

## **Building Bridges: The What, the Why, and the How of Diversity, Equity, and Inclusion**

*3x 1.5-hour sessions • Register online at [GreaterRochesterChamber.com](https://GreaterRochesterChamber.com).  
Seminars are held online via virtual platform. You will receive a link 24 hours before  
the start of this training directly from the trainer. • Newly updated for 2024!*

### **Module 1: What is the DEI movement about, and what contributes to its strength and presence as a key component in today's high-performing workplaces?**

- Define Diversity, Equity, and Inclusion
- Examine the distinctions and interconnections among Diversity, Equity, and Inclusion
- Understand the compliance requirements that drive DEI initiatives
- Investigate the critical elements supporting the integration of DEI initiatives within the workplace

### **Module 2: Why is talking about Diversity, Equity, and Inclusion important?**

- Address the foundational elements and red flags that emphasize the necessity of DEI programs
- Explore the roles played by biases, microaggressions, privilege, and inclusive language
- Understand the compelling business rationale for embracing DEI initiatives
- Discuss the benefits of DEI to both individuals and the organization

### **Module 3: How to implement a robust DEI strategy at my workplace?**

- Identify the strategic objectives of your DEI initiative
- Uncover the key building blocks of a successful DEI program
- Recognize the potential pitfalls and barriers that may impede the implementation of your DEI program and how to address them
- Discover potential metrics and Key Performance Indicators (KPIs) relevant to measuring the success of your DEI program

A certificate of completion will be provided after the training.

Series Cost: \$350: Greater Rochester Chamber members | \$500: Non-members

**Questions? [Gena.Stein@GreaterRochesterChamber.com](mailto:Gena.Stein@GreaterRochesterChamber.com)**

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in part by Greater Rochester Chamber Foundation*



**Edward Peet**

*Clearpath HR Solutions*

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Edward Peet serves as the Co-Founder of Clearpath HR Solutions, a Human Resources training and consulting firm dedicated to delivering a comprehensive range of HR services to both large and small businesses, as well as individuals, within the Western New York State region. With a career spanning over three decades as a senior leader in two Fortune 100 companies, Ed has overseen all facets of Human Resources for divisions encompassing 3,000+ employees.

In parallel, he has been fervently dedicated to his passion for nurturing emerging leaders, serving as an adjunct professor in business strategies for undergraduate students for a remarkable 16 years.

Ed firmly believes in the need for seasoned leaders like himself to generously share the wealth of experience and expertise amassed through years of dedicated practice. This sharing is not only directed at fellow HR professionals but also extends to business leaders who are entrusted with the formidable task of managing their workforce during these turbulent and swiftly evolving times.

Ed also served in Albany NY as a board member for the Governor's NYS Workforce Investment/development Board. Ed holds a Bachelor of Science Degree from Roberts Wesleyan College and a Master of Business Administration Degree from the Rochester Institute of Technology.



**Karen Shed**

*Clearpath HR Solutions*

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Karen Shed, Co-Founder of Clearpath HR Solutions, boasts a notable career marked by senior-level roles in Human Resources. With numerous years of experience in the field, Karen has consistently played pivotal roles in driving HR initiatives forward. Her core competencies encompass a wide range of HR functions, such as policy administration/development, employee training/development, compensation, benefits, diversity, equity, and inclusion, staffing/recruitment, and performance management.

Complementing her expertise in these areas are supplemental leadership roles in public affairs, communications, and community involvement, all of which have enriched her contributions to HR.

Karen has earned recognition for her leadership in developing high-performing programs within her organization with these programs often serving as a benchmark for others. Throughout her career, she has accumulated extensive experience in managing significant staffing and downsizing initiatives, always with a keen focus on balancing the interests of both the company and its employees. Her driving motivation lies in bridging the gap between employers and employees, continuously seeking ways to enhance workplace performance while nurturing the skills and capabilities of the organization's people resources.

Karen's educational background includes a Bachelor of Science degree in Business Management from the Rochester Institute of Technology and a Master of Science degree in Organizational Management from Kettering University.