

A high-speed photograph of a large splash of water, with many smaller droplets and bubbles trailing off to the right. The water is clear and glistening, reflecting the ambient light. The background is a smooth gradient from a deep blue on the left to a vibrant purple on the right.

ADVISORY 83

**We help organizations
transform culture,
improve diversity,
navigate change,
build community
and drive innovation.**

Advisory 83 is guided by the following set of core values:

- A sensitivity to cultural differences, including differences in race, ethnicity, gender identity, nationality, age, physical and mental ability, socioeconomic status, education and religion.
- A high-tolerance for tackling tough challenges and taking responsibility for high-stakes projects with tact and professionalism.
- An interest in helping organizations create culturally diverse and inclusive experiences.
- A confidence to coach and counsel leaders on removing cultural barriers.
- A desire to guide organizations through culture shifts and changes.
- A specialized knowledge in designing and implementing culturally relevant strategies.
- A winning ability to develop and execute strategies that yield impressive results.
- A talent for understanding the needs and interests of an intercultural consumer base.
- A focus on ensuring that organizations implement the strategic planning process to reach innovation.

Core Values



AERIAL ELLIS, ED.D.

Advisory 83 is led by Dr. Aerial Ellis, a sought-after thought leader and an award-winning communicator recognized globally for the proven ability to transform culture, improve diversity, navigate change, increase exposure, build community and drive innovation.

More about Dr. Ellis:

- A strategist with knowledge of the international sector to include creating DEI education/thought leadership in the Global South at African Leadership Academy (Johannesburg) and ACE Institute of Management (Nepal). Corporate technology clients include Microsoft, Asurion, Amazon, etc.
- A researcher/educator focused on assessment of cultural competency linking DEI objectives to organizational outcomes; assessment work includes Arthur W. Page Society, General Board of Higher Education Ministry, Government Services Administration, among others.
- A seasoned communicator/storyteller giving strategic PR insight and guidance for DEI to Gallaudet University, Johnson & Johnson, Deloitte, etc.
- A DEI expert supporting nonprofit/philanthropic organizations to include Teach for America, Association of Public and Land Grant Universities (APLU), Junior League, Pilot International, Vanderbilt University, among others.
- A professor experienced in adult learning, facilitation/instruction, curriculum development, research methodologies, and evaluation/assessment.
- A trainer in demand with audiences facing multicultural challenges and navigating differences with racial/ethnic identity as cultural capital.
- A graduate of the Global Executive Doctor of Education program at the University of Southern California and a DEI certification from UCLA and the National Organization for Workforce Diversity.

OUR SENIOR ADVISORS



Angela White-Jones, Ph.D. is a researcher and consultant with a focus on strategic planning, advocacy cultivation and data design. Her expertise includes designing international collaborations in research administration, educating researchers and evaluators, building research fields in Nigeria and guiding public private practices with the Florida Research Consortium. She has written and been awarded over \$25 million in grants and has led projects in intercultural competency, emerging data practices, public policy, public/private partnerships, and social enterprise.



Andrea Thomas, Ed.D. is a global diversity, equity & inclusion strategist. Her expertise includes building infrastructure for stakeholder engagement and community transformation in a digital economy, the Fourth Industrial Revolution, and virtual exchange. With a track record of delivering impactful change management strategies, she is knowledgeable about how DEI through community-building and design thinking can enhance equity and intercultural competency. She has lived and worked in Central Asia, Southern Africa, the Middle East, Eastern Europe and South America, and speaks Russian, Kyrgyz, and Spanish languages.

OUR SUPPORT TEAM

Philip Bieg is an organizational psychologist with experience in DEI. He will support this project with insights on change management, emotional intelligence and strategic planning.

Jessica Hubbert is a social impact expert with experience in DEI. She will support this project by contributing counsel in the areas of human-centered design, community engagement and social innovation/learning theories.