

A black and white photograph of Rishia Grant, a Black woman with short hair, wearing a white t-shirt with her signature and a black leather jacket. She is looking off to the side with a slight smile. The background is dark.

**IN-PERSON
& VIRTUAL
KEYNOTES**

Rishia GRANT

GET RID OF THE BS TO BUILD AN INCLUSIVE CULTURE
GET RID OF THE BS TO ATTRACT DIVERSE MARKETS
RADICAL ACCEPTANCE: BE BETTER THAN YOUR BS

RAVES ABOUT RISHA

CLIENT
TESTIMONIALS

“

D&I IS HARD WORK BECAUSE WE HUMANS ARE COMPLICATED. **THE BOTTOM LINE IS, WHEN YOU NEED AN EXTRAORDINARY FACILITATOR—WHO IS CLEAR-EYED, COMPASSIONATE, AND UNAFRAID TO WORK ON IMPLICIT BIAS—CALL RISHA. SHE STEERED THE CONVERSATION TO ILLUSTRATE THE UNACKNOWLEDGED, UNAWARE WHITE PRIVILEGE THAT WAS UNDERNEATH MANY OF THE EXCHANGES AMONG THE PARTICIPANTS, YET ALWAYS CREATED AN ENVIRONMENT OF SAFETY. RISHA IS UNIQUELY EQUIPPED TO LEAD YOUR PEOPLE FORWARD INTO BETTER TERRITORY WHERE EVERYBODY WINS.**

TONY BOTTI

Manager, Behavioral Health Service and Student Counseling and Mental Health Service, Harvard University

“

impactful

WE LOVED HAVING RISHA AS OUR KEYNOTE SPEAKER FOR OUR PROFESSIONALS OF COLOR CONFERENCE. THIS YEAR CAME WITH A LOT OF CHALLENGES, BUT RISHA AND HER TEAM MADE GOING VIRTUAL SMOOTH. **RISHA'S CONTENT CHALLENGED THE CULTURAL NORMS** AND WE APPRECIATED HER OPENLY SPEAKING HER TRUTH AND EXPERIENCES.”

AMWAY

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“

Risha's presentation, Authenticity is Everything, was a candid discussion on how to identify and get rid of our biases so that we can show up as our authentic selves. The feedback from this discussion was overwhelming! Our members appreciated the safe space for discussion, asked thought-provoking questions that Risha answered truthfully, and walked away with tools on how to examine and overcome their own biases. Risha has such a dynamic personality that was felt even through the virtual environment (although I bet seeing her in person is even better!) and a disarming manner that made it easy for us to engage with her. If you're looking for an energetic, no BS speaker to engage your organization on some tough topics, hire Risha.”

LEAH CLEARY

Director of Education and Programing, Nestle Purina Women Leaders Forum

Risha GRANT

ABOUT ME

Motivated by her passion to correct societal “isms” like racism, sexism, classism and plain old stupidity, it is Risha Grant’s personal mission to expose the subtleties and values of Diversity, Equity & Inclusion while shining a light on the impacts they create. From her race, gender and lifestyle choices, to growing a small business and tackling economic, moral, and business issues, every area of her life intersects diversity.

Founder & CEO of Risha Grant LLC, an award-winning diversity consulting and communications firm, as well as an edgy, educational and motivational speaker, author Risha Grant is an internationally renowned diversity, inclusion and bias expert. She covers these topics through different media including Risha Talks, her online courses and in her book, *That’s BS! How Bias Synapse Disrupts Inclusive Cultures and the Power to Attract Diverse Markets*.

Risha uses honest, humorous, and vulnerable storytelling to motivate audiences to embrace the inner tough work of Radical Acceptance while honoring Diversity, Equity & Inclusion without evoking feelings of judgement or assigning blame. Her audiences leave with shifted hearts and minds that lead them to treat others with empathy, kindness and compassion.

