



What is The Diversity, Equity, & Inclusion (DE&I) Growth Track Transformation Experience?

Thought-provoking, transformational exercises and virtual discussions about Diversity, Equity, Inclusion (DE&I) and Bias, that expand your base of knowledge, resulting in more meaningful interactions with others as you grow and develop as an individual and as a team member.

Why Is *The Experience* Crucial Now?

Everyone is diverse, everyone has biases, everyone has challenges with certain people who are different from themselves – and everyone benefits when they progress along the “Diversity, Equity & Inclusion Growth Track.”

The DE&I Growth Track Transformation Experience is a **Virtual Conversation Series** that promotes progress toward valued engagement of all employees, in order to create the high-performance teams that result from fair and inclusive cultures.

How Does *The Experience* Work?

The Experience is designed for 10 to 16 participants, ideally meeting virtually for two hours every week for three consecutive weeks.

What Can Participants in *The Experience* Expect?

- Gain a comprehensive set of learning experiences and virtual conversations on relevant diversity, inclusion, and bias-related concepts
- Investigate some of your own DE&I growth areas and challenges and learn tools for self-development
- Have progressive virtual discussions with others that will positively affect your growth and the growth of others in key areas related to DE&I and bias

The DE&I Growth Track Transformation Experience Topics

- Introduction to “The Diversity Wheel”
- Definitions of Inclusion, Conscious and Unconscious Bias, Micro and Macro Inequities
- Introduction to “The Diversity Growth Track”
- Where Are You and What Improvements Are You Targeting?
- Constructs for Crucial DE&I Conversations
- Privilege, Bias, Negative Thinking Patterns, Assumptions, and Stereotypes
- Strategies for Building Trust, Giving and Receiving Apologies, and Handling Sensitive Topics
- Strategies for Understanding Triggers, and Managing Bias
- Challenge to Turn Thoughts and Feelings into Actions

Meet the Facilitators



Ms. Monica Gould, CMC
President and Founder
STRATEGIC CONSULTING PARTNERS (SCP)

SCP began in 1994 as a management consulting firm specializing in strategic planning, organizational and leadership development, operational effectiveness, and executive coaching. Her 30 years of senior leadership experience and her deep and broad financial management and strategic planning experience have made her indispensable to her clients, including multimillion-dollar corporations, nonprofit organizations, and federal, state and local government agencies. In her strategic planning and organizational development projects, she expertly facilitates meetings and retreats to ensure that leadership, staff, key stakeholders and boards of directors are involved in and committed to moving their organizations forward and upward. Her prowess in designing customized training curriculum and ensuring that it resonates with audiences is unparalleled. In 2018, SCP was named SBA Woman-Owned Business of the Year for the Eastern Region of Pennsylvania, and Monica was named one of the DCA Live's Top 25 Federal Entrepreneurs of the Year. In 2016, Ms. Gould was also named *Central Penn Business Journal's* Woman of Influence.



Ms. Wanda Savage-Moore, ACC
President and Chief Executive Officer
THE GIT COACH, LLC

Ms. Savage-Moore has over 25 years of experience serving as a consultant and coach in leadership development and organizational development and has served as a C-suite executive. She has designed and delivered training and organizational development solutions as part of major transformation programs and has trained over 30,000 professionals in leadership competencies, diversity, EEO, change management, project management, benchmarking, and customer service for over 75 federal, state, and local government agencies, nonprofits and private-sector companies. Additionally, she has been Vice Chair or Chair of over 40 national and international conferences, workshops, and seminar series in which she was responsible for all components of conference program design, speaker identification and selection, participant registration, marketing and media relations, venue and logistics management, and creating the web presence.

Certifications and Contracting Vehicles

