

DEI ASSESSMENTS, WEBINARS, TRAININGS, AND OTHER PROGRAMS OFFERED IN 2023

INITIAL ASSESSMENTS

Diversity, Equity, and Inclusion (DEI) Assessments - Consultations that assess DEI cultural development within an organizational setting. Focus/Goals/Objectives include:

- Survey/Assessment of current work climate and culture;
- Survey/Assessment of DEI mission/vision/core values;
- Proposal design for envisioning DEI and implementing cultural change;
- Develop DEI strategic plan;

FOR GROUPS, COMMUNITIES, COMPANIES/ORGANIZATIONS, AND INSTITUTIONS IN THE INITIAL DEVELOPMENT STAGES OF IMPLEMENTING A DIVERSITY, EQUITY, AND INCLUSION STRATEGIC PLAN.

EXTENSIVE TRAININGS AND PROGRAMS

(NEW) Radical Leadership: Boldly Curating a Diverse, Equitable, and Inclusive Work Experience - A four-week training capped at 15 participants designed to engage company leadership on how best to successfully and *intentionally* guide and implement DEI initiatives that lead to a diverse, equitable, and inclusive work culture through virtual group gatherings, one-on-one coaching, and peer support. Focus/Goals/Objectives include:

- Team-building and individual coaching support to company leaders committed to curating a DEI work culture;
- Help leaders of influence move past fears/resistance to cultural change;
- Encourage leaders of influence to boldly step into new leadership “norms” and mindsets that further support company-wide DEI initiatives;
- Create a community of *leaders supporting leaders* in the DEI space;

FOR LEADERS OF INFLUENCE WITHIN A GROUP, COMMUNITY, COMPANY/ORGANIZATION, OR INSTITUTION SEEKING TO COMMIT BEYOND PERFORMATIVE GESTURES TO DEI IN PRACTICE, AND BRING ABOUT REAL CULTURAL CHANGE IN THE WORK ENVIRONMENT.

(NEW) Retreats for Racial Healing - A journal retreat integrating writing prompts and exercises from two journals written and designed by retreat facilitators: **BIPOC Journal for Healing and Liberation** and **Journals for Aspiring White Anti-Racists**. This is a series of four-facilitated gatherings over the course of four weeks that center healing for **Black, Indigenous, and People of Color+** (BIPOC+), and reflection and reconciliation for White folks. Intimate spaces are curated for processing and dialogue across lines of racial similarities and differences. The retreat series includes:

- Tailored sessions facilitated for different racial affinity groups (two sessions for groups who identify as Black, Latine & Indigenous, Multi-Racial, Arab American, Pacific Islander, Asian American and “Plus,” and three sessions for groups who identify as White);
- A joint session facilitated for BIPOC+ communities;
- A final session facilitated for all to join in coalition;

FOR GROUPS, COMMUNITIES, COMPANIES/ORGANIZATIONS, OR INSTITUTIONS ADVOCATING FOR AND COMMITTED TO DEI IN PRACTICE, SEEKING A SAFE/BRAVE SPACE AND ENVIRONMENT TO CENTER REST, HEALING, AND RECONCILIATION.

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(NEW) DEI Learning Circle Cohorts - A series of six-cohort gatherings over the course of six months designed to help participants unlearn dominant norms in and outside of the workplace while confronting difficult truths and expanding awareness that will effectively support DEI initiatives.

This cohort will meet once a month to learn about and engage in topics of discussion curated by cohort facilitators (two DEI professionals will present and facilitate each topic). Previous discussion topics include:

- Beyond the performative gesture: diversity, equity, and inclusion in practice.
- What is your “anti-racist intelligence quotient” (your ARQ)?
- What does “unlearning” white (male) centered cultural norms look like in practice?

FOR GROUPS, COMMUNITIES, COMPANIES/ORGANIZATIONS, OR INSTITUTIONS SEEKING ONGOING SUPPORT OF DEI IN PRACTICE AMONGST PEERS AND COLLEAGUES IN A SAFE/BRAVE SPACE AND ENVIRONMENT.

