

IN UNIVERSITY

THEMES & TOPICS

A NEW WAY TO
TALK ~~DIVERSITY~~
INIVERSITY™

FOR INSTITUTIONS & ORGANIZATIONS
SERIOUS ABOUT INCLUSION

INVERSIYTY

Our Mission

INVERSIYTY™ provides a truly INclusive way to communicate, learn, and create an environment vital to an organization's success. We accomplish this mission by:

- Creating and supporting brave environments.
- Holding courageous conversations based on intentional language, positive psychology and neuroscience.
- Challenging the outdated narrative of labels, pigeonholing and stereotyping to invite critical thought.
- Returning to the principles of great minds like Dr. Martin Luther King Jr., Mahatma Gandhi, Mother Teresa, Wayne Dyer and Dr. Martin Seligman.
- Learning new aspects of ourselves and new ways to communicate, interpret and engage with our fellow human beings. Learning and evolving is to be celebrated and not feared.
- Fostering a psychologically safe environment for all to express their feelings. This is what INVERSIYTY™ provides in the middle of such a sensitive and loaded conversation.
- Providing the opportunity to create new and stronger connections between one another. Unlike what others may believe, there is no script, formula or protocol to forge relationships out of love, respect, noble compassion and conscious empathy.

It isn't Hard Work, it's Heart Work.

Because throughout our programming: the strategies, presentations, exercises and lessons, the goal isn't to indoctrinate or change peoples minds, but rather reconnect the heart and the mind. This endeavor includes respecting our differences while shifting the focus from what separates and divides us to what connects us.



INVERSIYTY™ Consulting

INVERSIYTY™ Consulting, was created for you— to be the support system you always wanted, but didn't know you needed. Whether you are just starting out in your position of DEI leadership or you are a seasoned professional, we have created specialized experiences that range from getting your DEIB (Diversity, Equity, Inclusion and Belonging) efforts launched up to a full year of support and done-for-you programming.

With INVERSIYTY™ Consulting, our mission is three-fold:

1) **Help your organization get its ACT together.** A.C.T. stands for Activated Conscious Team Building. Your organization's success relies on people feeling that they belong, they are valued and they are part of something bigger

than themselves. This means supporting team building activities, supplying relationship-enhancing skills, and creating undeniable authentic connections.

2) **Reframe DEI** to be about creating a culture of inclusion and belonging and less about externally manipulating someone's feelings, emotions, value or worth based on affiliation or group identity.

3) **Correct the symptoms of an unhealthy culture** and replace them with new values inspired by the 7 Pillars of INVERSIYTY™ (described in APPENDIX at the end of this proposal).



“Hearts and minds CAN be changed, but it takes effort.”

KARITH FOSTER



Leadership Consulting

Whether you are an HR Lead, Chief People Officer, CDO (Chief Diversity Officer) or you have a job title whose responsibilities entail strategic engagement and inclusion, the weight on your shoulders today is greater than it's ever been.

You have either chosen this leadership position or been “volun-told” to accept it because of who you are and an intrinsic belief that you harbor the necessary skills. Your organization needs you to be an influence on company culture while creating a space that nurtures the development wellbeing of others. This is no small task.



Things can become even more stressful when you are expected to just make it happen with little to no guidance. **That** is **not** how it's supposed to be. Everyone, especially those in high pressure and demanding positions of leadership, need structure and support.

“
“We may have all
come on different
ships, but we're in the
same boat now.”

DR. MARTIN LUTHER KING, JR



”



INVERSIYTY™ Workshops & Keynotes

Conscious Communication is the most critical and beneficial Pillar of the INVERSIYTY™ methodology. When we know how to have productive and effective conversations, we create healthy and successful work environments and relationships.

The opposite is true if we do not have or implement effective communication skills. Since organizations are run by people, we must also consider why poor communication has negative effects on people's psyche and wellbeing—as well as productivity and the bottom line—which impacts an entire organization's ability to operate.

INVERSIYTY™ Solutions has created a selection of carefully vetted keynotes and workshop experiences to teach Conscious Communication skills in a **fun, engaging and professional way**.

No more boring disconnected lectures. No more division and polarization from traditional DEI programming. INVERSIYTY™ Solutions can deliver Keynotes or Workshops (topics and descriptions are on the following page).

"I want to be lectured with a finger waiving in my face."

-SAID NO ONE EVER



Workshop & Keynote Titles

Humor Heals Division in the Workplace

This program showcases the importance and power of humor in business culture and how it can enhance genuine connections, increase productivity and manifest positive culture shifts.

Beyond Stereotypes: Inclusive DEI for the New Paradigm of Business

In this presentation, Karith uses the perfect blend of humor, interactive audience participation and heartfelt stories to engage her audiences while addressing the once taboo, but now in-our-face topic of racism and division in America.

Making the Shift from a Safe Space to a Brave Space

This presentation gives insight and understanding into navigating the world of political correctness in order to increase productivity, morale and innovation. By understanding it's not *what* you say (but *how*), this program educates participants on free speech, environmental awareness and conscious communication.

