



Eddie Pate Speaking and Consulting Presentations & Trainings Catalog--2023-24

1

**ID&E Basics--what do you
need to know to get started**

DESCRIPTION

This training is designed to give a wholistic understanding of what Inclusion, Diversity and Equity are. We explore topics like creating a shared understanding, what does a lifecycle approach to ID&E strategy look like, how do diversity data fit in to this picture, and what are some of the best practices you could think about rolling out.

FORMAT

Training; Keynote

LENGTH

60-90 minutes

TARGET AUDIENCE

Organizations that are just beginning to roll out ID&E; Organizations that want to move faster and more comprehensively than they currently are; Individuals who are exploring this field as a career; Individuals who are new to the field and want to accelerate their subject matter expertise. Individuals who are in a key stakeholder role, e.g., HR professional, Talent management professional, and/or Talent Acquisition professional, who want to begin building the capability to partner well in this space.

2

ID&E Overview: creating a shared understanding

DESCRIPTION

This training is designed to create a shared understanding within your organization/team about what is Inclusive, Diversity, Equity, Intersectionality, and other key topics. This is a key foundational course that sets the basis for more complex and nuanced discussions of ID&E

FORMAT

LENGTH

TARGET AUDIENCE

Training

60-90 minutes

Organizations that are just beginning to roll out ID&E; Organizations that want to move faster and more comprehensively than they currently are; Individuals who are exploring this field as a career; Individuals who are new to the field and want to accelerate their subject matter expertise. Individuals who are in a key stakeholder role, e.g., HR professional, Talent management professional, and/or Talent Acquisition professional, who want to begin building the capability to partner well in this space. EVERYONE!

3

ERGs and AG---how to start and why you need to

DESCRIPTION

This training is designed to help an organization start or refresh an Employee Resource Group and/or Affinity Group Program. It is formatted to be a complete guide to creating and sustaining a top notch, impactful program.

FORMAT

LENGTH

TARGET AUDIENCE

Training; Keynote

60-90 minutes

Organizations that are looking to work on creating a sense of belonging amongst your diverse employees (e.g., veterans, women, POC, PWD, etc.). Also, important for organizations that want to build greater understanding of your diverse customer base. Also, done correctly a powerful accountability and awareness mechanism.

4

Diversity Data, Scorecards, Dashboards-- what you need to know

DESCRIPTION

This training is designed to help organizations understand what is possible in regards to conceptualizing, creating, using, and growing with diversity data. Helps organizations understand the nuances of diversity data, as well as, how, when and to whom to communicate about data. The course wraps with a robust discussion of so what and who cares? What can we do with the analysis and learning?

FORMAT

Training; Keynote

LENGTH

90 minutes

TARGET AUDIENCE

Organziations that want to know precisely what is possible using robust data in regards to zeroing in on the ID&E issues facing your organization. Important for organizations that want to build accountability into their system to help drive impactful change.

5

Combatting Unconscious Bias in Talent Acquisition

DESCRIPTION

This training is designed to create overall awareness of Unconscious bias using Talent Acquisition as the function or backdrop to have this conversation. This course can be combined with the UB in Talent Management course.

FORMAT

Training; Keynote

LENGTH

90 minutes

TARGET AUDIENCE

Organizations that want to have a specific conversation about UB and the impacts this has on people, recruits, development, branding, the botttomline, etc.

6

Combatting Unconscious Bias in Talent Management

DESCRIPTION

This training is designed to create overall awareness of Unconscious bias using Talent Management as the function or backdrop to have this conversation. This course can be combined with the UB in Talent Acquisition course.

FORMAT

Training; Keynote

LENGTH

90 minutes

TARGET AUDIENCE

Organizations that want to have a specific conversation about UB and the impacts this has on people, recruits, development, branding, the botttomline, etc.

7

Thinking through the use of Diversity Data to pinpoint strengths and areas of challenge in the lifecycle

DESCRIPTION

This Keynote is designed to illustrate the use of data from a crawl, walk, and run perspective. We also discuss, innovative ways to use data to very specifically pinpoint where your biggest issues are and where you are thriving. We discuss how, when, & to whom to communicate about these data, the issues, and solutions. This training using mostly visuals for the discussion.

