

GUIDING INDIVIDUALS
STRENGTHENING COMPANIES
BOLSTERING AUTHENTIC CAREERS



Seminar Descriptions

SEMINAR DESCRIPTIONS

UNGUARDED AUTHENTICITY

TARGET AUDIENCE: All Employees
NUMBER OF PARTICIPANTS: No Limit



The most valuable lesson that I uncovered through my gender transition was that my decades of personal struggle were never about being transgender, but rather, about being human. This epiphany helped me to recognize a fundamental bond between us all: that at our core, we share a need for self-actualization, and are all in a transition towards a more authentic version of ourselves. I believe my story humanizes the transgender experience, leading to acceptance for the gender diverse population while also inspiring people to seek their authentic selves with courage and vulnerability.

GENDER DIVERSITY WORKSHOP

TARGET AUDIENCE: All Employees
NUMBER OF PARTICIPANTS: <20

This session aims to empower organizations to create more inclusive teams and companies by establishing awareness and sensitivity to the diversity in gender identities and gender expressions. Using a combination of community resources, current research and lived experience, participants will begin to understand the challenges of the gender diverse community in corporate settings while also building vocabulary and skillsets to equip them to be impactful allies within their organization and community.



DIVERSITY, INCLUSION AND EQUITY 101

TARGET AUDIENCE: All Employees
NUMBER OF PARTICIPANTS: <20



Diversity, inclusion and equity in corporate settings represent both the most significant opportunity and the biggest challenge for many organizations. This session intends to inform participants of the significance of intersectionality, privilege, unconscious bias, in-group/out-group psychology and equity compared to equality, to name a few. Empowered with this knowledge, employees will leave the session better able to recognize, address and be an ally and voice in removing systemic barriers for others in their corporate settings and communities.

SEMINAR DESCRIPTIONS *continued*

LEADERSHIP AND GENDER DIVERSITY

TARGET AUDIENCE: Board and Leadership Teams

NUMBER OF PARTICIPANTS: <20



Leading your team through an employee's gender transition presents an incredible opportunity to build trust and camaraderie within your organization. However, the intersection of different personalities, beliefs and opinions can also create anxiety and apprehension for leaders at all levels. This session helps leaders build tangible skillsets to recognize and eliminate microaggressions, uncover and inform unconscious bias and establish comfort in leading with inclusive and affirming language.

FACILITATING GENDER TRANSITION

TARGET AUDIENCE: Human Resources

NUMBER OF PARTICIPANTS: <20

Gender transition in the workplace can be intimidating, nerve-racking and full of uncertainty for the individual. Additionally, for most Human Resource Professionals, it is a very new process to facilitate and support. This session provides the knowledge, tools and language empowering Human Resource Professionals to be inclusive and supportive allies to transitioning employees while ensuring that the organization is compliant with current legislation and best practices.



INDIVIDUAL SUPPORT AND GUIDANCE

TARGET AUDIENCE: All Employees

NUMBER OF PARTICIPANTS: One-On-One



Given the great diversity in organizational cultures, even with practical and comprehensive planning and training, questions, uncertainties, and difficulties may arise which require a more confidential setting to discuss and resolve. Once engaged, Terra Firma is readily available to support the transitioning individual, colleagues, human resource professionals and leaders with confidential one on one guidance and support.