

August 2023

WOMEN'S EQUALITY DAY



60/90Minute (Virtual) Customizable
Educational & Awareness Workshops For
Corporate Groups

Unstoppable

PERFORMANCE LEADERS

Contact : minki@theunstoppablegroup.com

WOMEN'S EQUALITY DAY AUGUST 26TH, 2023

Women's Equality Day, celebrated every August 26, commemorates the passage of women's suffrage in the U.S. and reminds us of the hurdles overcome by the heroic women who faced violence and discrimination to propel the women's movement forward.

Join us as we take you through some important historical events and how in 2023, we are still overcoming hurdles to achieve gender equality.

- The History of Women's Equality
- Icebreaker – 5 questions related to Women's Equality
- Timeline of events
- Notable events
 - Right to vote
 - This seat is taken.
 - Roe vs Wade
- How to take action both personally and professionally

HOW TO NAVIGATE GENDER BIAS IN THE WORKPLACE

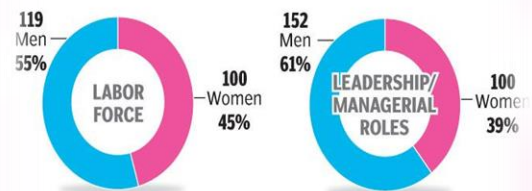


Gender bias is the tendency to give preferential treatment to one gender over another. It is a form of unconscious bias, which occurs when someone unconsciously attributes certain attitudes and stereotypes to a group of people.

In this session we will unpack some of the ways in which gender bias shows up in our workplaces and the barriers women face every day from an intersectional lens. We will also explore the role that we can all play, especially men, in order to create more equitable processes which can lead to more women in positions of power.

- What is gender bias?
- Why talk about gender bias at work?
- The facts about gender bias
- How does it show up in our systems and decision making?
- How to become an ally
- Commit to action.

Gender inequality in the workplace



Source: Bloomberg Content Service

DON LANDGREN JR./T&G STAFF

WOMEN IN THE WORKPLACE



According to McKinsey we are in the midst of a “Great Breakup.” There are always winners and losers in the war for talent, and the stakes are higher than ever for companies that want to achieve gender equality. Join us as we discuss the facts, why women are finally demanding change and tangible ways we can address the issue in a way that prioritizes flexibility, employee well-being, and diversity, equity, and inclusion.

In this session we will unpack:

- Representation of women in the workplace

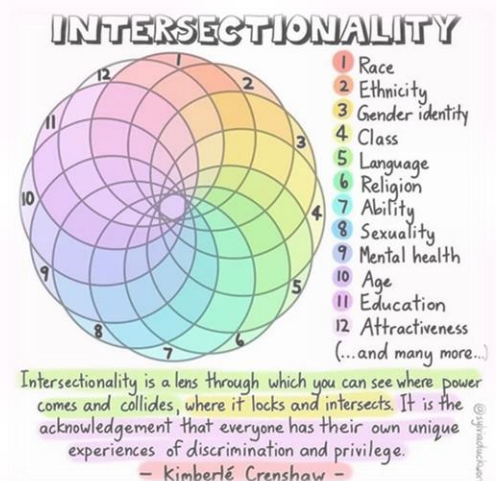
- Why women are leaving the workplace.
- What are the risks if we don't address it?
- Intersectional experiences
- The importance of more flexibility
- The role leaders have to play.
- What can we do?
- Commit to action.

ADDRESSING GENDER BIAS WITH AN INTERSECTIONAL LENS

Intersectionality is a term used to describe the idea that social relations involve multiple intersecting forms of discrimination. This means that a person might experience several forms of discrimination, such as sexism, racism, and ableism, all at the same time.

In this session we will talk about how our power dynamics and social systems are complicated, and how to address using them using intersectional approach.

- What is intersectionality and why does it matter?
- Why is intersectionality important?
- The impacts on power dynamics and social systems
- How to use an intersectional lens to address gender bias.
- Commit to action.



RISE AND LEAD: EMPOWERING WOMEN FOR SUCCESS



This Women's Leadership Workshop is designed to empower women-identifying employees by providing them with tools to boost their self-confidence, overcome self-doubt, and recognize their unique strengths and abilities. The workshop also encourages participants to identify their passions, align them with their career goals, and explore opportunities to integrate their interests into their work. Participants will address and navigate potential obstacles to develop a plan to create a fulfilling and purpose-driven career.

