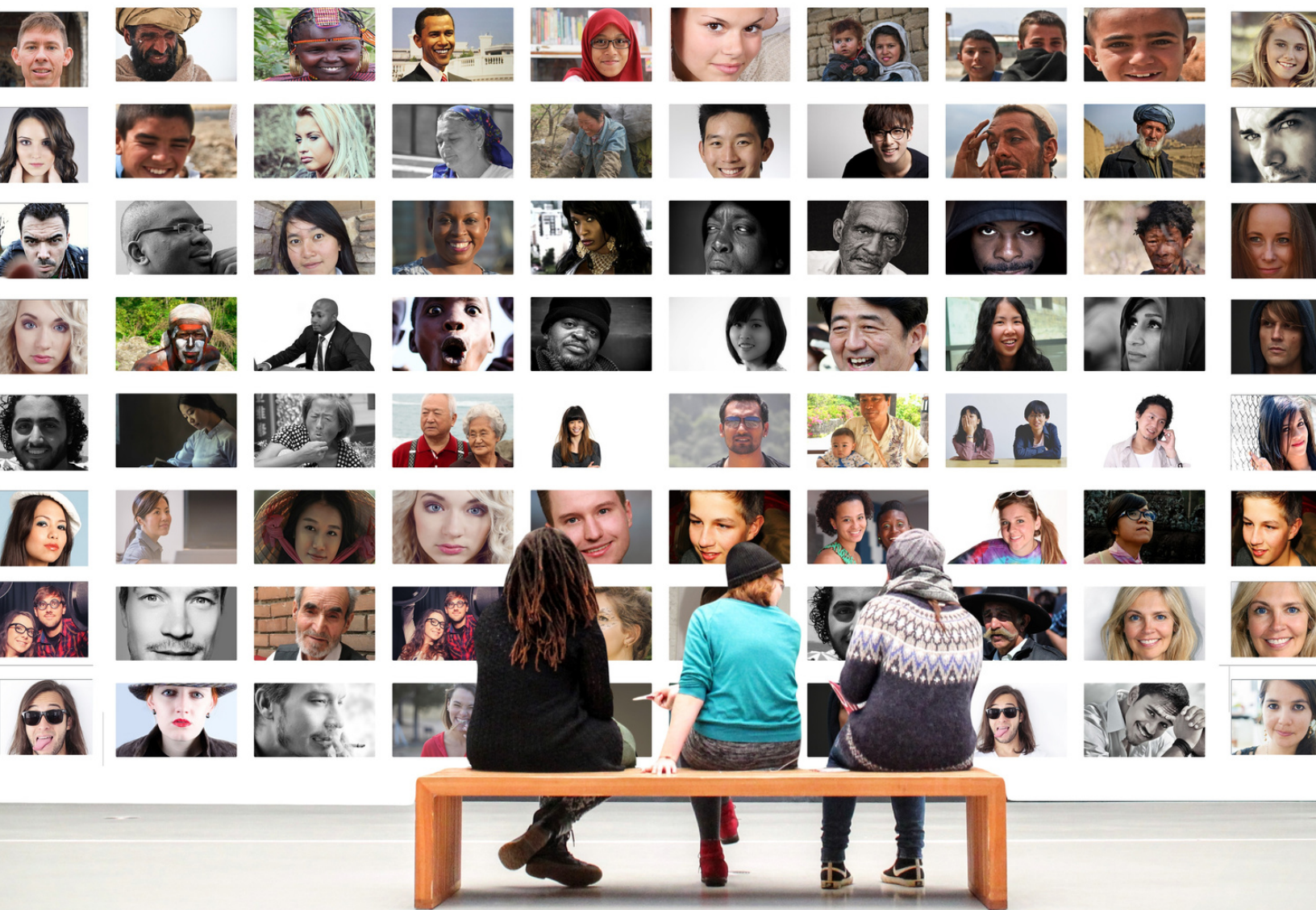




TERRA FIRMA
TRANSITION CONSULTING

COMPANY PROFILE 2023



info@terrafirmatransition.ca



www.terrafirmatransition.ca



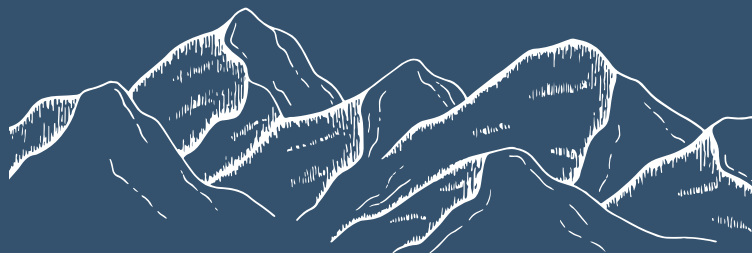
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Land Acknowledgement

We acknowledge that we live, work, and play on the traditional territories of the Niitsitapi (Blackfoot) and the people of the Treaty 7 region in southern Alberta, which includes the Siksika, the Piikani, the Kainai, the Tsuut'ina and the Iyarhe Nakoda. The traditional Blackfoot name of this place is "Mohkinstsis," which we now call the city of Calgary. The city of Calgary is also home to the Métis Nation.

