



MILLER-MURO CONSULTING LLC

**We help clients operationalize their
values and build high-impact inclusive
organizations**

Services Overview

Diversity Matters

DIVERSE TEAMS MAKE BETTER DECISIONS



87% Better

Inclusive teams make better decisions up to 87% of the time.



2X Faster

Teams that follow an inclusive process make decisions 2X faster with half the number of meetings needed.



66% Outperform

Teams outperform individual decision-makers 66% of the time, and decision-making improves as team diversity increases.

WHEN DIVERSE TEAMS THRIVE, SO DO RETURNS



35% More Likely to Outperform

Companies in the top quartile for racial and ethnic diversity are 35% more likely to outperform their competitors.

2.5 Higher Cash Flow

Companies with highly diverse teams have a 2.5 times high cash flow per employee.



19% Higher Profits

Companies with diverse management teams enjoyed a 19% increase in revenue compared to less diverse counterparts.



OUR SERVICES

We provide



STRATEGIC ADVISORY SERVICES

We support leaders in designing and implementing research-based strategies to advance diversity, equity, and inclusion, including:

- ✓ Setting DEI Goals
- ✓ Utilizing change management strategies that promote full buy-in and implementation
- ✓ Designing employee engagement approaches to promote inclusion
- ✓ Reviewing and improving policies and processes for inclusion
- ✓ Assessing and designing decision-making for inclusion and efficiency



TAILORED TRAINING AND IMPLEMENTATION

We provide tailored educational experiences that address the unique needs of your organization. Our training:

- ✓ Is delivered by seasoned, engaging trainers
- ✓ Deploys both online content and live workshops and presentations
- ✓ Fosters learning in a psychologically safe environment, meeting learners where they are
- ✓ Focuses on developing practical skills for inclusion
- ✓ Provides on-going support and tools for full implementation of concepts and skills taught



OUR APPROACH

DEI initiatives are powerful tools for organizational transformation, building trust, and ensuring inclusive behaviors that build community. But they can also have unintended consequences including a decrease in morale, feelings of inadequacy, disunity, marginalization, and inefficiency. Mindful of both of these possibilities, our approach emphasizes:

- Joy
- Unified purpose
- Deep knowledge and understanding
- Practical skills-based behaviors
- Solutions-focused strategies
- Consultative co-creation

OUR TOPICS

✓ **Creating psychological safety**

✓ **Inclusive leadership skills**

✓ **Mitigating white dominant culture**

✓ **Addressing unconscious (implicit) bias**

✓ **Inclusive decision-making and meeting facilitation skills**

✓ **Managing microaggressions**

✓ **Operationalizing Values**

✓ **Developing and implementing community agreements**

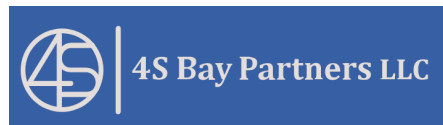
✓ **Utilizing tools to intercept bias**

✓ **Using data to advance DEI**

✓ **How to have Spark Conversations™**

✓ **Upskilling DEI professionals**

OUR CLIENTS





TESTIMONIALS

“The facilitators were super engaged, clearly dedicated to their mission for our organization and passionate about educating us. The group got along really well and it was an incredibly special time sharing opinions and perspectives on sensitive issues that affect us all. Because these conversations are so pertinent and essential for fostering a positive workplace culture, it was awesome to witness how much we all participated and felt comfortable with one another.” – Anonymous unconscious bias training student, Rockefeller Foundation.

“Etsy hired Layli as a guest speaker for our annual Etsy design conference for the product org across Etsy Inc — she was inspiring and shared thought-provoking stories that encouraged all the audiences to meaningful reflections. The staff were buzzing about her insights throughout the two-day conference and after!” – Meher Goel, Sr. Product Designer, Etsy

“Layli Miller-Muro did a wonderful job consulting for us at Wayfarer Studios. She drew on her 20 years of experience building and running a thriving values-based organization. I highly recommend Layli as a consultant with unique and valuable insights that will transform your organization.” Steve Sarowitz, Co-Chairman, Wayfarer Studios; Founder and Chairman, Paylocity.

OUR IMPACT



While Miller-Muro Consulting is a new company (publicly launched in January 2023), those affiliated with its diversity, equity, and inclusion work bring over 45 years of combined related experience between them and have a long track record of leading diversity, equity, and inclusion efforts.

In less than a year, Miller-Muro Consulting has:

- ✓ **Taught over 6,000 students**
On inclusive facilitation skills; DEI strategies; Unconscious bias; Inclusive leadership skills; participatory decision-making processes; ESG program best practices, and managing microaggressions
- ✓ **Worked with 21 organizational clients**
That received training or strategy services
- ✓ **Received 92% “excellence” score**
By unconscious bias training students rating their trainers

OUR TEAM



Miller-Muro Consulting's diversity, equity, and inclusion work is provided by a two-person team who are life-time friends and have over 45 years of professional DEI experience between them. As an attorney focused on systems change for equity and a licensed clinical social worker focused on personal change for equity, together, they simultaneously bring both a legal and psychological lens; an organization-wide and individual transformation approach; and a structural management as well as an individual relationship concentration. They are frequent workshop leaders, trainers, and public speakers with engaging, informative, and inspiring styles. They also personally model the trust and intentional deep relationship needed for DEI work through their friendship, which has spanned the course of their lives despite their very different life circumstances and backgrounds.

Layli Miller-Muro, JD, MA



For over 25 years, Layli has served as a civil/human rights leader and inclusion advocate. As CEO of the largest immigrant women's rights organization (www.tahirih.org) in the U.S. for 20 years, she led a four-year DEI strategy that shifted its leadership from 6% to 56% BIPOC and implemented award-winning inclusive facilitation and decision-making techniques. Layli won the 2021 Race Amity Award, was named by Goldman Sachs as one of the Top 100 Most Intriguing Entrepreneurs, by Newsweek Magazine as one of the Top 100 Most Fearless Women in the world, and is a recipient of the Washington Post Award for Management Excellence. She is a best-selling inclusion and social impact trainer on Udemy.com; an Undoing Racism® trainer (with The People's Institute); and a frequent speaker at academic and organizational events including TEDx, the UN, and the Women in the World Summit on social change. She serves on the board of directors of the Meyer Foundation, whose mission is to provide funding to end systemic racism.

Minou Rysiew, LCSW



In her 19 years in the field as a psychotherapist, clinical supervisor, adjunct professor, and consultant, social justice and anti-racism has been a focal point of Minou's healing work. As a consultant at Visions, Inc., she spent 10 years co-leading intensive diversity workshops aimed at creating multicultural environments that challenge the "isms" within organizations. She is a member of the Athens Black Therapist Collective and has facilitated several process groups including the ongoing (7 year) Phenomenal Women of Color group and the yearlong Healing from Racism: Therapist Process Group. She finds a deep sense of purpose and fulfillment from assisting clients from historically oppressed groups. The work centers around affirming their experiences with microaggressions and injustices, exploring ways to advocate for themselves, identifying allies, learning to set healthy boundaries, improving their communication skills, and creating a plan for psychological safety and self-care.

CONTACT



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