



# **EQUITY THROUGH ACTION**

**Workshops & Trainings  
2025**



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# Overview

Equity Through Action (ETA) is a full-service Black, LGBTQIA+, woman-owned consulting firm at the intersection of framing, culture, and innovation, with over 50 collective years of experience identifying, curating, and supporting organizations committed to dismantling inequities. ETA values humanity, inclusion, growth, and action. We bring a deep commitment to **justice, equity, diversity, and inclusion (JEDI) framing**; we deliver measurable results, creating more inclusive organizations that generate innovation, reduce staff turnover, and increase productivity. Our efforts transform your workplace and ensure you have the strategies to support change.

## Services Offered

- Active Coaching
- Addressing Equity in Compensation Practices
- Administering Mentoring & Sponsorship Programs
- Co-Creating Action Plans, Strategic Plans & Tool Kits
- Committee Development & Engagement
- Delivering Organizational Audits
- Developing & Supporting DEI Councils/Committees/Resource Groups
- Facilitating Staff Retreats/Advances
- Generating Staff Pulse or JEDI\* Competency Surveys
- Innovative Trainings
- Providing Strategies & Tools to embed JEDI\* into policies & procedures



# Training Themes

- Leadership Development
- Workplace Culture & Inclusion
- Communication & Collaboration
- Diversity, Equity, & Inclusion (DEI) Focused
- Conflict Resolution & Change Management
- Organizational Strategy & Project Management

# Duration Options

90-minutes	2 hours	3+ hours
<p>Sessions Include</p> <ul style="list-style-type: none"><li>• 2-3 concepts</li><li>• 1 - 2 small groups</li><li>• 1-2 Tools &amp; Strategies</li></ul>	<p>Sessions Include</p> <ul style="list-style-type: none"><li>• 3 - 5 concepts</li><li>• 2 - 3 small groups</li><li>• 2-4 Tools &amp; Strategies</li></ul>	<p>Sessions Include</p> <ul style="list-style-type: none"><li>• 6+ concepts</li><li>• 3 - 5 small groups</li><li>• 3-5 Tools &amp; Strategies</li><li>• Action Planning</li></ul>

*\*All training lengths are customizable depending on client needs.*





# Training Approach

We are pleased to be able to offer our content virtually via Zoom and in-person, depending on the needs of our clients. The structure of our workshops and training courses are similar for both settings. ETA Workshops & Trainings include a variation of the following elements:

- **Humanity Check-in:** We generally open sessions with a practice of checking in through inviting participants to share about their individual humanity. This practice ranges from prompts to share how one is feeling that day to prompts to learn more about each other.
- **Strategic Breakout Groups:** We frequently and strategically utilize breakout groups and small group discussions. We ensure that all participants have space to share and respond to the topics being discussed. Facilitators rotate joining breakout rooms and small group discussions as needed.
- **Polling & Feedback:** We include anonymous and live polling and feedback opportunities as a means of participation and information gathering. Our facilitators launch polls via Zoom during our trainings to gather insight from participants about how they are engaging with the content and/or anonymous reflections about how the content shows up in their respective workplace.



# Training Approach Contd.

- ***Inclusive Participant-Centered Learning:*** We aim to provide an accessible learning experience for our participants. We do this by providing a break for every hour of training, intentionally providing no more than 10-15 minutes of facilitation followed by participation prompts, and providing closed captioning in virtual settings. Additionally, we provide pre and post-training worksheets as needed.
- ***Multiple Learning Styles Model:*** We develop and share content in a way that appeals to multiple learning styles and preferences to optimize the learning experience for our participants. Our facilitators are mindful of presenting information in a variety of ways (written, audio, visual, and repetition) and ensuring that there are various opportunities for participants to provide feedback.
- ***Highly Interactive Content Delivery:*** We design our training courses to provide collaborative and engaging learning experiences for our participants. Our facilitators are skilled at prompting participant engagement through creative and thought-provoking questions and utilizing the latest educational technology platforms and features for multifaceted engagement.
- ***Action Planning:*** Our sessions conclude with an individual, collective, and organizational call to action.



# Trainings Offered

## Active Allyship

### **Topics Covered: Allyship, Leadership, Inclusion**

This session defines allyship and its role in fostering inclusive workplaces. Participants gain practical tools to advocate for equity and inclusion.