We are grateful to work and live upon this territory and to be learning from all of the traditional peoples of these lands as we move forward together in reconciliation.



EMBRACING THE *Challenge*

Equity, diversity and inclusion are inseparably intertwined with employee mental health and wellbeing. It has been well documented that members of non-dominant populations face added workplace challenges relative to their dominant peers. These challenges include lack of representation and inclusion in positions of power, experiences of recurring micro-aggressions from coworkers, pervasive unconscious bias, and other stressors causing employees to hide their identities. This increased burden not only negatively impacts both the individuals' mental health and psychological safety at work, but also negatively impacts teams and organizations as a whole.

We believe that creating extinction-proof positive change in organizational equity, diversity, and inclusion begins by compassionately working to understand the intersectional experience of both dominant and non-dominant individuals. This qualitative assessment helps identify organization-specific challenges, guides the curation of transformative educational experiences, and improves policy and process development.

The goal of organizational inclusion is to ensure that every person is valued and respected. To feel valued, we must possess a sense of belonging and trust that our uniqueness is welcome. To feel respected, we must experience equity and non-discriminatory access to organizational opportunities. When this culture is genuinely achieved within an organization, individuals are more committed, more innovative, higher performing and most importantly, healthier.



OUR *Focus* AREAS



OUR PROMISE

To meet you where you are, validate your concerns, challenges, and uncertainties, and with an informed, empathetic approach, provide support, experience, and education that will empower you to positively progress equity, diversity, and inclusion within and beyond your organization.

About

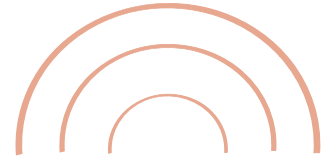
In 2017, after fifteen years as a technical and leadership professional in the Oil and Gas Industry, Kiersten embarked on the most significant challenge of her life: gender transition.

Gender transition was life-changing in more ways than one. Her authentic and vulnerable approach to transition allowed her to foster a deeper and more personal connection with her coworkers, which allowed Kiersten to see how authenticity in the workplace can help build synergy in the office. Additionally, the experience of moving from a dominant to a non-dominant group in the corporate environment yielded many insights about improving equity, diversity, and inclusion in professional spaces. As she continued her corporate career, Kiersten found new motivation to engage in a more meaningful life through volunteering, pursuing a Master's in Counselling Psychology, and helping organizations encourage authenticity and inclusion. Ultimately, her experience ignited a personal passion for creating more equity and inclusion in companies and communities. This drive led Kiersten to step out of her energy industry role, and Terra Firma Transition was born.

