



EQUITY  
IMPACT  
REPORT

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THE **EQUITY** PROJECT<sup>®</sup>

EQUITY. REDEFINED. ACTUALIZED.



In late 2016, I watched the U.S. begin to polarize in ways I had not seen since I was a child growing up in the Civil Rights Movement. I watched all of us struggle with talking about race or inequities or even exploring other points of view. It was just complicated. We were becoming hard-wired in our own individual beliefs, leaving no room for understanding others.

I was troubled and yet, I knew we were bigger and better than all these challenges. I knew there was room to work through the difficulties...together.

I founded The Equity Project to do just that. I wanted to design and lead a consulting firm that would ultimately work around the country helping organizations advance their systems of equity, inclusion, belonging and diversity.

I envisioned creating an organization that would model the tenets of equity by looking at traditional systems of operating and turning them on their heads. We dismantled how compensation, time off, resiliency factors and work schedules had traditionally been designed and created systems that honored what team members wanted and needed. I worked to create spaces where team members didn't have to prioritize their work above their families; I worked to create the space honoring both.

This inside-out approach has better helped us in supporting our clients as they seek to advance their own systems of equity. We can describe what equity looks like because we are in a constant state of implementing it ourselves. It is a true example of what continuous improvement looks like.

It has been an honor to work with clients of all sizes and sectors across the country. We have seen our clients move from awareness to capacity building to action.

This trajectory is a testament to their commitment for not only change, but the dismantling of historical systems that block the ability for people to thrive. This client commitment is what keeps us growing as a team. This client commitment is also what lays the groundwork for the expansion of our many company offerings. We are excited about what we offered in 2022 and are even more excited about new offerings on the horizon.

The work of equity, inclusion, belonging, and diversity is evolutionary work. Not only do the people in an organization evolve, but the systems in the organization do, too. Our role, at The Equity Project, is to help other organizations leverage the power of this inside-out strategy: the evolution of both people and systems.

I am proud of the work of The Equity Project team. I am proud of the work of the clients we serve. I am proud of the possibilities.

I am proud that this moment in history has all of the ingredients we need for substantive change.

With gratitude,

**Dwinita Mosby Tyler, Ph.D.**  
**Chief Catalyst and Founder**  
**The Equity Project**







## MEET OUR TEAM



### Dr. Dwinita Mosby Tyler

#### CHIEF CATALYST

Dr. Dwinita Mosby Tyler is the Chief Catalyst of The Equity Project, LLC. Dr. Mosby Tyler has a vast, 32-year background in human resources, diversity & inclusion, training and operations management. In her work, Dr. Dwinita specializes in the development and delivery of leadership, equity, diversity, cultural responsiveness and inclusiveness strategies and training programs. Dr. Dwinita has participated extensively in various philanthropic and leadership endeavors and has received several awards and accolades throughout her illustrious career. Dr. Dwinita is always available to offer a guiding perspective for her team and leads the staff with grace and poise. Dr. Dwinita founded The Equity Project, LLC in January 2016.



## Monica Williams

### **CHIEF CONSULTING OFFICER & CONSULTANT**

Monica Williams brings 25 years of experience in creating data driven solutions within a number of industries including technology, aviation, healthcare, and justice. Monica is skilled at connecting with audiences at every level of an organization to gain adoption of EDI principles. She helps clients create a culture of equity and inclusion within their workplaces and communities through leadership, action, and advocacy. Monica partners with organizations in assessment, strategic planning, consulting, facilitation, and implementation related to creating more equitable outcomes through diversity, inclusion, equality, justice, and engagement strategies. Monica is a dynamic and vivacious team member who brings great expertise to the team.



## Wylia Sims

### **CHIEF ZEN OFFICER (AKA COO)**

Wylia Sims is the Chief Zen Officer (AKA, the Chief Operations Officer) at The Equity Project, LLC. Wylia offers over 25 years of experience in managing finances, operations, systems and development, and has worked for a range of organizations with diverse teams at all levels. Wylia plans, directs, coordinates, and oversees the organization's strategy and operations, ensuring the development and implementation of efficient and cost-effective systems to meet the current and future needs of The Equity Project. She encourages the team to “pause,” and take stock of the current moment whenever possible, and engenders a calming ethos in the office.



