

# Hispanic HERITAGE MONTH

## FEATURED SPEAKER CATARINA RIVERA



### Speaker Reel

Catarina grew up in a Cuban and Puerto Rican family, and Spanish was her first language. She learned the value of diversity from her family. She also developed a passion for making the world a better place. As a young child, she began wearing hearing aids. At 17, she was diagnosed with Usher Syndrome, which includes progressive vision loss. Currently, she has about 5% of her vision remaining.

After graduating from Duke University as a Robertson Scholar, Catarina became a bilingual elementary school teacher in the Bronx through Teach for America. She earned a graduate degree in education from Bank Street College.

After 4 years in the classroom, Catarina became passionate about health and nutrition. She started a community health program in her uptown Manhattan neighborhood. She worked for two large nonprofit organizations and earned a second graduate degree in public health from CUNY School of Public Health-Hunter College where she was the valedictorian of her class.

While her disability was difficult for her in the past, she has now developed disability pride and is empowered by sharing her story. In 2020, Catarina founded Blindish Latina, a platform smashing disability stigmas. She launched a business as a public speaker and DEI consultant focused on disability inclusion in the workplace. She has been featured in [Nasdaq](#), [Authority Magazine](#), and as a top 21 DEI influencer of 2021. She was also named one of [LinkedIn's Top Voices on Disability Advocacy](#) for 2022. Past clients have included HarperCollins Publishers, LinkedIn, Hachette Book Group, Whole30, Grant Thornton, ColorStack, and BCG Digital Ventures. Catarina is a [TEDx Speaker](#) and spoke at [TEDxRolandPark](#) in June 2022. Catarina is committed to social justice. Catarina is a Certified Professional in Accessibility Core Competencies (IAAP).

## Testimonials

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*"Catarina's perspective will benefit you and any team as you adapt to a future that's inclusive, accessible, and embracing diversity." –Ashley Jacobson, Esq., MA, CRC Disability Rights Attorney & Consultant*

*"I would recommend Catarina for any size of company in any industry. She is absolutely fantastic to work with." –Julia M. Satov, M. Ed Global Director of Diversity & Inclusion, Litera*

## SIGNATURE WORKSHOPS

**Fireside Chat** In Conversation with Catarina Rivera of *Blindish Latina: Perspectives on Ableism, Intersectionality, and Disability*

**[Alternative Title]** Intersectionality: Perspective of a Professional, Disabled, Latine Woman

- The title can be customized and adjusted.
- Storytelling approach.
- The benefits of a fireside chat are that many different topics can be discussed, and it creates an informal and inviting space, which can help encourage attendance.
- Will be hosted by an internal stakeholder from your company.
- Catarina will send a question bank and then the final questions will be determined collaboratively.
- Time for Q&A.

## DR. LAURA MINERO

Dr. Laura Minero (She/Her/Ella) is a Latinx, queer, gender expansive and formerly undocumented, bilingual and bicultural, immigrant licensed psychologists who specializes in working with BIPOC, 2SQT+, Spanish-speaking and immigrant youth and adults via her labor of love, Yolotl Libre Therapy, Training, and Consulting. As founder of Yolotl Libre, she serves as an anti-racist, community healing, liberation, 2SQT+ and trauma-informed, culture of health consultant and has given over 150 keynote speeches and trainings for international and national audiences. Dr. Minero earned her Ph.D. in Counseling Psychology from University of Wisconsin-Madison in August 2020. She is a peer-reviewed scientific author, and her scholarly work has included contributing to scientific consensus studies used to inform national policy as a 2019 Christine Mirzayan Science Policy and Technology Fellow with the National Academies of



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Sciences, Engineering, and Medicine. Her research with undocumented and asylum-seeking transgender immigrants and the intersections of transphobia, racism, and trauma was supported by prestigious Ford Foundation Predoctoral and Dissertation Fellowship awards. Her dissertation critiqued U.S. Detention and Asylum-seeking processes for incurring trauma and psychological sequela on Latinx, transgender immigrants and earned APA's Division 44's (Society for the Psychology of Sexual Orientation and Gender Diversity) 2020 Transgender People and Gender Diversity Research Award, the National Latinx Psychological Association's Outstanding Dissertation Award, Association for Hispanics in Higher Education 1st Place Dissertation Award, and the 2022 Outstanding Dissertation Award from the Committee for Global Psychology, American Psychological Association. Dr. Minero has received several state and national awards in recognition of her reforming and re-imagining oppressive systems that primarily and adversely impact communities of color, immigrants, and 2SQT+/LGBTQ+ folx via community healing and love centered approaches. Dr. Minero was featured by Our Live's Magazine as an influential leader on their Queer People of Color 2017 Pride List and received the 2017 Alix Olson Award for the Promotion of a Tolerant and Just Community and University of Wisconsin-Madison's 2020 Outstanding Woman of Color Award in recognition of her advocacy. She has also received awards from the National Latinx Psychological Association and American Psychological Association's Division for Counseling Psychology and the Society for the Psychological Study of Culture, Ethnicity, and Race.

