DiversityInc Consulting

DiversityInc applies its deep, data-driven expertise to customize strategies and solutions for your organization.

What’s the Service?
DiversityInc Consulting helps clients to recognize their opportunities and implement recommendations. Consulting also includes analyzing all or aspects of a company’s diversity-management program against best practices, making recommendations and then helping to implement the recommended changes. In both instances, DiversityInc uses in-depth knowledge of the unique DiversityInc Top 50 Companies for Diversity database and best practices to help companies improve their management of diversity around four areas of analysis:

1. CEO Commitment
2. Human Capital
3. Corporate and Organizational Communications
4. Supplier Diversity

DiversityInc Consulting helps companies:
- Develop the business case for funding and other resourcing
- Establish (or vet) diversity strategies/set roadmap for success, including specific goals and priorities
- Set up or improve diversity council, mentoring and resource-group programs that produce results that further company’s talent development, staff engagement, retention and other human-capital objectives
- Create or improve supplier-diversity programs; help drive down procurement cost, increase supplier competition and encourage innovation
- Build employee engagement and social capital through strategic philanthropy, as well as improved diversity statements and websites

What Sets Our Consulting Apart?
DiversityInc started publishing in 1998 and started The DiversityInc Top 50 Companies for Diversity 12 years ago. Our team has seen the inside workings of hundreds of organizations, including consumer-facing companies active in marketing as well as business-to-business companies. We know what works—and what doesn’t—and how to get buy-in from senior management. We can help you gain traction and build a program that has bottom-line implications in the style of your company culture.

Specifically, clients receive:
- Custom advise/informed by 12 years of data collection and analysis among The DiversityInc Top 50 Companies for Diversity; we understand the best practices and offer you the data, not opinions
- Access to our very senior DiversityInc team; their insights will help advance your diversity program and achieve specific human-capital, employee-engagement and retention results

Benefit from a partnership with DiversityInc, where companies will find shared values and intentions to advance diversity.

OUR TEAM

PRICING
Every engagement begins with a client meeting to define specific needs. Fees are based on project objectives, timing and scope of work.

DiversityInc Consulting serves companies that have decided to move the needle on diversity, improve best practices, and compete aggressively for and retain the best talent.

FOR MORE INFORMATION, PLEASE CONTACT
consulting@DiversityInc.com
Luke Visconti is Chief Executive Officer of DiversityInc, directing all editorial and business operations of the publication, as well as five events and the consulting practice. DiversityInc was founded in 1998. Visconti developed and directs the methodology for The DiversityInc Top 50 Companies for Diversity, now in its 13th year. He also established the benchmarking consulting practice that is the core of DiversityInc’s business. His column, “Ask the White Guy,” is a top draw on DiversityInc.com. He is a frequent senior-level lecturer on the business benefits of diversity to corporations, business groups and nonprofit organizations.

Mr. Visconti has interviewed many senior leaders, including Wells Fargo CEO John Stumpf, Procter & Gamble CEO Bob McDonald, Secretary of Defense Leon Panetta, Ernst & Young Chairman and CEO Jim Turley, AT&T Chairman, CEO and President Randall Stephenson, former Chairman of the Joint Chiefs of Staff Admiral Mike Mullen, and Sodexo Global CEO Michel Landel. He has appeared on FOX, MSNBC, CNBC and NPR. More than 20 CEOs have spoken at DiversityInc events, which average over 600 attendees from 200 companies five times a year.

Mr. Visconti founded the DiversityInc Foundation in 2006 and has endowed scholarships at Bennett College for Women, New Jersey City University (HSI) and the Education Opportunity Funds at both Camden and Newark campuses at Rutgers University. He donates all of his speaking fees and distributed more than $700,000 from the DiversityInc Foundation. He has also been responsible for raising more than $2 million for the Rutgers Future Scholars program. His outside affiliations include the following associations: Trustee, Bennett College for Women; Trustee, Rutgers University; Board Member, New Jersey City University Foundation; Board Member, The PhD Project; Member, U.S. Navy Chief of Naval Operations, Executive Panel. Prior to entering the publishing industry, he was on active duty as a naval aviator and commissioned officer with the U.S. Navy from 1982 to 1990, and he was in the reserves until 1992. Mr. Visconti holds a bachelor’s degree in biology from Rutgers University.

