

**“DR. LAURAN STAR IS simply put,  
BRILLIANT!”**

A true conference partner, Dr. Star engages both on and off the mainstage with the audience. On stage, she challenged our current ideation of DE&I in the workplace, then provided the evidence that had us all re-thinking what we knew and where to focus.

**DR. STAR IS A MUST HAVE AT YOUR  
NEXT D&I CONFERENCE.”**

- Chicago's Women Engineering Summit



**Forbes Women**

The  
Huffington  
Post

**n p r**

## About Dr. Lauran Star

### **Inclusion & Diversity Strategist, Psychologist & Author**

Dr. Lauran Star's known for transforming leadership and organizational culture, by pushing the edge of status quo to achieve greater employee engagement, culture, inclusion, and diversity. Being the first Inclusion & Diversity Psychologist in the United States, Dr. Star's focus is Evidence Based Inclusion, Diversity & Equality (ID&E).

As a Senior HR leader with 20+ years of success driving high performing organizational cultures and employees, Dr. Star is raising the ID&E bar while driving measurable change within organizations through data-driven strategies. Known for uncovering blind spots to achieve optimal performance and enhanced retention, she dives in where others tread lightly yet is insightful, warm, and approachable.

Her own affinities go beyond being a woman, as she is veteran of the United States Armed Forces, serving in Desert Storm, has a learning disability and was raised in a multicultural family. Prior to her corporate life she performed on and off Broadway.

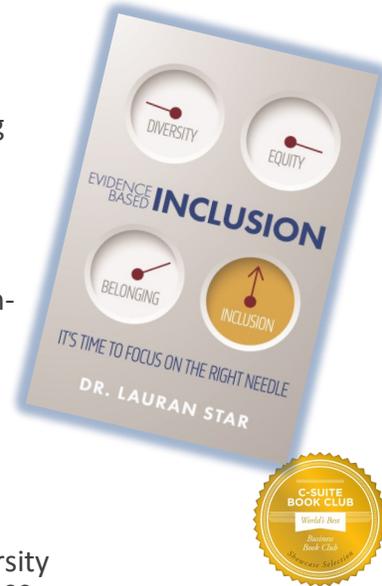
Dr. Star holds a Ph.D. in Industrial Organizational Psychology specializing in Inclusion, Diversity & Equity. A bestselling author and well-known media expert, her thought leadership touches many. She is an extinguished researcher and practitioner in the field of inclusion, diversity & equality.

***Dr. Star is your partner throughout the conference and after,  
ensuring conference attendance and retention..***

**Watch Dr. Star in Action**

**Book Lauran Star for your next event.**

**Contact her Today**



**Refreshing, Authentic,  
Approachable!**

Dr. Star's focus on inclusion, diversity, and equality is a must for any conference. Engaging, based on real world evidence, Dr. Star provides a new lens for the workplace!

As a closing Keynote, over 99% (3989) of our attendees stayed till the very end to hear her and they were not disappointed.

**Her reviews were off the chart.**

**Brenda Hodgson**

IDIC Diversity & Inclusion Conference



**Contact Dr. Star Today**  
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**DR. LAURAN STAR DOES  
INCLUSION & DIVERSITY LIKE NO OTHER!**

Dr. Star is witty and respectful while sharing the misshapes and errors seen in this field. Dr. Star's business mindset for inclusion and evidence supporting her work, engages and provides strategic solutions for the workplace.

**The STEM Alliance Conference**



## *Dr. Star's Engaging Offerings*

### *Your Keynote Speaker*

**Engaging, authentic and thought-provoking**  
Dr. Star's **award winning keynotes** are uniquely crafted based on your audience and conference goals.

- It's Time to Focus on the RIGHT Needle; Evidence Based Inclusion
- Workplace Intersectionality; A Critical Lens of Inclusion & Diversity
- Neurodiversity; The Competitive Advantage in the Talent Market
- Bridging the Five Generational Gap in the Workplace
- To Be or Not To Be, Equality vs. Equity, Is the Question
- Accessibility; More than Being Disability Friendly

### *Inclusion Workshops*

**Taking your conference to the next level**—Dr. Star's workshops are hands on and engaging. Workshop focuses are on learning then application.

- If You Build Them, They Will Come; Building Your Inclusion Paradigm Framework
- What is Your Talent Brand? Attracting and Retaining Your Talents through DE&I
- Stopping the Blame Game; Moving Beyond Diversity Training
- Employee Resource Groups (ERG's); More Than Networking
- Affinity Specific Workshops (Generations, LGBTQ+, Veteran, Disabilities...)

### *Fireside Chats*

A fireside chat is a personal and interactive discussion involving a moderator and Dr. Lauran Star. The flow is more like a conversation and interview wrapped together, allowing your audience to gain insights into the Dr. Lauran Star's personal stories and thoughts on diverse topics.

**Potential Fireside Questions:**

- Explain your philosophy in I, E & D and where it came from
- How do we measure inclusion within an organization?
- What is meant by speaking power to truth from your lens?
- How and where do we start the inclusion journey?
- Lingering audience questions from her keynote

### **Three words – Strategic, Honest & Real**

Dr. Star's practical background in leadership & strategic D&I, provides a compelling argument of shifting focus to Workplace Inclusion. Her connection with the audience followed her throughout the conference, often you would find her in ongoing thought-provoking conversations with all who wished to learn more.

