

NEW Action for Women of Color

A learning program which breaks down barriers for women of color



NEW Action for Women of Color is an innovative learning program for high-performing women of color and their allies designed to support, develop, and advance women of color at work by providing socio-cultural insight, targeted leadership training and tools, and an environment that fosters trust and mutual commitment. Attendees should be director-level and above women of color, white women, men and emerging leaders at other levels.

The workshop is an immersive experience which will increase cross-cultural awareness and understanding at your organization: historical, societal, emotional, economic, and professional. It can create a “coalition of the willing” of industry professionals committed to gender and racial equality for all. It builds confidence as an inclusive leader, teaching them what to look out for, and how to create safe environments where all talent can thrive. And it creates tangible outcomes in guided, collaborative problem-solving sessions with peers.



Who Should Attend

Director-level and above exceptional emerging leader candidates. Participants should: aspire to contribute on a higher level; have the respect of key leaders so they will be an effective change agent; be line leaders or HR professionals, or allies who volunteer or are recommended by women of color participants. Guest speakers must be comfortable with transparency/vulnerability.

Program Objectives

- Increase contextual understanding of the experience of women of color through data, research, and classroom engagement.
- Develop both core and cultural leadership competence.
- Identify company-specific barriers to recruiting and retaining women of color.
- Learn practical tools to help embed relevant strategies.
- Forge trusting relationships that open doors to opportunity for women of color and improve collaboration.

Registration Fee



| Workshop length | Virtual |
|----------------------|---------------|
| 2 ½ Day Session | \$65,000 |
| One Day Session | \$25,000 |
| 2-5 One Day Sessions | \$22,500/each |
| 5+ One Day Sessions | \$20,000/each |

*T&E for program facilitator billed separately

Program Availability

Year round, excepting holidays



Lead Time

2.5 Day Program 1 Day Workshop
8 weeks 4 weeks



Notes

- Facilitator T&E is billed separately for in-person workshops.
- Class size is 24 participants plus 4 HR/D&I leaders for the 2.5 day Executive Experience.
- A survey is used pre- and post-workshop to measure impact and effectiveness.
- Class size is no larger than 50 participants for the 1-day workshops.

Learning Schedule — Sample Agenda - 2.5 Day Program

Day 1 (Full-day)

Insights and Understanding:
Emotional and Social Awareness

Day 2 (Full-day)

Skills and Solutions: Leadership In
Action

Day 3 (Half-day)

Plans and Progress: Success Factors
and Commitment

“[The Women of Color Workshop] was an amazing experience for our leaders as well as our multicultural women. This program allowed us to elevate our collective consciousness about the additional headwinds faced by women of color and collaborate with them to drive actions, which led to systemic change. I’m thankful for this accelerator experience and the positive impact it continues to have on our journey to support, develop, and advance more multicultural women. “

— MONICA TURNER
EXECUTIVE VICE PRESIDENT & HEAD OF SALES, NORTH AMERICA
PROCTER AND GAMBLE

