



A RACIAL EQUITY ADVISORY FIRM



ADVANCING RACIAL EQUITY FOR
SOME AND EQUALITY FOR ALL

WWW.HARPERSLADE.COM

We are in the Belief Challenging Business.

Beliefs are not just ideas that you possess but ideas that possess you. Shared negative beliefs about people of color, as demonstrated by societal systems, stereotypes, structures and behaviors, must be transformed, for the collective good. By aggressively cultivating racial equity, both corporately and civically, we can recast an entirely new vision for equality and its role in shaping the economic foundation of our future.

OUR INTENTION

We bring our whole selves to this work ~ the full complement of our knowledge, skills, professional and personal experiences, vast networks and academic credentialing ~ in order to advance new community and corporate norms focused on equity for people of color and therefore equality for all people.

OUR BELIEF

We are convinced that this work first requires a thorough understanding of your individual, corporate and communal beliefs, already in place, about people of color. Our company helps you challenge and reset your beliefs FIRST, challenge and reset your behaviors SECOND, and then develop appropriately paced and sequenced “equity” strategies that help grow communities and assure greater innovation and advantage within companies.

OUR DRIVERS

We are driven by the urgency of demography; the browning of the working class world, by 2045, will require bold & unprecedented ascension of people of color into the middle class and beyond. This is a conundrum that transcends the “right thing to do” argument of the past and requires our demonstrative understanding that difference is not a deficit. We are also driven by the belief that racism is one of the most significant economic issues we face today and therefore must be eradicated in every system, structure and organization where it thrives.

OUR UNIQUE VALUE

Experienced in both the public and private sectors with large and small organizations spanning both coasts of the US; 20+ years experience in Human Resources and employment law and having served as a C-Suite Executive with arguably the world's most formidable Central Bank, Harper Slade's CEO is uniquely suited to support any individual and organizational pursuit toward deeper racial equity.

We have a firm understanding of the link between inequity and economics at the micro and macro level.

It is this lens that informs our work.



Our Definition of Racial Equity:

Proportional Fairness that takes into full account the cultural and historic realities facing people of color, as distinct from all other people, and works to remedy the same.

- *Nikki Lanier*

ABOUT Nikki Lanier

FOUNDER & CEO



Nikki Lanier is an experienced leader with over 25 years of career achievements that span Banking, Labor and Employment Law, Collective Bargaining, Human Resources, and State Government. A Private and Public Sector CHRO adept in a multitude of HR disciplines, Nikki is experienced in managing multi-site operations, ensuring compliance with all federal and state employment laws and employing comprehensive approaches that effectively align human capital priorities with the overall organizational strategy. Nikki is a collaborative leader who is skilled in building synergetic teams in multi-cultural and cross-functional environments.

Continued

Through her work and strong local and national board memberships, Nikki is recognized as an accomplished thought leader in progressive HR strategies and in advancing diversity, equity, inclusion and anti-racism, corporately and civically. She enjoys a strong and credible personal brand where she exudes relatability, accessibility, and diplomacy in her engagements with stakeholders.



NIKKI LANIER

BY DAWN ANDERSON • COURTESY PHOTO
Nikki Lanier grew up in Hampton, Virginia, as the only child of parents "stepped in the civil rights movement." Her father is from Cincinnati, Ohio but was involved in the movement as a college student while attending Philander Smith College. Her mother, though from Marietta, Georgia, became immersed in the movement while working in Montgomery, Alabama. "So I've been fairly anchored to civil rights my whole life," says Nikki. She earned a bachelor's degree in journalism from Hampton University and then graduated from the University of Miami School of Law.

"Attending a historically Black college gave me a sense of pride and understanding of what it means to be Black. The environment was rich with exposure to well-rounded, well-traveled, well-read, proud, confident, and brilliant Black people." After law school, I felt a duty to represent the full potency of my intellect and cultural pride. Motivated by my desire to right the wrongs of racism, sexism, bias, and discrimination, I began my career in labor and unemployment law in Boca Raton, Florida. The progression of the first ten years of my resume was once described as "choppy" as I lived in different states, working for various employers. But those moves

and exits were largely compelled by how I experienced "belonging" concerning my gender and race. If I experienced themes of marginalization, diminishment, stereotypes, or exclusion, I left. I have always needed to align with an employer anchored to diversity and inclusion in their behaviors, culture, and promotion choices. I didn't want to have to mute any part of what makes me Black in order to thrive in any workplace."

Nikki has lived in Louisville for the last 17 years and has two children and three stepchildren. In her role as Senior Vice President and Regional Executive of the Louisville branch of the Federal Reserve Bank of St. Louis (covering metro Louisville, southern Indiana, and western Kentucky), she connects "the public, business leaders, community bankers, community development organizations, and educators—the group representing Main Street—to the Fed." Nikki says she is motivated in her work by righteousness. "I am firmly rooted in what is right, true, and honest, and I love exercising these values in my community work." Nikki serves on the boards of Greater Louisville Inc., the Louisville Regional Airport Authority, the University of Louisville School of Business Board of Advisors, and is Chair of the Board of OneWest. Nikki is also a member of the LEAD360 Business Development Team, the UNCF

Louisville Leadership Council, and Delta Sigma Theta Sorority, Inc.

