



# JESS PETTITT'S VIRTUAL WORKSHOPS + WEBINARS

## VISIONARY

A decade ago, Jess foresaw how technology would soon be moving workshops and trainings online, so she developed a 3–5-part series that would guide participants through her signature process of self-reflection and personal responsibility virtually. She started with organizations that had a third, swing, and/or night shift and realized that asynchronous learning was imperative for all organizations.

Then came 2020.

## AHEAD OF THE CURVE SO YOU CAN BE AHEAD OF THE GAME

When COVID arrived, Jess was one of the few speakers and educators prepared to offer webinars and virtual workshops that provided structured, reliable training (and the occasional marzipan recipe) for organizations that were otherwise reeling from stay-at-home orders. Now, Jess is pleased to offer you this tried-and-true series that has led more than 20,000 participants and their companies into their best organizational culture ever.

## TAILORED TO YOUR NEEDS

Typically, the series rolls out simultaneously with additional consulting work or as a way to keep the learning going following a conference as aftercare. The webinar series can also be a great way to build momentum and buzz for upcoming events or DEI initiatives—which everyone's excited about, riiiiiiiiight?

The series rolls out with two **foundational workshops**:

- "Diversity & Social Justice: A Starting Place" and
- "Unconscious Bias: Perceptions of Self and Others."

Then, there is an opportunity for a **wild-card session\*** of your choice that does a deep dive into one topic while also giving participants an opportunity to practice the skills learned thus far.

The series wraps with the **closing session** "Working Across Difference: Making Better Connections," which reinforces Jess's main keynote message and seals her reputation as "most hilarious person in the chat."

*\*Wild Card sessions allow for a breather and create a practice space where participants can apply what has been learned to specific issues and identities. You can choose one or more wild-card sessions from the list provided and before your series concludes.*

Please find descriptions for all workshops below and have fun creating what is sure to be one of the most self-reflective, rewarding, and healing experiences your organization has ever gone through. Together.



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## DIVERSITY & SOCIAL JUSTICE: A STARTING PLACE

### Learning Outcomes

- Recognize difference and engagement habits;
- Grow from personal reflection and embrace new experiences;
- Feel safe and prepared;
- Identify Conscious and Unconscious Bias, both positive and negative;
- Learn the basics of Recruitment, Retention, and Fit; and
- Understand the importance of Curiosity, Generosity, Authenticity, and Vulnerability.

### Description

Unlike other online diversity trainings bogged down with history and theory (and oftentimes the educator's personal agenda), this course introduces concepts that participants can apply to their own lives immediately.

Regardless of participants' identities and lived experiences, an understanding of how we coexist, interact, and impact one another is imperative to build better teams, better connections, and deeper relationships.

Spend an hour reflecting on how you fit into the conversation of Diversity. The foundation of social justice work is understanding the intersection of our own unique biases, perceptions, and expectations of entitlement. Our experiences, choices, and impact—both intentional and unintentional—matter. This is the starting place.

## UNCONSCIOUS BIAS: PERCEPTIONS OF SELF AND OTHERS

### Learning Outcomes

- Identify difference through self-reflection activities;
- Recognize the role of positive bias in our Conscious and Unconscious Bias;
- Recognize the role of negative bias in our Conscious and Unconscious Bias; and
- Pay attention to our own habits and beliefs and reinforce or edit them to align with our own personal values.

### Description

Have you ever experienced an optical illusion where you don't initially see all of the options? Was the dress blue with gold stripes? Were you team Laurel or Yanny? Can you see the rabbit and the duck?

Our lived experiences are the tools we use to interpret the world around us. This is why we may assume there is a monster in the garage during our first earthquake—we literally don't have the experience to pull from to understand what is happening. We believe what we know, whether we realize it or not.

Take some time to notice how you perceive yourself and others. The role of perception is directly linked to all that we are (and are not!) conscious of. We must become aware of our habits to open up to something outside our own experience.



