



SPEAKER VITAE · 2026

RANDI B.

Truthing™ with Randi B.

“Revolutionizing the current DEI space — creating environments where people can embrace, and live, their truth.”

BOOKING

hello@randib.net · randib.net

FEE RANGE

\$5,000 – \$20,000

Randi B. is a diversity, equity, and inclusion expert who has spent more than two decades helping organizations move past performative DEI and into real, lasting transformation. She built and led an award-winning change management company, working directly with Fortune 500 companies and government agencies across 41 states and seven countries before stepping back from day-to-day operations to focus on speaking, writing, and media.

Out of that work, Randi pioneered **“Truthing™”** — the practice of showing up fully as yourself, without masking your identity to make other people comfortable. It is the philosophy behind her book, her card games, her show, and every stage she steps onto.

“Truthing™ is the courageous decision to be your true self, unapologetically — and to listen, respect, and consider the truth of others.”

Today, Randi is a sought-after keynote speaker known for talks that pair hard truths with humor and practical tools audiences can use the next day. She is the author of *Neversays™*, creator of the Truthing™ Cards conversation-game series, and host of *Truthing™ with Randi B.* — three different formats built around the same mission (more on page 3). She is a Tuskegee University alumna and remains a regular voice on national media covering race, leadership, and inclusion.

- **20+ years** in DEI, change management & inclusive leadership consulting
- **41 states, 7 countries** — Fortune 500 & government clients
- **Host**, Truthing™ with Randi B. — podcast & video series
- **Author**, Neversays™: 25 Phrases You Should Never Ever Say
- **Creator**, Truthing™ Cards — 3 decks, 100+ questions each
- **Tuskegee University** alumna

REACH & IMPACT

81K

Instagram

265K

Facebook

95K

TikTok

36.6K

YouTube Subscribers

Randi hasn't built a side project — she's built a body of work. Two decades of DEI consulting turned into a book, a card game, and a media platform, all pointed at the same goal: getting people to have the honest conversations about identity, difference, biases, respect, and inclusion.

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THE BOOK

Neversays™: 25 Phrases You Should Never Ever Say

Trades an endless list of “acceptable” language for something more useful: the specific phrases to retire, why they land wrong, and what to say instead. Real-world vignettes and an empathy-building “Flipside” section show readers exactly how their words affect the person across the table.

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THE GAME

Truthing™ Cards

A conversation-card series — Black Edition, Black Edition 2, and the U.S. Edition — built to turn awkward silence into real dialogue. Each deck holds 100+ prompts on privilege, race, gender, sexuality, and identity, made for game nights, team offsites, and everything between. No rules, no moderator — just the cards and the willingness to talk.

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THE SHOW

Truthing™ with Randi B.

Randi's podcast and video series, with a full streaming show in development. Each episode models what Truthing™ looks like in practice — honest, unfiltered conversation that amplifies underrepresented voices and shows people what it looks like to drop the performance and connect for real.

Same mission, three formats — a book you read alone, a game you play together, and a show you watch to see it in action.

Every talk below is a starting point, not a fixed script — Randi customizes content, examples, and depth to fit each client’s industry, audience, and goals.

01 Yes, You Have an Inclusivity Problem

A candid look at how homogenous backgrounds shape workplace culture — and the practical tools leaders need to recognize the problem and start making real progress.

02 Mad Men & Why White Men Are Understandably Mad

An honest exploration of workplace transformation and privilege, built to lower defenses and open space for empathy on all sides of the DEI conversation.

03 Aretha Franklin Had It Right: The Key to Communication is Respect

A framework for respectful communication across difference — plus a four-step process for recovering when offense happens anyway.

04 You Invited Them to the Party. Now You Need to Refine Your Playlist.

Why representation without inclusion falls flat — and what it actually takes to make people feel welcome once they’re in the room.

05 Assholes Don’t Typically Succeed

A sharp, funny, no-notes talk on how toxic behavior quietly erodes teams — and why respect is a performance strategy, not just a nicety.

- Keynote
- Workshop
- Panel / Moderator
- Lunch & Learn
- Custom Topics Available

SPEAKING FEE

\$5,000 – \$20,000

Final rate depends on event format, length, travel, and organization size. Ask about nonprofit & education rates.

PRESS & MEDIA

SELECTED APPEARANCES

TELEVISION & VIDEO

NBC Bay Area

Roland Martin Unfiltered

Sister Circle Live

FoxSoul — Out Loud with Claudia Jordan

Create & Cultivate Conference

Real Talk ATL

PUBLICATIONS

The Root

Ebony

MadameNoire

Black Enterprise

Bay Area Women Magazine

Rolling Out

PODCASTS

Shades of Strong

Sistahs Connect

Get My Life Tour

94.1 KPFA — Talk It Out

CONFERENCES

Black Enterprise Women of Power Summit

WOW Conference

Create & Cultivate

Randi B.

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