## Testimonials

*"Dr. Minero is the best presenter that I encountered in my 20 years of practice. I am so grateful for Dr. Minero's training as it was clear, organized, genuine, reflective and highly effective. I hope Dr. Minero will be able to reach as many people as possible. Dr. Minero's training makes this world a better place."- Ayumi Kurtz, MFT, CAPE Mental Health Services*

*Mental Health Program Director "Our organization had the distinct privilege of partnering with Dr. Laura Minero at our virtual Latinx Summit, 2020. Dr. Minero brought incredible presence, consciousness and frameworks to our Courageous Conversation community as we sought to more deeply live our work of racial equity transformation, particularly in Latinx context. Her approach pairs the tools for deep introspection needed for this work to authentically advance with practical leadership frameworks for de-colonizing our systems in the quest for racial equity with a strong intersectional lens. We are now honored to call Dr. Minero a member of the Courageous Conversation family and look forward to future collaborations."— Luis Versalles, Consultation Client, Executive Director of Education, Courageous Conversations*

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*“As a cisgender, heterosexual, Black woman, I realized that sometimes it’s hard not to sound angry and aggressive or come off as such when speaking apologetically, but this is the first time in all my years as an ally, I have not felt beat up by a prevention on how to provide support for my LGBTQIA+ clients. Thank you.”* Thank you, your presentation, which was nothing short of a gift for me, and I am truly honored to have attended it. I admire the vulnerability you showed while presenting and the passion that came across, it was tangible. I was moved to tears a few times during the presentation, and it is not a common experience for me. Your presentation was quite impactful. I loved your point about putting up symbols which make our clinical spaces safe and inviting for our LGBTQ+ students. Right after your presentation, I decided that my goal for the rest of this year is to make sure of that in every space where I work or where I participate. Thanks for your inspiration.”-Clinical Professor and Psychologist

## SIGNATURE WORKSHOPS

**2-SQT Latinx Communities: Why Intersectionality Matters** :This workshop will focus on examine the unique intersections of being Latinx and LGBTQ+ in the US and broader global context. Presenter will review important historical information and frameworks that will empower attendees to recognize this communities’ unique needs and experiences while simultaneously celebrating their strengths. (1-1.5 hr offerings)

**Effectively Serving Latinx Communities: An anti-racist, Intersectional and Liberatory Approach** :This workshop will focus on exploring the unique experiences of Latinx communities in the US. Presenter will provide frameworks that will equip folx to actively support and become advocates for the Latinx communities they support. (1-1.5 hr offerings)

**Lo que no se habla, No se sana. Breaking mental health stigma within the Latinx Community** :Latinx communities experience significant state-sanctioned barriers that affect their wellbeing. Internalization of mental health stigma has significantly impacted the collective wellbeing of this community. This training focuses on identifying these barriers and identifying concrete ways for resisting this stigma and uplifting Latinx liberation and reclaiming collective wellbeing. (1-1.5 hr offerings)

**Gender Inclusive Spanish: Resisting the Gender Binary among Latinx Communities** : One of the primary languages in Latin America, Spanish, often perpetuates the gender binary. This workshop provides a historical overview that makes a case for why our collective liberation and centering of 2SQT/LGBTQ+ communities rely on resisting the binary roots of this colonial language and how you can make slight changes in the language to

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be more inclusive and affirming. This workshop also identifies the roots for the term Latinx and makes a case for its continued use. (1.5-2 hr offerings)

**Undocumented Latinx Communities: An Anti-racist, Liberatory and Intersectional Approach to Collective Healing** :Undocumented Latinx communities have been historically discriminated against and marginalized within the United States. This has inherently created deep inequalities and barriers for Undocumented Latinx populations within the United States. In an effort to combat these inequities and barriers to supporting Undocumented Latinx communities, this workshop will review how anti-racist, liberatory, and intersectional. (1.5-2 hr offerings)