## Ariana Flores

### **EQUITY ARCHITECT**

Ariana Flores has presented workshops and webinars for thousands of participants on various EDI-related matters and works to help clients find connections between their and their colleagues' lived experiences and their workplace EDI goals. Ariana brings a varied background to her consulting expertise, having worked as an attorney, advocate, and community organizer on issues such as wage theft, immigrants' rights on the job, sexual harassment, employment discrimination, health care access, intimate partner violence, and LGBTQ rights. Ariana contributes a combination of levity and insight to the team.



## Hannah Galgiani

### **MANAGER OF PROJECTS & ENGAGEMENT**

Hannah Galgiani is a licensed social worker with a passion for developing inclusive spaces for meaningful dialogue. Hannah works with clients from initial outreach to final deliverable; ensuring that each partner-client feels supported throughout their EDI journey. She works closely with our consultants to provide project management throughout strategic engagements and assists with everything from focus group facilitation and social media, to report writing and deliverable production. Hannah is a thoughtful colleague with versatile skills who the team relies on to handle any number of responsibilities and projects.



## Anna Roberson

### **EXECUTIVE ASSISTANT**

Anna Roberson works to ensure that our clients are scheduled and supported by connecting their needs and requests with our consultants and the services TEP offers. Anna can do it all – she is a detailed executive-level administrator, innovative event planner, and comprehensive facilities manager. She brings outstanding communication, interpersonal, and organizational skills to her role, and is adept assessing needs and implementing effective solutions for all sorts of challenges. Anna brings joy and positivity to the team, and helps to create a friendly atmosphere in the office.



## Quill Phillips

### **EQUITY, DIVERSITY & INCLUSIVITY CONSULTANT**

Quill has been an innovative leader in the higher education EDI space for the last 7 years. She has led two community colleges through implementing EDI strategies. She has also been consulting the last four years and has worked with state agencies, non-profits, and tech companies advancing their EDI initiatives, resources, and goals. Quill has experience developing, implementing, and assessing organizational equity strategic plans, training and professional development programs, inclusive hiring, retention practices, policy review and revision. Quill has been a social justice educator for the last 10 years and is an alumnus of the Social Justice Training Institute.

## Equity and Justice-Centered

We drive just, inclusive, and equitable outcomes.

### Growth Mindset

We position ourselves to lead transformation and change.

### Authentic Relationships

We collaborate internally as a team and externally with our client partners in every aspect of our work.

### Systems Focus

We challenge inequitable systems and processes.

### Humble Expertise

We commit to a posture of feedback, listening, and growth.



#### **DEC 2016**

The Equity Project was formed by Dr. Dwinita Mosby Tyler



#### **JAN 2017**

Opened first office space in the Taxi building



#### **FEB 2017**

Served first client, Center for Trauma & Resilience



#### **2018**

Our sister company, The HR Shop was formed, a boutique HR consulting firm



Influencing systems is at the core of our equity work. We help organizations examine and reimagine their systems to ensure each colleague has what they need to thrive.

Our mission is to be transformational, not transactional. At TEP we recognize that equity work is a continuous journey, and we value the strength of our ongoing partnerships.

As facilitators our goal is to create equitable and inclusive spaces where all voices and experiences are heard and considered. Our approach is centered around “creating spaces filled with grace,” an understanding that everyone is coming to the table with a unique set of experiences, identities and understanding. We allow everyone to show up as they are, without experiencing shame or judgement. Our objective is to strengthen the culture of organizations.

From individual transformation to systems change, we are in the business of impact. Whether it's a one-time workshop, equity assessment, or strategic blueprint – we strive to guide organizations towards lasting and meaningful change.



