



## DESPITE OUR GOOD INTENTIONS . . .

After over a decade of studying, applying, and even litigating racial equity laws, it became clear to me that our intellect, laws, rules, procedures, and even standard DEI training modalities, haven't meaningfully shifted equity and inclusion in the workplace. I developed my training to tackle why, despite our many good intentions, we have not achieved equitable and inclusive work environments that foster diversity. I use evidence-based research, historical perspective, and practical guidance to engage the powerful tools of belonging, empathy, and relationship in a step-by-step approach for sustained organizational culture change.

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**Tracy Agyemang Vroom**  
tracy@vroomconsultants.com  
513.399.6429

## PROGRAM TOPICS INCLUDE:

### **Diverse From What?**

Who is centered in our current workplace diversity conversations? Who is on the periphery? How does culture influence our responses to these questions?

### **Eliminating Piteous Empathy & Embracing the Work**

There is something powerful in the reconciliation, and in the hard work of accepting and speaking truth. How do we engage the powerful tools of belonging, empathy, and relationship to foster meaningful and sustained organizational culture change?

### **Mindfulness Practices for White Body Trauma Reactions & Black Body Trauma Reactions**

White bodies and Black bodies each have their own work. Black body trauma and white body trauma both stem from identifiable historic origins. What tools help us to become mindful about our trauma reactions?