

# 2024 LIVE AND VIRTUAL TRAININGS

## FACILITATED CONVERSATIONS

Expert sets guidelines/rules for engagement and provide questions for the conversations

TOPIC	TOPIC #1
	<p><b>Lean into Courageous Conversations</b>  <b>Topic Focus and No Curriculum</b></p> <p>This session will allow employees to participate in a facilitated dialogue about bias and discrimination. The facilitator will create a safe space and guide employees through questions using the virtual polling feature that will allow participants to share their experiences with bias and discrimination, as well as their goals for Diversity, Equity and Inclusion personally and in the organization. Trainees will also learn strategies to improve intergroup relationships, talk about topics that can often be divisive and create a more inclusive culture.</p>
# OF PARTICIPANTS	Up to 50 people
LENGTH OF SESSION	90 Minutes
FEE	Available upon request
GLOBALLY RELEVANT	X

# FACILITATED CONVERSATIONS

Expert sets guidelines/rules for engagement and provide questions for the conversations

TOPIC	TOPIC #2 <b>Facilitated Conversation on Self-Care for Black Leaders in the Wake of Racial Injustices</b>  The objective for this dialogue is to create a safe space for employees to express their thoughts and concerns about race in modern society. These dialogues will assist in building stronger intergroup connections within the organization and the broader community. Several questions will be posed to participants regarding their knowledge and experience with prejudice and discrimination through an interactive polling activity. Participants will have the opportunity to have their thoughts and concerns addressed from both social psychological and organizational perspectives.	TOPIC #2A <b>Facilitated Conversation on Self-Care for Black Employees in the Wake of Racial Injustices</b>  The objective for this dialogue is to create a safe space for employees to express their thoughts and concerns about race in modern society. These dialogues will assist in building stronger intergroup connections within the organization and the broader community. Several questions will be posed to participants regarding their knowledge and experience with prejudice and discrimination through an interactive polling activity. Participants will have the opportunity to have their thoughts and concerns addressed from both social psychological and organizational perspectives.
<b># OF PARTICIPANTS</b>	Up to 50 people	Up to 50 people
<b>LENGTH OF SESSION</b>	90 Minutes	90 Minutes
<b>FEE</b>	Available upon request	Available upon request
<b>GLOBALLY RELEVANT</b>		

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TOPIC	<p><b>TOPIC #3</b>  <b>Getting Wrong, Right</b></p> <p>In a modified dialogue format, participants will explore their emotions with failed inclusive leadership interventions. Feelings of shame, guilt, and doubt are welcome! Facilitators will assist participants in working through their experience and fears of “getting it wrong” while providing esteem-building techniques for future practice.</p> <p>Learning Outcomes</p> <ul style="list-style-type: none"> <li>• Confront fears and emotional roadblocks to inclusive leadership</li> <li>• Create a community of collective courage and action</li> <li>• Re-energize commitment to allyship</li> </ul> <p>Learning Objectives</p> <ul style="list-style-type: none"> <li>• Participate in dialogue circle shares about allyship mistakes, missteps, and assumptions</li> <li>• Engage in peer-learning and inquiry</li> <li>• Exercise positive psychology to strengthen allyship practice and confidence</li> </ul>	<p><b>TOPIC #54</b>  <b>Active Inclusion: From Learning to Doing</b></p> <p>Imagine taking a carpentry course and the instructor only teaches you about the tools. You would likely feel good about your knowledge of the tools but feel inadequate when the time came to build a structure. In that moment it would become obvious that a key element of your learning was overlooked: how to put the tools into action. Let's discuss how to take your DEI education and make it an active and intentional part of your daily interactions with co-workers.</p>
<b># OF PARTICIPANTS</b>	Up to 50 people	Up to 50 people
<b>LENGTH OF SESSION</b>	90 Minutes	60 Minutes
<b>FEE</b>	Available upon request	Available upon request
<b>GLOBALLY RELEVANT</b>	X	

# FACILITATED CONVERSATIONS

Expert sets guidelines/rules for engagement and provide questions for the conversations

<b>TOPIC</b>	<p><b>TOPIC #58</b></p> <p><b>Facilitated Conversations for Healing on Faith-based Bias and Discrimination</b></p> <p>In this trauma-informed session, participants are invited to engage in a guided dialogue that focuses on healing from faith-based bias and discrimination. Skilled facilitator(s) will curate a safe and open space where honest and constructive dialogue can occur. Through carefully crafted questions, participants will explore their encounters with faith-based bias and discrimination. The session is intended not only to acknowledge hurt and pain but also to foster deeper understanding across diverse faith backgrounds and offer space for reflection and promotion of healing.</p> <p>Learning Outcomes</p> <ul style="list-style-type: none"><li>• Deepen understanding across diverse faith backgrounds</li><li>• Create space for acknowledgement of pain</li><li>• Reflect on needs to move towards healing</li></ul>
<b># OF PARTICIPANTS</b>	Up to 75 people
<b>LENGTH OF SESSION</b>	90 Minutes
<b>FEE</b>	Available upon request
<b>GLOBALLY RELEVANT</b>	

<p><b>TOPIC</b></p>	<p><b>TOPIC #4</b>  <b>Openness and Cognitive Empathy: Leaning into Inclusive Leadership</b></p> <p>In this session, participants will come to understand how openness and cognitive empathy interact and can be harnessed for inclusive leadership. Additionally, participants will have the opportunity to examine their own identities and privilege in order to better understand how unique experiences inform worldviews through mindfulness and visualization. Microaggressions, common defensive routines, and opportunities to open dialogue on difference (particularly as it relates to race) in the workplace will be examined. Techniques will be provided in how to respond to challenging conversations and situations with openness and cognitive empathy. Upon the session conclusion, participants will be empowered to make personal commitments to new inclusive leadership practices.</p> <p>Includes</p> <ul style="list-style-type: none"> <li>• 3 BiasSync Microlearnings</li> <li>• Impact Report</li> </ul>	<p><b>TOPIC #4A</b>  <b>Openness and Cognitive Empathy: Communicating with Inclusive Leadership 2.0</b></p> <p>Building upon the foundational training of Openness and Cognitive Empathy: Leaning into Inclusive Leadership, in this module, participants will practice inclusive leadership interventions and cultivating a safe space for courageous conversations. Through scenario-based simulations, techniques of amplification and awareness raising will be applied to micro-aggressions. Further, participants will practice receiving and opening conversations that foster cognitive empathy and support vulnerability.</p> <p>Includes</p> <ul style="list-style-type: none"> <li>• 3 BiasSync Microlearnings</li> <li>• Impact Report</li> </ul>
<p><b># OF PARTICIPANTS</b></p>	<p>Up to 75 people</p>	<p>Up to 75 people</p>
<p><b>LENGTH OF SESSION</b></p>	<p>90 Minutes</p>	<p>90 Minutes</p>
<p><b>FEE</b></p>	<p>Available upon request*</p>	<p>Available upon request*</p>
<p><b>GLOBALLY RELEVANT</b></p>	<p>X</p>	<p>X</p>

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## TOPIC

### TOPIC #5

#### The Realities of Bias, Stereotypes, & Stigma: Implications and Watch Outs

##### *Post BiasSync Baseline Training Only*

Following completion of the BiasSync implicit bias assessments and online course, Dr. Bentley Gibson (a psychologist and expert on implicit bias) will serve as the lead facilitator for your organization's **Realities of Bias** workshop. The session will allow people to dive deeper into the BiasSync online course and their implicit bias assessment results. They will have the opportunity to discuss the course and assessment. Additionally, the latest research on implicit bias will be presented in order to better understand how these biases impact their general behaviors and decision-making related to work practices. This is an interactive session in which participants will partake in discussions and exercises (polling, quizzes and review of case studies) that will help them to learn how to continuously assess bias in themselves and their environments. The training will focus on how implicit biases impact the organization's cultural climate and the best strategies to mitigate biases in order to improve the state of Diversity, Equity, Inclusion & Belonging (DEIB). Dr. Gibson will also review the organization's DEIB data (including the BiasSync assessments) and meet with leaders prior to the session to develop a customized experience that equips employees with strategies to address the specific realities of biases that are hindering DEIB in your organization.

##### Learning Outcomes

- Develop an awareness of one's implicit biases
- Engage in courageous conversation about bias and discrimination
- Understand the science explaining how implicit bias develops from childhood to adulthood
- Learn about how factors such as personality and specific social conditions (i.e., stress) impact implicit bias
- Understand the ways in which implicit bias can impact the behaviors of individuals (i.e., nonverbal communication, microaggressions)
- Gain awareness of the general impact of implicit bias on the diversity and cultural climate of the organization (i.e., hiring practices, policy practices and support, team dynamics, performance evaluation)
- Have actions to reduce implicit bias that will help improve intergroup experiences
- Audit the diversity of one's friendship circle
- Audit the diversity of one's media consumption
- Audit one's commitment to DEI

# OF PARTICIPANTS	Up to 50 people
LENGTH OF SESSION	90 Minutes
FEE	Available upon request ( <i>BiasSync clients only</i> )
GLOBALLY RELEVANT	X

## TOPIC

### TOPIC #5A

#### The Realities of Bias 2.0

##### *Post BiasSync Baseline Training Only*

Realities of Bias 2.0 is an interactive workshop for those who have already completed the BiasSync online course and the follow-up Realities of Bias 1.0 workshop with Dr. Bentley Gibson. The session is designed for those who want to continue learning and dialogue around the topic. The 2.0 session will dive deeper into the behaviors associated with implicit biases and real-world strategies to continue to mitigate biases personally and professionally. Participants will also learn more about and implement techniques to have courageous conversations about bias that lead to teachable moments and strengthen intergroup relationships.