**2020**

148 clients  
served to  
date



**APR 2020**

Hired first full-  
time consultant



**FEB 2022**

Purchased new  
headquarters in  
Denver, Colorado at  
1718 Gaylord Street



**2022**

353 clients  
served to date

**OUR**

**HISTORY**

## OUR **IMPACT**

96

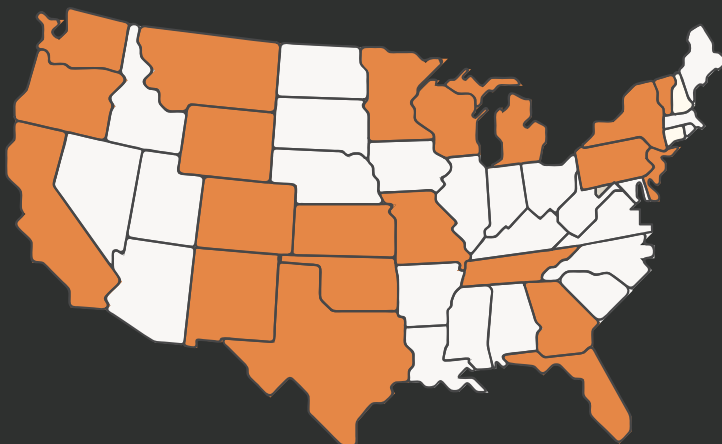
**TOTAL  
CLIENTS SERVED  
IN 2022**

332

**SERVICES  
DELIVERED  
IN 2022**

353

**TOTAL  
CLIENTS SERVED  
2016-2022**



### IMPACT BY **STATE**

California • Colorado • Connecticut  
Florida • Georgia • Kansas • Michigan  
Minnesota • Mississippi • Montana  
New Jersey • New Mexico • New York  
Oklahoma • Oregon • Pennsylvania • Tennessee  
Texas • Washington • Wisconsin • Wyoming  
District of Columbia\*



# We are advancing equity across diverse industries

Education

State & Local Government

Healthcare

Environmental,  
Bioscience & Energy

Philanthropy & Religion

Arts, Culture, Recreation  
& Entertainment

Real Estate & Insurance

Human Services

Finance & Accounting

Public Services

Tech & Telecomm

Justice & Legal

Retail & Advertising

Hospitality

Consulting &  
Admin Services

Construction &  
Transportation

**IMPACT BY**  
**INDUSTRY**



**OUR NEW WORK** HOME

**1718 Gaylord Street  
Denver, Colorado**

**NOTABLE ACCOLADES**

Colorado Women's Chamber of Commerce,  
Top 25 Most Powerful Women in Business

Project Voyce 2022 Changemaker Award,  
Dr. Dwinita Mosby Tyler







## OUR MEDIA

### IN THE NEWS

#### 9NEWS

January 21, 2022

**US History classes often don't tell the full story in the eyes of BIPOC communities; parents explain why that can be harmful**

*Interview with Monica Williams*



### IN THE NEWS

#### KSUT PUBLIC RADIO

April 18, 2022

**Monica Williams (pictured) and The Equity Project team presented on diversity, equity, and inclusion at the NPR Regional Conference.**



### IN THE NEWS

#### SHOUTOUT COLORADO

AUGUST 23, 2022

**Meet Dwinita Mosby Tyler, Chief Catalyst and Founder, The Equity Project**

*Feature of Dr. Dwinita Mosby Tyler*

### HIGHLIGHT

#### METRO DENTAL HEALTH SOCIETY

JANUARY 2022

**Health Equity Relies on Moving from Concept to Action: It Also Relies on You!**

*Written by Dr. Dwinita Mosby Tyler*



## From Our Clients

"The Equity Project is uniquely qualified to hold impactful conversations that do more than sound nice in the moment - these are conversations that change lives and create change in organizations."

"The Equity Project led an eight-part Equity, Diversity and Inclusion workshop series for our Coalition members, board, tenants, and staff. TEP gave us the tools to weave EDI into our efforts as an organization, as well as processes to work with both internal and external stakeholders when EDI issues are identified. We also walked away from the experience with a thoughtful equity lens to guide our future projects as an organization."



**From Jane Allen,**  
Assistant Director  
of Climate &  
Energy Resilience  
at the Regenerative  
Recovery Coalition





"When building our leadership development program for rising executives, we determined our business was at the starting line of something completely new, where living our true culture, innovating and pivoting with agility, and building our ability to bring diverse thought and insights into our company could have the highest positive impact. We engaged with The Equity Project to strengthen our ability to leverage diverse thoughts and improve our future. What we received was much more. Our session with TEP has consistently been one of the most highly rated sessions in the program and when asked how to improve the content - the answer is simply to expand it so more leaders have the opportunity to be a part of it.

I would strongly recommend that any organization partner with The Equity Project. TEP is uniquely qualified to hold impactful conversations that do more than sound nice in the moment - these are conversations that change lives and create change in organizations."