These audiences have included Google, Levi Strauss, Nestle Purina, Xerox, YouTube, Procter & Gamble, Discover Card Financial Services, Samsung Electronics America, Cox Communications, Wells Fargo, USAA, U.S. Airforce, U.S. Navy, Intuit, Federal Reserve Bank of Kansas City, NBA’s Oklahoma City Thunder, and Harvard University, to name a few.

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AUTHOR
INTERNATIONAL
SPEAKER
CONSULTANT

She’s been featured in *Forbes*, *Harvard Business Review*, *HR News*, *The Financial Times*, *Glamour Magazine UK*, *Off Script*, *Bloomberg Media*, *Black Enterprise*, *Radioactive Radio*, *Take the Lead Radio*, *The Dream Catcher* podcast, *Money for Life* podcast, among other local, national and international media.

Risha has received numerous honors such as being named one of the Top 10 Most Powerful Women Leaders in HR by PeopleHum in 2021, 40 Top Women Keynote Speakers by Real Leaders, NBA OKC Thunder Changemaker Award and Top 100 HR Expert as well as 1 in 9 Speakers Turning Crisis into Opportunity by *Entrepreneur* magazine in 2020, three years consecutive Engagedly Top 100 HR Influencers in 2019, 2020 and 2021, 2018 Inclusive Leadership Award, and Entrepreneur of the Year 2017.

In her no-holds-barred style, renowned Diversity & Inclusion thought leader Risha Grant teaches and empowers attendees about unconscious bias, microaggressions and other actions that perpetuate discrimination and inequality. Audiences leave with easily applied principles for finding respect, understanding and inclusion both personally and professionally.

**KEYNOTE: IN-PERSON
OR VIRTUAL**

GET RID OF THE BS SPEAKER SERIES

KEYNOTE: IN-PERSON OR VIRTUAL

GET RID OF THE BS & BUILD AN INCLUSIVE CULTURE

Bias is the number one threat to your workforce; conscious or unconscious doesn't make a difference. Either way, bias prevents cultural cohesion, increased revenue, positive team morale, innovation, and execution. Getting rid of the BS will solve the bias problem in your organization. Building an inclusive culture is imperative to your business's success. Risha's process will hand your organization the key DE&I components to boost employee retention and productivity. During this session, Risha shares practical tips and strategies that the entire company can utilize, from entry-level positions to C-suite executives.

**WHETHER IMPLICIT OR CONSCIOUS,
BIAS IS THE NUMBER ONE THREAT
TO HUMANITY AND ANY COMPANY'S
SUCCESS.**

If your company's goal is to create cohesiveness within your organization, increase revenue, be innovative and elevate your reputation — the bias in your workforce and community is a roadblock.

You know the problem. **Getting Rid of the BS is your answer.**

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KEYNOTE: IN-PERSON OR VIRTUAL

GET RID OF BS TO ATTRACT DIVERSE MARKETS

**COMPANIES NEED TO KNOW HOW TO
GET DIVERSE CUSTOMERS TO BUY THEIR
PRODUCTS AND SERVICES. WHY?**

Because of business sustainability, competitive advantage, a constantly changing economy and trillions in buying power. During this session, DE&I Speaker Risha Grant will share with attendees the keys to effectively engage various diverse groups and provide them with tips to increase their bottom line.

During this session, Risha will break down the biases keeping you from attracting diverse markets, while providing quick and dirty tips to increase the company's bottom line while promoting diversity and inclusion.

**KEYNOTE: IN-PERSON
OR VIRTUAL**

GET RID OF THE BS **SPEAKER SERIES** **CONTINUED**

KEYNOTE: IN-PERSON OR VIRTUAL

RADICAL ACCEPTANCE: BE BETTER THAN YOUR BS

**EMPOWER AUTHENTICITY, CONFRONT BIAS
AND CREATE A CULTURE OF INCLUSION
THROUGH RADICAL ACCEPTANCE.**

This speech will help audiences and individuals to understand Radical Acceptance and how their BiasSphere, Belief Systems, and BS stop them from welcoming and embracing all of humanity, including their own. Our BS shapes how we feel about ourselves, how we perceive the world, and how we interact with others. Radical acceptance teaches that through authenticity we can connect with others on a deeper level, and create a culture of acceptance and belonging. Mental health and psychological safety are more important now than ever before in the workplace, and companies who create an environment where everyone is allowed to be themselves without fear of rejection, are at the cutting edge of what it means to be an innovative and profitable place to work.

