



# MOSSIER

## CONSULTING MENU



**Since 1985**



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# Who We've Worked With



# ABOUT

Mossier is enabling employment equity for everyone LGBTQ and preparing workplaces for the workforce of the future.

We are a team of experienced LGBTQ inclusion consultants and champions who leverage our expertise and life experiences to design intersectional solutions to long-standing organizational inequities.



# Our Value Propositions

**Launching LGBTQ inclusion programs is hard.**

Our team walks alongside you to implement programs that produce measurable outcomes

**Conferences + Pride Month are great for getting inspired.**

Mossier provides the year-round strategy and connective tissue to maintain momentum

**An LGBTQ inclusive culture benefits ALL employees.**

(yep, even straight white men)

Because our community includes every other community, our intersectional approach is key.

**The future is here: 21% of Gen-Z identify as LGBTQ.**

Mossier helps align your culture and values with your future workforce



# So, what's the deal with DEI?

## DEI must be re-imagined to stay relevant.

DEI, once viewed as ad-hoc and the “right thing to do,” must be embedded in all departments, across all functions.



## Perception gap between leaders and employees.

Studies show that organizational leaders *think* their culture is LGBTQ-inclusive but anywhere from 20-40% or fewer employees feel included.

## Inclusive language and practices are constantly changing.

The key is to develop an organizational strategy that can evolve with the movement.



## A shift to an intersectional & interdependent approach is key.

By centering the most marginalized, DEI can identify solutions that improve outcomes for all.



# Our Approach

## Vision Alignment

Align your key stakeholders, existing DEI strategy and values with a vision for LGBTQ equity.

## DEI Audit

An assessment of people processes, data and policies & interviews with LGBTQ employees.

## Strategic Roadmap

A multi-year path to LGBTQ equity formed with mutual agreement on the outcomes that define success.

## Implement & Train

Our consulting team helps you “do the work” and bring your strategy to life.

## Retainer Support

Ensure that new and updated systems and processes can run on their own.

Click on their name to learn more!

# MEET THE TEAM

## **Nick Alm** (they/them)

CEO & FOUNDER, PUBLIC SPEAKER, NONBINARY  
INCLUSION EXPERT

## **Liz Loeb** (she/her)

ORGANIZATIONAL LEADERSHIP & DEVELOPMENT,  
CIVIL RIGHTS ATTORNEY, QUALIFIED IDI ADMIN

## **Sam Blackwell** (he/they)

DEI STRATEGIST, ERG, TRANS AND NONBINARY  
INCLUSION, AND POLICY EXPERT

## **Alex Lahmeyer** (they/he)

NEURODIVERGENT DEI CONSULTANT SPECIALIZING  
IN EQUITABLE PEOPLE PRACTICES

## **Cecilia Stanton Adams** (she/her)

FORMER CHIEF DIVERSITY OFFICER AT ALLIANZ LIFE,  
ERG AND DEI COUNCIL EXPERT

## **Muqka Poole** (he/they)

DEI PROGRAM MANAGER, INTERSECTIONAL,  
INCLUSIVE LEADERSHIP EXPERT

## **Drew Ahl** (he/him)

15-YEARS OF SELF-ID & DEI ANALYTICS WORK  
@ TARGET & MEDTRONIC

## **Michael Garrett** (he/him)

INCLUSIVE BENEFITS AND HEALTH EQUITY  
EXPERT FORMERLY AT MERCER

## **Alicia Boykins** (she/her)

20-YEARS OF HR MANAGEMENT, HR DIRECTOR  
FOR THE NATIONAL LGBTQ TASK FORCE

## **Zaylore Stout** (he/him)

EMPLOYMENT LAW ATTORNEY & HR EXPERT,  
SPHR®, SHRM-SCP



# Our 4 Growth Areas

We've distilled all of the **key** components of an **LGBTQ-inclusive culture** down to these four growth areas to help us stay focused and on track.

## People & Culture



## Recruiting



## Self-Identification



## ERGs & DEI Councils



# Example Consulting Programs

Each engagement runs from 9-24 mo. Prices range depending on org size & complexity, key stakeholder staffing, and existing DEI work & strategy. Price ranges are based on low complexity (1k employees) to complex (10k) employees

**People & Culture**

**Recruiting**

**Self - Identification**

**ERGs & DEI Councils**



# By The Numbers

## ↓ Turnover

Preventing 10 LGBTQ employees from leaving this year will save your organization \$150K

## ↑ LGBTQ Customers

In the United States, the LGBTQ consumer has a \$917B buying power (Bloomberg)

## ↑ Productivity

LGBTQ employees who are unsupported & closeted cost orgs \$395,000/yr in lost productivity per 1K employees

## ↑ Health & Wellness

Just take our word for it, your LGBTQ employees will be calling in sick less when they can bring their whole self to work