UNITED BRILLIANCE: CULTIVATING COLLECTIVE EMPOWERMENT IN THE WORKPLACE

A survey conducted by Catalyst found that women who have had a mentor are more likely to aspire to leadership positions and report higher levels of career satisfaction. Mentorship is shown to positively influence women's career advancement, skill development, and overall professional growth. This workshop will give participants the tools to expand their network through the power of mentorship. Whether you are an aspiring Mentor or Mentee, this workshop is for you!



SPECTRUM OF SUCCESS: NURTURING BRILLIANCE FOR WOMEN OF COLOR IN THE WORKPLACE

This workshop addresses the unique challenges women of color face in the workplace and creates inclusive environments where they can thrive. The content will provide insights, strategies, and tools to organizations and individuals to foster an

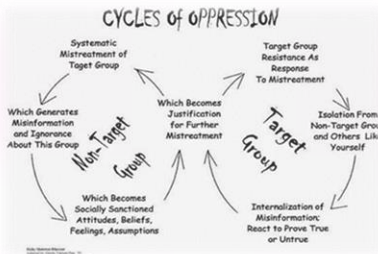
atmosphere that values and supports the success of women of color. This interactive workshop will encourage participants to assess their areas of immunity/privilege, navigate microaggressions, become intentional allies, and shift the culture around them.

SHADES OF STRENGTH: EMPOWERING WOMEN OF COLOR IN THE WORKPLACE

The workshop acknowledges the impact of systemic barriers and biases on the well-being of women of color. The session provides a dedicated space for women of color in the workplace to recharge, find support, and cultivate a safe and empowering environment. Through guided discussions and group activities, participants will discover self-advocacy strategies, explore self-care practices, and have the opportunity to connect with fellow women of color.



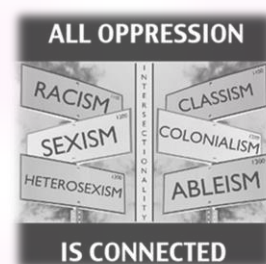
UNDERSTANDING AND APPLYING ANTI-OPPRESSION



Understanding equity in practice. Engaging in conversations around common language and terms aligned with anti-oppression, anti-racism, and inclusion. Uncovering our own motivations to incite positive actions through each of our own avenues of access.

APPLYING ANTI-OPPRESSION IN FILM/TV

Examining power dynamics in commercial production. Through conversations, encourage thinking through scenarios that can be encountered and how we can intervene for positive change. How to create a more inclusive and authentic work environment for everyone.

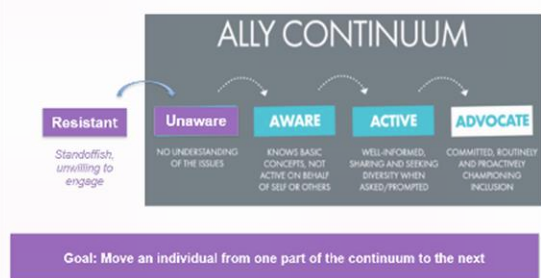


ANTI-OPPRESSION WHEN WORKING WITH CREATIVE YOUTH

Explore effective ways in which to apply anti-oppression as a lens and tool when collaborating with diverse youth in a community setting. Emphasis is placed on how the arts can be used as an accessible and useful teaching tool to explore critical equity concepts in an accessible and engaging way, through your role as a facilitator and space holder.

ALLYSHIP 101

Framework for Allyship



Source: Adapted from diversity & inclusion consultant, Jonathan Kirwan

This diversity, equity, inclusion, and belonging (DEI&B) interactive workshop provides the fundamental building blocks for understanding allyship. This can be used as a broad overview of the concepts listed above or it can be used to pull the information together from the first four training courses to begin to practically apply the information. Concepts include: • Reviewing DEI&B, Unconscious Bias, Microaggressions, & Privilege • Practicing How to Use Your Privilege to be a Good Ally • Understanding the Importance of Education and Avoiding Tokenism • Reflecting on the Difference between Active

