



CALIBRATED LENS

changing views of equity and inclusion

About Us

Why Calibrated Lens

Calibrated Lens is not just an organization, but a brand that is synonymous with excellence. We constantly examine what organizations across sectors are doing to leverage diversity, equity and inclusion (DEI) and remain competitive in this fast-paced world, and which approaches are most effective. Leveraging evidence based best practices and our calibrated lens, honed over years of professional benchmarking, we gain a comprehensive understanding of the implications and impact of the choices our clients make. Solutions and challenges are never singular, we always take a broad view, ensuring we are responsive in understanding external multicultural markets and industry trends, while incorporating tactics of risk mitigation and harm reduction.

What differentiates Calibrated Lens is our ability to translate theory to action, helping clients navigate DEI transformation while challenging views and limitations of traditional DEI initiatives. We embrace that diversity is not the driver, but the outcome of successful equity and inclusion initiatives. We believe that DEI isn't just good for business or the right thing to do, but a critical component to future relevance in an increasingly diverse marketplace. We want to work with you to Calibrate today, so you can see more clearly tomorrow.

Calibrated Lens Background and Services

Calibrated Lens, LLC was established by Jennifer A. Ingram, a well-regarded DEI thought leader. After spending years advancing DEI initiatives internally within top ranked global brands and advising executives in national cross-sector industries, Jennifer decided to increase her impact by launching her own consulting firm. Calibrated Lens provides a broad range of services and solutions to help organizations enhance productivity, performance, and brand presence across dimensions of differences.

Calibrated Lens exists to solve the critical issues facing our clients, regardless of where you are on your DEI journey. Our comprehensive and holistic approach is what creates a unique value and drives results. We provide a broad range of services and solutions to help organizations facilitate change to achieve their vision. All services are customized to meet the unique needs of clients - from small startups to large firms - delivering lasting changes with measurable impact.

Services include:

- DEI risk mitigation+brand restoration
- DEI strategic integration
- Strategic planning
- Executive coaching

- Team development
- Inclusive design
- Customized DEI value propositions
- Current state assessments

Jennifer A. Ingram's Biography (Pronouns: she, her hers)



Living and leading by example, Jennifer A. Ingram's career has been forged through her greatest passions - inspiring others to embrace their journey, live their truth, and thrive authentically while promoting a unified vision for more equitable and inclusive communities. A student of life and continuous learner, Jennifer has traveled the globe seeking to understand how others experience life, foster a sense of belonging, and celebrate differences.

Driven by passion and purpose, she is the Founder and CEO of Calibrated Lens, LLC, a boutique consulting firm with the mission of helping clients facilitate sustainable change to optimize performance, presence, and productivity by centering equity and inclusion. Possessing over a decade of progressive leadership experience, Jennifer demonstrated success in bringing together leadership and key stakeholders to advance Diversity Equity and Inclusion (DEI) strategies across the United Way Worldwide Network and two nationally ranked academic medical centers. She embodies the qualities of servant leadership, driven by an unwavering commitment to strengthening communities. She is a nationally sought-after presenter and well-respected DEI thought leader with extensive experience captivating and training audiences.

Throughout her career, Jennifer has been the recipient of several awards and accolades. In 2020 she was named Most Valuable Participant (MVP) in United Way Worldwide's Advanced Leaders Program, a highly selective global executive leadership program. In 2019, for her community advocacy, Jennifer was a recipient of both a LGBT Community Leadership Award from the Ohio Diversity Council as well as a Vivazi Torch Award from Black Cincy Pride. A native of Metro-Detroit, Jennifer earned a graduate degree from Central Michigan University in Organizational Leadership and completed undergraduate coursework at Eastern Michigan University. She is a strong proponent of volunteerism and mentoring youth from marginalized communities. Jennifer enjoys the arts, experiencing different cultures and authentic cuisine.

**A complete listing of national presentations, speaking engagements, and awards is available*

Contact Us

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