

AISHA F. THOMPKINS

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DIVERSITY & INCLUSION | EEO COMPLIANCE | ORGANIZATIONAL LEADERSHIP

SUMMARY

Strategic and forward-thinking leader with an extensive background in helping organizations improve their bottom line and mitigate liability and exposure through the development and implementation of solid, employee related business practices.

Areas of expertise include:

- ✓ Organizational Leadership
- ✓ Diversity, Equity & Inclusion
- ✓ Training & Development
- ✓ Change Management
- ✓ Title VII
- ✓ Title IX
- ✓ Code of Ethics Compliance
- ✓ Conflict Resolution
- ✓ EEO Investigations
- ✓ EEO Compliance
- ✓ HR Consulting
- ✓ Strategic Planning
- ✓ Employee Relations
- ✓ Negotiation/Mediation

EDUCATION

Master of Science, Organizational Leadership

Colorado State University (Global Campus): Denver, CO | 2015

Certification in Leadership and Management Development

Nova Southeastern University: Miami, FL | 2007

Bachelor of Science in Criminology

Florida State University: Tallahassee, FL | 1999

WORK HISTORY AND EXPERIENCE

Aisha Thompkins & Associates

August 2021 – present

Metro Atlanta Area

Positions Held:

Founder/CEO

Principal Consultant

Company Description:

Executive Leadership Consulting and Corporate Training Firm that seeks to help organizations improve their profitability, employee retention, and company culture by strengthening management teams' confidence and competencies in the areas of communication, effective leadership practices, and diversity, equity, and inclusion (DE&I).

Services Offered:

- Leadership DiSC assessments and Workshop Facilitation
- Leadership Development Strategic Planning and Road Mapping
- Workplace Inclusion Diagnostic Assessment with SWOT Analysis Report
- Diversity, Equity & Inclusion Strategic Planning and Road Mapping
- Employee Life Cycle Development and Retention Planning
- Leadership Development Workshops (2 hours or ½ days)
- 3rd party Anti-Discrimination and Harassment Investigations
- Anti-Discrimination and Harassment Workshops (2 hours or ½ days)
- Diversity & Inclusion Workshops (2 hours or ½ days)
- Internal DE&I Committee Consulting
- Employee Focus Group Sessions
- Leadership Consulting and Focus Group Sessions (Weekly/Bi-weekly/Monthly)

Insperity

Nov. 2011-August 2021
Atlanta Service Center

Positions Held:

DIRECTOR OF EEO AND DIVERSITY, EQUITY & INCLUSION SERVICES (Aug. 2020 – Present)
DIRECTOR OF EEO SERVICES (Sept. 2016 – Aug. 2020)
EEO SERVICES MANAGER (June 2014 – Sept. 2016)
EEO CONSULTANT (Nov 2011 – June 2014)

Accomplishments and Responsibilities:

- Presented a successful business case, to executive leadership, to support the need for a stand-alone Diversity, Equity & Inclusion (DE&I) department
- Established and launched the organization's first Diversity, Equity & Inclusion (DE&I) department
- Developed and implemented DE&I services, initiatives, and metrics for internal and external customers
- Increased organization profits and new client acquisition due to newly added DE&I service offering
- Worked with in-house technology team to provide content and design in the development of an electronic DE&I toolkit of resources
- Supported internal and external customers in identifying their DE&I current and desired state
- Assisted internal and external customers in developing business strategies to align with their DE&I goals
- Collaborated with multiple business units to ensure cross organizational integration of DE&I strategies
- Developed and facilitated training content on various DE&I related topics

- Participated in planning and design of implementation of company-wide employee resource groups
- Led two distinct teams – EEO Services and DE& I Services, with the responsibility of supporting and providing guidance to a staff of 23 employees
- Provided consultation and recommendations to executive level officials relative to employment best practices
- Developed quarterly communications to update client leadership on EEO and Diversity & Inclusion trends
- Negotiated, mediated, and drafted settlement/separation agreements for client companies and employees
- Successfully negotiated over 100 severance packages between clients and their employees and represented over 75 businesses in mediation proceedings held by Federal and State Regulatory Agencies.
- Investigated and completed employee relations reports and provided executive staff with a summary of recommendations and solutions for consideration
- Provided legal research and support to internal and external attorneys to resolve pending litigation issues
- Saved clients an average of \$250,000 in litigation, court costs, and defense fees through strategic business decisions and successful negotiations and mediations

Publix Super Markets, Inc. - Atlanta Division Corporate Office

Nov. 2008-Nov.2011

Marietta, GA

Positions Held:

HUMAN RESOURCES LEGAL INVESTIGATOR (Aug. 2009-Nov. 2011)

ASSOCIATE RELATIONS SPECIALIST (Nov. 2008 – Aug. 2009)

Accomplishments and Responsibilities:

- Investigated Equal Employment Opportunity Commission (EEOC) Charges, Office of Civil Rights (OCR), OSHA, Ethics, unlawful Workers Compensation Retaliation Complaints, and routines employee relations matters and respond to allegations of discrimination and Attorney Demand Letters.
- One of four Specialists responsible for Employee Engagement and Employee Relations
- Partnered with management and the legal department to resolve conflict among associates and to ensure minorities are proportionally represented in management/corporate level positions as well as ensure compliance with federal and state employment laws.

Miami Dade County Public Schools – Office of Civil Rights

Jun. 2006-Nov. 2008

Miami, FL

Positions Held:

EEO COMPLIANCE COORDINATOR TEAM LEAD (June 2007 – Nov 2008)

EEO COMPLIANCE COORDINATOR (June 2006 – June 2007)

Accomplishments and Responsibilities:

- Served as the Team Lead for 4 EEO Compliance Coordinators and clerical staff (2 employees) to create department policies and procedures and training modules
- Developed internal Compliance plan and conducted training workshops on the topic of EEO Compliance for over 5,000 employees
- Instrumental in employee arbitration and mediation matters by working closely with the District's legal department to assure compliance with federal and state employment laws
- Investigated employee/student complaints related to Title VII, CII IX, ADEA, Section 504 ADA, FMLA, Affirmative Action, and the META Consent Decree and assisted in the preparation of the District's responses to the U.S.D.O.E
- Communicated with students, parents, school, and District staff regarding clarification of School Board rules and policies as they relate to discrimination/harassment