

How we set your Employee Resource Group up for success.

We advise on organizational structure, engagement, facilitating events, goal-setting aligned to company values, and engagement of senior leaders. All services are tailored to the specific needs and culture of your company.

ERGs make real change.



ERGs drive engagement of minority groups, making them feel supported and included. This means long-term retention and a more diverse workforce.

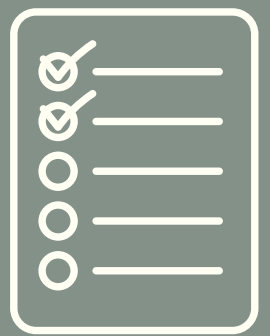
Approximately **90% of Fortune 500** companies have ERGs.

Diversity matters.



Lack of diversity means top talent is underutilized and undercompensated in the workforce. This prevents employers from retaining diverse teams that enable them to be sustainable, profitable, and innovative.

Concise, actionable items.



We create a concise list of data-driven actions tailored to your company to make meaningful change over the long-term.

85% of women said that participating in their ERG benefitted them & their career.

We are uniquely qualified.



We have experience that no other advisor in North America has: the proven ability to implement policies that make measurable change in male dominated industries.

Select clients include: Metro Vancouver, QuadReal, Syncra Construction, Article Furniture, 1Password, Gray Oncology.

Testimonials.

“It is rare in my career that my expectations have been exceeded by a consultancy, but TTC has certainly delivered to this standard. We left our time together more informed and ready to face the gender equity opportunity in front of us. We are excited to implement the recommendations and are confident that they will serve us for many years to come.”

– Board of Director, Syncra Construction

“TTC has the ability to absorb a large amount of information in a short period of time. They quickly became one of the team. Their work was delivered on time, and was clear and well thought out. They provided practical and actionable recommendations. I would absolutely recommend working with them.”

– Chief People Officer, IPassword

About Us.

Sophie Warwick, Co-Founder (she/her), GBA+

Sophie specializes in developing in-house gender equity policies and chairing Employee Resource Groups and advocacy groups. She uses her data analysis expertise from her engineering background to define targets and track growth and retention. In 2018, she Co-Founded Women in Consulting Engineering, a non-profit organization with over 500 members. She co-founded The Thoughtful Co so she could build more gender inclusive workplaces and build representation of women at senior levels in all industries.

Jillian Climie, Co-Founder (she/her), GBA+

Jillian has spent her career advising individuals and teams in equity and executive compensation, both as a consultant and in-house at two global retailers. Most recently at Lululemon, she led the global equity and executive compensation teams. At The Thoughtful Co she leverages her niche and technical experience, coupled with her passion for gender equity, to empower companies to build more inclusive programs and women to get paid what they deserve.

Our mission is to enable recognition, opportunity and influence for women in the workplace through individual and employer coaching.