Lora Fong is General Counsel and Senior Vice President, Transformation Practices at DiversityInc. She is responsible for overseeing its legal affairs and for developing and delivering professional services that help client companies accelerate their business transformation and reach their diversity and inclusion goals. Ms. Fong brings a unique perspective and expertise informed by a mix of professional experiences in legal practice, enterprise sales and support, and social-science research. Ms. Fong has broad legal expertise gained over more than 20 years of practicing law within corporate legal departments and in law firms, advising businesses in a variety of matters, including commercial practices and compliance, litigation, employment, and internal investigations. Ms. Fong also has leadership experience in enterprise field sales and support across a variety of industry verticals acquired with a Fortune 20 corporation. Prior to her legal and corporate careers, Ms. Fong was a research associate at Rutgers University - Eagleton Institute of Politics, where she conducted survey research and data analysis at its Center for the American Woman and Politics.

Ms. Fong’s pro bono work includes her current service as a member of the New Jersey State Advisory Committee to the U.S. Commission on Civil Rights and as counsel to the Organization of Chinese Americans – NJ Chapter. Ms. Fong is also currently a member of the board of trustees of Rutgers University and serves on its executive committee. She previously co-chaired the diversity committee and served as a trustee of the NJ State Bar Association. Ms. Fong also served as counsel to the Women’s Political Caucus of New Jersey and is a past president of the Asian Pacific American Lawyers Association of New Jersey and past vice president of the New Jersey Women Lawyers Association. Ms. Fong was appointed by the Supreme Court of New Jersey to its Committee on Women in the Courts. She is the recipient of numerous awards, including the Professional Lawyer of the Year Award conferred by the New Jersey Commission on Professionalism in the Law, the Distinguished Alumni Award conferred by Rutgers University School of Law, Newark Minority Student Program, and the Achievement Award conferred by the Asian Pacific American Lawyers Association of New Jersey.

Ms. Fong holds a Juris Doctor and a bachelor’s degree in political science from Rutgers University. She is admitted to the bar of the State of New Jersey and the State of New York, and the United States District Court, District of New Jersey and Southern District of New York.
Denyse Leslie is Senior Vice President of Consulting at DiversityInc. She is responsible for growth within the company’s consulting practice. Ms. Leslie is one of DiversityInc’s senior leaders responsible for the consulting practice and presenting subject-matter expertise and advice to business leaders across corporate America. Ms. Leslie has more than 20 years of general management consulting experience and a successful track record developing new businesses, forging business-to-business collaborations, and expanding enterprises of nonprofit and Fortune 100 companies. She started her business career in general management consulting, has led internal consulting groups at a Fortune 10 bank, and has held business-development roles in a leading nonprofit. She has considerable experience working with clients to develop and implement new strategic direction.

Ms. Leslie has served on the following nonprofit boards and advisory committees: Princeton Community Works; United Way of Greater Mercer County; Newgrange School; New York Harm Reduction Educators; Education Development Center (EDC); and Paul Robeson House Advisory Committee of Witherspoon St. Presbyterian Church. She has a bachelor’s degree in American literature and French from Middlebury College, graduating cum laude with highest honors, and a MBA from the School of Management of Yale University, graduating in its charter class.

Adriene K. Bruce is Vice President of Consulting at DiversityInc, responsible for developing and sharing best practices for diversity and inclusion with DiversityInc’s clients. Ms. Bruce brings nearly 20 years of experience leading change and transforming businesses by developing opportunities for diverse suppliers to gain access to procurement opportunities. Ms. Bruce has a track record of establishing and enhancing successful supplier-diversity programs by creating strong processes at a big three staffing-services company, a Fortune 10 bank, a major midwest utility, and a multinational conglomerate in the aerospace and building industries. Prior to her experience in supply-chain management and supplier diversity, Ms. Bruce held management positions for retailers The May Company and Dayton Hudson’s Department Stores.

Ms. Bruce has served on the following nonprofit boards and advisory committees: The Greater New England Minority Supplier Development Council; The National Minority Supplier Development Council’s Utility Industry Group, as co-chair and, later, chair; The St. Louis Black Repertory Theatre; The St. Louis Regional Union Construction Center; The St. Louis Regional Health Commission Community Advisory Board; The Michigan Minority Supplier Development Council; and The Michigan Women’s Business Council, as co-chair. She has a bachelor’s degree from Howard University, has received Advanced Supply Chain Management Certification from the John Cook School of Business at St. Louis University, and is a fellow of the St. Louis Business Diversity Initiative.
Debby Scheinholtz is Vice President of Consulting at DiversityInc, responsible for advising companies on diversity strategy, communication and best practices. With almost two decades of experience with DiversityInc, she meets regularly with senior executives to assess their needs and recommend the diversity solutions that will take them to the next level, from companies at the earliest stages of diversity awareness to those that are best in class within the DiversityInc Top 50. She has strategic experience in the healthcare sector and works with DiversityInc’s corporate partners in this field, including pharmaceutical companies, hospitals, health insurers and medical-device makers. She works with companies to address the new ways in which diversity will be critically tied to metrics and business results under the Affordable Care Act.

