



**Diversity, Equity & Inclusion**  
 Create a workplace for everyone



FIRST SUN SOLUTIONS

800-968-8143  
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**COACHING & TRAINING**

**EMPLOYEES & LEADERS**

**LIVE & ON DEMAND**

**DE&I STRATEGIC PLANNING**

## EMPLOYEE TRAINING

Diversity training is an essential step organizations can take to foster a more open, welcoming culture and advance equity and inclusion.

### Virtual Diversity Equity and Inclusion Training Suite

- Workplace Diversity Inclusion and Racial Sensitivity
- Unconscious Bias
- Microaggressions in the Workplace

This 35-minute course explores the concepts of racial identity, racism, diversity, inclusion, sensitivity and unconscious bias in today's modern workplace. Topics are presented in interactive episodes with realistic video scenarios.

## LEADER & EXECUTIVE COACHING

Inclusive leaders interact effectively with people from different races, religions, ages, gender, sexual orientation and educational background. Operating with a lens of equity requires understanding the needs of all people, particularly those who are frequently oppressed and marginalized.

### Virtual Diversity, Equity and Inclusion Coaching

- Learning and discussion based
- Supportive, safe, non-threatening, and based on positive psychology tenants
- Individual or groups up to 10

Coaching helps leaders from all backgrounds build a common language, understand implicit bias, recognize structural inequalities, and foster an inclusive workplace.

### Benefits of Coaching

- Strengthen a leader's core skills
- Target specific skills and challenges
- Effectively implement change in the organization

## STRATEGIC PLANNING

Take your company to the next level. Let our veteran DE&I consulting firm put your DE&I initiatives into action. Consultation options range from by the hour Q&A to developing and implementing a tailored DE&I strategic plan.

When employees trust that they, and their colleagues, will be treated fairly regardless of race, gender, sexual orientation or age, they are:

Great Place To Work Study

**6.3x**

more likely to have pride in their work

**9.8x**

more likely to look forward to going to work

**5.4x**

more likely to want to stay a long time at their company

Organizations with inclusive cultures are:

Deloitte Study

**2x**

more likely to exceed financial targets

**3x**

more likely to be high performing

**6x**

more likely to be innovative and agile



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