#### Learning Outcomes

- To continue dialogue around implicit bias
- Be able to further identify behaviors related to implicit bias
- Discover strategies to continue mitigating bias in the self and others

**# OF PARTICIPANTS**

Up to 50 people

**LENGTH OF SESSION**

90 Minutes

**FEE**

Available upon request (*BiasSync clients only*)

**GLOBALLY RELEVANT**

X

TOPIC	TOPIC #6	TOPIC #6A	TOPIC #7
	<p><b>Workshop on Self-Care for Black Leaders in the Wake of Racial Injustices</b></p> <p>Agenda</p> <ul style="list-style-type: none"> <li>A) Introduction</li> <li>B) Identity</li> <li>C) The Masked Experience of Being a Black Leader</li> <li>D) The Art of Unmasking</li> <li>E) Centering Your Needs and Wellness</li> <li>F) Collective</li> </ul> <p>Includes</p> <ul style="list-style-type: none"> <li>• 3 BiasSync Microlearnings</li> <li>• Impact Report</li> </ul>	<p><b>Workshop on Self-Care for Black Employees in the Wake of Racial Injustices</b></p> <p>Agenda</p> <ul style="list-style-type: none"> <li>A) Introduction</li> <li>B) Identity</li> <li>C) The Masked Experience of Being a Black Employee</li> <li>D) The Art of Unmasking</li> <li>E) Centering Your Needs and Wellness</li> <li>F) Collective</li> </ul> <p>Includes</p> <ul style="list-style-type: none"> <li>• 3 BiasSync Microlearnings</li> <li>• Impact Report</li> </ul>	<p><b>Inclusive Hiring</b></p> <p><i>Post BiasSync Baseline Training Only</i></p> <p>The US workforce talent pool is full of potential. With demographic diversity, varied skillsets, educational diversity, and diverse personalities, any organization has an opportunity to hire a truly diverse and productive employee base. However, the data reveals that most organizations have workforces that have disproportionate diversity that doesn't reflect the nation or surrounding communities. Research consensus would suggest that hiring system biases, inadequate hiring strategies, and discrimination serve as barriers to a truly diverse and inclusive workforce.</p> <p>In order to counter some of these things, education around these issues is important. This workshop serves to share the 1) context and background of why inclusive hiring is important, 2) mindsets and perspectives that minimize and maximize inclusive hiring, 3) solutions and strategies to create intentional inclusive hiring systems and decisions, and 4) ways to use retention as a tool to help the sustainability of inclusive hiring.</p>
<b># OF PARTICIPANTS</b>	Up to 75 people	Up to 75 people	Up to 50 people
<b>LENGTH OF SESSION</b>	90 Minutes	90 Minutes	90 Minutes
<b>FEE</b>	Available upon request*	Available upon request*	Available upon request <i>(BiasSync clients only)</i>
<b>GLOBALLY RELEVANT</b>	X	X	X

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<p><b>TOPIC</b></p>	<p><b>TOPIC #8</b></p> <p><b>The Art of Unmasking: Self-Awareness &amp; Identity Management as a Bridge to Inclusion</b></p> <p>Having a better understanding of our various identities is critical to navigating all of the perceptions, biases, and stereotypes that we often confront in the workplace and life in general. After this training, participants will be able to more effectively reflect on and manage their various identities at work. They will also gain new emotional, psychological, and behavioral strategies that will increase their impact, effectiveness and satisfaction in their current roles.</p> <p>Learning Outcomes</p> <ul style="list-style-type: none"> <li>• Gain a deeper understanding of what identities matter to you, and how they impact your performance, well-being, motivation and general satisfaction at work</li> <li>• Gain a greater understanding of how to reconcile identities that may be in conflict with each other to maximize your performance and personal success</li> <li>• Identify solution(s) to handle your various identityrelated challenges personally and within the organization</li> </ul> <p>Includes</p> <ul style="list-style-type: none"> <li>• 3 BiasSync Microlearnings</li> <li>• Impact Report</li> </ul>	<p><b>TOPIC #9</b></p> <p><b>Managing and Responding to Social Issues at Work</b></p> <p>This training will help guide leaders and employees through the journey of being empathetically responsive to issues happening in the wider society that can impact the interpersonal dynamics at work. In this session leaders will understand the opportunity and pitfalls of how certain actions and inactions lead to varying outcomes, such as morale, engagement, reputation, and retention. Understanding that subgroups within the organization can have different needs during these moments is critical to being empathetic and transparent with your employee base.</p> <p>Includes</p> <ul style="list-style-type: none"> <li>• 3 BiasSync Microlearnings</li> <li>• Impact Report</li> </ul>
<p><b># OF PARTICIPANTS</b></p>	<p>Up to 75 people</p>	<p>Up to 75 people</p>
<p><b>LENGTH OF SESSION</b></p>	<p>90 Minutes</p>	<p>90 Minutes</p>
<p><b>FEE</b></p>	<p>Available upon request*</p>	<p>Available upon request*</p>
<p><b>GLOBALLY RELEVANT</b></p>	<p>X</p>	<p>X</p>

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TOPIC	TOPIC #10	TOPIC #11
	<p><b>Put on Your Oxygen Mask Before Assisting Others: A Fresh Perspective of Self Care</b></p> <p>In a day and age where information and work demand flow through our smartphones and emails 24/7, workplace stress, anxiety and fatigue continue to increase. In this session, the expert will discuss the contextual factors that lead to this fatigue. The expert will then discuss how this fatigue can influence our health, professional performance and work outputs. During this session, the expert will help participants reflect on their own emotional and psychological state of fatigue, while offering tangible solutions and strategies to manage these, at work and outside of work. In an industry where solving problems, people management, innovation, and decision making is the expectation, the expert will help the participants strategize on how to prioritize and center themselves through many professional demands and expectations. The expert will present a framework that can be used as a tool for all participants. The participants will leave with a new awareness of self and set of tools that will aid them in both their personal and professional lives.</p> <p>Includes</p> <ul style="list-style-type: none"> <li>• 3 BiasSync Microlearnings</li> <li>• Impact Report</li> </ul>	<p><b>Resilience: A Tool for Personal &amp; Professional Growth</b></p> <p>Professional work pressures and personal life demands exist for all employees and leaders, however when a person has a stigmatized or stereotyped identity the load to manage is heavier. This is due to diversity culture and climate challenges, unclear performance expectations due to biases, and concerns about career trajectory and opportunities. This workshop presents participants with a framework developed by the expert entitled "The Ferriswheel of Fatigue". In this workshop the expert also helps participants beware of certain self-focused and professionally damaging behaviors that research shows stifles professional success and emotional outcomes. Proactive solutions and strategies are then presented so that participants can make an action-based plan to stretch and be more resilient at work in the face of traditional and identity-based stressors.</p> <p>Includes</p> <ul style="list-style-type: none"> <li>• 3 BiasSync Microlearnings</li> <li>• Impact Report</li> </ul>
<b># OF PARTICIPANTS</b>	Up to 75 people	Up to 75 people
<b>LENGTH OF SESSION</b>	90 Minutes	90 Minutes
<b>FEE</b>	Available upon request*	Available upon request*
<b>GLOBALLY RELEVANT</b>	X	X

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## TOPIC

### TOPIC #12

#### Diversity & Inclusion: Moving from Business Case for Diversity to a Focus on Employee Health & Wellness

“Diversity and Inclusion” often sits as a buzzword that signals that organizations take diversity seriously. In some cases, it goes beyond a word and turns into actionable policies and programming that actually create positive and inclusionary environments. However, the challenge is that oftentimes it is bound by simply a moral imperative to get it right for the sake of “doing good” or it is a legal imperative to make sure organizations aren’t “sued.”

Both of these approaches ignore a major rising issue that is growing into an unmanaged and scary phenomenon. That issue is that people are becoming emotionally, psychologically, and physically unwell due to navigating non-diverse, exclusionary, and biased organizations and workplaces. This talk will discuss this key issue...that our nation needs to shift to seeing Diversity & Inclusion as a health and wellness issue. The statistics and research show that people are growing more and more unwell, and more and more cynical of “true change” occurring in non-diverse workplaces and spaces. There is an emotional and psychological fatigue that is emerging that is leading to greater dissatisfaction and more health challenges amongst our nation’s workforce.

In this talk, the expert will challenge the audience to think about how homogeneity, exclusion, and bias is impacting the well-being of our nation, and will share how we can help people in the workforce put their “oxygen mask on first” as they navigate this difficult terrain, while also offering organizations steps to take to move the diversity needle towards one of wellness.