Assumptions: \$75,000 average salary, 20% average replacement cost, 7.1% average of population identifies as LGBTQ, \$121k average productivity per employee (World Economic Forum), 46% average number of LGBTQ employees in the closet at work, 10% average reduction in productivity for a closeted employee

# People & Culture

Sample Consulting Engagements  
and Outcomes



CONSULTANTS



ALICIA BOYKINS



MICHAEL GARRET



ALEX LAHMEYER



ZAYLORE STOUT

DURATION: 12-24 MONTHS

OUTCOMES

- 1 Culture analysis from LGBTQ employees pulse survey + focus groups
- 2 Alignment of HR and people leaders on new/updated policies, benefits & people processes
- 3 Alignment of strategic vision for LGBTQ inclusion across company leadership, people leaders, HR, DEI champions, ERG and employees
- 4 Compliance with local, state and federal employment laws

DELIVERABLES

- \* Updated HR policies: Travel Safety, Nondiscrimination, Dress Code, Facilities Access, Gender Transition Guidelines
- \* Updated benefits: Family Planning, Trans-Inclusive Healthcare, Financial Planning
- \* Updated people processes: Onboarding, Performance Reviews, Professional Development, Promotion, Succession Planning, HR Reporting & Investigations
- \* 3-year strategic roadmap for HR and culture team

COST: \$25,000-\$53,000

KEY STAKEHOLDERS

VP OF PEOPLE

VP OF HR

HEAD OF HR

HR POLICY LEAD

BENEFITS / TOTAL REWARD LEAD

# Recruiting

Sample Consulting Engagements  
and Outcomes



**CONSULTANT: ALEX LAHMEYER**



**DURATION: 12-24 MONTHS**

**COST: \$39,000-\$72,500**

**OUTCOMES**

- 1** Equitable experience for LGBTQ candidates from sourcing to onboarding
- 2** Increase in qualified LGBTQ candidates at each stage of the hiring process,
- 3** Increase in candidates who self-ID in HR system during onboarding
- 4** Increase candidate satisfaction rating for hiring process
- 5** Increased job post conversion rate

**DELIVERABLES**

- \* 3-year strategic roadmap for LGBTQ recruiting
- \* Updated recruiting analytics dashboard
- \* Updated hiring policies and job descriptions
- \* Updated talent marketing strategy
- \* Updated Standard Operating Procedures: Sourcing, interviewing, candidate scoring, offer & negotiation, onboarding

**KEY STAKEHOLDERS**

**HEAD OF TALENT ACQUISITION**

**HIRING MANAGER(S)**

**VP OF TALENT**

**RECRUITING  
MARKETING**

**RECRUITING  
OPERATIONS**

# Self-Identification

Sample Consulting Engagements  
and Outcomes

**CONSULTANT: DREW AHL**



**DURATION: 12-24 MONTHS**

**OUTCOMES**

- 1 Assessment of functionality & cleanliness of existing diversity data
- 2 DEI Analytics dashboard with goals for engagement, retention, promotion, etc.
- 3 Set goals and strategy for improving self-ID scores
- 4 Compliance with local, state and federal (global if applicable) data privacy laws

**DELIVERABLES**

- \* Self-Identification Campaign development and deployment
- \* Updated LGBTQ self-ID questions
- \* 3-year trend analysis of key metrics
- \* Culture analysis of why (or why not) employees will share demographic info
- \* Standard operating procedures for handling and reporting demographic data

**COST: \$42,000 - \$56,000**

**KEY STAKEHOLDERS**

**HEAD OF HR**

**DEI DIRECTOR**

**HR INFO SYSTEMS LEAD**

**WORKFORCE DATA / COMPLIANCE LEAD**



# Employee Resource Groups & DEI Councils

Sample Consulting Engagements  
and Outcomes

CONSULTANTS



CECILIA STANTON ADAMS



SAM BLACKWELL

OUTCOMES

- 1 Integration of ERG into the business
- 2 Increased ERG value to employees and org while reducing ERG burnout
- 3 Defined ERG support roles for HR, executive sponsor(s), supervisors of ERG members
- 4 Analysis of ERG Pulse Assessment Survey, focus groups with ERG stakeholders

DURATION:  
12-24 MONTHS

DELIVERABLES

- \* Updated standard operating procedures
  - Meeting management
  - Event management
  - Program management
  - Communications
  - Budgeting
  - Data collection
  - Rewards system
  - Succession planning
- \* 3-year ERG strategic plan & charter
- \* Success metrics & reporting system

COST: \$18,000-\$24,000 PER ERG

KEY STAKEHOLDERS

LGBTQ ERG LEADERSHIP

EXECUTIVE SPONSOR

ERG COORDINATOR

PROGRAM MANAGER

# CONTACT US

**Set Up A Call Today.**

Let's enable employment  
equity for everyone  
LGBTQ.