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## DR. JANICE CASTRO

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Dr. Janice Elena Castro (she/ella) is a licensed psychologist residing in Los Angeles, CA. She was born and raised in Maryland to Peruvian immigrant parents. Dr. Castro is bilingual and bicultural, with a deep commitment to addressing issues of social justice and increasing multicultural awareness in her work as a psychologist. She specializes in providing therapy to individuals from diverse backgrounds and has a particular interest in serving BIPOC folx with ADHD. Dr. Castro is also dedicated to promoting mental health and wellness through public speaking, workshops, and community outreach.

### Testimonials

*"Dr. Castro presented a very informative mental health webinar in Spanish to women from Chicago, IL; El Paso, TX; Los Angeles, CA; Miami, FL; and San Diego, CA. She was very engaging, empathetic, charismatic, and a good listener with the audience. She offered various examples as she presented the information from the PowerPoint. The audience felt confident and comfortable in asking her questions and Dr. Castro professionally answered as many as she could while respecting the session's allotted time. I would highly recommend her to speak at any speaking engagements in English and Spanish."- Gladys Mendoza, MHA, National Alliance for Hispanic Health, Director of Special Initiatives*

*"Dr. Castro's participation as a panelist in the internship session at the annual National Latinx Psychological Association (NLPA) was energizing and exciting. Her honesty and vulnerability were inspiring to all attendees. Her suggestions were helpful around the internship process, and more importantly, her genuineness when addressing*

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*the struggles felt real and relatable. I am glad to be able to hear both sides and to have had the opportunity to engage in an honest and open conversation with such an inspiring Latina in the field."*

- Sandra Bertram Grant Solís, MEd, National Latinx Psychological Association Panel Coordinator

*"It was such a pleasure to work with Dr. Janice Castro who participated in our mental health project called Community Healing / Sanando Comunidades. She facilitated and presented at two of the workshops which covered topics in destigmatizing mental health as well as stress/anxiety/depression management which engaged the Latinx/e community effectively and provided a safe space for discussion. I'm grateful for the opportunity to work with her and would highly recommend her services." - Jacqueline Paniagua, Plaza Comunitaria Sinaloa Inc., Director, and Chief Operating Officer*

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## SIGNATURE WORKSHOPS

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### Destigmatizing mental health in the Latinx/e community

**Training summary:** This presentation aims to address the issue of mental health stigma within the Latinx/e community and promote a culture of openness and support. Through insightful discussions, personal stories, and cultivating cultural humility, attendees will gain a deeper understanding of the unique challenges faced by Latinx/e folk in accessing mental health services. By the end of the presentation, participants will be equipped with an increased understanding to actively contribute to destigmatizing mental health, fostering an environment that encourages seeking help, and promoting overall well-being within the Latinx/e community.

**Objectives:** Increase awareness and understanding of mental health stigma within the Latinx/e community, including the unique challenges faced by individuals in accessing mental health services, leading to reduced stigma and increased empathy. Equip participants with knowledge and insights through insightful discussions and personal stories, enabling them to recognize and address mental health stigma within Latinx/e community.

### Stress & self-care in the Latinx/e community

**Training summary:** This presentation sheds light on the manifestations of stress within the Latinx/e community, taking into account cultural factors and unique stressors faced by Latinx/e folk. Through informative discussions and real-life examples, attendees will gain a deeper understanding of how stress can manifest in this community and the importance of addressing it. By the end of the presentation, participants

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will have learned relevant self-care strategies to effectively manage stress, enhance resilience, and promote overall well-being within the Latinx/e community.

**Objectives:** Increase awareness and understanding of stress within the Latinx/e community, considering cultural factors and unique stressors faced by Latinx/e folx, leading to improved recognition and support for individuals experiencing stress.

Deepen participants' understanding of the importance of addressing stress in the Latinx/e community, emphasizing the impact it has on overall well-being and quality of life.

Equip attendees with culturally relevant self-care strategies to effectively manage stress, enhance resilience, and promote overall well-being, enabling them to adopt and promote healthy coping mechanisms within their own lives and communities.

