



Developing Leaders and Transforming Culture

Our Approach to Justice, Equity, Diversity, and Inclusion Organization Change

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Table of Contents

Values and Approach to JEDI Work

01

JEDI Working Group

02

Work Culture Assessment and Data Gathering

03

Training and Leadership Development

04

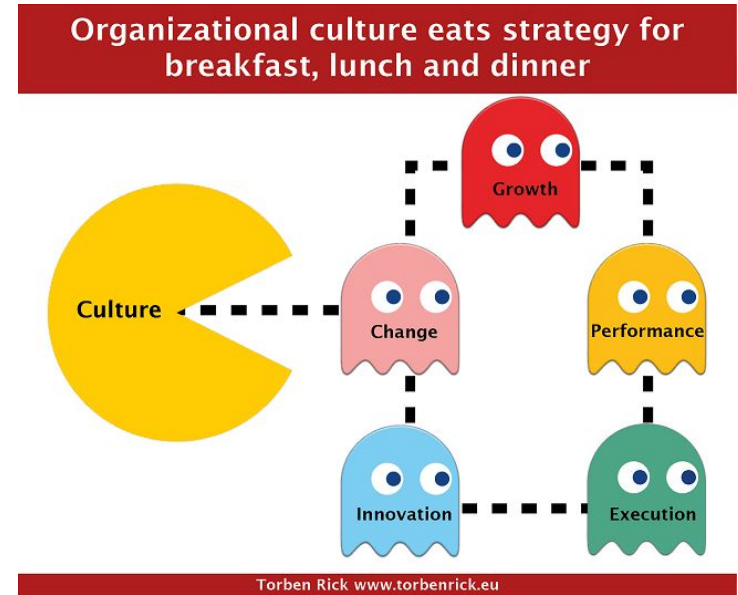
JEDI Strategic Planning

05

Our Approach to Justice, Equity, Diversity and Inclusion (JEDI) Work

3. Training is Not Enough: An organization's human resources function (performance management recruitment, retention and promotion, and disciplinary systems) as well as the visible and demonstrated commitment of leadership are pivotal to supporting JEDI vision and goals. Offering mandatory training is not a stand alone JEDI strategy.

4. Organizational Change Work: JEDI work is organizational change work. Groups come to us to get on the same page about their collective understanding of social identities, the impact that inequality has on their common mission, and the tools they can put into practice for better, more equitable and engaged workplaces. We then support organizations to design internal and external practices which demonstrate their commitment to Justice, Equity, Diversity and Inclusion.



JEDI Working Group



- We often convene a cross-section of the organization to work with us to establish our JEDI vision and goals.
- The group meets regularly to create a timeline, support training customization and roll out, and implement skills and mindsets across the organization.
- By working collaboratively, we create programs and outcomes which leverage existing strengths.
- Members should represent various identities, positional power, locations and role function.
- Management can support working group members with dedicated time for this work.

Work Culture Assessment

- Assess how satisfied, clear and engaged your employees are.
- Collect demographics and look for any specific groups of employees who are either most unsatisfied or most satisfied.
- Responses are anonymous and easy to compile.
- The data provides you with a baseline to compare to.

HR Information

- Tracking your employees through the employee life cycle is one way to manage your JEDI commitment.
- What are the current data for hires, promotions, salary and separations?
- How can you track and share data to provide leadership with a consistent + real time count of new employees, promotions and separations?
- Providing organizational leaders with regular reporting helps hold them accountable to JEDI goals.

Training and Leadership Development

- The most critical investment you can make to achieve organizational goals is leadership development.
- Front line employees will benefit from the change work by feeling more valued and supported. Leadership team members will recognize the business case for the investment.
- Your middle managers, who oversee the majority of your teams and organizational productivity will require the most support and education.
- This leadership development opportunity can be leveraged for business goals, accountability and JEDI work.

