

# The Thoughtful Co.



## Workshops

### Active Allyship: Paving the Way to Inclusivity (60 minutes)

This workshop will help you understand the meaning of true inclusion by exploring what it means to be a dedicated and engaged ally. We'll teach you practical strategies to transform your positive intentions into meaningful actions that uplift and empower diverse experiences. By embracing these practices, you'll foster a more inclusive environment where everyone feels valued, respected, and heard. We leave time for group discussion and Q&A to ensure all your questions are answered.

This workshop is led by either Jillian Climie or Sophie Warwick, see speaker bios below.

#### Key takeaways include:

- Understanding the difference between equality, equity, and true inclusion in the workplace.
- Defining active allyship & why it's important.
- How to turn positive intentions into impactful actions.
- Learning how to be a supportive ally that can empower diverse experiences.
- Understanding the impact of Employee Resource Groups (ERGs).

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

#### Testimonials

"It was really educational and provoked meaningful conversations."

- Workshop attendee

"It was fantastic and eye opening!"

- Workshop attendee

"The session was excellent and the feedback from our community was very positive with many benefiting from the interactive approach.

The content was rich and informative and provided exceptional value to attendees."

- Workshop host organization

### 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. She co-founded The Thoughtful Co. so she can leverage her niche and technical experience, coupled with her passion for gender equity, to 1) empower women to get paid what they deserve, and 2) empower employers to build more inclusive workplaces. She supports clients across Canada, the US and the UK.



### 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 to support and empower women in engineering. She co-founded The Thoughtful Co. so she could build more gender inclusive workplaces, help women in advocating for their value, and build representation of women at senior levels in all industries.

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

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