



EDDIE PATE

SPEAKING AND CONSULTING, LLC.

MEDIA KIT



Dr. Eddie Pate has over 23 years of experience working across industries globally where he has transformed businesses in the realm of inclusion, diversity, & equity (ID&E). As an operational executive, he has utilized his inspirational leadership style and skills to build organizations that understand the importance of reflecting the communities they serve, valuing diversity and diverse perspectives, having a global lens, and making inclusion paramount in achieving business success. Eddie's career journey has taken him through several northwest companies, Microsoft, Starbucks, Avanade, and Amazon.

Eddie's Ph.D. is in Sociology, from the University of Washington, with a focus on Comparative Race and Ethnic relations and social psychology. This course work, teaching, and interactions with faculty and cohort members was foundational for his success in the corporate space as an ID&E professional.



"A journey without change is simply walking, Change as a result of one's journey is growth."



Dr. Eddie Pate uses the combination of his inspirational speaking style and 23+ years of ID&E leadership experience to definitively move you and your organization on your respective ID&E journeys. Eddie uses an engaging presentation style to motivate audiences, to illustrate how they have the power to make ID&E their own, to feel challenged, to feel enabled, and, best of all, to understand how they can have a profound impact on the vision of living, working, and thriving in an equitable and inclusive world.



Eddie Pate is a sought-after inclusion, diversity, & equity expert, and inspirational speaker. Eddie is known for his ability to provide practical, impactful ID&E solutions and frameworks that work. He uses the intersection of years of executive leadership experience at some of the world's best-known companies and a deep and broad knowledge of ID&E to illuminate what the possibilities are and what excellence looks like. He is known for pushing audiences on the importance of intentionality, thinking about ID&E systemically, focusing on the entire lifecycle of an employee, and thinking globally while acting locally. The key is Eddie shows those leaders that this is possible without adding an overwhelming amount of time and effort to already incredibly busy people.



Eddie has developed over 20 distinct ID&E presentations/trainings that cover topics including, ID&E basics, what an organization should be thinking about for an effective ID&E strategy, unconscious bias in talent management and talent acquisition functions, how to lead and hire inclusively, how to use data to have real impacts, and how to create employee resource and affinity groups. Eddie has also developed a 7 course Diversity Recruiting series on "Critical Insights for sourcing and recruiting Diverse Talent: a systemic approach that works" which gives a creative and insightful look into critical aspects of this global strategic imperative.



One of Eddie's speaking superpowers is engaging in keynotes, fireside chats, panel discussions, and dedicated Q&A sessions. He offers thoughtful insights, examples, and practical solutions in a way that makes people feel seen and heard while meeting each of them wherever they may be in their journey. He skillfully does so interweaving extensive knowledge, years of ID&E leadership experience, powerful stories, data and research, an inspirational approach, and a sense of humor which makes for a deeply impactful learning experience. Eddie, over his career, has worked with and presented to employees globally at all levels including, Boards of Directors, CEOs, executive teams, managers, individual contributors, HR professionals, ID&E professionals, remote and HQ centered employees and with employees spanning public, private, and non-profit organizations. This experience enables him to impactfully engage with almost any targeted audience in a meaningful way regardless of whether he is standing behind a podium, pacing on a stage, sitting in a conference or board room, or speaking to a global virtual audience.





“Eddie is exemplary at what he does within DEI. His energy, passion and ability to make a connection with everyone he crosses paths with is inspiring. Whether he is talking one-on-one or presenting a training with hundreds of participants, he is able to make people feel seen and heard while meeting each of them wherever they may be in their journey and then brings them along with him. He is also able to take a complex topic and make it relatable to his audience which encourages open and honest dialogue as well as increases open-mindedness and curiosity. I feel privileged to have been able to partner with Eddie this past year on building out a DEI learning curriculum. Not only does the quality of his work speak for itself but I continue to grow as a DEI practitioner because of Eddie’s guidance and coaching.