Prior to joining DiversityInc, Ms. Scheinholtz spent nearly a decade as director of Communications and Development at Catalyst, a nonprofit organization that expands opportunities for women and business. Her previous experience also includes writing and editing for national magazines with a focus on health subjects. She began her career at the renowned and rigorous copy desk of The New Yorker magazine. Ms. Scheinholtz holds a bachelor’s degree in English from The University of Pennsylvania as well as a bachelor’s degree in communications from the Annenberg School of Communications.

Barbara Frankel is Senior Vice President and Executive Editor of DiversityInc, supervising the diversity-management content for DiversityInc.com, DiversityInc magazine, and DiversityIncBestPractices.com, a website for senior diversity leaders. She is one of DiversityInc’s senior executives who presents benchmarking consulting results to CEOs and senior leaders across corporate America. She also oversees the content of DiversityInc’s five annual events, which average more than 600 attendees from 200 companies and have featured more than 20 CEOs from major corporations.

Ms. Frankel also spearheads and oversees DiversityInc’s global-diversity research, now in its third year. The research focuses on global challenges and successful best practices in workforce diversity, talent development, marketplace connections and supplier diversity.

Her outside affiliations include the National Board of Directors of the Gay, Lesbian & Straight Education Network (GLSEN) and the Global Advisory Board of WEConnect. She has a bachelor’s degree in English and mass communications from the University of Vermont and a master’s degree in business journalism from the Medill School of Journalism at Northwestern University.
C. Craig Jackson is Associate Vice President of Benchmarking and Analysis at DiversityInc. Mr. Jackson is responsible for delivering the entire scope of services for the company’s 75 benchmarking clients as well as managing the DiversityInc Top 50 competition, including the metrics analysis. He has extensive experience in translating diversity-management metrics into understandable next steps and organizing data for effective visualization. He is also responsible for delivering the benchmarking experience for all customers, achieving a more than 85 percent renewal rate. Mr. Jackson started his career in a year-long rotational management-training program at a Fortune 25 bank. He worked in the bank’s Program and Project Management department on a variety of management and technology-related consulting projects. He also spent a year with the law offices of Gary M. Gilbert, litigating on both the plaintiff and defense sides of Title VII employee disputes.

Mr. Jackson has a bachelor’s degree in history from Kenyon College and a Juris Doctor from American University’s Washington College of Law. He has passed the bar in the state of New York and has completed the NYC marathon. Mr. Jackson chaired his five-year-reunion planning committee and received a distinguished leadership award from Kenyon.

Amber Aboshihata is Director of Data Analysis at DiversityInc. She is responsible for managing data analysis, programming, data management (including data archiving) and graphic presentation of findings for publications, reports and presentations. In addition, she provides technical expertise on data analyses relevant to demonstrating the validity and reliability of assessment tools designed to measure workplace diversity and those designed to measure the quality of diversity initiatives. To support this role, Mrs. Aboshihata is leading the effort to transition the data-collecting and analysis from SPSS to SAS data platforms. Mrs. Aboshihata joined DiversityInc from Wildcat Services Corporation, where she served as assistant director of planning and analysis. In this role, she acted as a project manager with emphasis on data-based projects, operational planning, and implementation. Prior to this, she held various data and analysis positions with increasing responsibility in the publishing and legal industries.

She has a bachelor’s degree in mathematics from Empire State College.

Shane Nelson is Director of Benchmarking and Analysis at DiversityInc. Prior to his current role, Mr. Nelson held multiple management positions within the benchmarking department. He has extensive experience and knowledge of implementation and maintenance of diversity strategies and initiatives, with strong familiarity of challenges specific to all industries. His responsibilities include conducting benchmarking analysis and industry research for Fortune 1000 companies (global and domestic) and producing executive-level presentations and reports providing comparative examination of corporations against market competitors. Mr. Nelson also assists in developing targeted recommendations for improvement and best practices based on gaps identified in data mining.

Mr. Nelson earned a bachelor’s degree in political science from Rutgers University.