

The Thoughtful Co.

Workshops

From Intention to Impact: Driving Equity in Engineering (120 minutes)

This engaging workshop empowers professionals in the engineering and construction industries to understand the importance of building equitable, inclusive workplaces – and equips them with practical tools to take action, both as individuals and as employers. Led by either Jillian Climie or Sophie Warwick (see speaker bios below), key takeaways include:

- **Understanding the Value of DEI.** Gain a comprehensive understanding of the importance of DEI, learning how inclusive practices lead to better decision-making, innovation, and overall company success.
- **Navigating Unconscious Bias.** Explore the common biases that show up at work. Through real-life scenarios, attendees will gain insight into how these biases can impact important decision-making and team dynamics.
- **Sharing Real Experiences.** Going beyond the data, we'll share real industry experiences, including microaggressions and barriers in hiring and promotions.
- **Making Change as Organizations.** Discover actionable strategies organizations can implement immediately to foster more inclusive environments.
- **Making Change as Individuals.** Walk away with practical, everyday tools to turn your good intentions into meaningful allyship.

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

Testimonials

"The Thoughtful Co's dedication to promoting gender diversity and inclusion shines through in its content, discussions, and overall approach."

- Workshop host

"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. We look forward to collaborating with The Thoughtful Co. again."

- Workshop host organization

Jillian Climie (she/her)

Jillian specializes in leveraging her strategic human resources background to help women get paid what they deserve and to support employers in building more equitable workplaces. A graduate of Ivey Business School, Jillian built her career in executive compensation and corporate governance, advising organizations both as a consultant and in-house at two multinational retailers. Most recently at Lululemon, she led the global equity and executive compensation teams. At The Thoughtful Co., her clients on average achieve +25% increases in their pay, and have successfully negotiated at leading companies worldwide.



Sophie Warwick (she/her)

Sophie equips both individuals and organizations to achieve measurable results through equitable compensation and workplace strategies. She coaches women to confidently negotiate salary, equity, benefits, and parental leave, and advises employers on gender equity policies, fair promotion frameworks, and impactful Employee Resource Groups (ERGs). With over a decade of industry experience, she brings analytical rigor and strategic insight to her work. Sophie also co-founded Women in Consulting Engineering (WCE) Vancouver, now a national organization with thousands of members.

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 | **LinkedIn:** [The Thoughtful Co.](#) | **Email Us**