**From Katherine Benik,**  
Senior Leadership Development Specialist  
Climb Program Manager at Dish Network



"Having Monica Williams with our community was a wonderful experience. She was so open, gracious, and thoughtful in sharing her knowledge and expertise, and I'm grateful that our community could benefit from having her here. It has sparked discussions and, I think, also affirmed many people in our community. We are so appreciative of the time and work you shared with us!"

**Brenna Greeling**  
Inclusive Community Coordinator,  
Parish Episcopal School





**From Kathy Rendon** Executive Director,  
Colorado Education Association

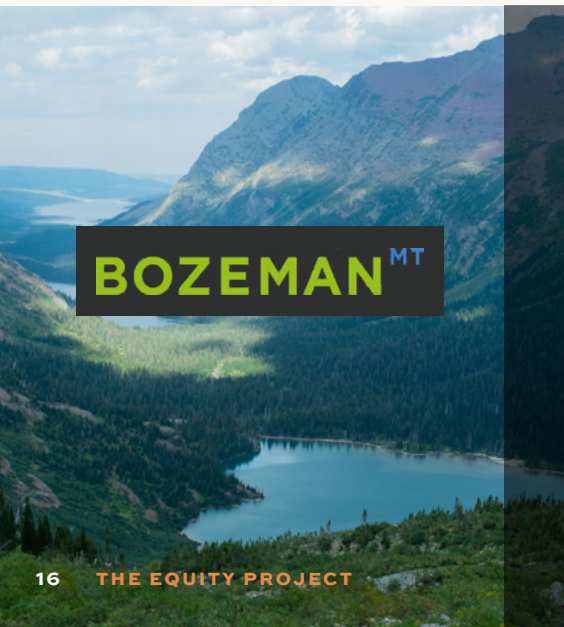


"The Equity Project has been an authentic partner of ours, supporting us to not only develop an analysis of our organizational challenges, but also to develop a plan and a path forward to address those challenges in a transformational way. Our work with The Equity Project has created a structured way for us to face entrenched organizational patterns and culture issues and the courage and confidence that we can develop a plan to create and institutionalize change to build a culture where all staff members, regardless of their background, can thrive."



**From Dani Hess,** Community Engagement Coordinator,  
The City of Bozeman, Montana

"The Equity Project was a valuable partner in helping us meet our goal of providing foundational equity, diversity and inclusion training to city staff. They worked with us within our local context to scope relevant workshops that built upon one another and strengthened understanding of foundational terms and concepts. Through Ariana's presentations and facilitation, she modeled the vulnerability and curiosity that we saw emerge in participants as well. We are so glad to have this connection and resource to support our ongoing learning as individuals and as an organization."



**BOZEMAN** <sup>MT</sup>



**From Jacqueline Alonso** Manager of Talent and Organizational Development, University of Miami

"The Equity Project has made an incredible impact on our organization. I would definitely recommend other organizations engage with The Equity Project and I am sure that the rest of my colleagues within the Talent and Organizational Development Department in Human Resources at the University of Miami would agree. While Dwinita is an incredible facilitator, makes everyone feel at ease, and always gives us a "space filled with grace," the team supporting her is just as wonderful!"



"Our work with The Equity Project has created a structured way for us to face entrenched organizational patterns and culture issues and the courage and confidence that we can develop a plan to create and institutionalize change to build a culture where all staff members, regardless of their background, can thrive."





# A Story of Impact

Delta Dental of Colorado (DDCO) embarked on its inclusion and diversity journey in the fall of 2020 with the development of a team member led council and a company wide organizational assessment.

Advice from the council and learnings from the assessment indicated a need for strong DE&I education for our team members and board of directors. It was essential for Delta Dental of Colorado to find a consulting group that had the experience and trusted reputation in the space. The Equity Project was the best fit with its ability to present content in a clear and equitable manner. The foundations of DE&I session was the perfect start to our education by addressing histories, issues, and providing guidance in a way that honored the individual and their particular journey.

## CASE STUDY: DELTA DENTAL

From Andrea Miller, Director of Corporate Social Responsibility



### **What aspects of your strategic work with The Equity Project were notable or helpful in your operationalization of equity?**

Our work with The Equity Project opened the door for conversations about DE&I amongst our team members and the board of directors. For example, after attending the foundations session, a team member was able to talk about the importance of our inclusion and diversity work at DDCO with a colleague that perceived this work as “cancel culture.” She provided examples of the way this work shows up at DDCO and the importance of creating a culture of inclusivity. The colleague didn’t realize the broad reach DE&I plays in our work and in our society. She expressed interest in learning more. It was a prime example of the need to continue to provide education, encourage difficult conversations, and model this behavior to create a workplace of inclusion and belonging.