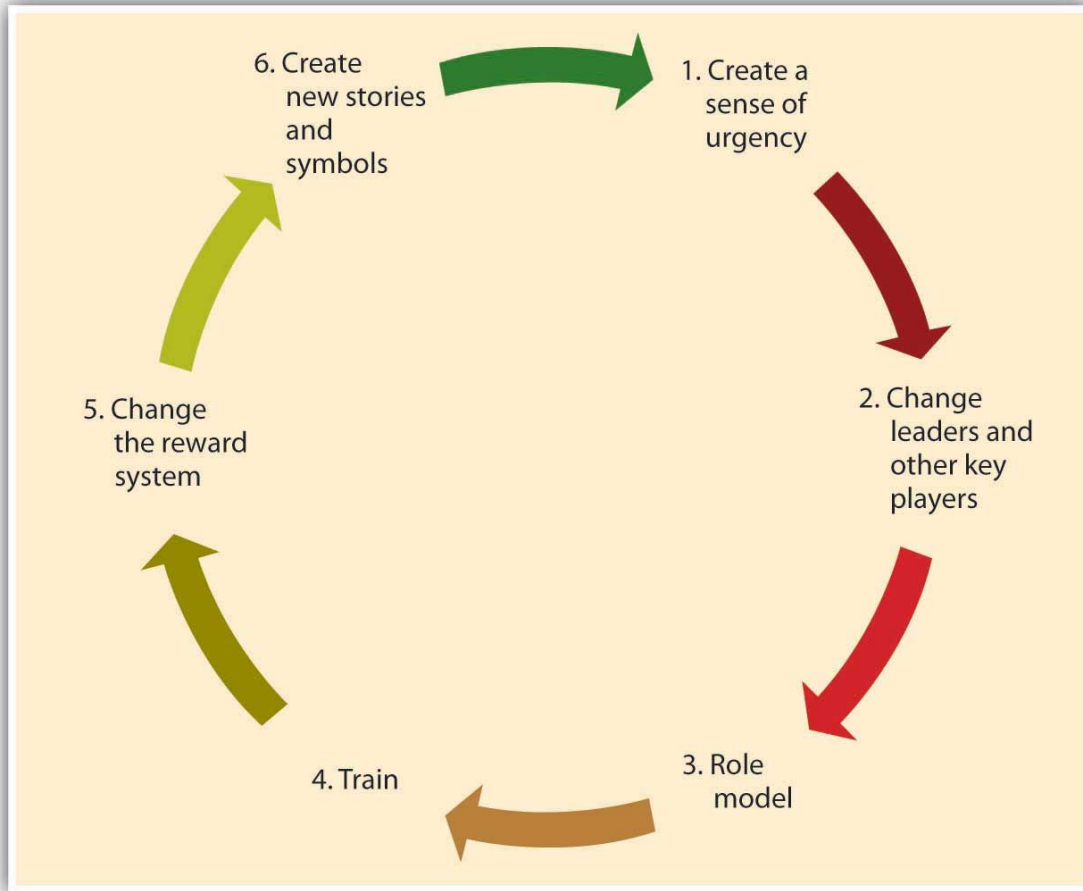


Training Available*



- JEDI Foundations
- Recruiting with Diversity + Inclusion in Mind
- Intentional Communication + Teamwork
- Facilitating Engaging and Productive Meetings
- Supervision 101
- Crisis Management
- Tools for Understanding and Stopping Unconscious Bias
- Facilitating Conflict for Innovation
- Managing Diversity
- Margins and Mainstreams in the Workplace
- Coaching and Performance Management with JEDI in Mind

* We customize JEDI training for clients regularly.



Assess Why JEDI Now?

- Are you satisfied with your customer base or seeking new markets?
- Do you want to stand out to more diverse candidates and customers as an inclusive and visionary company?
- Have you integrated diversity and equity into your bottom line?
- Is your company losing talent to other employers?
- Are your underperformers sticking around?
- Do your managers over rely on Human Resources for every diversity conversation?

JEDI Strategic Planning Can Address All Organizational Systems

01

People: Recruiting the right team for the mission.

- Attracting people with skills and mindset that center equity and inclusion
- Make JEDI commitments clear and actionable in the onboarding process
- Retaining a wide range of people with different backgrounds and experiences

02

Practices: Build an inclusive and accountable organizational culture.

- Workplace culture with intentional communication, engagement, + clear decision making practices
- Agreed to process for interpersonal conflicts
- Accountability and authenticity

03

Policies: JEDI informed personnel structures for the whole employee life cycle.