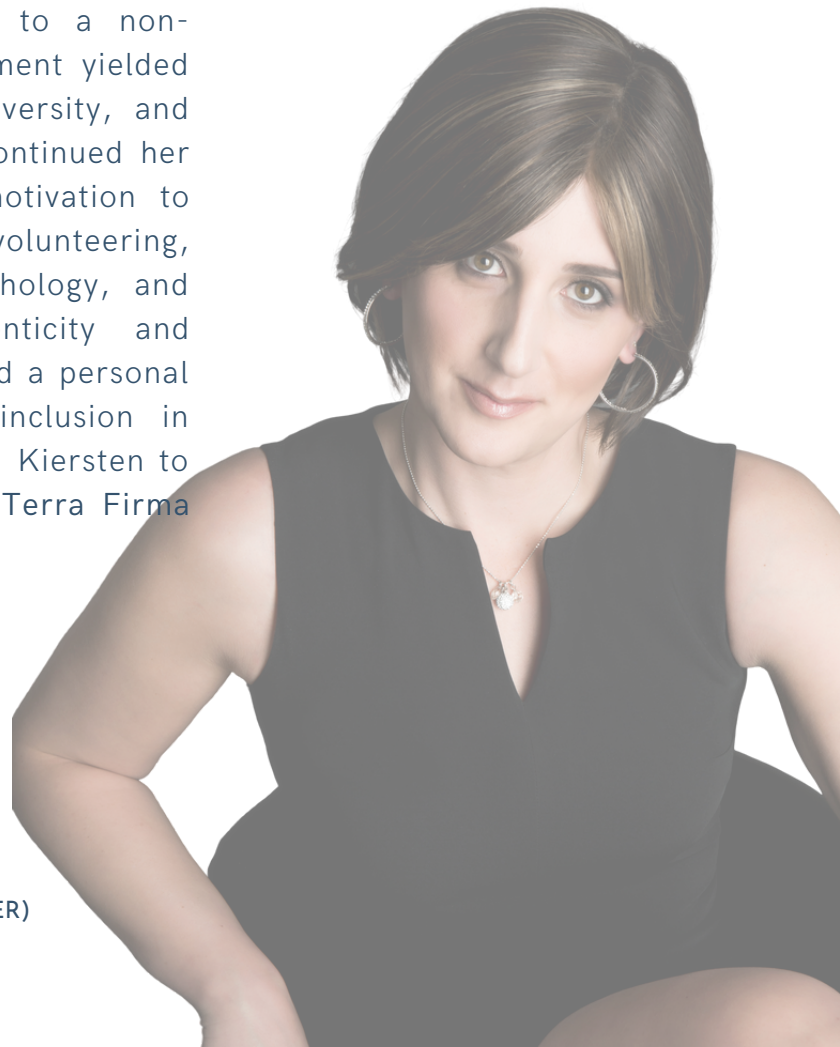
Kiersten
Mohr

(SHE/HER)

FOUNDER



"Sometimes you
pick your career,
sometimes your
career picks
you."



OUR *Guiding* PRINCIPLES

An Intersectional Approach

Employing an intersectional lens across every element of equity, diversity, and inclusion initiatives is essential. This ensures that the overlapping and interdependent systems of privilege and discrimination that people face as a result of their multifaceted identities is always recognized.

Grounded Culture Transformation

A wide variety of organizational cultures makes it necessary to thoughtfully review your specific organization's existing policies and processes, opening an authentic dialogue with employees to better understand the organizational culture and identifying existing challenges and barriers. This sets the foundation for subsequent work required to encourage equity, diversity and inclusion within the organization.

Educating and Inspiring

Utilizing this foundational work, we endeavour to curate educational experiences that feel authentic to the specific challenges of the organization. Once established, we deliver impactful, inspirational, and meaningful training experiences that create space for authentic conversations and provide teams with the language, awareness of bias, and the tools required to increase inclusion in their organization.



OUR *Guiding* PRINCIPLES

Building Diversity in Service Delivery and Support

Creating formative shifts in beliefs and behavior requires an appreciation that individuals are often at different stages of the learning journey and may require different types of supports. Therefore, building a diverse approach to support delivery is essential to allow staff to choose the most impactful and authentic learning approach.



Empowering Professionals

To successfully create extinction-proof culture change, employees must feel confident and empowered with inclusive language, have a deep understanding of the challenges, and an authentic investment in improving organizational inclusion.

Metrics and Measurement

Building trust with non-dominant populations requires more than a simple commitment to change. New initiatives and strategies should be thoughtfully developed to ensure relevance to identified challenges, measured either qualitatively or quantitatively. This approach will help establish a track record of progress and strengthen the foundation of employee trust.



EQUITY, DIVERSITY, AND INCLUSION



OUR APPROACH TO

Strategy
Development

OUR EDI STRATEGY TEAM

KIERSTEN MOHR (she/her)



Kiersten brings two decades of technical and leadership experience in the energy industry, formal education in psychology and EDI theory, a proven track record as an impactful EDI thought leader, and lived experience transitioning from a dominant to a non-dominant social group in the corporate environment. This unique combination of expertise and passion empowers her to offer a compelling perspective to understand and identify organizational equity and inclusion barriers and thoughtfully collaborate with organizations to create positive extinct-proof change.

Key experience Kiersten brings:

- Equity, Diversity, and Inclusion Strategy Development
- Equity, Diversity, and Inclusion Education Curation and Facilitation
- Extensive background in spatial statistics to aid in understanding survey data etc.
- Experience in both for-profit and non-profit Industries (CNOOC, Calgary Police Service, Modern Niagara, Nova Chemicals, University of Alberta, Distress Centre, Alberta Energy).

MAEGEN BEATTIE (she/her)



Maegen brings 22 years of experience in transformation consulting and senior HR leadership. She has lead enterprise-wide transformations requiring significant change through leader sponsorship, governance, process, technology, people and culture.

Key experience Maegen brings:

- Designing, executing and analyzing engagement surveys and facilitating enterprise action planning and execution.
- Enterprise-wide people programs, project planning and execution, including change and communications.
- Enterprise cultural transformation.
- Experience in Energy and Government (CNOOC, Cenovus, Suncor, Teck Resources, Alberta Advanced Education, Alberta Sustainable Resource Development, City of Ottawa, and City of Edmonton).

