

The Thoughtful Co.

Workshops

Breaking Barriers: Mental Health & Work-Life Balance for Women of Colour (60 minutes)

A transformative and honest conversation about the challenges women of colour face in today's workplace, designed to support inclusion, well-being, and bold leadership. We'll unpack key terms and concepts, examine common microaggressions, and discuss how unconscious bias, tokenism, and invisibility can shape daily workplace experiences. The session also focuses on actionable strategies, both as individuals and organizations, for fostering meaningful change.

We leave time for Q&A and roundtable discussion for active learning and participation. This workshop is led by Stephanie Leah, see speaker bio below.

Key takeaways include:

- A deeper understanding of the microaggressions faced by women of color in professional settings.
- Insight into unconscious bias and tokenism, and their effects on mental health.
- Practical coping strategies for individuals, and guidance on how leaders can offer effective support.
- Clarity on organizational responsibilities and ways to build collective, sustainable solutions that lead to action.
- Understanding the cultural stigma around mental health and seeking support.
- Creating psychologically safe spaces for all.

Format: we offer both virtual and in-person workshops. Contact us today to learn more about our fees.

Testimonials

"This was one of the most honest and validating sessions I've attended. Thank you for holding space for conversations we're often too afraid to have."

– Workshop Attendee, Coast Capital Savings

"Staphanie's session left us thinking deeply about our role in building inclusive, trauma-aware workplaces."

– ERG Co-Lead



Staphanie Leah, Workshop Facilitator (she/her)

Staphanie Leah is a dynamic Human Resources leader and facilitator with over a decade of experience transforming workplaces across the non-profit and social impact sectors. She is deeply passionate about building equitable, inclusive, and compassionate organizations where people feel seen, supported, and empowered to thrive.

Beyond her HR leadership, Staphanie has championed organization-wide initiatives that center equity, belonging, and employee well-being, working hand-in-hand with executive teams to cultivate cultures grounded in empathy and accountability. As a woman of colour, Staphanie brings both expertise and lived experience to her work. She understands the emotional and professional complexities that come with navigating bias, microaggressions, and systemic barriers. Her voice carries both strength and empathy, rooted in her personal commitment to helping others turn challenge into growth and adversity into action.



See our website to learn more about the other workshops we offer.

Instagram: [@thethoughtfulco](https://www.instagram.com/thethoughtfulco) | **Website:** www.thethoughtfulco.net | **LinkedIn:** [LinkedIn](#) | **Email Us**