#### Includes

- 3 BiasSync Microlearnings
- Impact Report

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<b># OF PARTICIPANTS</b>	Up to 75 people
<b>LENGTH OF SESSION</b>	90 Minutes
<b>FEE</b>	Available upon request*
<b>GLOBALLY RELEVANT</b>	X

TOPIC	<p><b>TOPIC #13</b></p> <p><b>Mitigating Bias in a Virtual World</b></p> <p><i>Post BiasSync Baseline Training Only</i></p> <p>Virtual settings pose different challenges for inclusion than in-person. Equip your employees with the knowledge and skills necessary to navigate a virtual world inclusively with this module. Participants will examine the technical and psychological, virtual world, taking inventory of the features and accessibility in a variety of platforms, utilizing best practices, and learning about others' experiences. Live engagement and demonstrations of acquired knowledge will be exercised.</p>	<p><b>TOPIC #14</b></p> <p><b>Mitigating Bias with Mindfulness</b></p> <p><i>Post BiasSync Baseline Training Only</i></p> <p>The same part of our brain that makes “snap” decisions is largely associated with bias. Such decisions happen in milliseconds without our knowledge. The goal of this session is to introduce participants to mindfulness. Mindfulness brings awareness to ourselves in the present moment and can enhance our ability to interrupt certain patterns in our brain. Participants will sample several mindfulness practices aimed specifically at mitigating bias through amplifying conscious actions with guided embodiment, mediation, and breathwork.</p>
<b># OF PARTICIPANTS</b>	Up to 75 people	Up to 75 people
<b>LENGTH OF SESSION</b>	60 Minutes	60 Minutes
<b>FEE</b>	Available upon request <i>(BiasSync clients only)</i>	Available upon request <i>(BiasSync clients only)</i>
<b>GLOBALLY RELEVANT</b>	X	X

<p><b>TOPIC</b></p>	<p><b>TOPIC #15</b></p> <p><b>Ally 101 to 911</b></p> <p>An ally is someone who uses their power and privilege in a situation to support understanding and provide access and opportunity to a person or people of an underrepresented group. Participants, in this module, will be introduced to the role and purpose of allyship, while strengthening their resolve for action as an ally. A framework for do's and don'ts of good allies will be presented and simulations will offer a wide range of work life dilemmas that will fortify entry to mastery-level allies.</p> <p>Includes</p> <ul style="list-style-type: none"> <li>• 3 BiasSync Microlearnings</li> <li>• Impact Report</li> </ul>	<p><b>TOPIC #16</b></p> <p><b>Cultivating Openness and Cognitive Empathy</b></p> <p><i>Post BiasSync Baseline Training Only</i></p> <p>Openness and cognitive empathy are associated with a heightened ability to mitigate bias. Drawing upon these concepts permits individuals to receive new experiences readily and to confidently disclose or receive thoughts and feelings. The purpose of this module is to deepen curiosity and imagination for others' experiences and empower individuals' ability to exercise empathy. Participants will explore each other's narratives and practice perspective-taking, a neuroscience-based technique to increase cognitive empathy.</p>
<p><b># OF PARTICIPANTS</b></p>	<p>Up to 75 people</p>	<p>Up to 75 people</p>
<p><b>LENGTH OF SESSION</b></p>	<p>90 Minutes</p>	<p>90 Minutes</p>
<p><b>FEE</b></p>	<p>Available upon request*</p>	<p>Available upon request <i>(BiasSync clients only)</i></p>
<p><b>GLOBALLY RELEVANT</b></p>	<p>X</p>	<p>X</p>

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<p><b>TOPIC</b></p> <p><small>*Every training includes three (3) BiasSync microlearnings for sustainability and reinforcement of training knowledge and impact reports assessing retention of knowledge and behavior change indicators.</small></p> <p><small>Existing BiasSync clients receive microlearnings and impact reports as part of their licensing of the BiasSync solution.</small></p>	<p><b>TOPIC #17</b></p> <p><b>The Inclusive Leader in You</b></p> <p>Leadership is not a position but rather an activity that supports change and therefore, can be enacted by anyone. Inclusive leadership promotes change in a way that expands viewpoints and invites different perspectives and therefore, should be enacted by everyone. In this module, participants will gain a deep understanding of inclusive leadership and their role in creating inclusive organizational excellence. Intentional inclusive leadership techniques and strategies will be practiced and applied that enable participants to challenge assumptions and ask powerful questions.</p> <p>Includes</p> <ul style="list-style-type: none"> <li>• 3 BiasSync Microlearnings</li> <li>• Impact Report</li> </ul>	<p><b>TOPIC #18</b></p> <p><b>Inclusifying Managers</b></p> <p>While everyone has a role in building an inclusive organization, managers may find themselves needing additional skills to support their employees and staff. In this module, managers will address when a difficult conversation is needed, learn how to create a safe environment where diversity, equity and inclusion can flourish, and gain valuable communication skills for difficult situations.</p> <p>Includes</p> <ul style="list-style-type: none"> <li>• 3 BiasSync Microlearnings</li> <li>• Impact Report</li> </ul>
<p><b># OF PARTICIPANTS</b></p>	<p>Up to 75 people</p>	<p>Up to 75 people</p>
<p><b>LENGTH OF SESSION</b></p>	<p>90 Minutes</p>	<p>90 Minutes</p>
<p><b>FEE</b></p>	<p>Available upon request*</p>	<p>Available upon request*</p>
<p><b>GLOBALLY RELEVANT</b></p>	<p>X</p>	<p>X</p>

<p><b>TOPIC</b></p>	<p><b>TOPIC #19</b></p> <p><b>Diversity, Data, and Metrics: How to Hold Organizations Accountable</b></p> <p><i>Post BiasSync Baseline Training Only</i></p> <p>While the employee diversity and inclusion experience at work can be described qualitatively, it is important for large scale organizations to also know how to quantitatively assess, audit, investigate, respond, and manage variables and factors related to issues of diversity and inclusion. From employee satisfaction to productivity, many organizational variables are connected to the emotions, attitudes, perceptions, and behaviors of how people feel about the diversity and inclusion environment at work. In this session, leaders and employees will learn what type of data to utilize to inform organizational decisions, while also learning what data management and analysis techniques can be used to hold the organization to its organizational and Diversity goals and initiatives.</p>	<p><b>TOPIC #20</b></p> <p><b>Allyship: Alignment, Understanding &amp; Action as Tools to Build Community in the Workplace</b></p> <p>This training and experience are rooted in self-reflection and self-accountability. The participants will learn how to understand how their identities are positioned on the continuum of power and privilege. This can be based on their race, gender, age, or any other identity that impacts how people see and interact with one another. The leaders and employees will learn what allyship is, but more importantly what it is not. Understanding how to be a safe and open space for colleagues of varying underrepresented and stigmatized identities is crucial to organizations being diverse and inclusive.</p> <p>Includes</p> <ul style="list-style-type: none"> <li>• 3 BiasSync Microlearnings</li> <li>• Impact Report</li> </ul>
<p><b># OF PARTICIPANTS</b></p>	<p>Up to 75 people</p>	<p>Up to 75 people</p>
<p><b>LENGTH OF SESSION</b></p>	<p>3½ Hours</p>	<p>3½ Hours</p>
<p><b>FEE</b></p>	<p>Available upon request <i>(BiasSync clients only)</i></p>	<p>Available upon request*</p>
<p><b>GLOBALLY RELEVANT</b></p>	<p>X</p>	<p>X</p>

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<p><b>TOPIC</b></p>	<p><b>TOPIC #21:</b></p> <p><b>The Psychology of Understanding and Supporting the Racial Minority Experience at Work</b></p> <p>In a globalized world, understanding how racial and ethnic identity impacts work is essential. It helps to see, hear, and value your employees in ways that support their professional growth, personal satisfaction, and productivity. This process requires an understanding of social identity groups, some historical context, and experiences that we have not lived. This is relevant for understanding.</p> <p>Includes</p> <ul style="list-style-type: none"> <li>• 3 BiasSync Microlearnings</li> <li>• Impact Report</li> </ul>	<p><b>TOPIC #22:</b></p> <p><b>Counteracting Implicit Bias</b></p> <p>One of the most effective strategies to mitigate bias is to provide individuals with counteracting information. Trainees will learn how stereotypes impact behaviors toward members from negatively stereotyped groups. The workshop will help individuals understand the type of materials (i.e., books, movies, shows, articles, blogs) and experiences they need to counteract/neutralize their biases in the following areas:</p> <ul style="list-style-type: none"> <li>• Working Moms Bias</li> <li>• LGBTQIA Bias</li> <li>• Personality Bias</li> <li>• Regional Bias (i.e. Stereotypes about Southerners)</li> <li>• Age Bias</li> <li>• Colorism Bias—A Cross- Cultural Perspective</li> <li>• Religious Bias</li> <li>• Socio-economic Status Bias</li> <li>• Women in Science Bias</li> <li>• Women in Leadership Bias</li> <li>• Disability Bias</li> </ul> <p>Includes</p> <ul style="list-style-type: none"> <li>• 3 BiasSync Microlearnings</li> <li>• Impact Report</li> </ul>
<p><b># OF PARTICIPANTS</b></p>	<p>Up to 75 people</p>	<p>Up to 75 people</p>
<p><b>LENGTH OF SESSION</b></p>	<p>3½ Hours</p>	<p>90 Minutes</p>
<p><b>FEE</b></p>	<p>Available upon request*</p>	<p>Available upon request*</p>
<p><b>GLOBALLY RELEVANT</b></p>	<p>X</p>	

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## TOPIC

### TOPIC #23

#### Implicit Bias & Hiring

##### *Post BiasSync Baseline Training Only*

This workshop will guide hiring managers and organizational leaders through better understanding the ways in which implicit bias impacts the thoughts and behaviors associated with the hiring process. Trainees will learn how to counteract common psychological biases (implicit, confirmation, halo/horn effect, contrast effects, etc.) that can hinder increasing diversity within the organization.

This 90-minute workshop allows for breakout rooms that will give employees the opportunity to engage in 20–30-minute guided activities in smaller groups. They will discuss actions that they would like to take post-training to continue to mitigate bias in the recruitment, screening, and interview processes.