- Integrating JEDI into job announcements, minimum job requirements, salary bands, interview and selection process, job descriptions and performance metrics
- JEDI expectations for managers

Our Team:

Evangeline Weiss



Evangeline is a social change designer with over 20 years of community building and organizational development experience. From Tech companies to food justice coalitions, co-housing communities and universities, she has worked with numerous forward-thinking clients to create systems that are healthier and more just. Evangeline got her start at the New York City Department of Health training social workers and emergency responders to give HIV pre and post-test counseling. She has worked in human resources and spent 5 years as the Director of Diversity & Equity for Duke University's Office for Institutional Equity. Evangeline serves as the leadership program director at the National LGBTQ Task Force. Working internationally, she has a great deal of experience collaborating with interpreters and is also fluent in Spanish and French. Whether she's facilitating a year-long change process or a 1-day workshop, Evangeline's enthusiasm and passion for her work are evident. "I love sustaining leaders on a path towards purpose and impact." She turned her television off in 1984 and occupies her time cooking, walking, making art.

Cheryl Dalton



After a decade managing turnarounds in the restaurant industry, Cheryl launched a successful pain relief practice, facilitating healing and personal growth for thousands of clients over 20 years. Cheryl's dedication to working with people now focuses on coaching, where she brings her depth of business expertise and emotional intelligence to helping people get unstuck.

Grounded in social justice values, Cheryl challenges and supports clients to take an honest look at themselves, while deepening compassion for themselves and others. In 1994, Cheryl discovered the life affirming changes that good boundaries can have on every relationship. She coaches clients on the importance of healthy boundaries for a successful, balanced life.

In addition to the seasoned facilitators listed here, we work with a broad community of consultants to bring you the best experience possible.

Causten Rodriguez-Wollerman



Causten E. Rodriguez-Wollerman is passionate about strategy and people. With his ten plus years of social change work he has worked at the local, state and national level leading campaigns and managing leadership training programs. Causten went from being a political fellow with the Center for Progressive Leadership (CPL) to managing their national youth leadership development program. While with CPL, Causten worked with hundreds of young leaders in DC as they started their careers in the progressive movement. His focus in this work was recruiting and investing in the leadership of young people from marginalized backgrounds including: people of color, LGBT people, immigrants, first generation people, low-income people and people from underserved regions of the US. As an expert trainer and group facilitator, Causten has worked in community organizations, national political campaigns and local change efforts for over 15 years.

Greg Green



A native of South Carolina, Greg graduated from The Citadel in 2006 with a degree in Psychology. After working 5 years as a Police Officer and Firefighter, he began working in the trade business at FedEx. Greg has been a member of Tau Kappa Phi Inc, a non-profit LGBT Greek lettered organization since 2004. During this time, he helped to maintain a space within Tau Kappa Phi for transgender men, Alpha Omega Kappa Fraternity, Inc. serving as the first president of the organization. Greg served as a moderator for a transgender support group at Garden of Grace United Church of Christ. He has been on the board of South Carolina Equality as the chairman of the Trans Action Task Force, and currently serves on the Board of Directors for the Harriet Hancock Center. Greg has spoken in Washington DC with the U.S. Department of Justice; Federal Bureau of Prisons, Dorn VA Hospital, Federal Correction Institution; Edgefield, SC, Federation of Families Summer Summit, The International Conference on Stigma, and various other engagements.

Inca Mohamed



Internationally recognized for her group facilitation and training skills, Inca A. Mohamed has many years of experience managing gender equity and diversity + inclusion projects. Inca has helped hundreds of organizations create effective and powerful management strategies for change. Inca's approach to consulting is rooted in her experience as a Caribbean immigrant from a multi-ethnic family, "I had to develop 'border-crossing' skills to survive and thrive, and I know the power of cross-cultural learning. My experience taught me to listen deeply, honor what is distinct about each environment, and, when appropriate, translate experiences from one place to another." From the Ford Foundation, to the YMCA, Inca is passionate about developing leaders who leverage diversity and work from their values. Her work on equity is informed by the understanding that an organization's commitment to consistently address issues of diversity, equity and inclusion are fundamental to its health and its capacity for sustained impact. <https://www.linkedin.com/in/incaamohamed>

Transformational Potential

- JEDI work has the potential to re-make your organization into a high performing, diverse and innovation employer.
- JEDI work can be transformative for your customers as well as your employees and leaders.
- JEDI work is 50% training, 25% leadership development and 25% policies and practices.
- We will work with you to design a process that meets you where you are and lands you in the place you want to be.

