



**Mission: Empowering all professionals by raising their value and voice to the betterment of the individual and the organization.**

**Workshop and Class Offerings by the Parity Consultant:**

- **Instilling a Culture of Inclusion, Growth, Synergy, and Service (2 days)**

The goal of this workshop is to instill a people-centric culture where all employees can develop, thrive, and contribute to common goals to the maximum extent possible. Leadership, management and staff will work together to determine the best culture for the organization that allows maximized inclusion and performance. And a culture that yields people-first customer service. [Principle Yields: Increased performance, talent retention, and improved service] {This is an intense facilitated immersive exercise. The result is entirely a product of the people of the organization in creating the desired culture that is inclusive and effective}

- **The Safe and Inclusive Environment (1 day)**

Harassment and non-inclusion are not only personal wrongs that can jeopardize an organization legally, but they also jeopardize an organization in terms of retention, reputation, and performance. A safe, respectful, welcoming and affirming organization, one that has an environment where everyone can thrive, requires fertile soil free from bugs (bias, discrimination, harassment...) and full of nutrients (personal safety, inclusive practices, trust, allies...). This class teaches how to create an environment of inclusion, belongingness, growth, synergy and effectiveness. [Principle Yields: Personal and organizational safety, increased performance, Improved talent retention, improved organizational reputation]

- **The Diverse Work-Family/Team (1 day)**

Your work family/team is diverse, obviously so or subtly so. Tolerance of differences is not enough for genuinely good working relationships. This class will very openly explore both diversity and inclusion and in defining D&I the organization can realize means to increase solidarity and outcomes. [Principle Yield: Improved personal and organizational awareness, and improved (working) relationships]

- **High Performing Teams (1 day)**

The goal of this workshop is increase solidarity and performance among teams (especially diverse teams). Ideals, expectations, goals, and best practices will be defined and means to achieve them identified. [Principle Yield: Increased performance]

- **Collaboration for Young Professionals (1 day)**

This workshop on Collaboration for Young Professionals can help an organization get the most from their talented young professionals and create stronger more effective teams and organizations. Focus is on cooperative and communicative skills that are based on interpersonal relationships with all diverse parties in an organization. [Principle Yields: Increased performance, better working relationships]

- **Engaging People (4 hours)**

For any group of people to come “together” there must be trust, this begins with openness and understanding. Real dialog is vastly undervalued and far too often absent or rare. This a unique session to get people in a group or organization talking in a safe environment, toward the goal of understanding, respect, mutual support and camaraderie. Through interactive participation during the session participants will get to know and value each other to a greater extent. And participants will learn how to create their own peer dialog and support activities or groups to carry supportive and effective relationships going forward. [Principle Yield: better working relationships]

- **Self-Empowerment and Excellence (1 day)**

Every individual has unlocked potential to excel in their current position. This workshop is designed to bring out the best in a person. Purpose, confidence, awareness, trust, interpersonal communications and a great many more empowering traits are explored and imparted to raise performance of staff at any level of an organization. [Principle Yields: Increased performance, improved staff development] *{Note this workshop is especially useful for marginalized groups/individuals in an organization and can be targeted/customized to any such group.}*

- **Presenting Oneself – Your Voice Your Message (3 hours)**

The ability to fully contribute and influence within an organization is often entirely contingent upon the ability of a person to present themselves and their ideas. This class discusses purpose, message, confidence, authenticity, communication and more so that a professional advances themselves, their ideas, and the organization forward. This includes presenting face-to-face, in meetings, to the media, ...[Principle Yields: Increased performance, improved staff development, improved organizational image] *{This class is especially useful for marginalized individuals/groups: young professionals, women, LGBTQ, persons of color,...}*

- **Women's Voice and Leadership** (1 day\*)

In a highly interactive and lengthy day format women are given insights and skills to raise their leadership capabilities. With information and exercises that help overcome female biases and an uneven playing field, market oneself and their ideas, lead more appropriately, and more effectively communicate, collaborate and negotiate. The result being that the ability of women to contribute and influence within an organization is dramatically increased. [Principle Yields: Increased talent retention, Increased performance, Improved leadership, more organizational 'balance'] *{\*Because of the highly interactive nature of this workshop the length may exceed the typical workday hours}*

- **Engaging Male Allies and Champions** (4 hours)

