

Education & Training

REPRESENTATION MATTERS TOOLKIT

Representation matters because the portrayals of women of color in media not only affect how others see them, but it affects how they see themselves. When people are represented, it sends a message that everyone has a place in this world. Media provides the seeds under which these things make sense to people because they've seen multiple images of 'Latinas as housemaids,' 'Asian women as invisible,' or 'black women with eyes rolling and head swinging,' so it is so easy to exploit. These images are carried into other social infrastructures such as our workplaces. Unconscious bias training alone is not enough to debias the workplace. Ongoing education and conversations to mitigate biases at work are critical to your diversity, equity, and inclusion mission. The Representation Matter for Women of Color in Media Toolkit helps check the blind spots of leadership and management teams and can be used for onboarding new talent. This program can be presented to small groups and large organizations and can be used as a training tool for onboarding new talent or developing leadership skills. The kit features a 29-page facilitator training manual, a slide deck, three educational videos, and a feedback form to survey your participants.

CONQUERING CONCRETE CEILING ONE AND TWO

Women of color are facing a different type of barrier, and it is a more difficult barrier to overcome. The glass ceiling does not apply to women of color. Experts are calling the ceiling for women of color, "concrete," because one cannot envision how it must be broken. Therefore opportunities for women of color may seem less tangible. This workshop series confronts some of the challenges women of color are facing in the workplace today, ways we can combat those challenges, and techniques to get ahead.

In part one, the Conquering the Concrete Ceiling program confronts some of the challenges women of color are facing in the workplace today, ways we can combat those challenges, and techniques to get ahead.

In part two, learn how to close the gap between junior employees and power-brokers at work.

Leaders, managers, and HR take what you know back to your companies and teams.

NEGOTIATING SUCCESSFULLY FOR GIRLS

Since the studies states that the pay gap starts as early as 16, negotiating and self-advocacy is critical to girls. Learn how young women and girls can advocate for themselves at work, even if it's the first job. It's important to gain early insight on what self-advocacy looks like for women and girls.

**FOR MORE INFORMATION, CONTACT CEO, JULENE ALLEN OR MAYBELYN PLECIC
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