WEBINARS

Diversity, Equity, and Inclusion in Action – What to Expect? - A four-hour interactive webinar on how to successfully promote diversity, equity, and inclusion (DEI) at work. Focus/Goals/Objectives include:

- Diversity, Equity, and Inclusion defined;
- Steps to implementing DEI missions/visions/core values;
- Overcoming challenges;
- The “Human” and “Humane” sides of DEI;
- DEI culture and inclusive climates at work;
- Proposed DEI initiatives;
- Tools/Resources for best practices;

FOR GROUPS, COMMUNITIES, COMPANIES/ORGANIZATIONS, AND INSTITUTIONS CONTINUING IMPLEMENTATION OF DEI STRATEGIC PLANS.

Activism (Allyship) in a Work Setting -A four-hour interactive webinar on how to be a DEI ally at work. Focus/Goals/Objectives include:

- Activism (Allyship) defined: Actor, Ally, Accomplice, Co-Conspirator
- Activism (Allyship) in practice within the context of social justice;
- Activism (Allyship) in practice within the context of diversity, equity, and inclusion;
- Activism (Allyship) in practice within a work setting;
- Organization-wide activism and initiatives;

FOR GROUPS, COMMUNITIES, COMPANIES/ORGANIZATIONS, AND INSTITUTIONS SEEKING TO “LEVEL-UP” DEI INITIATIVES AND CURATE A MORE DEFINED DEI CULTURE.

White Culture in Organizational Settings - A four-hour interactive webinar on how white culture (a.k.a. “dominant culture,” “white supremacy culture,” etc.) shapes organizations and inhibits the formation of a diverse, equitable, and inclusive work culture. Topics/Goals/Objectives include:

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- White culture defined;
- White cultural norms and standards;
- White cultural norms/standards at work;
- How White cultural norms impede DEI cultural change;
- DEI cultural norms/standards at work;
- Shifting from white culture to DEI culture in the workplace;

FOR GROUPS, COMMUNITIES, COMPANIES/ORGANIZATIONS, AND INSTITUTIONS SEEKING TO DEEPEN UNDERSTANDING OF THE BARRIERS TO DEI IN PRACTICE AND LEARN HOW TO SUCCESSFULLY BRING ABOUT CULTURAL CHANGE.

FACILITATED CONVERSATIONS AND DISCUSSIONS

Courageous Conversations on Diversity, Equity, and Inclusion - Ongoing small group facilitated discussions on topics that help to educate and increase understanding of DEI culture at work while addressing unique challenges. Discussion topics include:

- How do standards of professionalism in the workplace serve as barriers to diversity, equity, and inclusion in the workplace?
- What is the “E” in DEI? Why is it important? Why do companies leave it out?
- What is your “why?” Why is it important to curate a diverse, equitable, and inclusive work environment?

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Affinity Group Conversations on Diversity, Equity, and Inclusion - Ongoing small group facilitated discussions for “*least-represented*” Focus/Goals/Objectives include:

- Caucus and dialogue among “least-represented” affinity groups (Women’s Groups, Black Affinity Groups, ERGs, etc.) to identify unique challenges to DEI culture within an organizational setting;
- DEI mission/vision/core values from the lens of affinity groups;
- Proposed DEI initiatives that center affinity groups;

FOR THE “LEAST-REPRESENTED” GROUPS WITHIN A COMMUNITY, COMPANY/ORGANIZATION, OR INSTITUTION SEEKING ONGOING SUPPORT FOR DEI IN PRACTICE AMONGST PEERS AND COLLEAGUES IN A SAFE/BRAVE SPACE AND ENVIRONMENT.

RATES: Hourly rate for initial DEI assessments is set at \$600.00 per hour. Hourly rate for all webinars and facilitated discussions (planning and execution) is set at \$500.00 per hour. Trainings and Programs are priced beginning at \$7500.00 and up, based on scope of work. Monthly retainers accepted for customized DEI support through trainings, strategy building, and more.

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Tracey L Rogers LLC is dedicated to the teaching, learning, and sharing of topics on astrology, as well as the coaching/training of individuals and groups on themes centering life empowerment, social justice, diversity, equity, and inclusion (DEI).

Tracey L. Rogers, Owner of Tracey L Rogers LLC, is not a licensed counselor or therapist. She is a consulting Astrologer, a Life Coach certified by the Life Purpose Institute (LPI) in San Diego, CA, and a Diversity and Inclusion Professional certified by Cornell University.

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