcement



Partner Profiles

Program and Service Leadership Functions

Elizabeth Suárez and Simon Haigh lead all client meeting facilitation initiatives, while Nigel Sonariwo and Wai Eng support team facilitation initiatives when necessary.

Nigel also leads DEI organization communication initiatives and coordinates monthly topic discussion summaries. He will also prepare a consolidated recap/summary of key points of the program for internal client /employee distribution.

Wai manages operations and develops the project plan for client engagements. In addition, he also leads the analysis and preparation of the final recommendations and report/s.

Partner Profiles

Elizabeth Suárez – A certified virtual facilitator, host, presenter and former corporate executive turned negotiation influencer; Elizabeth guides executive leaders to become thriving decision-makers and strategists. She has led numerous executive group discussions along with hosting and participating in podcasts on leadership. Her additional qualifications include hands-on experience in virtual and in-person meeting facilitation and training during the ongoing pandemic.



Training & Qualifications: Elizabeth holds an MBA from The University of Pennsylvania’s Wharton School of Business, and a BS in Chemical Engineering from Cornell University. She completed the Executive Management Program at the John F. Kennedy School of Government at Harvard University. She is a graduate of the Center for Creative Leadership, National Hispana Leadership Institute (NHLI) and Leadership Denver. She is a certified MBTI practitioner and mediator trained by the Colorado Council of Mediators and the Colorado Bar Association.



Simon Haigh - An experienced facilitator & lecturer who is globally acclaimed for professional leadership & personal development coach. Former senior executive with US multinationals Dell Inc. & Xilinx Inc. Also known as “The Growth Strategist” Simon helps organizations & leaders unlock, build & sustain cohesive organizational growth through his coaching, consulting & training work.

Training & Qualifications: Simon holds a BA (Hons) Law Degree from Durham University, UK and is a qualified commercial lawyer (currently non-practicing) in UK, Ireland and Australia. He also holds an MBA from Curtin University, Australia, is a graduate of the Australian Institute of Management and a Fellow of the Australian Institute of Company Directors. Simon is a CEDA qualified mediator, a Lean Six Sigma Green & Yellow Belt Business Process Improvement Expert and Certified Project Manager.



Nigel Sonariwo - An accomplished Communications Strategist, PR Consultant and Marketing Executive. He has worked on and led a variety of corporate Diversity and Inclusion Initiatives, including, facilitating and coordinating Multiethnic, Multicultural and Minority Development Program Initiatives for Corporate clients.

Training & Qualifications: He is a fellow of the US Cable industry's Walter Kaitz Foundation Executive Leadership Diversity and Inclusion Program (Class of 1996). Nigel is also a graduate of Cable's CTAM-U's Harvard University, Executive Leadership Program (Class of 2004), as well as a former Denver Chapter President of the National Association of Multiethnicity in Communications (NAMIC). In 2007, 2008 and in 2009 Nigel was voted one of the top 100 emerging minority leaders in the Cable telecommunications industry by Cable World Magazine.



Wai Eng - An accomplished operations and finance executive, with over twenty years of hands-on experience covering the Technology, Media and Telecommunications sector. He is a data-driven business strategist, with a dedication to generating innovative business plans that transform and optimize operations, marketing, and financial functions. Throughout his professional career, he utilizes comprehensive data information to identify and analyze operational inefficiencies and then produce

strategic, quantifiable solutions, working closely with senior, cross-functional teams through each phase of the solutions' implementation plan.

Training & Qualifications: Wai holds an MBA from The University of San Francisco and a BS in Finance from New York University. He Is a Fellow of The Walter Kaitz Foundation; A Diversity and Inclusion Executive Leadership Program created by the US Cable and Telecommunications Industry and completed their one year Executive Leadership and Management Program.



Company Contacts and Government Operating Information

Nth-Communications LLC.

Contracting Officer and Technical Point of Contact (names and telephone numbers)

Nth-Communications LLC.

- Federal CAGE CODE: 88AU5
- Federal DUNS Number: 1167877223
- Federal TAX ID Number 832-49-7720

Company Leadership Team

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