

About Ramona Strategies

Ramona Strategies approaches the work we do with employers and organizations differently than many other employment consultants.

- First, we prioritize strategies over theories, concepts, or frameworks; you'll get simple, realistic skills and useable templates that can be put into action that same day. We try and avoid spending time discussing things that are "true but useless" or introducing approaches that are impossibly complex.
- Second, we know that when consultants try to fit off-the-shelf products onto distinct and dynamic employers, it means less work and greater profit for the consultants but more work and less success for the organization. We meet our clients where they are and help them define growth from that point.
- Third, we believe in win-win solutions that are grounded in careful attention to the ways that the law, intersectional identities, and power dynamics all shape the experiences of individuals in the workplace. We believe it is best to approach all work with an eye toward its DEI opportunities and potential pitfalls.

Our approach comes from our experiences in our own workplaces and in those of the organizations and Boards we help. We have both recruited and managed teams (large and small, remote and in-person, entry-level and highly-sophisticated), developed leaders, grown organizations (in terms of budget, market-reach, prominence, and size), and shepherded organizations through crises, challenge, and redefinition. Elizabeth has extensive experience working with and for clients both large and small, in the for-profit and mission-driven spaces (e.g. Chan Zuckerberg Initiative, the CIA, Johnson & Johnson, Mastercard, ACLU, Brookings Institute, and Planned Parenthood). Kate, who has taught at Yale Law School and who was named by the National Law Journal as one of the 75 most-accomplished female attorneys working today because of her contributions to shaping more equitable and efficient workplaces at some of the largest international corporations operating in the United States, has extensive experience designing, evaluating, and improving DEI initiatives, performance management, compensation, promotion/development, and EEO/Investigative systems. In short, we've committed our careers to this work, and we aren't interested in wasting anyone's time on things that won't generate real, lasting change.

More on Elizabeth Brown Riordan: Over nearly a decade, she grew The Management Center's (TMC) multimillion dollar training program into one of the most successful and influential management training programs in the United States. While at TMC, Elizabeth also oversaw development of equity and inclusion trainings and managed teams of trainers across the country. While at Parents, Families and Friends of Lesbians and Gays (PFLAG) National, Elizabeth first served as a field organizer and then as the Director of Policy and Programs. At PFLAG, she co-wrote *The Guide to Being a Straight Ally* and helped design and execute corporate diversity trainings that engaged straight allies in the workplace for LGBT rights. Prior to her work at PFLAG, Elizabeth was a Henry Luce Scholar working for an indigenous rights organization in Thailand, where she developed women's capacity-building trainings, and worked as an investigator in the Civil Rights Division of the Department of Justice. Elizabeth holds a B.A. in Political Science from Vassar College.

More on Katherine Kimpel: Kate rose to prominence as one of the nation's premier civil rights attorneys after winning the largest U.S. gender discrimination class action ever tried with a more-than \$250 million victory. At the same time, as Co-owner and Managing Partner, she helped grow her former firm into an award-winning, boutique practice with offices throughout the U.S, in part by recruiting one of the most diverse legal teams litigating at the time. Kate has led high-profile reconciliation processes for organizations in crisis; has worked closely with top industrial-organizational psychologists and statisticians; has assisted in the launch and growth of multiple organizations; and has been tasked with monitoring, evaluating, and improving complex HR, EEO, Board, training, compensation, and promotion systems, policies and practices. Kate is often asked to write on HR, management and other employment issues for national news outlets, legal publications, and women's organizations. She previously served as Special Counsel to the Senate Judiciary Committee and as a public-school teacher. Kate holds a B.A. from Vassar College and a J.D. from Yale Law School.