

I. Diversity, Equity, and Inclusion (DEI) Assessments Initial consultation to assess DEI culture, initiatives, and progress within a company/organizational setting.

Focus/Goals/Objectives include:

- Initial company/organization consultation;
- Survey/Assessment of DEI mission/vision/core values;
- Survey/Assessment of active DEI programming and initiatives;
- Staff survey/assessment of DEI climate;
- Proposal design - DEI culture change, development, and practice;
- DEI monitoring & evaluation plan;

II. Diversity, Equity, and Inclusion in Action A workshop/webinar/training on how to promote diversity, equity, and inclusion (DEI) at work. Focus/Goals/Objectives include:

- Diversity, Equity, and Inclusion defined;
- Steps to developing DEI mission/vision/core values;
- Overcoming challenges;
- DEI culture and inclusive climates;
- Brainstormed DEI initiatives;
- Tools/Resources for best practices and tangible results;

III. Radical Leadership: Diversity, Equity, and Inclusion for Leaders of Influence A workshop/webinar/training to engage company/organizational leadership on how to successfully implement policy and programming that support a diverse, equitable, and inclusive work culture. Focus/Goals/Objectives include:

- Moving past performative gestures;
- Engaging the top – senior leaders, executives, managers, etc.;
- Grassroots organizing;
- Big change/small (tangible) steps;
- Revolutionizing the work environment;

IV. Courageous Conversations on Diversity, Equity, and Inclusion Monthly small group facilitated discussions of topics that help to educate and increase understanding of DEI culture at work while addressing unique challenges. Conversation 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?

V. Affinity Group Conversations on Diversity, Equity, and Inclusion Dialogue and workshop centering “minority” groups within an organization. Focus/Goals/Objectives include:

- Caucus and dialogue among affinity groups (ERGs, etc.) to identify unique challenges to DEI culture within an organizational setting;
- Development of DEI mission/vision/core values from the lens of “minority” groups;

- Brainstormed DEI initiatives;
- Empowerment coaching to support DEI organizing efforts at work;

VI. Allyship in a Corporate Setting A workshop/webinar/training on how to be a DEI ally in a corporate setting. Focus/Goals/Objectives include:

- Allyship defined;
- Allyship within the context of diversity, equity, and inclusion;
- Allyship in practice within the context of social justice;
- Allyship in practice within a work setting;
- Corporate-wide allyship and initiatives;

VII. White Supremacy/White Culture in Organizational Settings A workshop/webinar/training on how white supremacy/white culture (“dominant culture,” “white supremacy culture”) shapes companies/organizations and inhibits diversity, equity, and inclusion. Focus/Goals/Objectives include:

- White supremacy/culture/privilege defined;
- Review of white cultural norms/standards at work;
- Review of DEI cultural norms/standards at work;
- Shifting from white culture to DEI culture in the workplace;

RATES: Hourly rates are set at \$550-\$650 based on trainings, coaching and consulting. Initial DEI assessments are a flat fee of \$500 per hour. Rates based on industry standards. Monthly retainer optional.

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 an alumna to Cornell University’s Diversity and Inclusion certificate program.

Information found throughout Tracey L Rogers LLC’s website, shared in personal astrology and coaching sessions, and provided during workshops, webinars and other events that center astrology, life coaching and DEI, are based on Western astrological thought, LPI and DEI training, and should be responsibly considered by any audience or individual.

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