FORMAT

Keynote/Q&A

LENGTH

60 minutes

TARGET AUDIENCE

Organizations that want to have a significant impact where needed! Also for organizations serious about validating that their efforts are having an impact and/or where they need to course correct to achieve their goals/targets.

8

What can engagement look like for your diverse talent

DESCRIPTION

This Keynote looks at some best practices for engaging diverse talent to increase retention and the sense of belonging in an organization.

FORMAT

Keynote/Q&A

LENGTH

60 minutes

TARGET AUDIENCE

Organizations concerned about retention and curbing attrition of diverse populations. For those organizations that are authentically interested in creating an environment where everyone feels they belong and can have an impact.

9

Getting hit hard by attrition? What can you do to keep and grow your diverse talent

DESCRIPTION

This keynote is similar to the engagement training but factors in how to look at the intersections where organizations need to look for attrition trends amongst diversity populations. Specific actions, solutions, etc. are discussed that will address these specific attrition trends.

FORMAT

Keynote/Q&A

LENGTH

60 minutes

TARGET AUDIENCE

Organizations concerned about retention and curbing attrition of diverse populations. For organizations that want to use data specifically to address the most pressing attrition needs. For those organizations that are authentically interested in creating an environment where everyone feels they belong and can have an impact.

10 Privilege and Meritocracy—Let's talk

DESCRIPTION

This Keynote is designed to dive into what Privilege and Meritocracy are, how these concepts are related, and how to have a meaningful conversation discussing them. This is an advanced level course and best for those folks who have a good foundation OR are authentically ready to have a potentially uncomfortable conversation.

FORMAT

LENGTH

TARGET AUDIENCE

Keynote/Q&A

30-60 minutes

Organizations that want real, intentional, and direct conversations about two large pieces of the barriers that under-estimated, minority individuals face in work and society. This is a course designed for those individuals who have a good foundation for ID&E or who are ready to be self-critical, more aware, and to see what is needed to have an impact in this space.

11 The Power of Inclusive Leadership—why you need to make it THE foundation of your effort to create an inclusive workplace!

DESCRIPTION

This Keynote is geared toward illuminating the why, how, and for whom discussion around the critical learning tool, Inclusive Leadership/hiring.

FORMAT

LENGTH

TARGET AUDIENCE

Keynote/Q&A

30-60 minutes

For organizations wrestling with what ID&E training to deliver that would have a wide reaching impact.

12

Lifecycle approach to ID&E strategy—the best way to have long term, sustained success

DESCRIPTION

This training/discussion is designed to illuminate a comprehensive approach to conceptualizing, creating, rolling out and evaluating a strategy that will have an impact. This strategic perspective is built around the lifecycle approach that tackles every stage of an employees engagement with your organization as an integrated part of your normal work operations. The ultimate focus in on diversity, inclusion and equity.

FORMAT

Training; Keynote

LENGTH

60-90 minutes

TARGET AUDIENCE

Organizations that want to truly have a long term, sustainable impact in creating an inclusive workplace environment, an organization considered a destination employer for diverse talent, and up your innovation/creativity game within your industry.

13

How to win the pursuit of Diverse Talent—a lifecycle approach to Talent Acquisition

DESCRIPTION

This training is designed to highlight a comprehensive, systemic approach to attracting, finding, and winning the pursuit of diverse talent. The training focuses on conceptual, strategic, and very practical tools & mechanisms. The ultimate focus in on diversity, inclusion and equity.

FORMAT

Training; Keynote

LENGTH

1-2 hours

TARGET AUDIENCE

Organizations that are looking at ramping up their effort to source, find and hire diverse talent. This is also good for organizations that are looking to enhance and/or improve their current efforts.

14

Inclusive Leadership

DESCRIPTION

This training is designed to be a comprehensive, interactive learning mechanism for everyone in your organization. This training was built to be appropriate for a global audience, for leadership, managers, and individual contributors. This is the flagship training for creating the knowledge and understanding of what it takes to create an inclusive workplace, and the role everyone plays in that pursuit. The ultimate focus is on diversity, inclusion and equity.

FORMAT

Training

LENGTH

3-4 hours

TARGET AUDIENCE

Organizations that are committed to ensuring everyone in their organization understands their respective parts in becoming a destination employer, creating an inclusive workplace, and fostering a creative, innovative work environment. Focuses on Leadership and leading at every level.