## Imposter phenomenon in the Latinx/e community

**Training summary:** This presentation explores the manifestation of imposter phenomenon within the Latinx/e community, taking into account cultural factors and unique experiences that contribute to feelings of inadequacy and self-doubt. Through insightful discussions and real-life examples, attendees will gain a deeper understanding of how imposter phenomenon affects Latinx/e folx. By the end of the presentation, participants will have learned practical strategies and empowerment techniques to overcome imposter phenomenon, fostering self-confidence, and promoting personal and professional growth.

**Objectives:** Participants will have an increased awareness and understanding of the manifestation of imposter phenomenon within the Latinx/e community, considering cultural factors and unique experiences that contribute to feelings of inadequacy and self-doubt.

Participant will have a deeper understanding of the impact of imposter phenomenon on individuals within the Latinx/e community, emphasizing the importance of addressing it for personal and professional growth.

Participants will be equipped with practical strategies and empowerment techniques to overcome the imposter phenomenon, fostering self-confidence and resilience, enabling individuals to thrive and reach their full potential.

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### YANIRA CAMPOS

Yanira Campos (she/her/ella) is an Anti-Racist DEI practitioner. She centers her practice on frameworks such as Intersectionality, Culturally Relevant Leadership, and Critical Race Theory. Yanira has a long history of expanding DEI initiatives in corporate and education settings. When creating workshops and trainings, she aims to create a space focusing on humanity, empathy, and communication. In her free time, Yanira goes on long walks with her Husky/Australian Shepherd named Chicharron De La Renta Maughn-Campos. She also enjoys watching Grey's Anatomy and learning how to upcycle furniture.



### Testimonial

*"Yanira is a one-of-a-kind facilitator, educator, and connector. Yanira facilitated a conversation on Anti-Blackness and Anti-Indigenous rhetoric in Latinx communities for my Latinx Leadership course. She went above and beyond not only in terms of the content she presented, but in her skills to relate to a diverse group of individuals at different learning levels. Her dedication, intentionality, and human-centered and culturally relevant pedagogy allows her to critically educate anyone she comes in contact with." [Derrick Raphael Pacheco, M.S., C.N.P.](#)*

### SIGNATURE WORKSHOPS

- **Celebrating & Understanding Hispanic Heritage Month:** There is so much to celebrate! Join us in exploring the achievements and contributions of the Latinx community with our History Heritage Month celebration.
- **Pa'Lante con Latinx Leadership:** Cultivate a space for Latinx leaders! The training will focus on how to support Latinx colleagues through a cultural lens. Participants will receive resources on how to community building, empowerment, and how to increase Latinx Leadership in different capacities.
- **Misconceptions of Latindad: Anti-Bias and Anti-Racism:** Develop a deeper understanding of Latindad and how to build authentic relationships within the Latinx community. Participants will learn how to confront common misconceptions rooted in bias and racism to help foster inclusive spaces and genuine relationships.



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- **“Nosotros Somos De Europa” - Anti-Blackness & Anti-Indigeneity within the Latinx Community:** Hard conversations are tough, but they do not always have to be. Through interactive discussion and popular media examples, the workshop discusses and defines Anti-Blackness & Anti-Indigeneity within the Latinx Community
- **Latindad in the Workplace:** Learn how to support Latinx employees and colleagues by developing a deeper understanding of Latindad. Participants will learn how to leverage and be inclusive of Latinx talent, by reviewing common workplace challenges, improving communication, and discussing how to create an environment that fosters a space where Latinx folx can show up authentically.

## QUIANNE' HOLMES



QuiAnne' Holmes, M.Ed., is a Black woman who strives to provide participants opportunities to learn about the interconnectivity of wellness in their lives through educational workshops, delivering experiential programs within broad areas of community engagement, leadership development, cultural competency, social action, and marketing; focused on practicing self-compassion, agency, and liberation. For several years, she has committed herself to cultivate and shaping sustainable holistic wellness programming and support to designated communities and environments. She is a skilled facilitator, bringing a dedication to supporting personal growth and development within the context of institutional and community missions. Her background is diverse, including but not limited to serving as a DEI Consultant for Wake County Government, an Assistant Director of Programs for Wellness at Duke University, a Fulbright Teaching Scholarship in which she developed her own teaching curricula and interactive workshop series in South America, a research partner of the Action Research Collective, an initiative that utilizes critical and participatory research to teach ethical and effective research practices while answering questions vital to student success, a certified Koru Meditation instructor, and more. Her educational background includes a B.A. in Psychology and a B.A. in Spanish Language and Literature from North Carolina State University and a Master of Education in Counseling Education with a concentration in Student Affairs from Clemson University.

