

Overview

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Jennifer BROWN

Speaker • Author • Humanist

Book Jennifer to Speak at Your Next Event: jen@jenniferbrownspeaks.com | 888-522-1599

JENNIFER BROWN'S presentations are high-energy, interactive dialogues with audiences that awaken and inspire leaders to step forward more proactively on behalf of diversity, and to set a tone that seeks and celebrates inclusion as a core business driver. Her talks provide tangible actions companies of any size can, and should, take to set the right foundation for growth, sustainability, and success through cutting-edge application of diversity and inclusion best practices. Participants leave feeling inspired to create change on their behalf—and just as importantly, on others' behalf.

Her core keynote and workshop topics range from building more inclusive organizations to specific spotlights for employees, executives, and business owners on unconscious bias, gender dynamics, generations, and LGBTQ issues, with a variety of sessions that include the following favorites:

- Finding Your Voice in the Workplace
- Gender-Inclusive Organizations: The Role of Advocacy for Women and Male Leaders Creating Real Change
- The Next Frontier: Allies, Acceleration and Impact
- Generations in the Workplace: The Next Wave of Diversity
- Strengthening LGBTQ Leaders, Strengthening the Organization
- Harnessing the Power of Employee Resource Groups (ERGs) and Executive Sponsors
- and more!

She guides business leaders through the steps of creating an inclusive environment, which starts with becoming aware of biases and blind spots and continues as the value of diversity and inclusion permeates the organization until it is a part of daily interactions. She has seen time and again how this process leads to business growth.

Harnessing her 10+ years of experience consulting with Fortune 500 companies, Brown, an award-winning entrepreneur and CEO of Jennifer Brown Consulting, teaches business leaders both the *how* and the *why* of increasing diversity throughout the organization.



Jennifer Brown is a diversity and inclusion expert whose passion lies in inspiring organizations to embrace the incredible opportunities that come from diversity.

Brown believes that too many employees don't feel enough support in the workplace to express their truest talents and deepest passions, and this has a direct negative impact on the organization's bottom line. As a woman and a member of the LGBTQ community herself, Brown understands what it means for an individual to hide his or her true self in the workplace for fear of not being fully embraced. She knows that when organizations do make their talent feel *Welcomed, Valued, Respected, and HeardSM*, they foster work environments that are healthier and more productive.

For Upcoming Events and More visit www.JenniferBrownSpeaks.com

Short Bio

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JENNIFER BROWN is an award-winning entrepreneur, dynamic speaker and diversity and inclusion expert. She is the founder, president and CEO of Jennifer Brown Consulting (JBC), a strategic leadership and diversity consulting firm that coaches business leaders worldwide on critical issues of talent and workplace strategy. Brown is a passionate advocate for social equality who helps businesses foster healthier, more productive workplace cultures.

With over a decade of experience consulting to Fortune 500 companies including Starbucks and Toyota, Brown is a highly sought-after expert source on changing demographics, specific communities of identity and the role of male leaders in change efforts.

Brown has appeared in leading media outlets such as *The New York Times* and *Fox News*. Her new book *Inclusion: Diversity, the New Workplace & the Will to Change* (Advantage Media Group, Fall 2016) will inspire leadership to embrace the opportunity that diversity represents and empower advocates to drive change that resonates in today's world.



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Her Book

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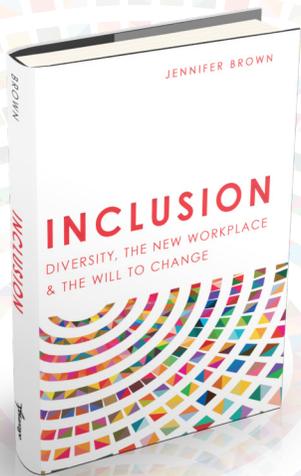
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Diversity and inclusion are crucial in today's rapidly changing business landscape; the very viability and sustainability of every organization depends on harnessing the opportunities diversity and inclusion represent. To fully exploit that power, leadership must leave behind the command-and-control style of management and begin focusing on every organization's greatest asset—its people.

When people are celebrated for their diversity of background, thought, style, approach, and experience, they feel *Welcomed, Valued, Respected, and HeardSM* by their colleagues and their organization.