Nikki says she looks up to people who are true "servants," those in service to communities and people, especially while facing incredibly difficult headwinds. Dr. Martin Luther King, Jr., her parents, Michelle Obama, and Jesus Christ serve as a few of her role models.

As for the future, Nikki greatly enjoys her work with the Fed, but would welcome the chance to host a talk show. "I would love to marry my background in law, human resources, community affairs, and public speaking, with my passion for equity and anti-racism in some kind of widely broadcast opportunity. Regarding U.S. race relations, I hope race will eventually become a non-existent factor in the tapestry of the American experience. We need to use this last year as a catalyst for a new normal where we advance equity and address reparations to poor unfettered resources into Black hopes and dreams. We need to stop saying we don't see color. Not only is that untrue, but it is also unhelpful. It prohibits us from doing the work that equity requires." Nikki sees Black History Month as an opportunity to "redefine ourselves in learning about Black History, but also to see the same value in that exercise beyond February. Every day is a day to learn about the lived experience of Black Americans."



Inability to remedy racial divide threatens workforce and economy - Louisville - Louisville Business First, by Nikki.. Louisville Business First



Black Louisville business leaders weigh in on protests, needed reforms - Louisville Business First
Louisville Business First

"Black people didn't create racism and we can't fix it. We have to have white allies in this for the long haul." — Nikki Lanier (Jackson), senior vice president and regional executive of the Louisville Branch of the Federal Reserve Bank of St. Louis."



BLACK HISTORY MAKERS
Lanier connects local community to Fed

Louisville Center for African American Heritage
Heritage
Nikki Lanier, Louisville Courier Journal
USA TODAY NETWORK

Editorial Note: The Kentucky Center for African American Heritage will provide The Courier Journal with history maker feature interviews for the remainder of the year. The center's goals are to enhance the public's knowledge about the history, heritage and cultural contributions of African Americans in Kentucky and in the African Diaspora. The center

is also a vital contemporary institution, providing space for exhibitions and performance of all types. Nikki S. Lanier is the senior vice president and regional executive of the Louisville Branch of the Federal Reserve Bank of St. Louis, serving Louisville, southern Indiana and western Kentucky. Lanier earned a law degree from the University of Miami School of Law and a bachelor's in journalism from Hampton University.

As a Louisville business leader, she is recognized for connecting the public, business leaders, community bankers, community development organizations and educators to the Fed. Lanier is committed to supporting marginalized communities by traditionally red-lined neighborhoods by providing free resources to learn and teach financial literacy. Lanier is deeply rooted in the Louisville community and serves on

many boards, including OneWest, where she is the board's chair. She also serves as executive board vice president for the Louisville-based Global Economic Diversity Development Initiative, whose mission is "to establish a fund that serves as a working body giving choice for racial equity and economic justice initiatives to create generational wealth that meets present and future needs through creative and well-thought-out grant-making perpetually." In 2020, Lanier was on the national list of notable minority executives. In 2020, she received the Robert C. Banks Distinguished Business and Leadership Award, and she has received recognition as a "Woman of Influence" by Louisville Business First, one of "50 People to Know in Banking and Finance," "Terry Under 40," and as one of the "50 Most Influential Women of Louisville."



Nikki S. Lanier is senior vice president and regional executive of the Louisville Branch of the Federal Reserve Bank of St. Louis. COURTESY AARON BURTON

Black business, community leaders weigh in on Mayor Greg Fischer's racial equity plan



Nikki Lanier, senior vice president and regional executive of the Louisville Branch of the Federal Reserve Bank of St. Louis, has been vocal this year as social unrest has enveloped Louisville and said she believes the mayor's plan is a good start to activate and incentivize the... more

CHRISTOPHER FRYER

BUILDING WITH AML IN MANUFACTURING

OUR SERVICES.

Companies, Communities & Black Professionals

In Service to Companies

ARE YOU READY TO LEAD POC

- CURRENT STATE/EQUITY INVENTORY
- READINESS LEVEL-REFLECTION AND FACILITATED CONVERSATIONS
- DESIRED RACIAL EQUITY STATE
- THE **SIGNATURE** GARDEN EXPERIENCE

READYING YOUR ENVIRONMENT FOR POC TO THRIVE

- WHAT IS HAPPENING IN THE WORK ENVIRONMENT THAT THWARTS OR SUPPORTS DESIRED RACIAL EQUITY GOALS

RECRUITING POC

- HBCU LEVERAGING STRATEGIES
- LEADERSHIP TALENT PARTNERSHIPS WITH KEY PROFESSIONAL ORGANIZATIONS
- INVESTMENT PARTNERS-
COMMUNITY/WORKFORCE TRAINING PROGRAMS

RETAINING AND ADVANCING POC

- RETENTION ROUNDTABLES
- PROMOTION PIPELINE REVIEWS
- PERFORMANCE AND SUCCESSION CALIBRATION

A la Carte Navigation

Coaching/Mentoring Support for...

~black and brown talent in need of a safe space to share;
give and receive career feedback

~org leaders and groups in need of greater culturally
relevant and strategically impactful guidance

&

~leaders who manage people of color and not sure how to
discuss areas of discomfort and are worried about
offending

available separately by bundled hours

CONNECT
WITH US.



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