



**EQUITY PRINCIPLE
CONSULTING**

SILENT SIGNALS:



A Private Audit for CHROs & Culture Leaders Under Pressure

Luaskya Nonon, Esq.
Luaskya@EquityPrinciple.com
EquityPrinciple.com



Instructions:

This confidential worksheet is designed to help you privately surface the quiet shifts, subtle erasures, and unspoken risks that may be undermining your leadership or your values.

Your responses won't be submitted. This tool is for your clarity alone. If after completing it you'd like to explore these insights further, you'll have the option to schedule a private strategy call.



What language has disappeared?

Have any terms (e.g., DEI, equity, inclusion, belonging) been softened, removed, or replaced in executive messaging, strategy documents, or public statements?

List examples below:



What conversations feel colder than before?

Are there meetings, check-ins, or executive collaborations that now feel avoidant or tense?

Describe where and when you've felt the shift:



Who has gone quiet?

List any leaders or peers who used to advocate openly for people-first priorities and are now noticeably silent or vague.

Note any names or patterns:



Where are you second-guessing yourself?

In what moments do you feel yourself pulling back?

Specific topics, emails, decisions, or meetings that now feel more politically risky:



What are the internal signals no one is naming?

List any organizational actions (policy shifts, budget decisions, reporting changes, etc.) that suggest a retreat from people-first commitments even if no one has said it out loud.



Final Reflection:

What's one quiet truth from this audit that deserves your attention?



Next Step: Let's Talk

This audit can be a helpful tool for navigating this new workplace dynamic.

When you're ready, use the link below to schedule your private call.

► Schedule a Consult ◀



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ABOUT THE AUTHOR

Luaskya C. Nonon, Esq. is a strategic advisor, executive coach, and attorney with over two decades of experience helping senior leaders navigate legal complexity, reputational risk, and organizational change.

As the founder of Equity Principle Consulting, she partners with CHROs and executive teams to lead through political pressure and cultural disruption without compromising their values or their influence.

A trusted voice at the intersection of risk, leadership, and equity, Ms. Nonon helps clients redesign both human and AI-powered systems to protect people-first cultures and strengthen long-term performance.

She is the author of *Embracing the Future of Work*, *15 Actionable Strategies for Inclusive, High-Performing Organizations* and a sought-after speaker on ethical leadership, sustainable strategy, and the realities of leading under pressure.





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THANK YOU