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## WORKING ACROSS DIFFERENCE: MAKING BETTER CONNECTIONS

### Learning Outcomes

- To recognize that cultural and social differences exist;
- To function better in a diverse workplace, using a few tips to clarify cultural differences;
- To open ourselves to an understanding of, and respect for, each other;
- To address forbidden or contentious topics; and
- To develop skills to significantly and powerfully change the culture around difficult topics and see others as differently right—and do it all for free!

### Description

We communicate across difference, in passing or on purpose. And while we “know” our coworkers, we often struggle to understand the cultural nuances that come with working with people of different cultural backgrounds, religions, languages, sexual orientations, gender expressions, socioeconomic variety, and more. We may be well-intentioned when we enter or step back from a conversation yet still slight, offend, or outright insult someone. We know better, but how can we do better?

The way forward is to make sure everyone understands what is required to work with people who are not the same as you. Spoiler alert—it's not about them—it's all about you!

**Jess was one of the speakers at the MRA's Diversity Equity & Inclusion Conference this week. (...) If you're looking for a good-hearted speaker, find where she is! You will be rolling on the floor within the first 10 minutes.**

—Shelby Boldt  
Human Resources Coordinator at Forward Service Corporation and ABR Employment Services

**Jess presented at our annual, virtual Diversity, Equity, and Inclusion conference and was AMAZING! She was funny, relatable, and insightful! Our attendees LOVED her. The chat was active the entire time, and many attendees said they couldn't wait to go back and watch the recording again. Jess' keynote was the perfect way to wrap up our conference! Thank you, Jess!**

—Courtney Lamers  
Senior Manager, Member Engagement, & Executive Director

**Jess is a force for good in the world. She brings a wonderful mix of critical thinking skills and a quick wit to everything that crosses her path. She is also a wonderful facilitator of difficult meetings dealing with sensitive subjects.**

—Karl Ahlrichs  
Senior Consultant at Gregory & Appel | Speaker, Facilitator and virtual presenter on Human Resources, Ethics and LEAN.

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## CHOOSE ONE OR MORE TO COMPLETE YOUR SERIES!

### **GENDER THIS!**

#### **Learning Outcomes**

- To define sexual identity, gender identity, and sex
- To recognize the difference between sex, sexual identity, and gender identity
- To describe how sexism and heterosexism are perpetuated by the conflation of sexual identity, gender identity, and sex

#### **Description**

Sex, gender, and sexual orientation become conflated, and these misunderstandings are related to sexism, heterosexism, and other forms of oppression. This course contains the clearest model ever. Making changes starts here!

### **JUST RESCUE**

#### **Learning Outcomes**

- To recognize and challenge three stereotypes or assumptions we may hold about others
- To identify default decision-making processes as they relate to logical, relational, creative, and emotional connection
- To name one to three intersecting visible/invisible identities

#### **Description**

Who has the power to choose who lives or dies? Who writes the moral code we live by? Who "unwrites" this code? Even with limited information, we are socialized to make quick decisions about other people. This directly relates to how we work with, talk to, and support our colleagues. After examining "back stories" and assumptions, participants will learn the positives (yes, positives) and negatives of stereotypes. Participants will leave with the tools and knowledge to make informed decisions about how they see and respond to others in the future.

### **STICKS AND STONES: LGBT 101**

#### **Learning Outcomes**

- To articulate participants' own stereotypes and assumptions about, and derogatory terms for, Lesbian, Gay, Bisexual, Trans, and Heterosexual people
- To identify others' stereotypes and assumptions about, and derogatory terms for, Lesbian, Gay, Bisexual, Trans, and Heterosexual people
- To recognize the U.S.'s cultural attachment to binaries when examining sexual and gender identities



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### Description

What better way to learn about sexual identities than to list out social norms, stereotypes, media images, rumors, jokes, and slang! By comparing the themes of the messages we've received and the terms we've learned for different groups, we can have a much deeper conversation about class, race, educational access, citizenship, ability assumptions, and more. By understanding our language, we can hold ourselves accountable to build an inclusive environment for all. This is a safe space for any and all kinds of interactive discussions regarding Lesbian, Gay, Bisexual, Transgender, and Heterosexual identities.

