



Tricia Dupilka

Tricia is a Senior Partner at inQUEST.

Tricia's 30-year career has been focused on organizations changing through people. Her holistic view comes from time in internal human resources leadership roles, HR technology and external consulting. Her first role in facilitation and experience in diversity, equity and inclusion was early in her career when she was responsible for hiring civilian staff for the Royal Canadian Mounted where she facilitated sessions to create employee driven vision and values for the organization. DEI has been a through line throughout her career.

Tricia's current work is focused on the complexity of change in organizations who want to create inclusion and equity of opportunities.

She partners with inQUEST clients to do this in a way that works in your environment, pace, priorities and goals. Her business education has trained her that business results always matter and must be a focus. The "farm girl" in her knows that it must be pragmatic and useful to be sustained. Her time in technology taught her that systems and processes drive behavior. The human side requires it be done with authenticity, care, and respect for every individual. She understands how organization systems work and her expertise in human resource processes, structure, and systems, career engagement, leadership development, culture, facilitation and brings a holistic perspective to her client partners.

Tricia has had internal leadership roles in large and small organizations in technology, consulting, service, and government. She has consulted and created solutions for the US government, Fortune 50 organizations and mid sized firms.

Tricia is a certified coach and graduated with a B. Comm from the University of Alberta and an MBA from the University of Calgary where she wrote her thesis on: Interorganizational Learning: Knowledge Transfer Between Organizations, which is the foundation of her partnering with clients.

"It is exciting and inspiring to be doing Diversity, Equity and Inclusion work in a time when it matters more than ever. The work isn't easy, but seeing clients take steps forward to create places where everyone can bring all of themselves to work, be accepted and valued is truly gratifying."

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Tricia focuses on:

- + Leadership and talent development
- + Strategy, systems, process, and practices
- + Career and employee engagement
- + Scalable solutions focused on individual change
- + Creating cultures of equity and inclusion



About inQUEST

We're building inclusive cultures for a world in constant change—helping individuals, teams and organizations think, lead and interact inclusively.

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