

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.

Leading Impactful Women's Employee Resource Groups (90 minutes)

This course is designed to empower individuals to lead and support Employee Resource Groups (ERGs) that foster a diverse and inclusive workplace culture. Participants will learn how to structure their ERG leadership team, engage members, create impactful programming, and measure the impact of their ERGs. ERGs are critical in building a sense of community and belonging, identifying areas for improvement, and developing company specific policies that suit your culture and organizational goals. 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 & communicating the value of advocacy and support groups.
- How to develop an engaging group structure that can be maintained long-term.
- Selecting and coaching the right group champions & leaders.
- Developing a meaningful organizational structure & budget to set you up for success.
- Planning inspiring and informative events & programming.

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.