This keynote will help audience members overcome their BiasSpheres (bias origins) through the process of Radical Acceptance. Risha uses cognitive processing strategies to disrupt harmful beliefs that stifle teamwork, productivity, and financial growth.

START PLANNING YOUR CUSTOM GET RID OF THE BS PROGRAM.

The Get Rid of the BS program is tailored to fit a variety of topics and lengths. It can be customized as an in-person or virtual keynote speech or workshop. BS Expert and Keynote Speaker, Risha Grant will lead you through an in-depth look at unconscious bias, Diversity, Equity & Inclusion among other topics.



CONSULTING

WHETHER YOUR AUDIENCE IS INTERNAL OR EXTERNAL, WE CAN CREATE CAMPAIGNS THAT TAKE YOU FROM WHERE YOU ARE **TO WHERE YOU WANT TO GO IN YOUR DE&I JOURNEY.**



strategic

OUR METHOD

At Risha Grant LLC, diversity is who we are, inclusion is how we live, and communication(s) is what we love. We show companies how to communicate diversity initiatives, foster inclusion, and gain economic strength.

For more than 25 years, DE&I consulting and communications have been our focus. We have helped countless companies create and launch DE&I campaigns that are simple, creative, and effective.

Using our custom Diversity & Inclusion Brand Development Campaigns, we can help you identify the root of your DE&I issues, proactively address them and achieve success. **We are strategic, innovative and we can help.**

DE&I BRAND AND COMMUNICATION STRATEGY PACKAGES

DE&I BRAND DEVELOPMENT PACKAGE

Looking to create or refresh your DE&I brand identity? You are looking at the right website. Our focus on honest conversation, research and communications will let your employees and customers know DE&I is one of your company's core values. For those who need a complete DE&I solution where we are with you from beginning to end, this package is for you. This package includes all of our services for a comprehensive solution to your needs.

DE&I DIAGNOSIS

Our DE&I Diagnosis begins with your baseline assessment. It includes both in-depth interviews with leadership and employees plus a survey. By obtaining both qualitative and quantitative information, we can assess the DE&I health of your company as well as put together a customized plan for your journey based upon the feedback and ideas from your people.

The assessment allows us to figure out any issues and identify areas for opportunity and growth.

CUSTOM DEI BRAND IDENTITY CREATION

We will create and implement everything you need to attract the internal or external audience you want.

EXECUTIVE COACHING

Whether you are an HR or marketing professional, C-level exec or the head of your organization's DE&I department, you are bound to be faced with a DE&I issue you don't quite know how to handle.

Don't stress. Let me coach you through it. Fill me in on the situation and I will work with you to create the solution you need to meet the deadline you have — even if it's immediate.

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INCLUSIONARY MEDIA (COMMUNICATION) PACKAGE

Cultural nuances, ignorance and communication gaffes are responsible for the majority of diversity issues in the workplace and the world. Inclusionary Media creates your communication and marketing initiatives from a diversity lens. We know our stuff and we will use our expertise to implement inclusionary media strategies, tactics and practices for your business. Count on us for the right message to the right audience at the right time.

PACKAGE INCLUDES

- *Identify areas of inclusionary opportunities for your company (diagnosis + communication audit)*
- *Creation of diverse audience attraction strategy*
- *Develop inclusive marketing materials*

To customize your DE&I Brand and Communication Strategy Package or schedule coaching, call us at **918.581.8900** or email Arielle Davis at arielle@rishagrants.com.

