



# EQUITY THROUGH ACTION



## INFO GUIDE

2024



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## ABOUT US:

Equity Through Action (ETA) is a full-service Black, LGBTQIA2+, woman-owned consulting firm focused on learning, culture, and innovation. With over five decades of combined experience, we specialize in identifying, curating, and equipping organizations with the tools to transform your workplace. **ETA values humanity, inclusion, growth, and action.**

Our expertise lies in providing **dynamic and interactive facilitation, coaching, and technical assistance** tailored to revamp your practices, policies, or workplace projects. ETA's training fees match our expertise, align with industry standards, and range from \$5000 to \$18,000 per session based on participants and training length. **Partnering with ETA will provide you with the pathway to transform your workplace and team, ensuring the implementation of effective strategies to support change.**

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## OUR SERVICES:

Working with us leads to innovative and equitable practices, inclusive workplace policies, deeper team engagement, and better organizational performance.

**Skill-Building Programs**

**Workplace Audits, Assessments and Surveys**

**Coaching and Mentorship Programs**

**Staff Advances, Retreats and Meeting Facilitation**

**Strategic Planning**



## EXPERIENCE THE ETA ADVANTAGE:

Is your team feeling stuck and needing a clear plan of action? Look no further – our mission is to propel organizations forward, and we're here to help.

ETA's services, whether conducted virtually or in person, incorporate the following:

- **Inclusive Learning**
- **Multiple Learning Styles Model**
- **Interactive Content Delivery**
- **Collaborative Skill-Building**
- **Effective Action Planning**





## OUR FOCUS AREAS



### ELEVATE YOUR TEAM: SKILL BUILDING PROGRAMS

#### Sample Services:

- Meeting Facilitation
- Teams Trainings on Inclusive Leadership, Workplace Culture
- Decision Making, Communications Guides
- GRASP Working Series- Goals, Roles, Actions, Strategies, Practices



### OPTIMIZE YOUR ORGANIZATION: WORKPLACE ASSESSMENTS & AUDITS

#### Sample Services:

- **Organizational Audits:** In-depth assessments to evaluate various aspects of your organization's structure, processes, and performance.
- **Competency, Pulse, and Exit Surveys:** Surveys designed to gauge employee competencies, measure engagement levels, and identify areas for improvement and potential turnover risks.
- **Pay Equity Analysis and Compensation Practices:** Thorough analysis to ensure fairness and equity in compensation practices, helping you maintain a competitive edge while fostering a supportive and inclusive workplace environment.



### UNLOCK LEADERSHIP POTENTIAL: TRANSFORMATIVE COACHING

#### Sample Services:

- **Inclusive Leadership Development:** Engaging coaching designed to cultivate inclusive leadership skills and foster team skill development.
- **Leadership and Work Style Assessments:** Comprehensive assessments to uncover your leadership strengths and areas for growth, empowering you to lead with authenticity and effectiveness.



# OUR FOCUS AREAS



## STRENGTHEN YOUR TEAM: CURATED STAFF ADVANCES & RETREATS

### Sample Services:

- Work Style Assessments
- Strategic Planning and Meeting Facilitation
- Team Building, Addressing Conflict
- Expanding & Understanding Emotional Intelligence



## BOOST TEAM ENGAGEMENT: DYNAMIC MENTORING PROGRAMS

### Sample Services:

- Facilitated Group Mentoring with Dedicated Office Hours
- Guided Leadership and Mentoring Learning Modules
- Customized Mentor-to-Mentee Matching for Personalized Support

### WHAT OUR CLIENTS ARE SAYING:

“ETA knows people. They excel in bringing teams together for a unified purpose while also leveraging the specific contributions of team members. They are also masterful in ensuring team members are heard and well-led. They are skilled communicators and have a remarkable ability to explain challenging concepts.”  
-CIO Leader





**READY TO MOVE TO ACTION?**



**click here**

Our mission is to move organizations forward. With a wide range of tailored services designed to meet your unique needs, we've got all bases covered. Don't wait any longer – give us a call now to propel your organization's journey to success!

**LET'S GET STARTED.**

**Brittney Watters, Client Relations Director**  
**BRITTNEY@EQUITYTHROUGHACTION.COM**

