

# The DE&I Growth Track® Virtual Transformation Experience



## What is The Diversity, Equity, and Inclusion (DE&I) Growth Track® Transformation Experience?

A series of thought-provoking, transformational exercises and discussions about Diversity, Equity, Inclusion (DE&I) and Bias, that expand your base of knowledge, resulting in more meaningful interactions with others as you grow and develop as an individual and as a team member.

**Why is The Experience crucial now?** Everyone is diverse, everyone has biases, everyone has challenges with certain people who are different from themselves – and everyone

benefits when they progress along the “DE&I Growth Track®.” The DE&I Growth Track Transformation Experience promotes progress toward valued engagement of *all* employees, in order to create the high-performance teams that result from fair and inclusive cultures.

**How does The Experience work?** The Experience is designed for 10 to 16 participants ideally meeting for two hours every week for three to six consecutive weeks.

## What can participants in The Experience expect?

In this training you will:

- Experience a comprehensive set of learning conversations on relevant diversity, inclusion, and bias-related concepts;
- Investigate some of your own DE&I growth areas and challenges and learned tools for self-development;
- Have progressive discussions with others that positively affected your growth and the growth of others in key areas related to DE&I and Bias; and
- Enhance your own ability to function as part of a high-performance team and your organization’s ability to achieve a fair and inclusive culture.

**What does The Experience consist of?** Each session includes an introduction, videos, presentations, sharing, definitions, exercises, group discussions, and growth challenges.

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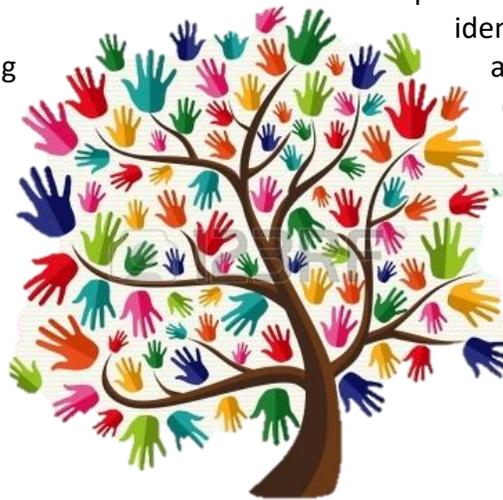
- What are Inclusion, Conscious and Unconscious Bias, and Micro and Macro Inequities?
- What is the “The DE&I Growth Track”?
- Where Are You and What Are You Targeting?
- Constructs for Crucial DE&I Conversations
- What is My Story?
- Experiencing Privilege, Bias, Negative Thinking Patterns, Assumptions, and Stereotypes
- Strategies for Building Trust, Giving and Receiving Apologies, and Handling Sensitive Topics
- Strategies for Understanding Triggers, and Managing Bias
- Challenge to Turn Thoughts and Feelings into Actions

## Meet the Facilitators

### **Ms. Wanda Savage-Moore, ACC, is President and Chief Executive Officer of The GIT Coach, LLC.**

Ms. Savage-Moore has over 25 years of experience serving as a consultant and coach in leadership and organizational development and has served as a C-suite executive. She has designed and delivered training and organizational development solutions as part of major transformation programs and has trained over 30,000 professionals in leadership competencies, diversity, EEO, change management, project management, benchmarking, and customer service for over 75 federal, state, and local government agencies, nonprofits and private-sector companies.

Additionally, she has been Vice Chair or Chair of over 40 national and international conferences, workshops, and seminar series in which she was responsible for all components of conference program design, speaker selection, participant registration, marketing venue and logistics management, and presence, identification and and media relations, creating the web



### **Ms. Monica Gould, CMC, is the President and Founder of Strategic Consulting Partners (SCP),**

which began in 1994 as a management consulting firm specializing in strategic planning, organizational and leadership development, operational effectiveness, and executive coaching. Her 30 years of senior leadership experience and her deep and broad financial management and strategic planning experience have made her indispensable to her clients, including multimillion-dollar corporations, nonprofit organizations, and federal, state and local government agencies. In her strategic planning and organizational development projects, she expertly facilitates meetings and retreats to ensure that leadership, staff, key stakeholders and boards of directors are involved in and committed to moving their organizations forward and upward. Her prowess in designing customized training curriculum and ensuring that it resonates with audiences is unparalleled. In 2018, SCP was named SBA Woman-Owned Business of the Year for the Eastern Region of Pennsylvania, and Ms. Gould was named 2016 *Central Penn Business Journal's* Woman of Influence.



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