### MESSAGES I LEARNED

*In this workshop, participants will do a deep dive into the topic of your choice:*

- Religion/politics
- Race/Racism
- Sexual identity/orientation
- Disability and accessibility
- Woman Cissexism Femininity
- Mental Health and Marginalized Communities
- Coping with the Unknown

### Learning Outcomes

- Identify messages you learned about one key identity that made you who you are;
- Identify messages you learned about at least two groups you are not a member of;
- Identify an event where you actively or passively supported oppression (this won't be scary—Jess has got you!);
- Connect the functions of internalized and externalized oppression with your own identities and experiences; and
- Participate in an authentic conversation regarding emotions, anxieties, and the realities of doing social-justice work.

### Description

Doing Ally/Advocacy work is a simple concept, but it ain't easy. While moving forward, we must also trace where we have come from and what we have learned. This workshop is primarily a silent self-reflection journey through one's past to better inform our futures.

Jess will give you and your participants specific prompts and a countdown clock for you to make notes, draw pictures, and/or reflect on the messages you have learned about our topic. You will not share this information with anyone at any point during this program.

This isn't an art contest—more of an opportunity for you to have a conversation with yourself about who and how you have become who you are today. We are responsible for the Messages We Learn as well as those that we teach. It is also our responsibility to keep learning, unlearning, and relearning so that we can be the best teachers we can be for others.

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## THAT'S NOT FUNNY! OR IS IT? — CULTURAL MISAPPROPRIATION

### Learning Outcomes

- Fully grasp First Amendment rights and what is protected speech;
- Understand the role community standards play in our legal rights;
- Learn how to be clear in your intention and proportional response; and
- (Re)Claim responsibility for the impact your choices have on your community.

### Description

To be truly socially just, do you have to eradicate humor? Jess doesn't think so! Let a trained professional and former NYC stand-up comic explain how humor works and how it offends other people. Cultural appropriation, stereotypes, and harmful attempts at humor are not required to have a successful event. How can we plan better, intervene when something isn't right, and take responsibility for harm in our communities? If we think before we joke—we can still joke.

## KNOWING WHAT YOU DON'T KNOW: MEDICAL MICROAGGRESSIONS

### Learning Outcomes

- Participate safely and securely in a conversation about the unknown;
- Understand the difference between social justice and diversity;
- Review real-life stories and share, and reflect on, personal experiences; and
- Learn how to listen and leave some wiggle room in difficult conversations with others.

### Description

Working within your community serving patients and providing access to healthcare is incredibly important work. To best do this work, we need to know who we are, what we bring to the table, what's in our lived experience, and what isn't part of our experience. Step One is asking the right questions of ourselves. Step Two is listening to others. Join in for a lively conversation to uncover what we don't know so that our communication fosters—rather than blocks—the relationships that lead to faster healing and recovery.

## BEING A BETTER ALLY TO ALL

### Learning Outcomes

- Improve listening skills during difficult conversations or conflict;
- Ask better questions through your Conscious and Unconscious Bias; and
- Take responsibility for who and how you show up in relationships with key stakeholders, leaders, colleagues, and others.

### Description

Every organization has a group of stakeholders, staff, and volunteers who must foster effective communication through conflict, change, and crisis. With increased comfort and confidence, you can be prepared to hold and encourage others to have the challenging conversations that lead to better collaboration and teamwork. Developing a culture based on listening, speaking up, and taking responsibility builds teams that cooperate for the short- and long-term.

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LOOK AT YOU!  
YOU'VE READ ALL THE  
DESCRIPTIONS.  
NOW, LET'S PLAN YOUR EVENT!



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