



THE EQUITY  
EQUATION



*Sacha Thompson*

**INCLUSIVE PSYCHOLOGICAL SAFETY SPEAKER |  
WORKPLACE CULTURE STRATEGIST**

MEDIA

# BIOGRAPHY

## MEET SACHA

Sacha Thompson is the founder of The Equity Equation, LLC, a boutique consulting firm based in the Washington, DC area that helps organizations build inclusive psychological safety, strengthen workplace culture, and foster trust across difference. With more than 20 years of experience spanning education, nonprofit, and tech, Sacha works with leaders and teams to close the gap between an organization's stated values and what people actually experience every day. Her work helps clients identify barriers to trust, inclusion, and communication so they can create cultures where people feel seen, supported, and able to contribute fully.

A sought-after speaker, facilitator, and strategist, Sacha is known for helping organizations move beyond surface-level culture conversations toward meaningful, sustained change. She brings a practical, human-centered approach to building psychological safety that recognizes people do not experience workplace culture equally across roles, identities, and power dynamics. Her insights have been featured in Forbes, Newsweek, and Business Insider, and she has contributed commentary on MSNBC's The Cross Connection.

Sacha is an International Coaching Federation Associate Certified Coach, a Certified Professional Diversity Coach, a 4 Stages of Psychological Safety Certified Coach, a Maslow Certified Leadership Coach, and a Maslow Certified Executive Culture Coach. She holds a bachelor's degree in Sociology with a concentration in Cultural Diversity & Ethnicity and a master's degree in Educational Policy, Planning, and Leadership from William & Mary, as well as an MBA from Johns Hopkins University with a focus on management and marketing.



# TOPICS



*Looking for a speaker who can spark meaningful conversations about workplace culture, trust, and leadership?*

*Sacha Thompson is the founder of The Equity Equation and a speaker on **inclusive psychological safety, workplace culture, and trust across differences**. With more than 20 years of experience across industries, she helps leaders move beyond surface-level culture conversations to build workplaces where people feel respected, included, and able to contribute fully.*

## DISCUSSION AREAS

### **BEYOND SPEAK-UP CULTURE: BUILDING INCLUSIVE PSYCHOLOGICAL SAFETY THAT PEOPLE ACTUALLY EXPERIENCE**

A practical look at why psychological safety is not experienced equally and what leaders can do to build trust, inclusion, and contribution across difference.

### **CREATING A CULTURE OF CARE WITHOUT LOSING ACCOUNTABILITY**

An exploration of how leaders can build cultures rooted in trust, support, and belonging while still maintaining clear expectations and accountability.

### **WHY PSYCHOLOGICAL SAFETY IS NOT EXPERIENCED EQUALLY AT WORK**

A deeper look at how role, identity, and lived experience shape trust, participation, and collaboration in the workplace.

### **CULTURE BY DESIGN: HOW LEADERS SHAPE WHAT PEOPLE ACTUALLY EXPERIENCE**

A session on how communication, decision-making, and team norms shape workplace culture, trust, and inclusion over time.



# FEATURES

## Career Highlights

CAREER HIGHLIGHTS

### AWARDS AND RECOGNITION

2016 ASCENT Award for Employee Engagement - Diversity & Inclusion  
2019 GAAM Accessibility Award - Customer Delight  
Top 10 Emerging Diversity & Inclusion Services in 2023 - Manage HR  
Named One of the Top 5 Podcasts for Leaders to Listen To - Essence Magazine 2023

### CURRENT & PREVIOUS CLIENTS

- Lactis US
- National Council of Architectural Registration Boards
- College of William & Mary
- Marcus Thomas
- Prince William County Schools
- Bosselman Enterprises
- Owens and Minor
- Sony Music Entertainment
- New York Legal Assistance Group
- Amazon
- Housing Works
- Pride Industries

### AS SEEN ON

The New York Times

BUSINESS INSIDER

 MSNBC

 FOX SOUL

ESSENCE

Entrepreneur Tribune

Forbes

Michigan Chronicle

 WRHU  
RADIO @ HOEFSTRA UNIVERSITY  
WRHU.ORG FM 88.7

 ticker

Newsweek

 NBC NEWS



# PRAISE

## TESTIMONIALS



## *What others are saying*

“Sacha is an excellent instructor with a firm command of the information she presents. Our staff loved her presentation and we've received a ton of positive feedback. It was a pleasure to work with her and I appreciate her being flexible to adjust to our needs.”

~Michelle Duke, President, NAB Leadership Foundation  
Chief Diversity Officer, National Association of Broadcasters

Just wanted to share my thanks and appreciation, as always, for working with our team to help us continue to look inwards, learn together and from one another, in service of better supporting our clients and our teams. I informally heard from a few people in the room, all who felt it was very productive and clear (what we are doing and why), and feeling inspired about a new way to envision how we lead as a team. I am excited about this model, to have you coach and help us facilitate the process, and looking forward to seeing where it goes

~Shani Adess, Vice President, New York Legal Assistance Group

“Sacha and her team performed an extensive inclusive culture assessment for our organization, which resulted in a wealth of valuable data from our team members that we'd never had before. Sacha brought energy and ideas to transform a three-month project into positive culture impact at my organization for years to come.”

~Carsten Bosselman, Director of Learning, Development, and Inclusion,  
Bosselman Enterprises



# BOOKING

## SACHA THOMPSON

AVAILABLE FOR KEYNOTES, CONFERENCE  
SESSIONS, LEADERSHIP RETREATS,  
ASSOCIATION EVENTS, AND EXECUTIVE  
LEARNING EXPERIENCES.



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CONTACT



Book Sacha