Listening and Empathic Listening • Practicing Responding to Microaggressions Effectively • Understanding the Importance of Active Allyship •

ANTI-HARASSMENT WORKPLACE TRAINING

This workplace **anti-harassment training meets the requirements of the most stringent states (California and New York.)** The presentation includes a mix of power point slides, videos,

ANTI-HARASSMENT TRAINING
How to Optimize Anti Harassment Training for Employees

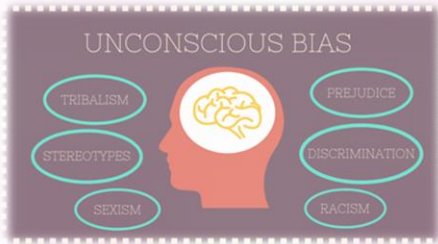


and discussion. Some states like California require that management anti-harassment training be done live and require interaction with the participants. Session Description: Even though diversity and inclusion discussions should always begin with the positive promotion of being fully inclusive, it is still very important to provide basic anti-harassment training. This session provides:

- A short introduction on the positive aspects of diversity and inclusion since most often the negative can be avoided by a focus on the positive
- An overview of the different kinds of workplace harassment, what may lead to it, and how to avoid it.
- The impacts that harassment can have on a company.
- A summary of a company's and managers' responsibilities around harassment.
- As required by recent California and New York law changes, the workshop includes an overview on sexual orientation and gender identity, and how they fit within the harassment discussion.
- Review of the manager's role handling workplace harassment
- A short intro on being a successful leader in a diverse environment.



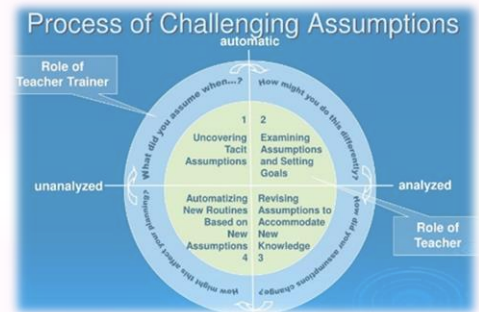
EXPLORING & MITIGATING UNCONSCIOUS BIAS



Defining unconscious bias
 Several Small Group and Large Group Activities: Exploring biases and unpacking assumptions and stereotypes
 Exploring the different forms of unconscious bias
 Matching Game: Types of Bias
 Understanding the negatives impact of bias in the workplace
 Case Study Review: Bias in the Workplace
 Mitigating the negative impact of bias in the workplace

CHALLENGING ASSUMPTIONS

Participants explore the many facets of identity from race to sexual orientation to gender and even spirituality, and the ways that they connect and overlap. We will discuss the aspects of our identities that seem to appear on the surface and challenge the ways that we often unknowingly create assumptions about people's experiences. The facilitator will share about own life journey and invite participants into reflections about where power and privilege lives in our society, and what we can all do to create more just and equitable working environments.



UNDERSTANDING & USING YOUR PRIVILEGE

WHEEL OF POWER/PRIVILEGE



Defining and breaking down the misconceptions around privilege
 Large Group Activity: House of Cards Game
 Exploring the different forms of privilege
 Small Group Activity: Exploring Privilege Examples
 Understanding the situational and complex nature of privilege
 Using privilege to elevate those without privilege and to address systemic bias and barriers
 Self-Reflection & Group Share: Ways to use your privilege in your leadership role.

DETAILS OF EVENT DELIVERY

Sessions are delivered virtually by 1 or 2 expert facilitators to customized groups of participants, in segments of 60/90 Minutes, 2 Hours, 4 Hours, 8hours, Full day or Half Day. Customized 6 week & 8-week leadership Team packages available. 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 -the full payment will be due with the completed agreement. We will provide the link to the event recording which will be valid for 30 days from the date of the event and available to team members who are unable to attend. Asynchronous videos to incorporate into your HRIS systems may be available on certain topics. To book your Customized Team Event Trainings, Workshop, Speaking Engagement, Educational Session etc. please contact:

Minki Basu

she/her

Chief Executive Officer

The Unstoppable Group (TUG) Inc.

minki@theunstoppablegroup.com

www.unstoppableperformanceleaders.com

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 BE-come 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.