

Tyrone A. Holmes, Ed.D

A Professional Speaker and Consultant
Building Powerful CONNECTIONS® in
Diverse Organizations



Putting the ROI Back Into DEI

This is a difficult time for diversity, equity, inclusion and belongingness. In the past year, there has been tremendous political and legislative backlash toward DEI programs, including 4 Executive Orders signed by President Trump in the first 48 hours of his second term. While this backlash may be politically motivated, that does not mean it's completely wrong. There have been problematic elements in DEI programs for years, so it behooves us to take a closer look at the current state of organizational DEI and ask ourselves, are we truly taking actions that improve individual, team and organizational performance? Are we taking actions that help us achieve our strategic objectives?



Because of this presentation, you will be able to:

- Apply 3 actions that will enhance the quality of DEI efforts and boost your organization's return on investment (ROI).
- Identify what works (and what does not) when it comes to DEI interventions and apply metrics to measure key DEI outcomes.
- Apply a simple paradigm that will reduce the controversy inherent in DEI discussions.

Book Dr. Holmes for your next meeting or event

Contact info

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Testimonials

A very unique ability is to captivate an audience and make them process your spoken words long after you have left the room. This, I am sure, occurs on many occasions when Dr. Tyrone A. Holmes speaks. It certainly happened when he spoke at the Association for Multicultural Counseling and Development's Samuel H. Johnson Luncheon. He understood our mission and delivered a powerful and memorable keynote address that provided our guests with the "professional opportunity of a lifetime".

S. Kent Butler, Ph.D, PLPC, NCC, NCSC, Associate Professor, University of Missouri at St. Louis

I would like to thank you for facilitating our ADC retreat on August 22. I thought it was extremely helpful and judging from the feedback I received, many of the Deans felt the same way too. I appreciate your expertise and look forward to working with you again in the near future.

Chukuka S. Enwemeka, Provost and Senior Vice President, San Diego State University

Thank you, Dr. Holmes for facilitating two separate 60-minute virtual workshops on "Unconscious Bias: A Quiet Performance Killer" for our organization. You were engaging, thought provoking, and helped provide our teams with actionable items to bring back into their work. These sessions were so valuable, and I truly appreciate your time, experience and insight.

Kelly Vickers, Vice President of Corporate Social Responsibility, Alliance Residential Company, Phoenix, AZ



Dr. Tyrone A. Holmes is a professional speaker and consultant who has spent three decades teaching thousands of people to build powerful relationships in diverse settings. He received his bachelor's degree in Rehabilitation Education and master's degree in Counselor Education from Penn State University. Dr. Holmes received a second master's degree in Business Management from the State University of New York, before earning a perfect 4.0 GPA in his Counselor Education doctoral program at Penn State. As the owner of T.A.H. Performance Consultants, he has facilitated more than 1,500 keynotes, training seminars and virtual workshops that have taught participants to connect with others despite their differences, to effectively articulate their messages, to connect with diverse audiences and groups, and to reduce the negative impact of unconscious bias. Dr. Holmes served as a full-time faculty member at Eastern Michigan University in the Department of Leadership and Counseling, and at Wayne State University in the Department of Theoretical and Behavioral Foundations. He is also a Past President of the Arizona Chapter of the National Speakers Association. Dr. Holmes is an eSpeakers Certified Virtual Presenter, Certified Virtual Host and most recently, Certified Virtual Master Presenter.

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