## Allyship & Equity

### **Topics Covered: Allyship, Equity, Leadership**

This training highlights the importance of allyship in advancing equity. Participants leave with actionable strategies to support diverse team members.

## Board & Staff DEI Committee Working Sessions

### **Topics Covered: DEI Strategy, Committee Effectiveness, Accountability**

These sessions support DEI committees in clarifying roles, defining measurable goals, and implementing sustainable equity-focused initiatives. Teams will enhance their capacity to lead meaningful organizational change.

## Building a Culture of Trust

### **Topics Covered: Trust, Communication, Workplace Culture**

This training explores the importance of trust as a foundation for workplace success. Participants learn actionable strategies to foster transparency, consistent communication, and mutual respect.

## Building & Maintaining Trust, Collaborative Leadership, and Accountability

### **Topics Covered: Leadership, Trust, Collaboration**

This session supports leaders in cultivating trust, fostering collaboration, and ensuring accountability. Participants learn strategies for building mutual respect and team alignment.







# Trainings Contd.

## Celebrating Black History Month

**Topics Covered: Inclusion, Cultural Awareness, DEI**

This session provides tools and strategies to honor Black History Month meaningfully and inclusively. Participants learn to celebrate cultural heritage while fostering year-round equity.

## Change Management

**Topics Covered: Adaptability, Leadership, Organizational Strategy**

This program provides teams with the tools and strategies needed to navigate organizational change. Participants will learn to minimize resistance, maintain productivity, and lead effectively during periods of transformation.

## Closing Generational Communications Gap

**Topics Covered: Communication, Inclusion, Collaboration**

Learn to bridge generational differences and enhance workplace communication. Participants leave with strategies to foster collaboration across age groups.

## Communication Strategies for Success

**Topics Covered: Communication, Clarity, Collaboration**

This training focuses on enhancing workplace communication through proven strategies and tools. Participants will learn to convey ideas clearly, build stronger connections, and foster collaboration within their teams.



# Trainings Contd.

## Conscious Conversations

**Topics Covered: Communication, DEI, Active Listening**

This training equips participants with the skills to approach sensitive topics thoughtfully and effectively. Tools for empathy, active listening, and meaningful dialogue are emphasized.

## Constructive Engagement in Difficult Conversations

**Topics Covered: Conflict Resolution, Emotional Intelligence, Communication**

Learn techniques for managing tough conversations with professionalism and empathy. Participants develop skills for active listening, emotional management, and finding resolutions.

## Customer Service Excellence

**Topics Covered: Communication, Empathy, Problem-Solving**

This training equips participants with skills to deliver exceptional customer service, fostering satisfaction and loyalty. Participants will enhance communication, build empathy, and learn strategies to resolve customer issues effectively.

## Defining and Building Workplace Culture

**Topics Covered: Culture, Inclusion, Leadership**

This training helps participants define their workplace culture and align it with organizational values. Strategies for creating a welcoming and inclusive environment are provided.

## Emotional Intelligence Development

**Topics Covered: Emotional Regulation, Leadership, Workplace Relationships**

This training helps participants build emotional intelligence to improve workplace interactions and leadership effectiveness. Participants will learn to understand, manage, and leverage emotions to foster collaboration and drive success.



# Trainings Contd.

## Executive Coaching Sessions

**Topics Covered:** *Leadership Development, Emotional Intelligence, Strategy*

Customized coaching sessions designed to enhance leadership capabilities, overcome challenges, and foster personal growth. Executives gain tools to lead with confidence, inclusivity, and clarity.

## G.R.A.S.P. Sessions

**Topics Covered:** *Goals, Roles, Actions, Strategies, Priorities*

A practical series guiding teams through the GRASP framework to operationalize goals and priorities. Teams leave with clear, actionable strategies for sustained impact.

## Group Coaching

**Topics Covered:** *Team Development, Collaboration, Growth*

Facilitated group sessions that promote collective problem-solving and growth. Teams strengthen collaboration and communication skills for improved effectiveness.

## Honoring Juneteenth

**Topics Covered:** *History, Inclusion, DEI*

This session explores the significance of Juneteenth and its relevance to workplace equity. Participants gain tools to honor and integrate cultural heritage into organizational practices.

