



MODASE INC

DIVERSITY, EQUITY, INCLUSION
WORKSHOPS



MODASE INC.

ABOUT US



DAVEN SEEBARRAN

FOUNDER- FACILITATOR- COACH

Daven Seebarran is a dynamic leader in the realm of Diversity, Equity, and Inclusion (DEI), wielding a wealth of expertise and a passionate commitment to fostering inclusive environments. As the CEO of MODASE Inc., a pioneering consulting and DEI education firm, Daven spearheads initiatives that transform organizational cultures. Under his guidance, MODASE has become a beacon of progressive strategies, empowering businesses to embrace diversity as a cornerstone of success.

Daven's impact extends beyond corporate spheres. His role as the manager of the Halton Diversity Equity Roundtable showcases his dedication to community empowerment, where he tirelessly works to amplify the capabilities of local service organizations. Through collaborative efforts, he champions initiatives that bridge gaps, ensuring equitable access to opportunities for all.

A trailblazer in innovative approaches to inclusion, Daven stands as the visionary founder of Drag Academy, a groundbreaking initiative that utilizes an anti-oppression lens to promote diversity and empower individuals within the LGBTQ+ community. Through Drag Academy, he fosters spaces where authenticity thrives, celebrating the rich tapestry of identities.

His commitment to effecting change at a systemic level is further underscored by his pivotal role as an inaugural member of Mayor Bonnie Crombie's Diversity and Inclusion Advisory Council from 2016 to 2019. Serving as a key voice in shaping policies and initiatives, Daven's contributions have left an indelible mark on the landscape of inclusive governance within the region.

With a profound understanding of the intricate facets of DEI, coupled with a resolute vision for a more equitable world, Daven Seebarran continues to lead, inspire, and drive transformative change across sectors, fostering environments where every individual feels seen, heard, and valued.

MODASE INC.

WHY DEI?

In recent years, diversity, equity, and inclusion (DEI) have become increasingly important in the workplace. A key aspect of DEI is understanding and supporting the 2SLGBTQ+ community. This community faces unique challenges and barriers that can impact their ability to participate in the workplace fully. That's why businesses need to prioritize 2SLGBTQ+ DEI training.

DEI training can help businesses create a more inclusive workplace culture where everyone feels valued and supported. By providing training on 2SLGBTQ+ issues, businesses can help their employees understand the unique challenges faced by 2SLGBTQ+ people and learn how to be better allies. This can lead to a more positive work environment, better employee retention, and improved business performance.

DEI MICRO-CREDENTIAL

Duration: 90 Minutes for 5 weeks

Participants: up to 15 participants

Staffing: 1 facilitator

Fee: Starting at \$7500

Our Micro-credential program is a specialized and adaptable learning experience centred around diversity, equity, and inclusion. This program provides participants with flexible learning opportunities to enhance their understanding and expertise in these critical areas. Over five weeks, participants engage in targeted modules designed to build their skills and competencies, allowing them to apply inclusive practices effectively. Upon successful completion, participants receive a certificate, showcasing their commitment to fostering diverse and inclusive environments.



Session 1

DEI FUNDAMENTALS

Session 1, DEI Fundamentals, is a concise and interactive session designed to establish the groundwork for your Diversity, Equity, and Inclusion journey. Gain insight into foundational terminology, key concepts, and essential principles to foster a more inclusive and diverse environment."

Session 2

DRAG & GENDER

In Session 2 participants will delve into the fascinating world of Drag & Gender, exploring the intricate intersections between drag performance and gender identity. Through engaging discussions and activities, participants will gain a deeper understanding of identity, intersectionality, and the foundational knowledge needed to embark on our DEI journey.





Session 3

BIAS & MICROAGGRESSIONS

Session 3 of the program will address the important topic of 2SLGBTQ+ Microaggressions. Participants will learn about the various microaggressions faced by the 2SLGBTQ+ community and how to recognize and combat them effectively. Through open dialogue, education, and empathy-building exercises, participants will develop the skills to create more inclusive and respectful environments for all.

Session 4

FINDING AUTHENTICITY

Authenticity is the cornerstone of building a unique and impactful leadership style. In today's complex and rapidly changing world, genuine leaders who stay true to their values and principles are the ones who inspire and create lasting change. At this workshop, we will delve deep into the significance of authenticity in leadership and explore practical strategies to help you uncover your true self as a leader. Through interactive discussions and exercises, we will guide you on a journey towards embracing your authentic leadership. Join us in this transformative experience as we empower you to lead authentically, driving positive change within your organizations and communities.

Session 5

THE ART OF ALLYSHIP

In the final session, 'The Art of Allyship' workshop, we explore the depth of power, privilege, and the vital role of allies. Gain a deeper understanding of the core competencies needed to be an effective ally for the 2SLGBTQ+ community. This session focuses on developing the necessary skills and knowledge to support and advocate inclusivity.