LEADERSHIP COACHING

Your leadership is the biggest threat to your company sustaining an inclusive culture.

For continued success, it is imperative that your leadership team learn how to address your organization's DE&I needs.

We will create a custom program based on your individual or company needs to provide your leadership with the tools they need to effectively foster inclusion in your workplace and lead inclusively.

LEARN WITH *Risha* GRANT



**8 NEW VIDEO
MODULES**

ONLINE COURSES

2020 was a pivotal year for all of us. Like so many others, I transitioned to virtual speaking and consulting and while I wasn't excited about the change, it offered a badass opportunity to connect with my audiences in an interactive way.

As such, we were able to gather **data from 55,000 employees across the United States**. That knowledge has been applied to this online course and provided to you.

ONLINE COURSES

**NEW 8 KEYS TO BE BETTER THAN YOUR BS:
OVERCOME BIAS, INCREASE COMPANY
COHESION + SUPERCHARGE PRODUCTIVITY**

**DIVERSITY, EQUITY & INCLUSION:
FROM BS TO RADICAL ACCEPTANCE**

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Yes. You read that correctly! I built a course based upon the concerns, thoughts and questions from **people just like you**.

We spoke to CEO's, managers, supervisors and employees from:



LEVI STRAUSS & CO.



Nestlé PURINA.

You get all of this knowledge in an easily digestible format of eight (8) modules. They include three (3) lessons each and are accompanied by downloadable worksheets and quizzes.

This series contains some edgy language. If you're a bit squeamish, you'll just have to deal with your BS.

See website for pricing or email us contact@rishagrانت.com

MODULE

1



BY DEALING WITH DIVERSITY CHALLENGES AT THE ROOT, WE CAN EMPOWER EACH COLLEAGUE TO DIG DEEP TO FIND THEIR PERSONAL POWER WHILE EMBRACING AND SUPPORTING THOSE WHO ARE DIFFERENT FROM THEMSELVES.

MODULE 2 BIASPHERE

Traditionally, DE&I conversations have been tense, and sometimes they can devolve into pointing fingers and assigning blame. The truth is we all have biases that we bring into the workplace, and before we begin having DE&I conversations, we have to assess our own biases and where they originate.

Module 2 is about The Biasphere and Radical Acceptance. It provides a framework and applicable tools to help colleagues unpack their biases and their bias origins through their centers of influence safely and reflectively.

The downloadable worksheet explains the Biasphere, and the 'Assess Your BS' Exercise will help you understand how outside forces have shaped your thinking.

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MODULE 1 FEAR

If we include them, what happens to us?

After gathering data from speaking to 55,000 people last year, one revelation became crystal clear — FEAR is the barrier preventing employees (and their companies) from embracing Diversity, Equity & Inclusion.

Your employees are afraid that now that there is a focus on DE&I that promotions, hiring, pay increases, etc., will now go to the diverse person, thereby creating reverse discrimination. This is a scarcity mentality.

Module 1 addresses the root cause of why DE&I is not embraced. I teach people to embrace an abundance mindset. This goes beyond basic DE&I training that only addresses the isms and phobias we are all so familiar with.

MODULE

2



THIS ENABLES YOUR WORKFORCE AND TEAMS TO BEGIN TO ENGAGE IN DIVERSITY DISCUSSIONS FROM A SPACE OF GREATER AWARENESS AND ACCEPTANCE.

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MODULE

3



EXCLUSION IS A FORM OF BULLYING THAT CAN CREATE PHYSICAL AND PSYCHOLOGICAL DAMAGES TO YOUR WORKFORCE.

MODULE 4 ALLYSHIP

People recognize the BS! They are waking up to injustice in the world and in their companies. They are energized to take action to make a positive change in their social circles, work teams, and communities.

But many people are at a loss of where to start, and how to be the best ally they can be.

Module 4 teaches colleagues how to be an effective ally to their co-workers and communities without getting discouraged and burned out in the process.