## Inclusive Language

**Topics Covered:** *Communication, Identity, Inclusion*

This session provides insights into how language shapes workplace inclusion. Participants gain tools to communicate with respect and promote belonging.



# Trainings Contd.

## Inclusive Language and Inclusive Work Practices

**Topics Covered:** *Language, Belonging, Workplace Practices*

A deeper dive into fostering inclusion through intentional language and equitable practices. Participants learn actionable strategies to build a supportive workplace culture.

## Inclusive Leadership Training

**Topics Covered:** *Leadership, Inclusion, Culture*

A comprehensive session to develop inclusive leadership skills. Participants learn to create environments where everyone can thrive.

## Inclusive Leadership Pt. 1

**Topics Covered:** *Leadership, Emotional Intelligence, DEI Strategy*

This session introduces core concepts of inclusive leadership, focusing on emotional intelligence and strategies to build equitable workplaces.

## Inclusive Leadership Pt. 2

**Topics Covered:** *Leadership, Collaboration, Cultural Competency*

A continuation of inclusive leadership training, this session dives deeper into fostering cultural competency and collaborative team environments.

## Inclusive Leadership in Action

**Topics Covered:** *Leadership, Implementation, Accountability*

This advanced session focuses on applying inclusive leadership practices to organizational challenges. Participants create actionable plans to embed inclusion in their leadership.



# Trainings Contd.

## Intent vs. Impact

### **Topics Covered:** *Bias, Communication, Inclusion*

Explore the critical distinction between intent and impact in workplace interactions. Participants gain tools to navigate misunderstandings and foster inclusive communication.

## Interrupting Bias

### **Topics Covered:** *Bias, Inclusion, Communication*

This session examines implicit bias and its influence on workplace decisions. Participants gain tools to identify and interrupt bias effectively.

## Interrupting Bias in the Workplace

### **Topics Covered:** *Bias, Workplace Culture, Inclusion*

Participants explore real-world scenarios and learn strategies to challenge bias in their day-to-day workplace interactions.

## JEDI Foundations\*

### **Topics Covered:** Justice, Equity, Diversity, Inclusion

An introduction to the principles of JEDI and their application in the workplace. Participants gain foundational knowledge to drive equity-driven initiatives.

## JEDI Foundations 2\*

### **Topics Covered:** JEDI Implementation, Leadership, Equity

Building on foundational principles, this training focuses on implementing JEDI strategies. Participants develop actionable steps for advancing equity.



# Trainings Contd.

## Mentorship Program

**Topics Covered: Leadership Development, Professional Growth, Career Advancement**

This structured 9-12 month program pairs mentees and mentors to foster professional growth and develop leadership skills. With a digital platform for modules, participants gain access to guided learning and resources to build meaningful connections and achieve career goals.

## Microaggressions & Unconscious Bias

**Topics Covered: Bias, Microaggressions, Inclusion**

This session explores the impact of microaggressions and unconscious bias in the workplace. Participants gain tools to address and prevent these behaviors.

## Power in the Workplace

**Topics Covered: Power, Bias, Inclusion**

An exploration of power dynamics and their impact on workplace culture. Participants learn to navigate power structures with equity and awareness.

## Productive Conversations Through an Equity Lens

**Topics Covered: Communication, Equity, Collaboration**

This session focuses on building communication skills that align with equity-focused organizational goals. Participants learn techniques to have constructive and meaningful discussions.

## Project Management Training Series (Four 2-Hour Sessions)

**Topics Covered: Planning, Collaboration, Tools**

This series covers project management best practices, emphasizing alignment, problem-solving, and tool selection. Participants leave with actionable strategies to manage projects effectively.



# Trainings Contd.

## Strategic Plan Working Sessions

### **Topics Covered: Planning, Equity, Execution**

Hands-on sessions to create actionable, equity-focused strategic plans. Teams align priorities and build clear implementation pathways.

## The Roots of Racism

### **Topics Covered: Race, History, Equity**

A comprehensive overview of systemic racism and its historical roots. Participants gain a deeper understanding of structural barriers and strategies for dismantling them.

## Understanding and Addressing Conflict

### **Topics Covered: Conflict Resolution, Collaboration, Communication**

Learn to address workplace conflict constructively through proven strategies. Participants gain tools to transform conflict into opportunities for growth.

