THE MOST DIVERSE GENERATION IN HISTORY IS CHANGING THE WORKPLACE.

ARE YOU READY TO LEAD THEM?

Inclusion Nation, a diversity consulting firm based in Chicago. Michelle founded Inclusion Nation on the belief that diversity and inclusion needs a new voice for a new generation. A recognized expert in organizational diversity, Michelle works with clients in all industries to design spaces centered on courage, belonging, and authenticity. She equips her audiences across the country with the knowledge and skills to finally move forward on diversity and inclusion.

A graduate of Princeton University and the University of Michigan Law School, Michelle practiced for two large law firms in New York and Chicago. She then transitioned into the legal education field where she trained thousands of attorneys – in-person and online – about implicit bias, diversity and inclusion, and millennials in the workplace. She has written numerous articles on those topics, including a well-received op-ed for the Chicago Tribune on implicit bias. She is a TEDx speaker and the author of the forthcoming book, Your Organization is Not a Melting Pot: How to Recruit, Train and Lead a Diverse Workforce.

Michelle previously worked as an arts and entertainment journalist in Trinidad and Tobago, a legal researcher in Puno, Peru and Geneva, Switzerland, and a volunteer teacher in Gaborone, Botswana and Almaty, Kazakhstan. Michelle grew up in the Caribbean and now lives in Chicago with her husband Daniel and their two daughters.

"YOU ARE A LEADER WHO CARE ABOUT DIVERSITY BECAUSE YOU CARE ABOUT PEOPLE. THAT'S HOW WE MAKE DIVERSITY MATTER. BECAUSE WE MAKE PEOPLE MATTER"
SHIFTING DEMOGRAPHICS OF THE WORKFORCE REQUIRE INCLUSIVE LEADERS EQUIPPED WITH THE SKILLS TO LEAD A RAPIDLY TRANSFORMING WORKPLACE.

We partner with forward-thinking organizations to design authentic spaces built for success. We offer short and long-term consulting arrangements, customized e-learning modules, and dynamic in-person speeches and workshops. We focus on improving recruiting, retention, and promotion of diverse professionals; recognizing and interrupting bias; building culturally competent workforces, and enhancing authenticity and belonging. Our goal is to empower leaders, at every level, to promote inclusion in their organizations.

WE ARE INCLUSION NATION. EVERYONE GETS A SEAT AT OUR TABLE.

SPEAKING TOPICS

01 GET OFF THE GROUND FLOOR:
Why Corporate America is Stuck on Diversity (And How We Can Finally Move Up)

02 THEY STILL CALL ME THE NANNY:
How to Recognize, Interrupt, and End Implicit Bias

03 THIS IS THE END GAME:
How to Sponsor Women Professionals for Success

04 GET OUT OF YOUR SILO:
How to Respectfully Discuss Race, Gender, and Politics in a Fragmented World

05 WELCOME TO MY GENERATION:
How to Overcome Generational Differences at Work

06 MILLENNIALS IN COLOR:
How to Recruit, Train and Lead America’s Most Diverse Generation

07 REMOVING THE MASK:
How to Make Authenticity Matter in Your Workplace

08 NOW YOU SEE US:
How to Build a Culturally Competent Organization

09 YOU BELONG HERE:
How to Overcome Imposter Syndrome in the Workplace

10 STAND UP! SPEAK OUT!
How to End Harassment and Promote Equality
PAST EXPERIENCE

* **PFIZER**  
Where Women Stand (gender bias)

* **DIVERSITY LAB**  
Get Off the Ground Floor (why we are stuck on D&I)

* **SCHNEIDER ELECTRIC**  
They Still Call Me the Nanny (implicit bias)

* **LOCKHEED MARTIN**  
This is the End Game (sponsoring women and/or minorities)

* **CHICAGO EQUAL PAY DAY RALLY**  
Twice as Hard, 80 Cent as Far (pay equity and bias)

* **EXPERIAN HEALTH**  
They Still Call Me the Nanny (implicit bias)

"Michelle’s presentation was powerful, energetic and inspiring. She is able to connect with any audience and delivers an engaging message that has immediate impact!"

**DAINA GJEMRE**  
HBR CONSULTING

"When Michelle started speaking at our event the audience was instantly captivated - you could tell the gears were turning. The discussion centered on implicit biases. We were able to socialize this critical messaging."

**JESSE GUTIERREZ**  
SCHNEIDER ELECTRIC

"Michelle’s presentation was the most insightful and thought-provoking I have heard on the critical topic of inclusion."

**BETTY GRAUMLICH**  
REED SMITH LLP
In 2018, Starbucks closed its stores after a manager called the police on two black men waiting at a table. The months that followed brought a rash of incidents of white people calling the police on people of color napping in a college dorm, BBQing in a public park, touring a university campus, and selling water on the side of the road. Each time an incident was reported, cries of racism came to the fore. And yet, if you asked any of those people, they likely would say, “I’m not racist,” “I don’t see color,” or “I don’t have a biased bone in my body.” How can we reconcile that?

For many, that’s where implicit bias enters. As a shortcut for our thinking, implicit bias plays a crucial role in how we perceive people who are different, and how those first impressions can dramatically affect our perception of another person. How can we transform our thinking so we see people for who they are, not who we think they should be?

In this program, we first discuss how many of us have been socialized to be “color-blind” or “identity-blind” when it comes to seeing other people, despite the overwhelming evidence that we all see racial, gender, and other identity differences. We then look at the transforming demographics of our nation and the world, and how continued identity fragmentation necessitates that we engage with difference. Next, we address how implicit bias tricks our brain into thinking we are identity-blind, when in fact we are making instant deductions, impressions, and observations about everyone we meet. Finally, using interactive exercises, we witness our own implicit biases at work and see how those biases affect our perceptions of other people. The program concludes with strategies to successfully interrupt implicit bias on a daily basis, and create a workplace where we can all see behind the stereotype to the real person within.

To find out more about Michelle’s speaking services or for bookings, please contact: michelle@inclusionation.org 404-210-2999