What Makes or Breaks an Authentic Connection

Having an authentic connection with others entails having effective, courageous, heart-centered communication in all areas of your life (home, work, social). This session helps participants to elevate beyond the surface-level interactions to identify and cultivate true connections.

Navigating Beyond Our Differences to with Conscious Communication

This session acknowledges that we all have bias. Participants will learn to transcend the bias that separates and divides, form authentic connections and improve upon their interpersonal communication skills.

P.I.V.O.T. to Your Purpose

Adjusting to new ways of life, working, learning and communicating since 2020 has become an absolute necessary. Explore why the “pivot” buzzword is so critical to our success and survival, both personally and professionally (and how to actually P.I.V.O.T.)



Workshop & Keynote Titles

(continued)

Shifting Leadership Standards with C.A.R.E.: Conscious Empathy, Active Listening, Responsible Reactions & Environmental Awareness

When the stakes are high, leaders must know how to react responsibly and create successful interactions and relationships. This session teaches the building blocks of a healthy environment and a successful public image with C.A.R.E.

Lessons in Leadership, Listening and Laughter

This workshop is a surefire recipe for reimagining leadership, active listening and incorporating humor into our everyday interactions. This session will reignite leaders' passion for work, while arming them with extra tools to tackle responsibilities with grace and confidence.

You Are E.N.O.U.G.H.™

This high-energy, interactive presentation infuses positive psychology to cultivate growth and expose the pitfalls of the negative internal dialogues that create the obstacles that keep us from living our best lives personally and professionally.

You Can Be Perfect or You Can Be Happy

This poignant presentation not only reminds us that it is okay to be human; but grants us permission to embrace our humanity. By getting back to the B.A.S.I.C.S., Karith masterfully guides her audience through navigating the balancing act of life, work and social media in order to find happiness and peace in imperfection.

No Fear, No Problem: Releasing Fear to Free Ultimate Self-Expression

This session deep dives into how we can release habits, ideas, and situations that do not serve us and hold us back from personal and professional success. By releasing fear, we gain more freedom, confidence, knowledge and personal power.

**IT'S HEART WORK
NOT HARD WORK**



Facilitated Conversations with Staff

If nothing is being said or done after the Keynote or Workshop, then what changes or gets better? That's right, nothing. This is why Facilitated Conversations play a major role in creating brave spaces that give all members of your organization an opportunity to share their thoughts, feelings, ideas and experiences in a judgment-free zone. A Facilitated Conversation is an activity that creates connection and catharsis by giving employees and staff a space to share, be heard, and gain insight into their co-workers that they may not normally have the opportunity to do.

These Facilitated Conversations are themed based on the 7 Pillars of INVERSIYTY™ and can be customized for specific needs of the organization.

When members of a workforce are connected, they are in sync and healthy—all of which creates a “Belonging Culture” of people who want to be there, show up for each other in every capacity, and take results to the next level.

INVERSIYTY™ Solutions Facilitated Conversations with Staff (In-Person/Virtual) include:

- **DEI Staff Roundtable “Coffee Conversations”** - Round-table conversations specifically for DEI leads to address and flesh out strategies.
- **Conversation with the Stakeholders** - Discussions exclusively for Executive Leadership
- **Facilitated Q&A** - Organized question and answer session for staff to direct to DEI Leadership.
- **Facilitated Conscious Conversations “Brave Spaces”** - All staff open conversations in an established judgment-free zone.
- **Curriculum Content Discussions “Book Club” / Study Group Discussion** - Opportunity to deep dive into the curriculum content from various modules.

“When people feel heard, they feel loved. When people feel loved, they feel valued. When people feel valued, they add value to everything they touch.”

KARITH FOSTER



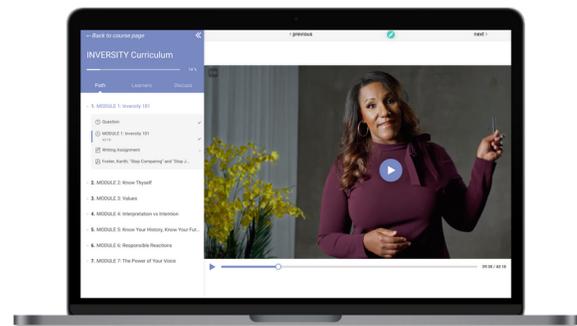
INVERSIYTY™ Online Curriculum

Access online learning and real tools to navigate the sensitive and ever-evolving landscape of diversity. INVERSIYTY™ offers seven online learning modules with engaging supplemental activities designed for introspection and reflection.

- Access real tools to navigate the sensitive and ever-evolving landscape of diversity.
- Identify and address your own biases
- Learn the C.A.R.E. methodology
- Develop a space for courageous conversation
- Create a continuum for effective communication
- Understand the distinction between racism, bias and prejudice
- Learn skills to dissolve tension when issues of free expression are in question.

Keynotes and Workshops are tremendously valuable activities. However, if there is no follow-through or support, after a short time the impact and momentum fade. INVERSIYTY™ Solutions remedies this issue with our easily accessible online curriculum. This learning experience vanquishes the ineffectiveness of one-and-done programming by offering a strategic throughline of activity that enhances the leadership consulting and facilitated conversations.