#### Learning Outcomes

- Increase awareness and develop common language about the ways in which implicit biases impact intergroup interactions and discrimination for multiple social identities (race/ethnicity, gender, sexual orientation, ability, socioeconomic status)
- Increase awareness about how these biases impact the recruitment, interview and decision-making processes
- Learn how to hold other hiring panel members accountable for their biases in a non-confrontational manner
- Understand the impact of implicit bias in structured vs. unstructured interviews
- Learn how biases can be mitigated/reduced in both virtual and face-to-face interviews
- Engage in discussion and strategize about the practices hiring managers will implement in their future hiring cycle

**# OF PARTICIPANTS**

Up to 75 people

**LENGTH OF SESSION**

90 Minutes

**FEE**

Available upon request (*BiasSync clients only*)

**GLOBALLY RELEVANT**

## TOPIC

### TOPIC #23A

#### Implicit Bias & Hiring

##### *Post BiasSync Baseline Training Only*

This workshop will guide hiring managers and organizational leaders through better understanding the ways in which implicit bias impacts the thoughts and behaviors associated with the hiring process. Trainees will learn how to counteract common psychological biases (implicit, confirmation, halo/horn effect, contrast effects, etc.) that can hinder increasing diversity within the organization.

#### Learning Outcomes

- Increase awareness and develop common language about the ways in which implicit biases impact intergroup interactions and discrimination for multiple social identities (race/ethnicity, gender, sexual orientation, ability, socioeconomic status)
- Increase awareness about how these biases impact the recruitment, interview and decision-making processes
- Learn how to hold other hiring panel members accountable for their biases in a non-confrontational manner
- Understand the impact of implicit bias in structured vs. unstructured interviews
- Learn how biases can be mitigated/reduced in both virtual and face-to-face interviews
- Engage in discussion and strategize about the practices hiring managers will implement in their future hiring cycle

Same as Topic 23, but without a breakout session.

#### # OF PARTICIPANTS

Up to 75 people

#### LENGTH OF SESSION

60 Minutes

#### FEE

Available upon request (*BiasSync clients only*)

#### GLOBALLY RELEVANT

<p><b>TOPIC</b></p>	<p><b>TOPIC #24</b>  <b>Implicit Bias and Performance Evaluations</b></p> <p>This workshop will guide trainees through better understanding the ways in which implicit bias impacts how we evaluate ourselves and others. Trainees will learn how stereotypes and biases impact the decision-making processes related to employee performance evaluation.</p> <p>Learning Outcomes</p> <ul style="list-style-type: none"> <li>• Review the current performance evaluation system and the ways in which biases may be impacting the organization’s process</li> <li>• Understand common decision biases and how they impact fair performance evaluation</li> <li>• Understand the impact of implicit bias in structured vs. unstructured performance evaluation process</li> <li>• Review best strategies to reduce bias when using scales and open-ended responses</li> <li>• Reduce biases in goal-setting and coaching/mentoring process</li> <li>• Develop a strategic plan for combating bias in future performance evaluations</li> </ul> <p>Includes</p> <ul style="list-style-type: none"> <li>• 3 BiasSync Microlearnings</li> <li>• Impact Report</li> </ul>	<p><b>TOPIC #25:</b>  <b>Psychological Safety</b></p> <p>Psychological safety in the workspace is defined in academia as the belief that an individual will not be exposed to threats at work that lead to emotional and/or cognitive disturbances. The goal of this workshop is to improve the cultural climate of the organization by increasing awareness about the social stressors in the workplace that pose a threat to the psychological safety of employees which include: work-life balance, bias and discrimination, team/intergroup communication and performance evaluations. Trainees will learn the best strategies to improve group dynamics and employee mental health (reduction in workplace anxiety/stress).</p> <p>Includes</p> <ul style="list-style-type: none"> <li>• 3 BiasSync Microlearnings</li> <li>• Impact Report</li> </ul>
<p><b># OF PARTICIPANTS</b></p>	<p>Up to 75 people</p>	<p>Up to 75 people</p>
<p><b>LENGTH OF SESSION</b></p>	<p>60 Minutes</p>	<p>90 Minutes</p>
<p><b>FEE</b></p>	<p>Available upon request*</p>	<p>Available upon request*</p>
<p><b>GLOBALLY RELEVANT</b></p>		

\*Every training includes three (3) BiasSync microlearnings for sustainability and reinforcement of training knowledge and impact reports assessing retention of knowledge and behavior change indicators.

Existing BiasSync clients receive microlearnings and impact reports as part of their licensing of the BiasSync solution.

TOPIC	<p><b>TOPIC #26</b></p> <p><b>Microaggressions</b></p> <p><i>Post BiasSync Baseline Training Only</i></p> <p>Participants will learn how our unconscious biases are related to the verbal behavior known as microaggressions. The goal of the workshop will be to help attendees better understand how these statements can reduce inclusion for individuals from multiple social identities (i.e., race/ethnicity, gender, sexuality, socio-economic status, religion, etc.).</p> <p>Learning Outcomes</p> <ul style="list-style-type: none"> <li>• Develop an awareness about the common occurrences of microaggressions</li> <li>• Explore the outcomes associated with the experience of microaggressions</li> <li>• Discover techniques to minimize the occurrence of microaggressions and ways to respond</li> </ul>	<p><b>TOPIC #27</b></p> <p><b>Advancing Inclusive Leadership and LBGTQIA+ Allyship</b></p> <p>This session will provide foundational understanding about the LBGTQIA+ community. Inclusive language and key concepts relating to LBGTQIA+ community will be reviewed. Societal discrimination, family and workplace rejection, and transition stories will be incorporated. In breakout sessions, participants will work through case studies that apply inclusive practices.</p> <p>Learning Outcomes</p> <ul style="list-style-type: none"> <li>• Understand LBGTQIA+ key inclusive language term and concepts</li> <li>• Learn how bias impacts the LBGTQIA+ community</li> <li>• Strengthen confidence in applying LBGTQIA+ allyship</li> </ul> <p>Learning Objectives</p> <ul style="list-style-type: none"> <li>• Test your knowledge of LBGTQIA+ terms and concepts through interactive assessments</li> <li>• Explore how love is expressed and accepted across the globe and the impact that has on business</li> <li>• Practice LBGTQIA+ allyship through case studies</li> </ul> <p>Includes</p> <ul style="list-style-type: none"> <li>• 3 BiasSync Microlearnings</li> <li>• Impact Report</li> </ul>
<b># OF PARTICIPANTS</b>	Up to 75 people	Up to 75 people
<b>LENGTH OF SESSION</b>	90 Minutes	90 Minutes
<b>FEE</b>	Available upon request <i>(BiasSync clients only)</i>	Available upon request*
<b>GLOBALLY RELEVANT</b>		X**

\*Every training includes three (3) BiasSync microlearnings for sustainability and reinforcement of training knowledge and impact reports assessing retention of knowledge and behavior change indicators.

Existing BiasSync clients receive microlearnings and impact reports as part of their licensing of the BiasSync solution.

\*\*Dependent upon global location and country. Trainings can be offered to a non-Western audience; however, some countries have explicit policies and laws against "other" religions and sexual orientations.

## TOPIC

### TOPIC #28

#### AuthenticHER

Explore the intersectional identities of women in the workplace. Recognize the obstacles that confront women in organizations as they navigate adversity, juggle parenthood, and confront stereotypes in leadership. Participants will gain tools to connect with their powerful, authentic voice.

#### Learning Outcomes

- Recognize the diversity of experiences of female professionals
- Develop an appreciation for the survival techniques women have traditionally used in the workplace to succeed
- Awaken inclusive, authentic voice in the workplace

#### Learning Objectives

- Claim diverse and unique world perspectives of feminine professionalism
- Reflect on the vital relationship between motivation and self-regulation in pursuit of authenticity
- Affirm authentic voice through guided exercises

#### Includes

- 3 BiasSync Microlearnings
- Impact Report

*This workshop can be done with all gender identifications or, if preferred, women only.*

\*Every training includes three (3) BiasSync microlearnings for sustainability and reinforcement of training knowledge and impact reports assessing retention of knowledge and behavior change indicators.

Existing BiasSync clients receive microlearnings and impact reports as part of their licensing of the BiasSync solution.

## # OF PARTICIPANTS

Up to 75 people

## LENGTH OF SESSION

90 Minutes

## FEE

Available upon request\*

## GLOBALLY RELEVANT

X

## TOPIC

### TOPIC #29

#### Leveling Up Your Inclusive Leadership: Ally, Advocate, or Accomplice?

*Post BiasSync Baseline Training Only*

Inspire a new courageous space for participants to amplify their inclusive leadership practice. The speaker will share how action can differ across contexts and reveal the progression of allyship. Strategies and tools will be given to move from ally, to advocate, to accomplice with live Q&A.

#### Learning Outcomes

- Enhance accountability and commitment to inclusive excellence and allyship
- Inspire a spirit of collective vision for inclusive leadership that all participants, regardless of role, are vital

#### Learning Objectives

- Learn how inclusive leadership is relevant and critical for all to exercise
- Distinguish between ally, advocate, and accomplice
- Establish confidence in leveling up their allyship and inclusive leadership

# OF PARTICIPANTS	Up to 75 people
LENGTH OF SESSION	60 Minutes
FEE	Available upon request ( <i>BiasSync clients only</i> )
GLOBALLY RELEVANT	X

## TOPIC

### TOPIC #30

#### Faith & Belonging

In this session, participants will gain an introduction to Islam, Hindu, Buddhism, and Judaism while uncovering common misconceptions and stereotypes. Experiences of hate crime and prejudice as it occurs in society and the workplace will be shared. Participants will actively reflect and engage in discussion about how to foster a more inclusive environment, particularly as it relates to belonging.