15

Inclusive Hiring

DESCRIPTION

This training is designed specifically to focus on the Talent Acquisition part of the lifecycle approach. How do you inclusively attract, assess, and hire diverse talent. The ultimate focus is on diversity, inclusion and equity. This training is designed specifically to focus on the Talent Acquisition part of the lifecycle approach. How do you inclusively attract, assess, and hire diverse talent. The ultimate focus is on diversity, inclusion and equity.

FORMAT

Training

LENGTH

2 hours

TARGET AUDIENCE

Organizations that are committed to ensuring everyone in their organization understands their respective parts in becoming a destination employer, creating an inclusive workplace, and fostering a creative, innovative work environment. Focuses on sourcing and hiring diverse talent taking into account all the roles in a TA function.

16

Inclusive Leadership and Hiring combo

DESCRIPTION

This training combines Inclusive Leadership and Hiring into one comprehensive training that takes into account each aspect of the lifecycle relative to being inclusive and creating inclusivity & equity in the workplace.

FORMAT

Training

LENGTH

4-6 hours

TARGET AUDIENCE

Organizations willing to take the time needed to give their employees the skills, knowledge and passion for ensuring a lifecycle-focus strategic approach to driving ID&E sustainably, creatively, and with intention.

17

How to make HR a true ID&E partner

DESCRIPTION

This training is designed specifically for the HR function to help them understand how they can play a critical role well in the pursuit of ID&E. HR professionals are the talent that can be the scaling mechanism for organizations looking to do this work well, effectively, and on scale globally. This training is framed from a partnership model with HR (HRBPs, TA, TM, Data Analytics, etc.), ID&E function, and legal as key players.

FORMAT

Training and Dialogue

LENGTH

90 minutes

TARGET AUDIENCE

Organizations that recognize their HR function could and should play an important role in driving ID&E throughout the entire organization.

18

Creating an effective Diversity, Inclusion, and Equity Council

DESCRIPTION

This training and dialogue is designed to help you conceptualize, create and implement an effective Diversity, Inclusion, and Equity Council. We discuss 5 primary goals for establishing a council and the potential wins and pitfalls associated.

FORMAT

Training and Dialogue

LENGTH

90 minutes

TARGET AUDIENCE

Organizations that want to create accountability among leaders and the business, grass roots appeal, and trackable results are prime candidates for this capability. This is a great way to get people involved and accountable for a strategic imperative.

19

Working Through Inclusion: Making an ID&E Journey mean something

DESCRIPTION

This training/keynote is designed to provide a high level view of what great looks like in ID&E regarding making inclusion & equity a strategic imperative. This training focuses on very practical, foundational ID&E tools and activities that will enable the capability of everyone in your organization.

FORMAT

Training, Keynote, Q&A

LENGTH

2.5 hours

TARGET AUDIENCE

Any organization or team wanting to make inclusion and equity a prime focus and who want to know practical, impactful ways of doing it. This can be ground breaking or a refresher depending on where an organization is on its ID&E journey.

20

ID&E: What Does Great Look like

DESCRIPTION

This training/keynote is designed to provide a high level view of what great looks like in ID&E regarding concepts to address, trainings to deploy, partnerships to have, and tool/activities to roll out.

FORMAT

Training, Keynote, Q&A

LENGTH

1 hour - 2hours

TARGET AUDIENCE

Organizations that are either just starting out and want to make well-informed decisions of where and how to begin or are in need of a reset on current efforts that seem stalled or progressing too slowly.

21

Micro...what? Taking a deeper look at Microinequities or is it Microaggressions or is it...

DESCRIPTION

This training is designed to dive much deeper into the topic of what microinequities is. The training expands the notion to include microadvantage, microaggressions, microinsults, microassaults, and microinvalidations. Connections are made between these concepts and stereotypes, and unconscious bias. This course is constructed for learning via videos, dialogue, and knowledge transfer.

FORMAT

Training & Q&A

LENGTH

90-120 minutes

TARGET AUDIENCE

Organizations and teams looking to dive deeper into the topic of Microinquiries, etc. This is a course anyone can take regardless of role or level