### **How did your work with The Equity Project impact your organization?**

Our Inclusion & Diversity Council created an action plan that included several key projects and tasks. Two of which were a comprehensive education program and a self-identifying inclusion and diversity survey. With regards to education, we set a goal to have 90% of team members complete the foundations course in the summer of 2022. The results - 92% of team members engaged in the course online and in-person due to the engaging content and desire to know more about DE&I. Additionally, Monica from The Equity Project facilitated a leadership session on operationalizing DE&I in the workplace. Our customer service department used the content from the class to develop ice-breaker style education for several of their group meetings because of the course content.

"We would highly recommend other organizations engage with The Equity Project. Their comprehensive and welcoming approach to DE&I education helped our team members and board of directors understand the importance of establishing a workplace of diversity, equity, and inclusion."





# A Story of Impact



## **CASE STUDY: DEVELOPEMENTAL PATHWAYS**

**From Erica Kitman, Chief Operating Officer**

### **Why did you engage with The Equity Project?**

Objectivity and expertise in pointing our EDI 'compass' in the right direction at the beginning of our journey. More specifically, through established practices and accompanying tools that we could adapt to our unique needs. Monica & TEP lent great credibility and focus to the work as we simultaneously established an internal EDI committee, too.



**How did your work with The Equity Project impact your organization, staff, board, stakeholders, etc.?** With their help, we were able to quickly establish a meaningful plan of action that included an org. assessment, focus group follow-up conversation, objective analysis, and significant input towards creating our EDI blueprint.

Furthermore, we were able to establish a starting base of understanding and conversation across the org. with the 'Deconstructing Equity' training, which we followed up with a series of different training for leaders including Inclusive Leadership, Understanding Bias, and Microaggressions.

"We engaged with The Equity Project for objectivity and expertise in pointing our EDI 'compass' in the right direction at the beginning of our journey."

**Share aspects of your strategic work with The Equity Project that were notable or helpful in your operationalization of equity. (i.e. KPIs, timelines, accountability measures, educational benchmarks, etc.)** Monica helped us better prioritize the work – encouraging us to dig deeper where needed and move past lesser priorities sooner. The development of a EDI mission statement and blueprint with SMART goals built-in really helped us build the framework for EDI work, and the equity lens tool helps us operationalize the daily considerations related to equity.

I also think the trainings for leaders have helped us create space and starting language for these much needed conversations.

**Would you recommend other organizations engage with The Equity Project?** Yes – not having an in-house expert created a gap in both competencies and capacity. TEP really helped us fill those gaps quickly and equipped us with greater confidence to continue investing in this ongoing work.

I also appreciated the ability to connect with Monica for her feedback on initiatives/work that we would advance on our own – she is viewed as a trusted, thoughtful, and balanced advisor!



LOOKING TO THE  
**FUTURE**



There is one thing to articulate and examine the past and the present of our work and quite another thing to explore what the future will bring. This is both an exciting and sometimes, unpredictable part of leading equity, inclusion, belonging, and diversity work.

The future of The Equity Project is bright, and we anticipate even deeper engagement and alignment with existing clients. We also forecast continuous growth in the market place as organizations become more astute about what they wish to accomplish in the implementation strategies of equity, inclusion, belonging, and diversity.

**Over the next 2 years The Equity Project will offer, among many things:**

- The development of more comprehensive organizational assessments
- An expanded suite of equity, inclusion, belonging and diversity course offerings
- An accessible model for online learning
- Certification programs
- An expanded equity, inclusion, belonging, and diversity Coaching and Leadership Labs for leaders and CEOs

We look forward to evolving our work to remain positioned to meet the variety of client and partner needs both now and in the future.

Our lens for equity will keep us grounded in future-thinking strategies for our clients and future clients. We are excited to be able to name the strategy, implement the strategy and assess the strategy all over the country!

Here's to the future of equity! With great hope and excitement,

**Dwinita Mosby Tyler, Ph.D.**, Chief Catalyst and Founder

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