#### Learning Outcomes

- Review the foundational elements of Islam, Hindu, Buddhism, and Judaism
- Learn how religious bias manifests in the workplace
- Create a culture of acceptance, appreciation, and belonging

#### Learning Objectives

- Test your knowledge of religious diversity through interactive assessments
- Recognize the pain associated with common religious stereotypes and misconceptions
- Engage in a facilitated, modified dialogue on acceptance and belonging

#### Includes

- 3 BiasSync Microlearnings
- Impact Report

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\*\*Dependent upon global location and country. Trainings can be offered to a non-Western audience; however, some countries have explicit policies and laws against "other" religions and sexual orientations.

## # OF PARTICIPANTS

Up to 75 people

## LENGTH OF SESSION

90 Minutes

## FEE

Available upon request\*

## GLOBALLY RELEVANT

X\*\*

## TOPIC

### TOPIC #31

#### **Power Skills in Dialogue: Reframing, Exploring, and Asking Process Questions**

The art of inquiry is a power skill for creating inclusive environments. As a pillar of inclusive leadership, curiosity is often highlighted but rarely mastered. Maintaining curiosity can be extremely challenging when bias is present or when emotions have been triggered. In this interactive workshop, participants will engage in three integral skills of dialogue: reframing, exploring, and asking process questions.

#### Learning Outcomes

- Amplify the power of curiosity for diffusing conflict and processing emotions
- Enhance communication skills for increased understanding and empathy
- Create a more peaceful and inclusive workplace

#### Learning Objectives

- Learn to elevate assumptions and maintain openness
- Practice positive psychology and adapt a growth mindset when relaying information
- Demonstrate empathy in asking more thoughtful questions

#### Includes

- 3 BiasSync Microlearnings
- Impact Report

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<b># OF PARTICIPANTS</b>	Up to 75 people
<b>LENGTH OF SESSION</b>	90 Minutes
<b>FEE</b>	Available upon request*
<b>GLOBALLY RELEVANT</b>	X



## TOPIC

### TOPIC #32

#### Activating Empathy for Mitigating Bias

##### *Post BiasSync Baseline Training Only*

Empathy is often framed as the ability to understand another's experience but, did you know that empathy can manifest in different forms? Some forms of empathy help us mitigate bias while others may promote bias. Fortunately, neuroscience reveals that we have the ability to rewire the connections in our brain for empathy and create new pathways for understanding others' experiences and mitigating bias. While this can be a challenging process, this session will guide participants through understanding how to enhance their cognitive empathy skills through practicing sensory somatic and reflective exercises.

##### Learning Outcomes

- Understand how cognitive empathy mitigates bias
- Develop ability to activate cognitive empathy for oneself and others

##### Learning Objectives

- Engage in guided visualizations for cognitive empathy understanding and introspection
- Envision innocence, youth, and humanity to actuate empathetic responses
- Innovate with how cognitive empathy can be applied in the workplace

**# OF PARTICIPANTS**

Up to 75 people

**LENGTH OF SESSION**

90 Minutes

**FEE**

Available upon request (*BiasSync clients only*)

**GLOBALLY RELEVANT**

X

## TOPIC

### TOPIC #33

#### Giving and Receiving Effective Feedback

Discover what science reveals about the challenges and opportunities for intentional feedback and how to enact more mindful feedback for collective growth and inclusivity. In this interactive session, explore your personal style of feedback, learn from peer experiences, and practice using verified techniques for delivering more thoughtful feedback for all communication preferences using the COIN method.

#### Learning Outcomes

- Recognize the connection between mindful feedback and collective growth and inclusivity
- Explore the COIN framework and increase knowledge of feedback components

#### Learning Objectives

- Assess common challenges in delivering feedback
- Uncover personal feedback style(s)
- Practice crafting intentional and thoughtful feedback

#### Includes

- 3 BiasSync Microlearnings
- Impact Report

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<b># OF PARTICIPANTS</b>	Up to 75 people
<b>LENGTH OF SESSION</b>	90 Minutes
<b>FEE</b>	Available upon request*
<b>GLOBALLY RELEVANT</b>	X

## TOPIC

### TOPIC #34

#### Creating Growth Mindsets to Create a More Inclusive Workplace

Judgement is a natural survival mechanism of the human brain that has protected us throughout history. However, our judgments are imperfect and contain flaws and biases, and at times, we may not be aware of all the ways we process information. In this session, participants will deepen their awareness of reactive thoughts and strengthen their proactive aptitude. Through self-regulation and reframing strategies, participants will move beyond bias and challenges to envision new possibilities for a more inclusive workplace.

#### Learning Outcomes

- Strengthen a growth mindset for creating a more equitable and inclusive workplace
- Recognize how judgement can interfere and block inclusive excellence
- Enhance ability to shift perspectives and reframe

#### Learning Objectives

- Recount professional challenges and reframe them into opportunities
- Uncover personal trigger points that act as catalysts for reactive thoughts and associations
- Practice self-regulation exercises

#### Includes

- 3 BiasSync Microlearnings
- Impact Report

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<b># OF PARTICIPANTS</b>	Up to 75 people
<b>LENGTH OF SESSION</b>	90 Minutes
<b>FEE</b>	Available upon request*
<b>GLOBALLY RELEVANT</b>	X

## TOPIC

### TOPIC #35

#### Microaggressions in an Intergenerational Workplace

*Post BiasSync Baseline Training Only*

Our workplaces are more diverse than ever, and this includes how our employees differ in age. Currently, the largest range of age and generational span is present in our workplace. Common associations and perceptions of age can disadvantage individuals and the organization's success. In this session, participants will draw upon the knowledge presented, their own experience, and the experience of their colleagues to craft and anticipate the needs of a more inclusive, intergenerational workplace.

#### Learning Outcomes

- Realize how bias spans across generations
- Develop inclusive leadership responses to ageism

#### Learning Objectives

- Reflect on the individual experience of ageism
- Strategize with colleagues on inclusive leadership approaches to common acts of ageism
- Forecast how ageism will shift across time and anticipate needs for a more inclusive workplace

# OF PARTICIPANTS	Up to 75 people
LENGTH OF SESSION	90 Minutes
FEE	Available upon request ( <i>BiasSync clients only</i> )
GLOBALLY RELEVANT	X

## TOPIC

### TOPIC #36

#### Embracing Intersectionality and Dismantling Bias

Intersectionality is the ways in which our identity overlaps and is interconnected by different categorizations like race, gender, age, and ability to name a few. Biases and microaggressions are well-documented across identifiers but become even more complex with intersectionality. Understanding the ways human identity can be dynamic, fluid, and overlapping challenges how the brain prefers to make associations, generalizations, and stereotypes. In this facilitated module, participants will explore their own and others' intersectionality and become equipped with strategies to take inclusive action in support of intersectionality.

#### Learning Outcomes

- Elevate the understanding of individual intersectionality, identity fluidity, and complexity in identity
- Strengthen inclusive action in support of intersectionality

#### Learning Objectives

- Examine identity fluidity and intersectionality through prompted facilitation
- Review inclusive action practices
- Apply inclusive action techniques to facilitator-provided or participant-offered scenarios

#### Includes

- 3 BiasSync Microlearnings
- Impact Report

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\*\*Dependent upon global location and country. Trainings can be offered to a non-Western audience; however, some countries have explicit policies and laws against "other" religions and sexual orientations.

## # OF PARTICIPANTS

Up to 75 people

## LENGTH OF SESSION

90 Minutes

## FEE

Available upon request\*

## GLOBALLY RELEVANT

X\*\*

## TOPIC

### TOPIC #37

#### Where is That Accent from: Linguistic and Language Profiling

“You do not sound Black,” “That is a beautiful accent, where is it from,” “That accent is so thick I cannot understand a thing they say,” “That was an odd word choice, where are you from?” are all comments we have likely heard at one point or another. The sound of a person’s voice is even a strong indicator of the gender they were assigned at birth. Leaders, hiring managers, and review panels conclude a person’s identity and ability by merely hearing the person speak. This perceived insight can lead to linguistic and language discrimination: treating someone unfairly because of how they talk, including an accent, vocabulary, or syntax.

#### Learning Goals

Provide a tool for participants to recognize and combat the adverse impact of linguistic and language bias at work.

#### Learning Outcomes

- Participants will be able to recognize when linguistic and language bias is at play
- Participants will understand their own linguistic and language bias and the impact it has on conversations about hiring, promotion, and work opportunities
- Participants will understand their role ensuring the best candidate gets the opportunity despite language and linguistic disparities

#### Learning Objectives

- Learn the distinction between language and linguistic bias
- Recognize the historical and media-driven context of linguistic and language bias
- Reflect on the adverse impact language, and voice register have on hiring and employment decisions
- Establish norms and learn strategies for recognizing personal bias and eliminating the adverse impacts

#### Includes

- 3 BiasSync Microlearnings
- Impact Report

\*Every training includes three (3) BiasSync microlearnings for sustainability and reinforcement of training knowledge and impact reports assessing retention of knowledge and behavior change indicators.