The Marginalized in any group are disempowered and have difficulty fully contributing. In most organizations it is women, or persons of color that are still disadvantaged and playing on an uneven field. Though in most organizations it is men that are best positioned to make a tremendous difference on behalf of others, anyone can be an ally in supporting any marginalized individual - if they knew how. This training will show how to set up ally and sponsor programs, and how to get more allies involved in assisting others. It will teach 'how' staff can be effective allies to and champions of others. [Principle Yields: Increased performance, better working relationships, improved talent retention, improved staff development] *{Note this workshop can be highly customized for any marginalized groups/individuals at any level of an organization.}*

- **Gender Balance and Maximized Performance** (1.5 days)

Study after study confirms that the more 'gender balanced' an organization is the better it performs – far outperforming imbalanced organizations. This is a 'how to' workshop that extensively covers the many ways organizational gender balance can be achieved and all employees can contribute and influence to the greatest extent possible. [Principle Yields: Increased performance, Improved talent retention, more organizational 'balance' and growth, improved organizational reputation] *{This workshop includes homework carried over to day 2; the book: Value and Voice – Solutions to Organizational Gender Balance can be included in the pricing}*

- **Gender Mainstreaming** (3 hours)

What is 'Gender Mainstreaming'? How is the principle applied both internally to the betterment of work-life for individuals (volunteers, staff, ...), and externally for vast improvement in service delivery of your organization to customers, constituents, and stakeholders. This class provides the answers to those two questions. And those answers might profoundly raise the quality of organizational products and services. [Principle Yields: Improved work-life and improved customer service]

- **Gender Primer for Leaders** (4 hours)

There is a lot of confusion over gender issues and terminology. Many leaders have gender blind-spots. This class clarifies all things gender (terms, issues, perspectives, and realities) in the workplace so that leaders not only understand gender, gender expansive, etc... and potential ramifications thereof but can both avoid gender pitfalls and realize gender as an asset in the workplace [Principle Yield: Improved organizational awareness and security]

- **Gender Awareness 101** (1 day)

There is a lot of confusion over gender issues and terminology. This class for organizational staff clarifies all things gender/gender expansive with the goals of raising both understanding and appreciation for men, women, and the spectrum in-between. Topics that will be explored through open dialog and activities include: Gender differences and commonalities, gender biases, masculinity & femininity, gender identity and expression, ... [Principle Yield: Improved organizational awareness and improved (working) relationships]

- **The Gender Sensitive Campaign** (3.5 hours)

Is your candidate gender fluent, gender agile, and gender sensitive as a matter of reputation, votes, success and representation? This course discusses all things gender providing definition, impacts and means to be gender sensitive and gender appropriate toward men, women, and all gender expansive/non-conforming individuals (and also includes sexual orientation awareness/sensitivity). It inserts gender expertise into a campaign as an asset. [Principle Yields: Increased awareness, reputation, and voter/constituent attentiveness]

### Talks/Presentations offered by The Parity Consultant (45-90 min):

- Workplace Civility and Relating to Others – Respect and Openness
- Belongingness as principle and practice
- Implicit/Unconscious Bias, and Micro-aggressions
- The book: Value and Voice – Solutions to Organizational Gender Balance
- Gender Equality – Current Trends and Impacts
- Gender Mainstreaming – What it is and what it means for your organization and the services it renders
- The Glass Ceiling – Cracking it from Above and Below
- Gender in the Workplace – Issues/non-Issues
- Spanning the Gender Divide – Removing hurdles to partnerships
- He/She/They Transgender in the Workplace – perceptions and realities and acceptance
- LGBTQIA in the Workplace – Definitions and facts
- Diversity in perspective – layers and intersections
- The New Diverse Workforce (cultural integration, generations, gender non-conforming, ...)

### Other Services offered by The Parity Consultant:

- Consultation: meet with leadership to explore issues and solutions (culture & relationships, personnel development and empowerment, diverse teams, gender, transgender...)
- Advocacy: Supporting and championing marginalized individuals and groups
- Facilitation: meetings, brainstorming sessions, team relationship building, ...,
- Private coaching: personal presentation, personal communications, empowerment, career hurdles, work relationships...
- Paneling: Panelist in gender (issues, equality, balance, mainstreaming, differences, non-conformance, ...) diversity & inclusion, Team inclusiveness and empowerment

**Other Trainings and Consultants:** The Parity Consultant has agreements with other consultant firms which specialize in other areas of organizational need (I.E. race/cultural relations, LGBTQ, ...). Whatever your organization needs a solution can be found by contacting the Parity Consultant first.

**Note:** all offerings are client customizable in terms of topics and duration. Specific topics can also be drawn out of workshops for shorter distinct lessons. Speaking topics open to client determination subject to the Parity Consultants areas of expertise. Costs are always negotiable and will be lower than the industry average – guaranteed.

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