- Jessica Hellyer, | Sr. PM, DEI Learning (Amazon Web Services TA) ★★★★★

“Through his work building and facilitating learning content on inclusion, diversity, and equity for my organization, Eddie has inspired me and my colleagues to act as change agents and speak up for inclusion. Eddie brings extensive knowledge, years of facilitation experience, data and case studies, powerful stories, and a sense of humor to his training courses, which makes for a deeply impactful learning experience. If you are seeking a leader, DEI subject matter expert and prodigious storyteller to inspire your organization, I highly recommend Eddie Pate.”

- Christy May, | Training Program Manager (Amazon Web Services TA) ★★★★★

“Eddie Pate is an expert I leveraged at Amazon and in my current CPO role for all aspects of DEI education, communications, data insights that matter, or facilitated training. Their authentic presence enables meaningful and positive discussions in the pursuit of learning. If you are getting started or wanting to build on existing programs, Eddie is a trusted partner I rely on and recommend to challenge managers to lead differently and ultimately enhance the employee experience.”

Kim Homenock | Chief People Officer | Stem | She/Her ★★★★★

This is our companies first time working with Eddie, who came highly recommended from a colleague. Wow is all I have to say! We discussed what Black History month is recognizing, why it is important, how to celebrate, spending privilege, finding our voices, critical concepts for our dialog, and so much more. Importantly, Eddie discussed the topic of microaggressions – the subtle, everyday forms of racism that exist in our daily lives and that greatly impact those around us. Often coming from well-intentioned people who may be unaware of the impact of these behaviors, Eddie highlighted how each of us can be more aware to help prevent these types of microaggressions in our own day-to-day interactions. It was an engaging conversation with input, thoughts, and perspectives from our fellow colleagues. He also shared helpful resources that dive in deeper on all of these important topics. Already looking forward to our next opportunity to work together.

Charlotte Suarez (She/Her/Hers) | HR Director ★★★★★
STEM (Stem | Global Leader in AI-driven Clean Energy Solutions & Services)

Eddie, I want to thank you for an extra-ordinarily engaging and effective presentation at our divisional retreat this past Friday. I heard comments such as acknowledging how this was the best DEI session that they had ever attended. And I could not agree more!! The messages were very well received and I personally learnt so much from you.

- Rajnish Mehrotra, | Belding H. Scribner Endowed Chair ★★★★★

“Inclusion does Inspire Innovation, but it needs to be intentional, integrated, real, and systemic for true impact!”

“Intentionality is key to successfully leading inclusively; let’s be willing to do what it takes to move forward on our collective ID&E journeys.”

- Eddie Pate



Speaking Formats:

- Keynotes
- Panel participation and facilitation
- 1-1 Fireside Chats
- ID&E Podcasts
- Q&A sessions addressing all things ID&E
- Webinars
- ID&E Training facilitation

Speaking Topics:

- Inclusive & Intentional Leadership
- Over 20 distinct ID&E presentations covering each aspect of the employee lifecycle: Leadership, hiring, talent management, learning, retention, and engagement.
- Topics also include discussions of structure, data, strategy, HR as true ID&E partners and outreach
- Skilled at building out custom presentations based on need.

Speaking Style:

- Interactive, high energy, respectfully challenge and push participants, excellent storyteller bringing in experience, data, research, and a global frame of reference.



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PRESENTATION & TRAINING CATALOG