Existing BiasSync clients receive microlearnings and impact reports as part of their licensing of the BiasSync solution.

<b># OF PARTICIPANTS</b>	Up to 40 people
<b>LENGTH OF SESSION</b>	90 Minutes
<b>FEE</b>	Available upon request*
<b>GLOBALLY RELEVANT</b>	

## TOPIC

### TOPIC #38

#### **It is not Imposter Syndrome: How Organizations are Setting Up Black Leaders to be Imposters**

Impostor syndrome is a psychological pattern in which individuals doubt their skills, talents, or accomplishments and have a persistent internalized fear of being exposed as a “fraud.” Imposter syndrome is the label given to many minority leaders when they are bold enough to express concerns that they have not been adequately prepared for senior leadership. They are met with dismissal and told their fears of inadequacy are all in their head. The remedy’s responsibility is placed on the candidate and not where it belongs with the leader and the organization. Many leaders and organizations have successfully developed and created imposters. These minority candidates have not been adequately prepared to step into senior leadership positions and are asked to “fake it ‘til they make it.” They have not been provided access to information, influence, and institutional knowledge to correctly fill the role(s). The candidates express what they recognize as fact; they are indeed imposters and not suffering from imposter syndrome.

#### Learning Goals

Provide tools for participants to recognize if their organization is adequately preparing minority candidates to fill senior leadership roles.

#### Learning Outcomes

- Participants will be able to recognize when candidates have not been prepared adequately for senior leadership
- Participants will understand the negative impacts of labeling ill-prepared candidates with the label of imposter syndrome
- Participants will implement training to close the senior leadership preparation disparity gap between majority and minority leadership candidates

#### Learning Objectives

- Learn the distinction between candidates with imposter syndrome and candidates who are expressing the reality of improper preparation
- Recognize systemic gaps in how majority and minority high potential/high performing candidate are recognized and trained
- Establish norms and learn strategies for consistent and unbiased senior leadership preparation

#### Includes

- 3 BiasSync Microlearnings
- Impact Report

\*Every training includes three (3) BiasSync microlearnings for sustainability and reinforcement of training knowledge and impact reports assessing retention of knowledge and behavior change indicators.

Existing BiasSync clients receive microlearnings and impact reports as part of their licensing of the BiasSync solution.

<b># OF PARTICIPANTS</b>	Up to 40 people
<b>LENGTH OF SESSION</b>	90 Minutes
<b>FEE</b>	Available upon request*
<b>GLOBALLY RELEVANT</b>	

## TOPIC

### TOPIC #39

#### DARE to have Deeper Conversations About Race

Remember when “the talk” was the thing parents had with their children. Now, many organizations, Human Resources Professionals and company leaders are trying to figure out how to have a different talk, “the talk” about race at work. More complex than the talk is navigating our collective incompetence related to conversations around race, equality and bias. The D.A.R.E. model is a model created by Dethra U. Giles.

#### Learning Goals

Provide a tool for participants to navigate conversations about race, equality and bias at work.

#### Learning Outcomes

- Participants will be able to navigate tough conversations around race
- Participants will understand their own racial bias and the impact it has on conversations about race, equality and bias
- Participants will understand their role in taking the talk from conversations to commitment to company-wide outcomes

#### Learning Objectives

- Reflect on comfort level when talking about race
- Learn the distinction between intent and impact and reflect on what it means in the context of conversations on race
- Establish norms and learn strategies for having open and honest conversations about race, equality, and bias

#### Includes

- 3 BiasSync Microlearnings
- Impact Report

\*Every training includes three (3) BiasSync microlearnings for sustainability and reinforcement of training knowledge and impact reports assessing retention of knowledge and behavior change indicators.

Existing BiasSync clients receive microlearnings and impact reports as part of their licensing of the BiasSync solution.

<b># OF PARTICIPANTS</b>	Up to 50 people
<b>LENGTH OF SESSION</b>	90 Minutes
<b>FEE</b>	Available upon request*
<b>GLOBALLY RELEVANT</b>	



<p><b>TOPIC</b></p>	<p><b>TOPIC #40</b></p> <p><b>Black History Month</b></p> <p>The workshop will expose participants to information about Black history that highlights Black people as contributors to American society and the world at large. Participants will experience learning new information about Black people in history that counteracts negative stereotypes and implicit biases. This interactive session will provide materials to attendees that will allow them to continue to mitigate their racial biases and celebrate Black History in a culturally competent manner.</p> <p>Includes</p> <ul style="list-style-type: none"> <li>• 3 BiasSync Microlearnings</li> <li>• Impact Report</li> </ul>	<p><b>TOPIC #41</b></p> <p><b>Gender-Affirming Workplace Practices</b></p> <p>In this session, participants will be introduced to various gender identities while uncovering common misconceptions and stereotypes. Experiences of prejudice as it occurs in society and the workplace will be shared. Participants will actively reflect and engage in discussion about tangible ways to foster a more gender affirming and inclusive environment.</p> <p>Includes</p> <ul style="list-style-type: none"> <li>• 3 BiasSync Microlearnings</li> <li>• Impact Report</li> </ul>
<p><b># OF PARTICIPANTS</b></p>	<p>Up to 75 people</p>	<p>Up to 50 people</p>
<p><b>LENGTH OF SESSION</b></p>	<p>60 Minutes</p>	<p>90 Minutes</p>
<p><b>FEE</b></p>	<p>Available upon request*</p>	<p>Available upon request*</p>
<p><b>GLOBALLY RELEVANT</b></p>		

\*Every training includes three (3) BiasSync microlearnings for sustainability and reinforcement of training knowledge and impact reports assessing retention of knowledge and behavior change indicators.

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<p><b>TOPIC</b></p>	<p><b>TOPIC #42</b></p> <p><b>Elevating Your Intercultural Communication Skills with Mindfulness</b></p> <p>In this session, participants will explore introductory concepts related to both intercultural communication and mindfulness. Tangible mindfulness practices will be shared. Participants will actively reflect and engage in discussion about tangible ways to enhance intercultural communication skills using what they've learned about mindfulness.</p> <p>Includes</p> <ul style="list-style-type: none"> <li>• 3 BiasSync Microlearnings</li> <li>• Impact Report</li> </ul>	<p><b>TOPIC #43</b></p> <p><b>Supporting Multiracial Employees</b></p> <p>In this session, participants will be introduced to various terms and concepts related to multiracial identities, including transracial adoptees. Experiences of prejudice as it occurs in society and the workplace, along with common misconceptions and stereotypes, will be shared. Participants will actively reflect and engage in discussion about tangible ways to foster a more inclusive environment.</p> <p>Includes</p> <ul style="list-style-type: none"> <li>• 3 BiasSync Microlearnings</li> <li>• Impact Report</li> </ul>
<p><b># OF PARTICIPANTS</b></p>	<p>Up to 50 people</p>	<p>Up to 50 people</p>
<p><b>LENGTH OF SESSION</b></p>	<p>90 Minutes</p>	<p>90 Minutes</p>
<p><b>FEE</b></p>	<p>Available upon request*</p>	<p>Available upon request*</p>
<p><b>GLOBALLY RELEVANT</b></p>		

\*Every training includes three (3) BiasSync microlearnings for sustainability and reinforcement of training knowledge and impact reports assessing retention of knowledge and behavior change indicators.

Existing BiasSync clients receive microlearnings and impact reports as part of their licensing of the BiasSync solution.

<p><b>TOPIC</b></p>	<p><b>TOPIC #44</b></p> <p><b>Narrative Ethics for Inclusive Anti-Ableist Practices: How the Stories We Tell Define Who We Can Become</b></p> <p>This session will provide participants with a basic understanding of the concept of “narrative identity;” or the process by which human selves are created through stories. We will discuss how some stories can harmfully limit the possibilities for who a person can be, while others allow them to become their best self. In breakout sessions, participants will discuss case studies that highlight how the stories we tell and re-tell about disabled people have an impact on this socially disadvantaged group.</p> <p>Includes</p> <ul style="list-style-type: none"> <li>• 3 BiasSync Microlearnings</li> <li>• Impact Report</li> </ul>	<p><b>TOPIC #45</b></p> <p><b>Complicating the Goals of Biomedicine to Account for Ableism: Thinking About Why Curing Disability Shouldn’t Always Be the Goal</b></p> <p>This session will provide participants with a basic understanding of the conceptual basis of the disability rights movement and how it relates to biomedical research and practice. We will discuss why there are some cases in which disabled people want to be cured of their disabilities and other situations in which they understand the development of a cure as doing more harm than good. Participants will discuss case studies that challenge the assumption that curing disability is always a good thing that disabled people want or should want. This discussion will highlight how non-disabled people can account for their own biases when thinking about what the goal should be when developing new biomedical technologies.</p> <p>Includes</p> <ul style="list-style-type: none"> <li>• 3 BiasSync Microlearnings</li> <li>• Impact Report</li> </ul>
<p><b># OF PARTICIPANTS</b></p>	<p>Up to 50 people</p>	<p>Up to 50 people</p>
<p><b>LENGTH OF SESSION</b></p>	<p>60 Minutes</p>	<p>60 Minutes</p>
<p><b>FEE</b></p>	<p>Available upon request*</p>	<p>Available upon request*</p>
<p><b> Globally Relevant</b></p>		

\*Every training includes three (3) BiasSync microlearnings for sustainability and reinforcement of training knowledge and impact reports assessing retention of knowledge and behavior change indicators.