OUR PHASED *Approach*

One of the biggest lessons we have learned working across different companies and industries is that organizations are as diverse as people. With this appreciation, our first step in any engagement is understanding the current organizational culture, which helps identify both barriers and opportunities and ultimately ensures we provide an EDI strategy customized to your organization's specific needs. We do this by reviewing previous enterprise-level culture work, conducting one-on-one interviews with key stakeholders, and understanding current or past EDI undertakings. Then, building off this foundation, we collaboratively work with you to develop a strategic direction, governance models, and measurement methodology to ensure we help your organization move forward in your equity, inclusion, and diversity journey!



STEP 1 GROUND



STEP 2 EXPLORE



STEP 3 COLLABORATE



STEP 4 DELIVER



STEP 5 EVALUATE





EDI STRATEGY DEVELOPMENT

PHASE ONE: *Ground*

Organizational Culture

One of our primary core beliefs is that Equity, Diversity, and Inclusion are not something an organization gets done but rather something they become. While a clear strategy, governance model, and measures are essential, to truly ensure an extinct-proof change requires creating impactful and affirming experiences that engage employees in their individual EDI learning journeys and ultimately empower an enterprise-level culture shift.

To do this, our team works to understand the current culture state, identifies opportunities and barriers, and works with key stakeholders and leaders to map out impactful experiences which positively shift the company towards a more equitable and inclusive culture.

Equity, Inclusion, and Diversity Initiatives To Date

We are passionate about continually building off previous work, learning from past challenges, and ensuring that we have helped the organization take meaningful steps forward on their EDI journeys. To accomplish this, with a fresh set of eyes, we review past EDI initiatives, provide observations and learnings, and ensure lessons are incorporated into our recommendations.



EDI STRATEGY DEVELOPMENT

PHASE TWO: *Explore*

Qualitative Employee Experience

Our team appreciates that no survey, report, or study will ever be as valuable as hearing the authentic experiences of the people that form the foundation of every organization. Therefore, at this stage, we are passionate about conducting one-on-one interviews with key stakeholders who provide qualitative context on organizational culture, identify barriers and opportunities, and help us understand what success looks like for each organization.

Enterprise Survey Data Review

In the current corporate landscape, it is becoming increasingly common for organizations to begin collecting information and assessing their diversity and employee confidence and trust in equity, diversity, and inclusion initiatives. While an essential first step, we continually observe that the reports and summaries from this work often average out the voices of underrepresented people, thereby masking challenges and inhibiting companies from using this data to empower meaningful change.

In our approach, we analyze this data and search for discomfort instead of comfort. Using extensive experience and training in analytics and spatial statistics, our team carefully dissects and de-biases this data by various social location factors (gender, race, age, ability, sexual orientation, gender identity, etc.), organizational divisions, and geographic locations. Consistently our evaluations uncover new and meaningful insights, which we then incorporate into the strategic approach, tactic determination, and measurement approaches.



EDI STRATEGY DEVELOPMENT

PHASE THREE: *Collaborate*

Strategy Framework

Once clarity in your organization's current and desired future state in equity, inclusion, and diversity are understood, our team passionately digs in to develop a meaningful and authentic draft strategic framework which we believe can provide the vehicle to achieve your desired future state. Once a draft is complete, we meet with leaders and key stakeholders to collaborate, align, and finalize an organizational EDI strategy.

Governance Model

A successful EDI strategy's second aspect is ensuring a clear, transparent, and well-communicated governance approach that ensures adequate accountability, reduces failure risk, and empowers consistent and meaningful progress. Building off the strategic framework, our team will provide a draft governance model and work to collaborate, align, and finalize with organizational leaders and key stakeholders.

Establish Impactful Equity, Diversity, and Inclusion Tactics

Lastly, taking learnings from our own experience, research, and the organization grounding step, our team will develop a series of clear, prioritized, and measurable tactics to operationalize the aligned strategic approach. Each tactic will be mapped to strategic objectives and explicit measures to continually empower an organization to evolve and adapt to the future.



EDI STRATEGY DEVELOPMENT

PHASE FOUR: *Deliver*

Communications

For fear of not wanting to say or do the wrong thing, organizations often hesitate to communicate the various elements of an EDI strategy confidently. Unfortunately, this hesitation can often unintentionally create an experience that leaves employees questioning the organizational commitment to the EDI strategy. Through collaboration, coaching, and education, we are passionate about empowering communication teams, leaders, and other stakeholders to be able to speak confidently about these initiatives, which we believe ultimately creates an experience that encourages and empowers this work fostering engagement and commitment by all employees.