## Workplace Culture Series (Four 2-Hour Sessions)

### **Topics Covered: Culture, Leadership, Inclusion**

An in-depth exploration of building and maintaining an inclusive workplace culture. Participants develop actionable strategies for long-term cultural transformation





# Training Series

## JEDI\* Foundations Series – Shared Foundation & Goal Setting

***Topics Covered: Embedding a JEDI\* Lens, Language, Power, and Terms***

***Training Length: 2 - 6 Sessions***

This series will explain how JEDI\* (Justice, Equity, Action, Diversity, and Inclusion) can be defined and demonstrated in organizations, workplace culture, and individual behavior. Through a highly interactive approach, we will explore how to promote inclusivity, address accountability, and identify short and long-term goals to strengthen roles, teams, and workplaces.





# Training Series

## JEDI\* GRASP Working Series (Goals, Roles, Actions, Strategies & Priorities)

**Topics Covered:** *Embedding a JEDI\* Lens, JEDI\* Approach and Power*

**Training Length:** *4 - 6 Sessions*

**Training prerequisites:** *JEDI\* Foundations and JEDI\* Action Planning*

This series guides teams through the GRASP (Goals, Roles, Actions, Strategies & Priorities) approach, connecting elements, evaluating progress, and crafting action plans to enhance performance now and in the future.

## JEDI\* Action Planning

**Topics Covered:** *Embedding a JEDI\* Lens, Power, and Strategic Planning*

**Training Length:** *2 - 6 Sessions*

**Training prerequisites:** *JEDI\* Foundations*

This training highlights how JEDI\* (Justice, Equity, Diversity, and Inclusion) can be defined and demonstrated in your organization.

## Topic-Based Conscious Conversations

**Topics Covered:** *Client Selected Area(s), and JEDI\* Framing*  
**Training Length:** *60 to 90-minute session(s)*

These sessions will foster open, candid dialogue about the work environment through a JEDI\* lens. Conducted in a dynamic town hall format, they provide a platform for participants to engage in facilitated conversations guided by our experienced team to promote meaningful exchange and actionable insights.



# Ready to Partner with Us?

## 1. Select Your Classes or Services:

Review our training catalog and identify the workshops, multi-session series, coaching, or retreats that best meet your needs. If you're unsure, schedule a consultation with our team to help design a custom package.

## 2. Receive a Proposal and Contract:

Once your selections are finalized, we'll prepare a detailed proposal outlining the scope of work, deliverables, pricing, and timeline. After you review the proposal, we'll send you a service agreement to sign.

## 3. Process Your Payment:

An invoice will be issued after the contract is signed. Payment is required prior to scheduling services, and flexible installment options are available depending on the scope of the engagement.

## 4. Schedule Your Training or Services:

Upon receipt of payment, our team will work with you to confirm dates, times, and logistics for your selected trainings or services.

## 5. Deliver Training and Support:

We'll deliver your chosen sessions, whether in person or virtually. Post-session surveys will gather feedback from participants, helping to measure impact and identify areas for ongoing growth.

## 6. Evaluate and Plan Next Steps:

After your sessions, we'll schedule a debrief to discuss outcomes, survey results, and next steps. We'll also explore options for continued support, such as coaching, additional workshops, or strategic follow-ups to sustain progress.





# Service Fee Chart

Training Duration	Fee	Includes
90 Minutes	\$3,250	Session delivery, pre-session preparation, and post-session materials (e.g., slides, notes).
2 Hours	\$4,550	Includes all elements above, with additional time for in-depth activities or discussions.
3 Hours	\$6,500	Interactive session with breakout activities, pre/post-session materials, and follow-up.
4 Hours	\$8,450	Half-day training, advanced preparation, interactive exercises, and post-session surveys.
5 Hours	\$9,750	Longer sessions with extended breaks, custom materials, and on-site support if needed.
6 Hours	\$11,700	Full-day training, tailored content, comprehensive follow-up, and participant engagement.

## Notes:

- Fees include preparation time, delivery, and standard post-session surveys.
- Additional costs may apply for custom materials, travel, or additional facilitators.
- Discounts may be available for multi-session or series bookings.

# Ready to Move to Action?

If you're prepared to create an inclusive workplace where innovation meets a thriving culture, contact us to create a program for your organization!

[Get  
Started](#)