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<p><b>TOPIC</b></p>	<p><b>TOPIC #46</b></p> <p><b>Inclusive Leadership and Coaching</b></p> <p>In this session, participants will enhance their practice of inclusive leadership through acquiring and/or building upon coaching skills. After reviewing the foundational skills of inclusive leadership and coaching, participants will gain skills on how to expand viewpoints, facilitate divergent thinking, and invite perspective-taking within the workplace. Scenario practice and dialogue will be conducted to further explore these skills and address participant questions.</p> <p>Includes</p> <ul style="list-style-type: none"> <li>• 3 BiasSync Microlearnings</li> <li>• Impact Report</li> </ul>	<p><b>TOPIC #47</b></p> <p><b>Embracing Politics in the Workplace for Deepening Inclusion</b></p> <p>Politics is often regarded as a taboo topic in the workplace. However, inclusive workplaces recognize that politics is another form of diversity. Thus, participants will understand that agreement on viewpoints is not needed for respect to be offered. Participants will practice inquiry techniques that support curiosity rather than evoking conflict and recognize patterns in polarization. This session fosters inclusive practices that support diversity in ideas and ideology.</p> <p>Includes</p> <ul style="list-style-type: none"> <li>• 3 BiasSync Microlearnings</li> <li>• Impact Report</li> </ul>
<p><b># OF PARTICIPANTS</b></p>	<p>Up to 75 people</p>	<p>Up to 75 people</p>
<p><b>LENGTH OF SESSION</b></p>	<p>90 Minutes</p>	<p>90 Minutes</p>
<p><b>FEE</b></p>	<p>Available upon request*</p>	<p>Available upon request*</p>
<p><b>GLOBALLY RELEVANT</b></p>		

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<p><b>TOPIC</b></p>	<p><b>TOPIC #48</b></p> <p><b>Faith and Belonging Series</b></p> <p>Stakeholders can choose one of the major world religions to be the focus of a session: Christianity, Islam, Hinduism, Buddhism, or Judaism. Participants will learn about the major tenants of the religion as well as culturally significant events while uncovering common misconceptions and stereotypes. Participants will also have the opportunity to engage in a culturally relevant game, event, and/or food (prep work may be required). Participants will actively reflect and engage in discussion to increase their awareness.</p> <p>Includes</p> <ul style="list-style-type: none"> <li>• 3 BiasSync Microlearnings</li> <li>• Impact Report</li> </ul>	<p><b>TOPIC #49</b></p> <p><b>Leading with Inclusive Leadership</b></p> <p>In this session, participants will review inclusive leadership foundations, recalling that inclusive leadership does not reside in a role or title. Additionally, participants will have the opportunity to examine inclusive language and watchouts including terms and phrases that are gendered, ageist, ableist and racially offensive. Scenario practice and modified dialogue will be facilitated to deepen the learning. Upon the session conclusion, participants will be empowered to make personal commitments to new inclusive language and articulate areas for future exploration.</p> <p>Includes</p> <ul style="list-style-type: none"> <li>• 3 BiasSync Microlearnings</li> <li>• Impact Report</li> </ul>
<p><b># OF PARTICIPANTS</b></p>	<p>Up to 75 people</p>	<p>Up to 75 people</p>
<p><b>LENGTH OF SESSION</b></p>	<p>90 Minutes</p>	<p>90 Minutes</p>
<p><b>FEE</b></p>	<p>Available upon request*</p>	<p>Available upon request*</p>
<p><b>GLOBALLY RELEVANT</b></p>		

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<p><b>TOPIC</b></p>	<p><b>TOPIC #50</b></p> <p><b>Celebrate Juneteenth Counteracting Bias</b></p> <p>Juneteenth is the oldest nationally celebrated commemoration of the ending of slavery in the United States. Trainees will learn about Black History in a context that allows them to see the specific contributions Black people made to gaining their own freedom and the achievements they made after obtaining freedom. Participants will counteract racial bias by learning the significance of this cultural holiday and why it is important to people from all backgrounds in terms of setting the stage for equal rights for everyone in America.</p> <p>Includes</p> <ul style="list-style-type: none"> <li>• 3 BiasSync Microlearnings</li> <li>• Impact Report</li> </ul>	<p><b>TOPIC #51</b></p> <p><b>Celebrate Women’s History Counteracting Bias</b></p> <p>The workshop will expose participants to information that highlights Women in places of leadership and power that counteracts societal stereotypes about women. Trainees will learn about women from various backgrounds and their contributions to society and specific fields. This interactive session will also allow participants to discuss their personal knowledge of women in history who counteract our biases. Trainees will have materials that will allow them to continue to mitigate their gender biases.</p> <p>Includes</p> <ul style="list-style-type: none"> <li>• 3 BiasSync Microlearnings</li> <li>• Impact Report</li> </ul>
<p><b># OF PARTICIPANTS</b></p>	<p>Up to 75 people</p>	<p>Up to 75 people</p>
<p><b>LENGTH OF SESSION</b></p>	<p>60 Minutes</p>	<p>60 Minutes</p>
<p><b>FEE</b></p>	<p>Available upon request*</p>	<p>Available upon request*</p>
<p><b>GLOBALLY RELEVANT</b></p>		

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<p><b>TOPIC</b></p>	<p><b>TOPIC #52</b></p> <p><b>Ableism 101: What does it look like and what can I do?</b></p> <p>Like sexism, racism and ageism, ableism is full of assumptions about what it means to be human, whose lives are worth living, and why certain types of minds and bodies need to be controlled, protected, or improved. In this session, participants will be introduced to how ableism manifests in both hostile and benevolent forms. Often motivated by fear and stereotypic beliefs, ableism ranges from dehumanizing treatments and contemptuous hate to envious resentment, patronizing condescension, invalidation, and objectification. Participants will be asked to reflect on how ableism presents itself and engage in discussion about strategies for responding to ableism and developing solutions.</p> <p>Includes</p> <ul style="list-style-type: none"> <li>• 3 BiasSync Microlearnings</li> <li>• Impact Report</li> </ul>	<p><b>TOPIC #53</b></p> <p><b>Ableism 201: The Consequences of Ableism and its Undoing: How is ableism addressed to promote understanding and increase equality?</b></p> <p>Most scientific efforts to reduce ableism have assumed the people can modify their ableist attitudes if they engage in sustained cooperative encounters with people who experience disabilities or can cultivate empathy towards disabled people as a group. Yet, the effectiveness of interventions designed to reduce ableism and promote positive contact and perspective-taking depend on several preconditions. In this session, participants will be introduced to the consequences of ableism for individuals and organizations, and what the evidence-base reveals about what works best to improve understanding, reduce awkward interactions, and create more equitable outcomes. Participants will also reflect on how ableism can be prevented through strategies to inform more inclusive policies and practices.</p> <p>Includes</p> <ul style="list-style-type: none"> <li>• 3 BiasSync Microlearnings</li> <li>• Impact Report</li> </ul>
<p><b># OF PARTICIPANTS</b></p>	<p>25 people</p>	<p>25 people</p>
<p><b>LENGTH OF SESSION</b></p>	<p>90 Minutes</p>	<p>90 Minutes</p>
<p><b>FEE</b></p>	<p>Available upon request*</p>	<p>Available upon request*</p>
<p><b>GLOBALLY RELEVANT</b></p>		

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## TOPIC

### TOPIC #55

#### Inclusive Leadership

In alignment with the practice of dialogue, this session is professionally guided and fully emergent where participants are able to pose questions and respond to inquiries in pursuit of more inclusive and equitable workplaces. Groups that are seeking transformation, further alignment, deeper understanding, or want to continue the exploration of the DEIA learning will benefit from this session. The dialogue will begin with group agreements and share behavioral expectations. Structured questions may be posed by the dialogue facilitator and designed in collaboration with client stakeholders prior to the session; however, ample time will be allocated for participants to raise and offer their own inquiries and insights.

#### Includes

- 3 BiasSync Microlearnings
- Impact Report

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<b># OF PARTICIPANTS</b>	Up to 75 people
<b>LENGTH OF SESSION</b>	90 Minutes
<b>FEE</b>	Available upon request*
<b>GLOBALLY RELEVANT</b>	



## TOPIC

### TOPIC #56

#### Cultural Competency

This workshop focuses on cultural competency as the skills and abilities to understand one's own cultural norms as well as recognize the unique and complex experiences and associations of different cultures. Participants will learn about the importance of cultural humility and openness to enhance their own cultural competence. Reflection will be centered in this workshop through recognizing the artifacts of one's own culture, witnessing cultural bias in the workplace, and participating in a modified dialogue. Techniques for increasing cultural competency will be shared and continued work will be encouraged.

#### Learning Outcomes

- Review the how cultural competency promotes inclusion, well-being, and performance in the workplace
- Uncover the common forms of cultural discrimination and microaggressions in the workplace
- Engage in an audit of one's own culture and associations
- Participate in a modified dialogue on cultural competency
- Review strategies for enhancing one's own cultural competency

#### Learning Objectives

- Recognize the value of cultural competency in the workplace
- Understand that respect is at heart of cultural competency
- Learn about the impacts of disparity and inequity due to cultural bias
- Explore components of cultural competency, cultural humility, and cultural exposure

#### Includes

- 3 BiasSync Microlearnings
- Impact Report

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<b># OF PARTICIPANTS</b>	Up to 75 people
<b>LENGTH OF SESSION</b>	90 Minutes
<b>FEE</b>	Available upon request*
<b>GLOBALLY RELEVANT</b>	

## TOPIC

### TOPIC #57

#### Recognizing and Combating Antisemitism in the Workplace

Taking immediate action when antisemitism is present is crucial to creating more inclusive and psychologically safe workplaces. During this training, participants will gain deeper insight into the historical roots and origins of antisemitism, recognizing key events and factors that have contributed to its persistence over time. Additionally, learners will develop the ability to identify contemporary manifestations of antisemitism, both overt and subtle, within the workplace. Participants will gain an understanding of the emotional and professional impact of antisemitism on individuals and the overall workplace environment. This knowledge will enable them to empathize with affected colleagues and contribute to creating a workplace that is free from discrimination, supporting the mental well-being of all employees. This training empowers participants to actively contribute to the organization's commitment to diversity and inclusion by actively opposing antisemitism and explore strategies for fostering a culture of respect.