Maturity Road Map

Once a clear and aligned strategy, governance model, and tactics have been established, in collaboration with your team, we build out an integrated road map which includes specific deliverable timing, communication points, essential milestones, the timing of survey and progress measurement, and more. Our commitment is to leave your organization with a clear and well-understood path to ensure you can confidently move forward in your EDI journey.



EDI STRATEGY DEVELOPMENT

PHASE FIVE: *Measure*

Key Performance Indicators

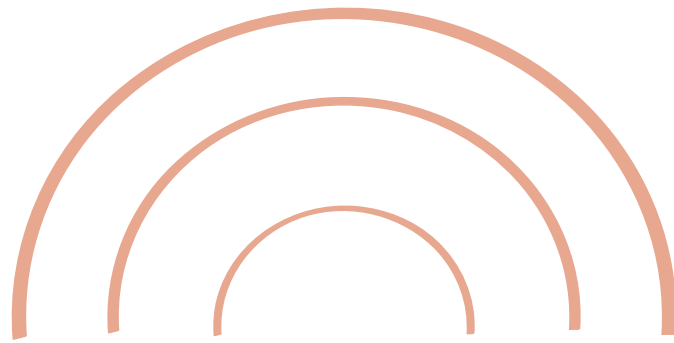
A key aspect of gaining employee trust and credibility and knowing when it is necessary to evolve or adapt your approach is to develop, integrate, and communicate key performance indicators (KPIs) for your EDI strategy. Our team works closely with you to build these KPIs and provides direction on measurement frequency, communication approach and benchmarking relative to location-specific EDI factors.

Equity, Diversity, and Inclusion Survey Design

As a final step, our team will help ensure that future survey designs are built inclusively and seamlessly tied to the renewed organizational equity, diversity, and inclusion strategy. In addition, to create safety and clarity for employees, each survey question will be carefully mapped to each aspect of the EDI strategy. In our experience, this transparency will improve trust, leading to increased engagement and participation in future survey processes.



GENDER TRANSITION SUPPORT & SERVICES



TERRA FIRMA
TRANSITION CONSULTING

ORGANIZATIONAL

Support

GENDER TRANSITION SUPPORT & SERVICES

EXECUTIVE SUMMARY

Grounding the Journey

Gender transition in the workplace can be intimidating for both the individual and the company. For many organizations, this is unfamiliar terrain. For transitioning individuals, it can seem like an impossible mountain to climb, with little guarantee of a positive outcome.

At Terra Firma, we have seen first hand how a grounded and supported journey can promote positive life change for the transitioning individual while also providing an opportunity for a company to dramatically boost morale and authentic solidarity in the office environment.

Terra Firma supports both the organization and the individual. We work closely with the organization to develop and ensure inclusive policies and gender transition procedures are in place. In addition, we offer current and superior education to leaders, colleagues and outside company stakeholders, providing a supportive and safe environment to learn and grow. Lastly, we provide one-on-one personalized support to transitioning individuals, offering our experience, compassion, and expertise.

Creating space for authenticity creates renewed energy, excitement and joy in the workplace

Our Approach

BIG CHANGE TAKES PLANNING,
NOT MAGIC

create

Illuminate a transition path through developing customized and thoughtfully developed policies and processes.

educate

Deliver impactful, inspirational and meaningful training experiences for executive teams, management teams, employees and all necessary company partners.

guide

Provide one on one compassionate, consistent and practical support for individuals embarking on this life changing journey.

deliver

Provide on-location, all-encompassing support for the individual, colleagues, human resources and company leaders through the entire transition experience.



Create

ESTABLISH INCLUSIVE POLICIES AND PROCESSES

Organizations have the opportunity to proactively construct pathways for those employees who may be considering gender transition.

The first step to creating space for a transgender or gender diverse employee is to ensure that policies and procedures exist, are up-to-date, and accessible to anyone who may be embarking on this path.

Using extensive background experience and an individualized approach, Terra Firma can help companies create relevant, inclusive, and accessible policies that provide employees with both the comfort and framework required for an assisted gender transition journey.



A proactive approach illuminates an otherwise dark and intimidating path for your employee.

Educate

CULTIVATING UNDERSTANDING

"Education is the most powerful weapon which you can use to change the world.

~ Nelson Mandela



Terra Firma provides impactful, connected, and meaningful training experiences for executive teams, management teams, and employees. We work to align our approach with your corporate values to ensure the seamless integration of inclusive principles for your company.