This module provides practical steps that any employee can implement today regardless of their position in the broader company structure to be a better ally, community member, and team mate.

MODULE 3 INCLUSION

We are trying to build the elusive inclusive work culture. We all want it, and all need it but aren't quite sure how to get there.

By now, we are all very familiar with the terms inclusion and exclusion. But what you likely haven't heard is that exclusion is a form of bullying that can create physical and psychological damages to your workforce.

Of course, this results in frustrated and fractured relationships and potentially a lawsuit. Discrimination lawsuits are still the number one lawsuit filed against companies in the U.S.

Module 3 trains your workforce to spot and stop exclusive behavior and implement inclusive behavior that protects both the employees and the company while boosting morale.

MODULE

4



THIS MODULE PROVIDES PRACTICAL STEPS TO BE A BETTER ALLY, COMMUNITY MEMBER, AND TEAM MATE.

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MODULE

5



MICROAGGRESSIONS CAN COME FROM GOOD INTENTIONS, BUT HAVE VERY NEGATIVE AND NUANCED IMPACTS.

MODULE 6 INTERSECTIONALITY & PRIVILEGE

There are two areas of DE&I work that often cause people confusion and frustration — intersectionality and privilege.

These topics have many layers and so many people get lost in the complexity. This module simplifies privilege and intersectionality for employees. It was written and designed to foster a sense of safety and understanding while unpacking complex and challenging topics.

Module 6 will enable colleagues to walk away with a better understanding of their own intersectionality and privilege while gaining a new perspective on what that means for their relationships with their colleagues and community.

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MODULE 5 DIVERSE CONNECTIONS, MICROAGGRESSIONS & MICROINCLUSIONS

One of the most common terms I am asked about is microaggressions. Why? For some people, it's really new, for others, it's difficult to understand.

Microaggressions can come from good intentions, but have very negative and nuanced impacts. People are usually guilty of microaggressions when they are trying to make connections with diverse people by giving them what they believe to be a compliment.

But it backfires. Suddenly, they're afraid to say anything to diverse people for fear of offending someone.

Module 5 teaches colleagues how to connect with each other in ways that don't come across as offensive or weird. Colleagues will learn how to approach diverse people in the workplace, and how to handle conversation missteps in the moment.

MODULE

6



FOSTER A SENSE OF SAFETY AND UNDERSTANDING WHILE UNPACKING COMPLEX AND CHALLENGING TOPICS.

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MODULE

7



LEARN TO HAVE HELPFUL AND CONSTRUCTIVE CONVERSATIONS ABOUT TOPICS THAT ARE UNCOMFORTABLE AND UNAVOIDABLE.

MODULE 7 MANAGING DIFFICULT CONVERSATIONS

The days of not discussing race, class, gender, and politics in the workplace are gone. There is a new climate in the country and in the workplace, so we have to learn to have helpful and constructive conversations about topics that are uncomfortable and unavoidable.

Customers are looking at companies to take stances on social issues more than ever before, but it isn't always easy to get everyone in the company on the same page.

Module 7 teaches employees how to have DE&I discussions in ways that improve employee relationships instead of harming them. Colleagues will learn conversation techniques that are focused on collaboration and understanding.

MODULE 8 EQUITY & OVERALL EXAM

Companies are no longer striving for equality as the pinnacle of achievement in their DE&I efforts. They are now focusing on equity.

Equality focuses on fairness and treating everyone the same. Equity is focused on progress which is giving each employee what they need to be successful by helping to alleviate their unique challenges.

This module will break down equity as a concept so that colleagues have a renewed understanding of its importance in workplace culture.

MODULE

8



EQUITY IS FOCUSED ON PROGRESS WHICH IS GIVING EACH EMPLOYEE WHAT THEY NEED TO BE SUCCESSFUL.

This series contains some edgy language. If you're a bit squeamish, you'll just have to deal with your BS.

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