

# Gender Equity & Inclusivity Certification

By: The Thoughtful Co. 

Our program is designed to be interactive & engaging.

Attendees will learn key concepts, strategies and tools for building a more inclusive and equitable workplace, and will have the opportunity to actively participate in group discussions and practical exercises throughout each session.

To receive a certification, attendees must attend three of the four 90-minute courses, as well as complete all required activities during the course, and demonstrate an understanding of the course material.

## The Business Case for Gender Equity at Work (90 minutes)

Did you know share price performance can be almost 50% higher when women are well represented at the top of employers? This course is designed to help individuals understand how gender equity and inclusion drive business success. Participants will learn the economic benefits of gender equity, identify potential barriers to progress, understand the impacts diversity has on innovation and engagement, and develop a compelling business case to promote gender equity initiatives in their organizations. This course is led by Sophie Warwick, who has spent her career in structural engineering and specializes in developing in-house gender equity policies and chairing ERGs and advocacy groups.

### Key takeaways include:

- Understanding the financial implications of employee retention & engagement.
- Learning the impact diversity has on creative innovation & responsive strategies.
- Understanding the improvements on employee performance.
- Attracting top talent in a workforce that seeks employers with values alignment.
- Learning the financial benefits of diversity in leadership.

**Format:** all certificate courses are currently offered virtually. Register on our website today for an upcoming session.

## Sophie Warwick (she/her)

Sophie Warwick, Co-Founder of the Thoughtful Co, specializes in developing in-house gender equity policies and chairing Employee Resource Groups and advocacy groups. She uses her data analysis expertise from her engineering background to define targets and track growth and retention. In 2018, she Co-Founded Women in Consulting Engineering (WCE), a non-profit organization with over 500 members and monthly events to support and empower women in engineering. She co-founded The Thoughtful Co so she could build more gender inclusive workplaces and build representation of women at senior levels in all industries.



## Jillian Climie (she/her)

Jillian Climie, Co-Founder of The Thoughtful Co, has spent her career advising and leading teams in executive compensation and corporate governance, both as a consultant, and in-house at two global retailers. Most recently at Lululemon, she led the global equity and executive compensation programs. After taking a pause, she realized she wanted more of three things in her professional life: thoroughness, passion and freedom. She Co-Founded The Thoughtful Co so she can leverage her niche experience to empower women to get paid what they deserve and employers to build more equitable workplaces.