Bringing together corporate, mental health, and LGBTQ2S+ community resources, as well as drawing on current research and lived experience, Terra Firma offers Best-In-Class education to guide your organization in an authentic approach towards inclusivity.

www.terrafirmatransition.com

Guide

SUPPORTING THE INDIVIDUAL

As an individual embarks on the process of gender transition, changes in their professional life are only one aspect of an overall complex process. With this in mind, Terra Firma provides compassionate, knowledgeable and consistent support throughout the process of transition in the workplace.

Following an individual's gender transition, interactions within their workplace can be overwhelming. Terra Firma undertakes the tasks of workplace education and human resource mediation while also solving any questions or challenges that may arise throughout the process.

Respecting the fact that there is no single effective path to workplace gender transition, Terra Firma takes an individualized approach. We work closely with and support the individual to formulate personalized communication plans and strategies that are authentic to their personality and comfort level.



Deliver

GRACEFUL CHANGE

Terra Firma works meticulously and compassionately to ensure a successful transition experience for every individual. We commit to being on location and available throughout the process and provide leadership and assistance in:



-
Post-transition workplace readiness assessments.

-
Direction and assistance with name-change audits.

-
Ensuring all relevant corporate stakeholders are engaged.

-
Providing support for individuals, colleagues and leaders.

-
Completing monthly follow-up check-ins and support.

-
Documenting lessons learned to integrate and optimize company policies and processes.

Begin

FOR ORGANIZATIONS



CONTACT

info@terrafirmatransition.ca

MEET

A free one-hour consultation helps us explain more what Terra Firma provides and, as importantly, helps us understand your company and objectives better.


BEGIN

Terra Firma will use information from the consultation and develop and customized and fit for purpose proposal for your organizations needs.

DELIVER

Working together, we put in place all necessary policies, processes and education to ensure that all employees feel supported if they are on this journey.





impossible

GENDER TRANSITION SUPPORT & SERVICES



INDIVIDUAL

Support

guide

SUPPORTING YOUR GENDER TRANSITION

Your personal journey through gender transition is multifaceted, and your professional life is only one aspect of this exciting yet challenging process. I have learned a great deal from my own journey and the most important lesson has been that there is no single approach to gender transition. Our paths through transition are individual and uniquely ours. With this in mind, I am passionate to offer you personalized, compassionate, knowledgeable and consistent support with each step you take.

This support can include collaborating closely with you on the formulation of personalized communication plans, establishing organization-specific education strategies, and developing processes and supports which are authentic to you and your organization. After your transition, interactions within your workplace can be overwhelming. I will help absorb the demands of workplace education, human resource mediation, and help with any questions or challenges that may arise throughout the process, even after your transition has taken place.

I know that your transition is a gradual process that does not happen in a single day. You will require time to find your feet and adapt to your authentic life. For this reason, I will remain engaged and available for support following your transition day. It is my hope that in doing this you will have the security, safety and support you need to place your feet on solid ground as your new and amazingly authentic self.

An authentic life requires courage every single day and the gift we get in exchange is genuine comfort and happiness. It can be easier to take courage with a friendly face by your side! Every step of the way, I bring the experience needed to understand that your challenges are unique and require unique solutions from a compassionate and understanding ally.

~ Kiersten





BEGINNING: GROUNDING YOUR JOURNEY

(1.5 to 2 hours)

Everybody's transition experience is unique and deserves individualized support and dedication. In this first session, I work passionately to understand your current circumstances, existing supports, any present or anticipated challenges and, most importantly, your vision for your transition experience. We will also start the conversation to discuss an initial framework for building a communication plan that is authentic for you.

PLANNING: PLOTTING YOUR PATH

(1.5 to 2 hours)

A detailed communication plan ensures the gender transition process evolves smoothly while also helping provide a sense of control and comfort that your goals will remain confidential until you are ready. In this session, I will work with you to develop an authentic communication plan that is also sensitive to any relevant organizational factors. We will methodically work through your preferred order of disclosures (i.e. HR, Leaders, Colleagues, etc.) and build an influence diagram to ensure that all aspects of your professional network are covered to mitigate any possible surprises.



EDUCATING: CULTIVATING UNDERSTANDING

(1.5 to 2 hours)

You are the expert on the culture of the organization you work for! Therefore, as we embark on planning educational materials and information sessions for your leaders, colleagues and stakeholders, you are always in the driver's seat. Drawing from a wealth of experience, education and training material, I will work with you to establish the best approach and training material for your organization. This ensures that you are wholly engaged and comfortable with the information that will be shared with your colleagues.





THE EVE OF YOUR ANNOUNCEMENT

(1.0 - 1.5 hours)

From experience, I know that no matter how much planning you do, the day before your disclosure day can be a consuming mixture of excitement and nervousness! With an approach of understanding and compassion, this session is about you. I use this time to check-in and ensure you are fully supported in the hours leading up to your disclosure. I will be available to review or rehearse communication plans, answer questions and support any worries you may have.

