

Dr. Tiffany Jana

Author, Founder & CEO

TMI Portfolio



Dr. Tiffany Jana is the CEO of TMI Portfolio, a network of socially responsible, interconnected companies that cultivate organizational inclusion worldwide. TMI was the world's first diversity and equity focused Certified Benefit (B) Corporation. Dr. Jana's military upbringing, and subsequent predilection towards travel, exposed them to dozens of countries and cultures that made them question whether all of the focus of difference and discrimination was the best use of human energy.

As a multiple minority (including race, gender identity, and invisible disability), Dr. Jana has always believed that if they could only help people see the vast depth, complexity, and beauty of the human experience, perhaps people would be kinder to each other. Dr. Jana's speaking style is inspiring, engaging, high-energy, and relatable. She most enjoys helping people see each other more fully and more clearly. "It's harder to hate when you know what people have been through. Our joys and our sadness may be attributable to different narratives, but the sensory experience of raw human emotion is the same regardless of our color, gender, race, religion, nationality, sexual orientation, or any other characteristic we use to divide ourselves." Dr. Jana has been featured in numerous publications and media including *Fast Company*, *Huffington Post*, *Forbes*, and *Psychology Today*. Dr. Jana's favorite awards and recognition include 2017 Enterprising Women of the Year from *Enterprising Women Magazine* and 2018's Top 100 Leadership Speakers from Inc.com.

Dr. Jana has co-authored several books including *Overcoming Bias: Building Authentic Relationships Across Differences*, *Erasing Institutional Bias: How to Create Systemic Change for Organizational Inclusion*, and the second edition of *The B Corp Handbook*. Dr. Jana is an acclaimed international speaker with credits including TEDx, SXSW, AdWeek, Watermark Conference, Hong Kong Social Enterprise Summit, Bilbao Urban Innovation Leadership Dialogue Conference (Spain), Dialogues for Change (Germany), and many more. Dr. Jana's *preferred* pronouns are 'they/them' but 'she/her' is not offensive to them.