## Testimonials

*Your training specifically fits our team and its needs. The fact that it wasn't one size fits all really resonated with our folks. They also felt at ease which was demonstrated by all the conversation - More than usual. You did an excellent job facilitating! It was a perfect mix of fun and informative! We appreciate you and look forward to continuing our growth with you. - Wake County Government Employee.*

*You continue to grow and build upon your strengths and passions, both personally and professionally. You have built upon existing structures and created new ones and approached the work to improve upon or make it more*

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efficient. Your skill set and passion lie within this work to ensure that the public health solutions that you deliver are credible and achieve the outcomes we strive for with an eye for inclusivity for those from marginalized backgrounds. I am grateful for your constant willingness to help in a variety of roles across campus and look forward to seeing more amazing things come from your impact. - *Duke University Employee*

Outstanding! Just one or two sessions and I already feel like things are starting to make sense. I sleep better, I'm more focused, I am more content, and worry less...this session was accessible, science and data-driven, and geared for real-life use. -*Community Member*

## SIGNATURE WORKSHOPS

**How Structural Racism Impacts the Hispanic Community** - The fight for civil rights and racial equity includes but is not limited to Hispanic and Latino/a/e communities. Understanding how structural racism creates barriers for communities of color is the key to making steps for change.

**Recognizing Barriers to College Access and/or Success for Hispanic/Latino/a/e Students** - Communities of color have experienced an increasingly complex system to access and navigate higher education. Racial bias and institutionalized racism explain the disparate outcomes apparent in the legacy of discrimination toward marginalized communities. As a stakeholder, you must understand the challenges that Latino/a/e students face to develop culturally relevant and targeted solutions that better address the systemic and institutionalized barriers to college success.

## VALERIE ARIAS



Valerie (she/her) is a diversity, equity, inclusion (DEI) and social justice educator who centers empathy, healing, and humanity in her practice. As the eldest daughter of Colombian immigrants and a first-generation college graduate, Valerie works to disrupt systemic barriers to college access and career development for marginalized communities. Her educational background includes a B.A. in Art from Davidson College and an M.S. in Higher Education from Florida State University.

While at Florida State, Valerie served as the Graduate Assistant for Social Justice Education for the Center for Leadership and Social Change. This role increased her efficacy in facilitating dialogue across differences regarding social group identity and stratification, intersectionality, and the application of power, privilege, and oppression through the isms (e.g., racism and heterosexism). Following her time at Florida State, Valerie

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was the Assistant Director for Hispanic and Latinx Recruitment at UNC Charlotte. Her expertise includes leading culturally relevant recruitment strategies from ideation to impact analysis. Valerie is fluent in Spanish and English and is currently learning Italian to reach her goal of being trilingual. In her free time, she enjoys exploring greenways, dancing to bachata, salsa, and reggaeton, and cuddling with her cats Royce and Rogelio.

## SIGNATURE WORKSHOPS

### **Culturally Relevant Strategies for Hispanic and Latinx Talent Acquisition**

The Hispanic and Latinx community is expected to account for nearly 25% of the U.S. workforce by 2030. Given this projection, it is increasingly important to use culturally relevant, inclusive, accessible, and equitable strategies to recruit and retain Hispanic and Latinx talent. In this workshop, participants will learn about the hiring landscape for Hispanic and Latinx talent, reflect on their organizational presence in Hispanic and Latinx communities, and develop best practices for recruiting Hispanic and Latinx candidates. Specifically, we will highlight how to leverage technology to promote bilingual (English/Spanish) accessibility in talent acquisition. This workshop can also be customized for hiring managers and senior leaders to learn strategies for building inclusive and equitable environments for Hispanic and Latinx employees.

### **Barbie y Betty: Decolonizing Beauty Standards**

In this workshop, participants will first examine the impact of white supremacy and colonization on traditional beauty standards. We will use the Barbie doll and Ugly Betty telenovela to exemplify the application of beauty standards rooted in whiteness to Latinidad. Most importantly, this workshop will focus on empowering participants to decolonize their ideal beauty standard through radical self-love, healing, joy, and self-parenting. In our time together we will give ourselves love and gratitude through practices such as spoken and written words, movement, and music. While the workshop intends to serve as the first step for decolonization of the body, unlearning harmful colonial conditioning and practicing radical self-love may also invite grief for our younger selves.