Karith Foster's online curriculum is designed to cultivate a sincere comprehension of INVERSIYTY™ with the perfect blend of humor, interactive participation, heartfelt stories and actionable tools. She engages her audience while prompting us to think outside of ourselves, consider our views and the environment we consciously and subconsciously create. This curriculum, combined with facilitated conversations and leadership consulting, deepen understanding and enhance communication skills better than any one of these elements on their own. The whole is greater than the sum of its parts. (Learning module descriptions are located online: <https://iversitysolutions.com/course/iniversity-curriculum>).



THE 7 PILLARS OF INVERSIITY™

The best way to change behavior is by working from the INside out. This is not surface work, but transformational behavioral change that happens when the message reaches the core of one's being, planting seeds of choice and desire to believe (and behave) differently.



Pillar 1: Actualization paves the way for an empowering environment of learning, creativity and ideas.

Pillar 2: Awareness. From a state of awareness comes discernment, truth and new perspectives which prompts our reality to change for the better.

Pillar 3: Reception. When we have reception and clarity, we can effectively broadcast the signals of a healthy corporate culture.

Pillar 4: Courage. Operating from heart and courage is what transforms workplaces rooted in fear into cultures that promote acceptance, benevolence and harmony.

Pillar 5: Grace is a gift that when given to others and improves relationships and creates the space for the first 4 pillars to continue working together.

Pillar 6: Energy. Just like in the laws of physics, we have the ability to proactively charge energy from negative to positive. With practice and application, we can channel this energy and create successful workspaces.



THE 7 PILLARS OF INVERSIYTY™

(continued)

Pillar 7 and the End Result: Conscious Communication

Conscious Communication is the end result of all 6 Pillars of INVERSIYTY™. When people can speak openly, articulate ideas and listen actively, each person in a conversation, classroom, community and organization is seen and heard. Most importantly, Conscious Communication allows for an intentional exchange of dialogue and ideas that aren't dismissed, but are inclusive of all who are part of the conversation. Conscious Communication demands and commands a brave space, which must be rooted in Actualization, Awareness, Reception, Courage, Grace and Positive Energy.



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CAN be changed, but
it takes effort.”**

KARITH FOSTER



ABOUT KARITH FOSTER

Karith Foster is a Diversity Engagement Specialist and creator of the groundbreaking INVERSIYTY™ methodology and other signature programs. She is creating a seismic shift in diversity and culture change in academic institutions, organizations and corporations across America. These new conversations are revolutionizing the way we address issues of diversity and leadership.



Karith brings the perfect blend of humor, knowledge and experience while conveying the ever-present need to address diversity, inclusion and effective communication. Karith leaves her audiences feeling engaged, connected, inspired and encouraged to commit to the journey of mutual respect, acceptance and a greater sense of belonging.

As a speaker, humorist, TV & radio personality, author, entrepreneur, wife, and mother, Karith is a positive force of change with her sense of duty, service—along with her riotous sense of humor. “If you can laugh at it you can get through it,” is her motto and the invaluable lesson she seeks to instill in others.

Karith was featured in two hit documentary films “Can We Take a Joke?” and “No Safe Spaces” which have garnered accolades in The Washington Post and TIME Magazine, as has her TEDx Talk “The Art of Defying Stereotypes: Learning to be True to Your Voice.” Karith has also made appearances on Imus in the Morning, Fox&Friends, MSNBC, Howard Stern, Comedy Central, VH-1 and Oprah.

Karith is an alumna of Stephens College and Oxford University. She is also a visiting expert for the Knight-Hennessy Scholars program at Stanford University and a 7-time repeat guest lecturer for Stanford University’s Graduate School of Business course, “Reputation Management.”



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LET'S MAKE A CHANGE.



— U.S. CHAMBER OF COMMERCE —



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AMERICAN UNIVERSITY WASHINGTON, DC

STANFORD BUSINESS SCHOOL OF GRADUATE BUSINESS



Fairfield UNIVERSITY

West Virginia University



FINDLAY THE UNIVERSITY OF FINDLAY



BRIDGEWATER COLLEGE

YOUNG AMERICANS for LIBERTY



BUTLER UNIVERSITY

UNIVERSITY of NORTHERN COLORADO

DEPAUL UNIVERSITY



FLORIDA SOUTHWESTERN STATE COLLEGE

EMERSON COLLEGE



TEXAS A&M UNIVERSITY KINGSVILLE

MISERICORDIA UNIVERSITY

Yale SCHOOL OF MANAGEMENT



TREASURE VALLEY COMMUNITY COLLEGE

UTAH VALLEY UNIVERSITY

West Virginia University INTEGRATE CONFERENCE

OBERLIN COLLEGE & CONSERVATORY



PRSSA Public Relations Student Society of America

OLD DOMINION UNIVERSITY

KUTZTOWN UNIVERSITY



University of Central Arkansas



TEXAS TECH UNIVERSITY



CONESTOGA Connect Life and Learning

ECU

Salem STATE UNIVERSITY

TEXAS A&M UNIVERSITY KINGSVILLE