#### Learning Outcomes

- Identify the different manifestations of antisemitism both in historical and contemporary contexts
- Empathize with the emotional and professional impact of antisemitism on individuals and the workplace, considering both immediate and long-term consequences
- Apply allyship strategies that address antisemitism, contributing to a more inclusive and respectful workplace

#### Includes

- 3 BiasSync Microlearnings
- Impact Report

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<b># OF PARTICIPANTS</b>	Up to 75 people
<b>LENGTH OF SESSION</b>	90 Minutes
<b>FEE</b>	Available upon request*
<b>GLOBALLY RELEVANT</b>	

## TOPIC

### TOPIC #59

#### Allyship: Being a Good Relative with Indigenous People

This is an introductory course to gain understanding of key concepts regarding the diverse group called Indigenous People. Course includes definition of Indigenous, Indigenous and Western ways of being and knowing, creating brave space, how to identify barriers to allyship, pitfalls to becoming an ally. Participants will begin to explore the joy and complexity of building a relationship with Indigenous, Native people.

#### Learning Outcomes

- Gain an understanding of what is indigenous, indigenous wisdom and why it is so essential
- Become aware of your own stories and wisdom and how you might tap into those
- Increase awareness of implicit biases regarding Native peoples so that good intentions translate to authentic allyship
- Gain practical skills to enter a meaningful and reciprocal allyship, whether initiated by the Indigenous people or by the participant
- Inspire greater confidence for action, through reflection and connecting to an Indigenous person(s)

#### Includes

- 3 BiasSync Microlearnings
- Impact Report

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<b># OF PARTICIPANTS</b>	Up to 75 people
<b>LENGTH OF SESSION</b>	90 Minutes
<b>FEE</b>	Available upon request*
<b>GLOBALLY RELEVANT</b>	

## TOPIC

### TOPIC #60

#### The Business Case for DEI

While value for DEI should be part of everyone's moral compass to be good human beings, unfortunately it is not. This workshop will remind participants about the benefits valuing DEI has on their personal lives, but really highlight how these values impact the success of their organizations. This session will focus on presenting the research showing there is a strong business case for having diverse, inclusive and equitable teams/companies (i.e., customer satisfaction, employee satisfaction, better community engagement and impact, higher company morale, increased competitive advance, increased profits, etc.). Breakout room sessions will allow participants to develop post-training action plans that directly connect their work in DEI to their performance on their specific job roles/teams.

#### Learning Outcomes

- Understand how increases in diversity and the development of inclusive cultural climates impact employee retention
- Gain awareness of the negative impact companies are facing when they lack diversity and homogenous cultures

#### Includes

- 3 BiasSync Microlearnings
- Impact Report

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<b># OF PARTICIPANTS</b>	Up to 75 people
<b>LENGTH OF SESSION</b>	90 Minutes
<b>FEE</b>	Available upon request*
<b>GLOBALLY RELEVANT</b>	

# EXPERTS

## DR. BENTLEY GIBSON

Dr. Gibson received a BA in Psychology from Spelman College. She completed her doctorate (Ph.D.) in Cognition and Development Psychology at Emory University, focusing on the development of racial and gender biases from early childhood to adulthood. Dr. Gibson is currently an Associate Professor in Psychology at Georgia Highlands College. Her current research focuses on the development and reduction of implicit bias in children, adolescents and adults. Dr. Gibson also founded The Bias Adjuster, a consultancy. She creates customized workshops and products that promote equity and inclusion, as well as increase positive intergroup behaviors/practices.

## DR. CRYSTAL MILLER

Dr. Miller is Director of Leadership Development at the California State University Chancellor's Office, where she provides strategic direction to the developmental programs and processes for the nation's largest public higher education systems of twenty-three California State Universities. She also serves as a university lecturer at San Diego State University. With over 10,000 hours coaching executives and facilitating workshops and trainings to thousands of diverse audience members, Dr. Miller designs and guides creative experiences that inspire deep, personal exploration and increase awareness, performance, and engagement for individuals, groups, and organizations. Throughout the past 10+ years, she has worked with large universities and Fortune 500 companies to tap into new curriculum designed around topics such as human development, diversity, equity, and inclusion, group relations,

leadership, women in leadership, teams, and mindfulness. She holds a Ph.D. in Leadership studied from the University of San Diego, and an M.A. in Leadership from San Diego State University. Dr. Miller is also a certified dialogue facilitator.

## DR. ATIRA CHARLES

Dr. Atira Charles is an innovative diversity thought leader that has been a professor at some of the nation's top institutions, while publishing evidence-based diversity research in top academic journals. She is a highly sought out diversity consultant and keynote speaker. She offers solutions on all issues surrounding diversity, inclusion, authenticity, bias, and identity across multiple industries and numerous global Fortune 500 organizations. Dr. Charles uses the lens of self-reflection and self-awareness to help individuals and organizations dig deep on identity and diversity related workplace issues. She is an Assistant Professor of Management in the College of Business at Florida State University. She holds a Ph. D. in Organizational Behavior and an MBA from Florida Agricultural and Mechanical University.

## DETHRA GILES

Dethra Giles is known for her expertise in Human Resources, Leadership Development, Performance Optimization Training, Executive Coaching, Keynote & Transformational Speaking, Succession Planning. She is an adjunct professor at Mercer University, a keynote speaker and trainer for Fortune 1000 companies focused on leadership, unconscious bias and diversity, equity and inclusion. She received her Master of Science in Conflict Management and an MBA in Human Resources Management and Organizational Development from Kennesaw State University. She is a three-time TEDx Speaker and known as a "Leadership Architect."

# DISCLAIMERS

All fees quoted are for 2024 live virtual trainings.

In-person training is dependent upon the expert's availability. The fee is subject to change and travel costs will be additional.

Any changes to trainings and content requested by the client will incur additional fees. Technology and presentation run-throughs with the subject matter expert (SME) lasting longer than 10 minutes will incur a fee of \$750/hr.

Trainings need to be confirmed at least 21 days before the training date otherwise the expert may not be available.

Training sessions need to be canceled or rescheduled no later than 3 weeks before the training date. If notice of cancellation is less than 21 days before the training for any reason, the training session will be charged at 100%.

# EXPERTS

## DR. NICK FRANCO

Nick Franco, PhD, currently serves as the Associate Vice President for Student Equity, Belonging, and Voice at Eastern Washington University. Nick integrates intersectionality, systems awareness, and humble leadership into their work developing and deepening equity efforts on college campuses and for local community organizations, and specializes in facilitating others' personal growth in the areas of bias, communicating through conflict, and cultural humility. Nick is the product of Stockton, CA, and enjoys playing volleyball, listening to audiobooks, and anything related to figure skating.

## DR. JOSEPH STRAMONDO

Dr. Joseph Stramondo is an Associate Professor of Philosophy and Director of the Institute for Ethics and Public Affairs at San Diego State University. He holds graduate degrees in both philosophy and public policy studies. His current research focuses on the intersection of biomedical ethics and disability studies. Namely, he is concerned with how bioethics can be reframed by centering the lived experiences of disability as a crucial source of moral knowledge that should guide clinical practice, biomedical research, and health policy. He has published scholarship on topics ranging from informed consent procedures to reproductive ethics to pandemic triage protocols to assistive neurotechnology.

## DR. MICHELLE NARIO-REDMOND

Michelle Reyna Nario-Redmond is a Professor of Psychology and Biomedical Humanities specializing in stereotyping, prejudice, and disability studies. As a Ford Fellow, she graduated from the University of Kansas with a Ph.D. in social psychology. Her research focuses on ableism and its undoing, access, disability identification, wellness, advocacy, and strategies for change. In 2019, she published her first book: [\*Ableism: The Causes and Consequences of Disability Prejudice\*](#) for the Society for the Psychological Study of Social Issues and delivered a Congressional Seminar on Capitol Hill. A graduate of APA's Leadership Institute for Women in Psychology, Michelle is passionate about reducing disparities in health, education, and representation. In 2021, she was honored with the [\*Inaugural Award for Promoting Diversity, Equity and Inclusion\*](#) for the Society for the Teaching of Psychology.

## DR. ANITA L. SANCHEZ

Dr. Sanchez is recognized as a brilliant international leadership, team, organizational development consultant, trainer, speaker, and coach. She focuses on transformational positive change, organization culture and strategy, diversity, inclusion & belonging, communication, undoing unconscious bias and applied resilience. She creates benchmarked workplace strategies and initiatives, leads global organizational culture change initiatives, and facilitates executive team and leadership development around the world. Dr. Sanchez's passion is bridging indigenous wisdom and the latest in science to inspire and equip leaders and their teams to live their higher purpose in service and joy.

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