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## DETAILS OF EVENT DELIVERY

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Sessions are delivered virtually by expert facilitators to customized groups of participants, in segments of 60/90 Minutes\_Once you have selected a workshop or keynote, we will arrange to have you meet with our exclusive facilitators who will walk you through speaking points and necessary pre and post work if any, plus presentation to make sure that the content aligns with your company values.

A 50% deposit is requested on confirming the topic, date and time and the balance is payable 30 days before the event. In case the event is confirmed within 30 days of the event date -the full payment will be due with the completed agreement. Rate includes necessary calls with facilitator before event, customization content creation, pre/post work if any, all material as well as recommendations that are provided at the end of the event. It also includes the recording of the event for 30 days in case anyone misses the event.

Asynchronous video of the workshop can be provided at an additional cost for future use without any expiry date and can be used to incorporate with HRIS system or for Onboarding etc. For questions or to book your Customized Team Training, Workshop, Speaking Engagement, Educational or Awareness Session etc. please contact: [info@theunstoppablegroup.com](mailto:info@theunstoppablegroup.com)

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## Unstoppable Performance Leaders

*We dare to be bold & commit to follow through!*

### About The Company

Unstoppable Performance Leaders (UPL) is a niche, exclusive Diversity, Equity, Inclusion (DEI) consulting firm. We become an extension of your Diversity /Talent department, consult with and recommend DEI solutions, support with DEI roadmap, operationalize the strategy and execute the project. We enable bold leaders leading vital initiatives, to get the credit they deserve for a job well done by all stakeholders. Ultimately, we save you time, money, energy & effort without having to make any compromise on the quality and effectiveness of DEI projects.

**Our Mission** To empower *all* (our clients, collaborators, affiliates, community & associates) to BE - Leaders who can in turn deliver on *their* commitments to *their* stakeholders effectively.

**Our Vision** To accelerate YOUR performance (*in all areas of life*), and enable YOU to produce unprecedented, effective, and sustainable results which leave all (*YOU & YOUR stakeholders*) with more power & freedom to BE YOUR best selves.

**Services Include but are not limited to** - Consulting and facilitation of Equity Audit / Culture Assessment, Creating and Operationalizing DEI Strategy, Employee Engagement, support with DEI Metrics & tools, facilitating Professional Development Training/Workshops etc. Collaboration with the talent team to identify, align on, and prioritize appropriate solutions to deliver effective results. External resource procurement as necessary, including subject matter experts, tools & solutions. Provide market intelligence & any DEI expertise necessary in alignment with strategy. Support talent team on high impact DEI strategy and initiatives with planning & directing execution. Partner with talent team to clearly connect ongoing and emerging efforts into one cohesive plan. Support talent team's efforts in the global Diversity, Equality & Inclusion space with other DEI offices, & talent teams – establishing market by market plans that are appropriate by country/multi-country market (MCM) and connected to the larger enterprise DEI framework. Emphasize the importance of and refer solutions to DEI/Talent team for measuring DEI metrics for programs to allow senior leaders visibility ensuring progress is being made.

**Solutions Include but are not limited to** – Leadership/Professional Training Workshops, Educational & Awareness Sessions through DE&I lenses including Neurodiversity, Disability 101, Bystander Intervention, Allyship & LGBTQIA+, Unconscious Bias & Microaggression, Insider engagement workshops (in other words engaging leadership teams who are white men & are not clear on how to support, endorse & participate in DE&I initiatives). IDI (Intercultural Development Inventory) Equity Audits/Culture Assessment, DEI Roadmap/ Operationalization, Pay Equity Audits, Mobile Solutions to Operationalize DEI Strategy, Track Real Time DEI Metrics & Increase Employee Engagement

**Our Commitment** In pursuit of our Mission and Vision, and true to our Purpose and Values, we attract and retain the best talent from all backgrounds which fully reflects a microcosm of the diverse world in which we live and work. We invest in employee well-being and learning and development. We are committed to Diversity, Equity, and Inclusion, Racial, Gender and LGBTQ Equality -and to putting disability inclusion at the top of our people agenda with focus areas including mental health, physical disability, neurodiversity, and chronic illness. Thus, we empower our people and deliver value and effective results to our clients.