ANNOUNCEMENT DAY: YOUR BIG STEP

(TBD)

After all the planning, your announcement day of transition is exciting, freeing and full of emotion. Regardless of how you have decided to share your exciting news, I will be dedicated to supporting you throughout the day and ensuring that you have assistance available for any help you may need. This support can include being available in person with you or through any other means which are most comfortable for you.



ONE WEEK IN

(1.5 to 2 hours)

The first-week post-announcement is full of changes, conversations, and teachable moments for individuals in both your professional and personal network. It can be empowering and exhausting all at once!

Our first-week check-in session is dedicated to giving you space to take a breath and talk about the successes, uncertainties, and challenges that may have surfaced. I will work to ensure that you remain supported while you get grounded as your authentic self.



ONE MONTH IN

(1.5 Hours)

Transition is not a day; it is a journey and it can take some time to settle into your beautifully authentic life. This session is dedicated to talking about your first month and the successes, challenges, and any concerns regarding the support within your organization. Additionally, I will use this time to share any feedback I have for trans-inclusion within your organization and we will jointly agree on what will be provided.



Begin

FOR INDIVIDUALS

CONTACT

info@terrafirmatransition.ca

MEET

A free one-hour consultation helps us understand better where you are at in your process. From the first meeting, our goal is to ensure that you are entirely supported, and in control, as you move forward.

ILLUMINATE THE PATH

Terra Firma will reach out to your employer and, while respecting your anonymity, provide the organization with a plan to prepare for your transition. This guidance will include policy, process and education recommendations.

PLAN

Terra Firma works with the organization to put in place the necessary protections and education. We work with you to develop an individualized communication and transition plan.

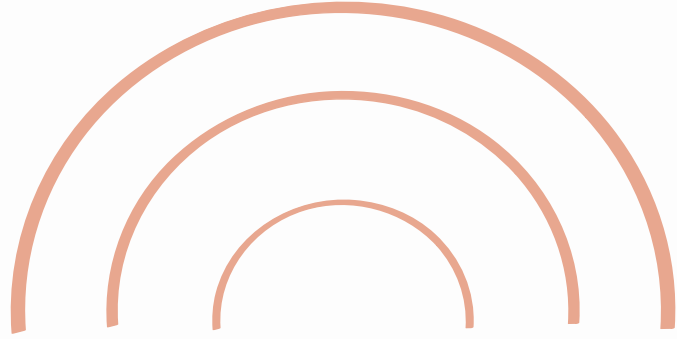
DELIVER

We are committed to supporting and being with you every step of the way. We are there to ensure that your transition experience is grounded and, at no point, you ever feel alone.





TRAINING OPPORTUNITIES



TERRA FIRMA
TRANSITION CONSULTING



Cultivate
Understanding



SEMINAR DESCRIPTIONS

○ EQUITY, DIVERSITY, AND INCLUSION BASICS

Diversity, inclusion and equity in corporate settings represent both the most significant opportunity and the biggest challenge for many organizations. This session intends to inform participants of the significance of intersectionality, privilege, unconscious bias, in-group/out-group psychology and equity compared to equality, to name a few. Empowered with this knowledge, employees will leave the session better able to recognize, address and be an ally to remove systemic barriers for others in their corporate settings and communities.

 All Employees  180 minutes



○ INCLUSIVE LEADERSHIP

A vital element of creating meaningful and sustainable organizational shifts in equity, diversity and inclusion is ensuring that leaders are knowledgeable, engaged, and empowered to demonstrate inclusive approaches and behaviours in their roles. This session aims to guide leaders to understand what culturally responsive and inclusive leadership means, develop practical skillsets to enhance inclusive leadership competencies, and provide the language and confidence to facilitate conversations around equity, accessibility, and inclusion.

 Leaders  180 minutes

○ REDUCING IMPLICIT AND EXPLICIT BIAS IN RECRUITMENT

A foundational element of building an inclusive and equitable organization is to ensure that the recruitment process free of implicit and explicit bias. This session aims to support the recruitment team in first identifying their own biases and provides a deepened understanding of how their own social identity can impact their decision-making. The session will conclude by discussing specific and tangible strategies, including developing inclusive role descriptions, skill-based interview approaches, understanding the value of diverse interview panels, and learning tools to encourage accountability and bias identification amongst the review team.