DOWNLOAD
TALENT ACQUISITION 7 COURSE SERIES

Experience



Director, Inclusion & Diversity, WWOPs,
Amazon



Vice President, Inclusion & Diversity
Avanade



Director, Inclusion & Diversity,
Starbucks Coffee



Director, Inclusion & Diversity,
Microsoft

Education



University of Washington,
MA & Ph.D., **Sociology**



Humboldt State University,
Masters, **Sociology**

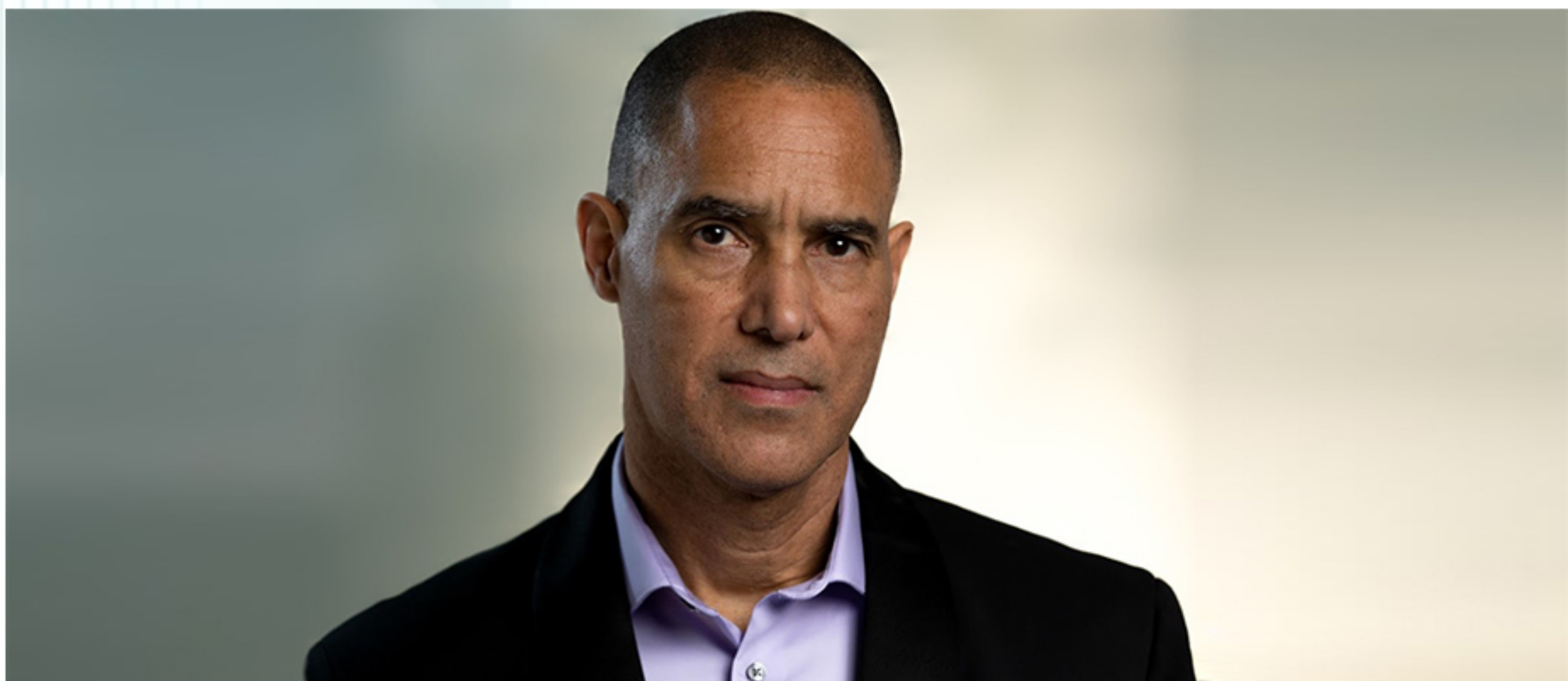


Humboldt State University,
B.S., **Wildlife Management**

The combination of Eddie's story telling abilities, academic background, and career journey through some of the most impactful, global companies gives Eddie a powerful lens on insights that will help organizations right now. Eddie draws upon a knowledge base that encompasses macro-level theory, micro level interaction perspectives, and a global executive level experience to illuminate actionable, practical, and sustainable insights.



Eddie Pate, Ph.D



- Founder and Chief Inclusion, Diversity, & Equity Officer, Eddie Pate Speaking and Consulting.
- 20 year ID&E Leader and Executive for Amazon, Avana, Starbucks, and Microsoft
- Keynote Presentations
- Roundtable, Fireside Chats, Podcasts & Webinars, Panel Discussion Participant and Facilitator
- Board, Executive and & Senior Leadership guidance on ID&E
- Global ID&E Consultant
- Highly praised Presenter and Training Facilitator

Photo Gallery





Eddie Pate, Ph.D.

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