Inclusion: Diversity, the New Workplace & the Will to Change is a call to action and a guide to help corporations start addressing problems that often go unnoticed internally, or are blamed on the system as a whole. This pioneering book tackles the origins of recent diversity issues and will inspire leadership to embrace the opportunity that diversity represents, leading organization-wide change that grows the bottom line.

Speaking Topics

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Gender-Inclusive Organizations: The Role of Advocacy for Women and Male Leaders in Creating Real Change

The conversation about the representation and advancement of women into more senior roles has grown particularly intense, as the gender make-up of the senior suite has proved difficult to change. Today's companies cannot afford to wait in finding solutions. What is it about many workplace cultures that slows women's progress towards the leadership ranks? And where can we begin to address it?

The Next Frontier: Allies, Acceleration and Impact

The ally concept has taken hold firmly in recent years, far beyond its original LGBTQ birthplace into programs that encourage allies for inclusion more broadly. We are now witnessing the amazing involvement of male allies, white allies, allies for people with disabilities, and the list goes on. Many companies today have LGBTQ employee resource groups that are made up of a majority of allies – 80-90 percent in some cases, and this trend stands to continue growing – especially with eager millennials hopping into the mix. Companies and individuals are discussing how wider, deeper and faster culture change might occur if they're all in. Jennifer focuses on defining ally behaviors, and mapping out opportunities for proactive and strategic support that will make a tangible difference to shifting opportunities for women and other diverse talent.

Finding Your Voice in the Workplace

To give their fullest contribution, employees must feel they can bring their full selves to work; however research shows many do not feel comfortable doing so. They are spending valuable energy every day minimizing or managing aspects of their own diversity – of identity, background, experience – in order to succeed. This takes a particular toll on diverse talent – women, people of color, LGBT individuals, people with disabilities – at a time when organizations are struggling to recruit, retain, and develop those same individuals. But all of us, and the business, pay the price. How can we build more inclusive workplace environments where all kinds of talent feel welcome?

Strengthening LGBTQ Leaders, Strengthening the Organization

Individuals who identify as gay, lesbian, transgendered, or bisexual continue to face multiple challenges in today's society. Although some companies have made proactive efforts to embrace the LGBTQ community, many organizations still overlook the importance of LGBTQ initiatives and thereby fail to cater to these employees' and clients' needs. In this session, targeted to developing leadership skills in high-potential leaders, with a specific lens on the experience and gifts of the LGBT community, Jennifer – a member of the LGBTQ community herself – will deliver insight and impact that enables audiences to more clearly understand how organizations can continue to strengthen culture through true inclusion of LGBT talent.

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Speaking Topics (cont'd)

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Generations in the Workplace: The Next Wave of Diversity

Generational strategies are a business imperative today, and have evolved from a fun training topic to a powerful tool for workforce engagement and innovation. Smart brands filter their biggest opportunities and challenges in customer relationships and work/life strategies through generational dynamics; they create initiatives using a social media-fueled, sophisticated understanding and respect the needs and wants of a generationally-diverse employee and customer base. This best practice discussion will highlight key generational insights and practices at corporations and in the field.

Harnessing the Power of ERGs and Executive Sponsors

Smart teams fuel company growth, and these days, ERGs are driving the front lines of business like never before. At the same time, the role of the Executive Sponsor has never been more critical in supporting this value creation, and harnessing the potential of these tremendous leadership pipelines. In this interactive session, noted ERG expert Jennifer Brown will provide an overview of the company's trademark ERG Progression Model, and will share insights and research from the pages of JBC's white paper – Executive Sponsors Fuel High Performance ERGs about how leadership can help to leverage the role of executive sponsors as powerful catalysts to accelerate ERG maturation and business alignment.

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Recent Speaking Engagements include:

- Emerging Women Live
- FINRA Diversity Summit
- Lesbians Who Tech Summit
- Multicultural Women's National Conference
- National Diversity Women's Business Leadership Conference
- Network & Affinity Leadership Congress (NALC)
- Network of Executive Women Leadership Summit
- NGLCC – International Business & Leadership Conference
- Out & Equal Workplace Summit
- Tri-State Diversity & Leadership Conference
- The Forum on Workplace Inclusion
- The Women's Business Enterprise National Council (WBENC) National Summit & Business Fair



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