 All Employees  120 minutes



SEMINAR DESCRIPTIONS



○ GENDER DIVERSITY BASICS WORKSHOP

This session aims to empower organizations to create more inclusive teams and companies by establishing awareness and sensitivity to the diversity in gender identities and gender expressions. Using a combination of community resources, current research and lived experience, participants will begin to understand the challenges of the gender diverse community in corporate settings while also building vocabulary and skillsets to equip them to be impactful allies within their organization and community.

 All Employees  90 minutes

○ FACILITATING AN EMPLOYEE GENDER TRANSITION

Gender transition in the workplace can be intimidating, nerve-racking and full of uncertainty for the individual. Additionally, for most Human Resource Professionals, it is a very new process to facilitate and support. This session provides the knowledge, tools and language empowering Human Resource Professionals to be inclusive and supportive allies to transitioning employees while ensuring that the organization is compliant with current legislation and best practices.

 Human Resource Professionals  90 minutes

○ LEADERSHIP AND GENDER TRANSITION

Leading your team through an employee's gender transition presents an incredible opportunity to build trust and camaraderie within your organization. However, the intersection of different personalities, beliefs and opinions can also create anxiety and apprehension for leaders at all levels. This session helps leaders build tangible skillsets to recognize and eliminate microaggressions, uncover and inform unconscious bias and establish comfort in leading with inclusive and affirming language.

 Board and Leadership Teams  180 minutes



KEYNOTE TALKS

○ KEYNOTE TALK - UNGUARDED AUTHENTICITY

The most valuable lesson that I uncovered through my gender transition was that my decades of personal struggle were never about being transgender, but rather, it had always been about being human. This epiphany helped me recognize a fundamental bond between us all: at our core, we share a need for self-actualization. We are all in a transition towards a more authentic version of ourselves. In this talk, I vulnerably share my family's story hoping that it helps humanize the transgender experience and leads to more acceptance and inclusion of gender-diverse employees. In addition, I hope that it inspires every person to seek their authentic selves with courage and vulnerability and celebrate those around them who are doing the same.



All Employees



90 minutes

○ HOW TO PROACTIVELY REMOVE BARRIERS AND CREATE ACCEPTANCE FOR GENDER TRANSITION IN THE WORKPLACE

Gender transition in the workplace is intimidating for both the individual and the company. For many organizations, this is an unfamiliar and uncomfortable terrain. For transitioning individuals, it can seem like an impossible mountain to climb with little guarantee of a positive outcome. Using two decades of corporate and leadership expertise, my lived gender transition experience in the corporate setting, a grounding in psychology and insights from working on trans-inclusion with various organizations, this session aims to empower companies with the perspective, knowledge and tools they need to begin removing systemic barriers for gender diverse individuals and illuminate a path that encourages an inclusive and authentic career for all employees.



All Employees



90 minutes

○ CANADIAN 2SLGBTQ+ PRIDE HISTORY

When we think of Pride History, Canadians often think of the historical Pride Movements in the United States. However, Canada has its own pride history, which is not discussed as often but is essential for us to understand to take meaningful steps in our collective journey towards being active allies for the 2SLGBTQ+ community. In this talk, we will learn about the timeline of Pride History in Canada, including the tragedies, the successes, and the people who helped us get to where we are today. Additionally, it will provide insight into the timeline of human rights gains and progress for 2SLGBTQ+ Canadians while acknowledging and highlighting where work still needs to be done. It is my hope that this knowledge, awareness, and perspective generates increased engagement



All Employees



90 minutes



Testimonials

DIVERSITY AND INCLUSION EDUCATION

"Kiersten provided an informative, engaging and emotional session for the most senior leaders of our organization. She was candid, open and transparent about how we all have the capacity to support others, regardless of gender or sexual orientation. It was the most engaging diversity and inclusion session we hosted all year; we can't wait to welcome her back to our organization."

Morgan Craig-Broadwith
*Talent Strategy Specialist - Diversity
and Inclusion
Cenovus*

"More than anything, what Kiersten did is begin a conversation that we needed to have, and she did it with compassion and understanding. If you are looking to inspire your team on a journey of inclusion, I cannot more highly recommend Kiersten to set you on that path"

Gillian Rowinski
*People Services Manager and
Diversity & Inclusion Lead
Long View Systems*

"There are a million things I loved about your time with us but there is one that stands out especially. I really appreciate the compassion that you bring into the conversation. The safety you created was incredible. It is so helpful for calling folks into supportive relationships rather than shutting them out. In so doing, you give time for the journey – again such a compassionate stance. You have a superpower!"

Michele Moon
*Team Lead, Wellbeing and Worklife -
Staff Wellness
University of Calgary*





TERRA FIRMA

TRANSITION CONSULTING



CONTACT US

(403) 874-1134

info@terrafirmatransition.ca

www.terrafirmatransition.com