INCLUSIVE WORKPLACES

Duration: 3 x 90 minutes | 1/2 Day

Participants: up to 30 participants

Staffing: 2 facilitator

Fee: Starting at \$3,500

Workplace inclusion is vital for LGBTQ+ individuals to thrive authentically. Creating an environment where everyone feels respected and valued, irrespective of their sexual orientation or gender identity, fosters a sense of belonging. It enhances morale, productivity, and innovation by allowing individuals to bring their whole selves to work without fear of discrimination. Inclusive workplaces not only attract diverse talent but also demonstrate a commitment to equity and equality, resulting in a more vibrant, supportive, and ultimately successful organization.

2SLGBTQ+ WORKPLACE INCLUSION

"This comprehensive workshop on 2SLGBTQ+ Workplace Inclusion is designed to provide foundational insights into 2SLGBTQ+ identities. Delve into discussions on workplace biases, microaggressions, and their impact. Gain valuable tips and strategies to foster a more inclusive environment for 2SLGBTQ+ employees. Together, let's explore actionable steps towards creating workplaces where everyone feels respected, valued, and empowered to thrive authentically.

TRANS INCLUSION

Our Trans Inclusion Workshop is a transformative session aimed at fostering a deeper understanding of trans identities and creating more inclusive workplaces for trans and gender-diverse employees. Led by a knowledgeable facilitator with lived experiences, this workshop provides crucial insights into supporting gender-diverse staff. Explore the nuances of trans and non-binary identities, uncover barriers hindering workplace inclusion, and gain practical guidance on using respectful language.

2-SPIRIT INCLUSION

Our '2-Spirit Inclusion' workshop, meticulously crafted to provide an in-depth understanding of 2-Spirit identity. Led by an indigenous facilitator with lived experience, this session offers valuable insights into supporting indigenous staff while addressing barriers to workplace inclusion for 2-Spirit and indigenous communities. Gain practical tips and a nuanced understanding to create a more inclusive environment. Join us in honoring diversity and fostering workplaces that celebrate and empower indigenous voices.

INCLUSIVE DESIGN

Duration: 3-weeks at 90- minutes | 1/2 Day

Format: Virtual; In-Person available

Facilitator: DEI expert

Starting at: \$3,500

The Inclusive Design Program has a clear mission: to empower program designers and implementers with the necessary knowledge, skills, and resources to establish inclusive and equitable learning environments. By fostering cultural competence, addressing bias and discrimination, and promoting inclusivity, the program aims to enhance the overall educational experience for every student or community participant.

The program's components are designed to achieve these objectives comprehensively:

Week 1: Awareness & Understanding Inclusive Design

Module 1: Awareness and Self-Reflection

The program introduces participants to diversity, equity, and inclusion, emphasizing their crucial role in program design and implementation. Through self-reflection, participants are encouraged to explore their own identities, biases, and privileges. This process of self-awareness and empathy helps them better understand the experiences of communities from diverse backgrounds.

Module 2: Cultural Competence and Understanding

Participants are given opportunities to explore and understand their communities' various cultures, religions, languages, and traditions. Discussions and workshops are facilitated to develop cultural competence and sensitivity. Additionally, participants are provided with resources, including books, films, and guest speakers, to broaden perspectives and challenge stereotypes.

Week 2: Awareness & Understanding Inclusive Design

Module 3: Implicit Bias Awareness and Mitigation

Recognizing the impact of implicit biases on community members' experiences and outcomes, the program educates program designers and implementers about these biases. Training sessions help program designers and implementers identify and mitigate biases in their practices, program design, and program implementation. Evidence-based strategies and tools are emphasized to reduce bias in community programming.



Module 4: Inclusive Design

The program promotes integrating diverse perspectives, histories, and contributions across program design. It guides inclusive design strategies to address the community's needs, including those with disabilities, English language learners, and people from equity-seeking communities. Creating safe spaces for discussions, validating experiences, and actively engaging the community in the program planning process are encouraged.

Week 3: Building Community Engagement

Collaboration between organizations and community members is encouraged to foster a more inclusive ecosystem. We will discuss ways to build community and engage with equity-seeking communities, such as events, workshops, and forums to promote stakeholder dialogue and understanding.

The program emphasizes the importance of actively involving students in creating an inclusive learning environment where their voices are heard, valued, and respected. Participants will learn tips on how to engage the community actively.



MODASE INC. & DRAG ACADEMY

PRIDE PANEL

Our Pride Diversity Panel showcases leading figures from the drag industry, including stars from shows like RuPaul's Drag Race, Call Me Mother, and Camp Wannakiki. These panellists share their invaluable perspectives on workplace diversity, equity, and inclusion. Their firsthand encounters with the challenges and victories within a marginalized industry offer a unique lens through which to explore DEI issues, especially concerning the 2SLGBTQ+ community. Emphasizing the power of storytelling, the panelists weave personal narratives that foster empathy, dismantling barriers, and fostering connections between individuals. Their ability to engage and deliver impactful messages makes this panel a compelling platform for DEI discussions.

Duration: 90 Minutes

Participants: up to 100

Staffing: 3 Drag artist, 1 facilitator


Fee: Starting at \$2500

THANK YOU!



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