



## DIVERSITY, EQUITY, & INCLUSION (D.E.I.) INTERNAL CULTURAL SHIFT PROSPECTUS

# WHAT'S IN IT FOR **"WE?"**

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# ABOUT THE CURATOR

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**Erika Gilchrist**, "The Unstoppable Woman" has overcome unimaginable circumstances – childhood sexual molestation, homelessness, and domestic violence. She began a downward spiral of mistrust, defensiveness, and complete sadness. As the years progressed, she claimed an identity that she believed to be the one she was supposed to have and yet, felt utterly inauthentic.

Through many years of self reflection and mental health therapy, she began to better understand the diverse world around her. After years of conducting diversity workshops with Monster.com and other companies, she took a deeper dive into the world of equity and inclusion. After two decades of being a professional trainer, she created long-lasting relationships with some of the country's leading experts in the field and curated: "What's In It For **WE?**"

As a published author of 13 books, and a 23-year speaking veteran, Ms. Gilchrist is an expert in personal development, leadership training, conflict management, and DEI. She's earned diversity certifications through CornellX University and CatalystX. She's been featured as one of the "15 Most Powerful Women on the South Side of Chicago," Chicago Woman Magazine, WCIU, CLTV, and Rolling Out Magazine.

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*It is my sincerest hope that you choose to partner with us as we continue the journey of bringing to light the many complexities that make up the human experience so we can coexist in a harmonious environment.*

*Erika Gilchrist*

# WHAT'S IN IT FOR "WE?" PROGRAM OVERVIEW

WIIFW is a comprehensive and engaging curriculum designed to bring awareness to the varying degrees of idiosyncrasies that make up the human experience within teams and organizations. The program has two entities – the first being a specialized panel of experts who offer specific solutions in their respective fields. The other occurs over a series of months through our curriculum, building from one lesson to the next. At its core, the WIIFW ideology slows the process of the "silent stifle" that is experienced among team members who often feel unheard, unappreciated, and unseen. We believe that an inclusive organization is a stable [and profitable] one.

## Ideal Audiences Include:

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- HR Professionals
- Executive teams
- Support staff
- Sales & Marketing teams
- Leadership teams

## Deployment Options Include:

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- Half day curriculum
- Full day curriculum
- Virtual
- Hybrid
- In-person at the company
- Guest panel at existing events (conferences, retreats...etc.)

Without a climate shift of full inclusivity, the loss to the company is **long term**. Utilize our program for a number of challenging instances such as:

- Rehabilitation for a staff member being disciplined for an indiscretion
- Internal resistance and/or protesting against current policies
- Significant decrease in productivity due to low morale
- High turnover because of lack of inclusivity

# Our Team of Experts

We understand that a single person cannot possibly encompass the varying degrees of complexity that is diversity and inclusion. That's why we have meticulously selected a team of experts in their respective fields to more broadly represent the many identities that make up our ever-changing world.

**We approach mindset, equitable solutions, and experiences of many diverse people from the lens of:**

- Clinical Psychologists
- LGBTQ+ Professionals
- Human Resources Professionals
- Developmental Disabilities Professionals
- Ageism Professionals
- Digital Equity Professionals
- Women's Equality Professionals
- Personal Development Specialists

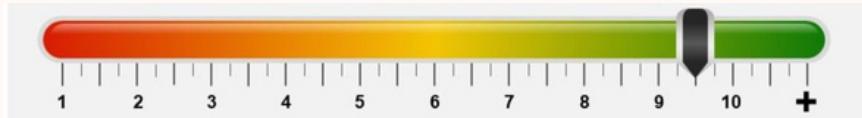


*More than ever before, employee retention is at all time low. During this time that has been labeled, "**The Great Resignation,**" companies are struggling to keep valuable team members. In order to reach our goals, to reach our aspirations, we must allow for vulnerability, be willing to have courageous conversations, and listen to our employees, customers, and communities.*



# Choose Your Level

Your level of engagement in this program can be as moderate or as aggressive as you like.



## Introductory

Twice per quarter for six months

## Moderate

Twice per quarter for nine months

## Intensive

Once per month for 1 year

## Custom

Tailored to your needs as an organization

## Expert Panel Only

Our panel shows up at your existing event



**Ready to talk? So are we!**

Contact us via email or phone:

866-443-6769 ext. 703

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