**AWIS**

**Association of Women In Science**



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# Popular Inclusion Keynotes



## It's Time to Focus on the RIGHT Needle- Evidence Based Inclusion

*Diversity and Inclusion are hot and confusing topics today that often get lumped together; however, they are not the same. Current research demonstrates having an inclusive organizational culture improves workforce diversity, attraction & retention, job satisfaction, innovation, performance, and company profits.*

*Yet it can be quite costly and confusing if the approach is wrong.*

This dynamic and thought-provoking program, Dr. Star will have you shifting your perspective to inclusion rather than focusing on diversity as the driver for organization success and growth. She demonstrates where diversity falls short and the evidence to focus on inclusion within the workplace. Dr. Star removes the confusion around DE&I while exploring the business case, initiatives, and latest exciting research. You will walk away with tools you can put in place the minute you return to the workplace that have a proven return on investment.

***The workplace has been focused on diversity for well over 60 years and there is slight change. Initiatives, training programs, and trends are being created with the focus on diversity; yet the numbers do not lie.***

### Potential Objectives:

- Level set the definitions of Inclusion & Diversity
- Understand and decrease the confusion surrounding workplace Inclusion, Diversity & Equity
- Embrace the business case of Inclusion
- Define your organizational culture lens
- Uncover where and why diversity fell off its path
- Pivot away from diversity as a success driver and focus on inclusion
- Create a toolbox of evidence based inclusion tools
- And more based on your audience needs.

## Workplace Intersectionality- A Critical Lens of Inclusion & Diversity

*Intersectionality is a critical lens to advance workplace inclusion and diversity. It is the missing piece practitioners and organizations need to drive a successful workplace. Yet, according to The World Economic Forum organizations often do not apply this lens to detrimental results, including greater wage inequity, hiring discrimination, lack of reach for professional development programs, increased turnover, and harassment for all affinity groups.*

Dr. Star's compelling talk on Intersectionality will have your audience thinking outside the box, seeing DE&I within their own organization with a fresh lens and discovering their own intersectionality. Filled with ah-ha moments, Dr. Star shares the evidence, tools and tips shaping inclusion and diversity through intersectionality. The end results are improved attraction, retention, development, and job satisfaction.

***Intersectionality is a workplace game change in inclusion and diversity.***

### Potential Objectives:

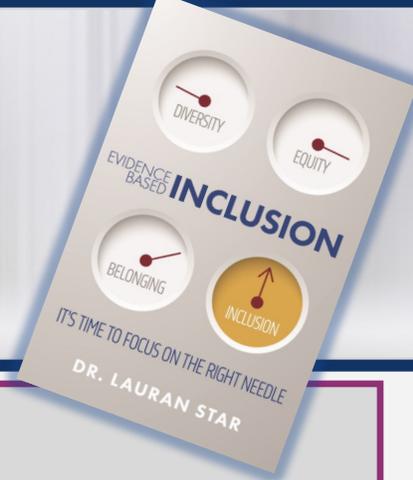
- Level set the definitions of Inclusion, Diversity, Intersectionality, & Privilege
- Understand the role of intersectionality in the workplace
- Understand privilege through the lens of intersectionality – see where your own privilege lies
- Reframe benchmark leadership strength with intersectionality
- Embrace the business case for intersectionality
- And more based on your audience needs.



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# Popular Inclusion Keynotes



## Neurodiversity- The Competitive Advantage in the Talent Market

Today's talent market is roughly 40% neurodiverse and is quickly becoming a target population for organizations striving for inclusion and diversity. Research supports the business cases of hiring neurodiverse employees, as neurodiversity can provide a competitive advantage in today's market. The business case further suggests, a neurodiverse workplace demonstrates an increase in productivity, innovation, culture, and talent retention.

Empowering! Dr. Star will take you on a personal journey of neurodiversity and the workplace. She then goes further demonstrating the business case and employee empowerment through the neurodivergence lens. Neurodiversity within an organization is more than a mindset, as Dr. Star explains the foundation in creating an inclusive culture that supports neurodiversity. You will walk away with a framework for creating neurodiversity at your organization.

A report by [JPMorgan Chase](#) demonstrated professionals in its **Autism at Work** made fewer errors and were 140% more productive than neurotypical employees. **What are you waiting for?**

### Potential Objectives:

- Level set the definitions of Inclusion, Diversity, Neurodiversity, Neurodivergent, Neurotypical, and Neurominority
- Understand the diversity in neurotypical thinking
- Understand what is needed to create a foundation for hiring neurodivergent talent
- Explore hiring and retention tools for this population
- Begin to create a framework to hire and support this talent pool
- And more based on your audience needs.

## To Be or Not To Be – Equality vs. Equity – Is the Question

*Equity vs Equality- the newer factions of Inclusion and Diversity, only adds to the ongoing confusion of DE&I. There are risks to both in the workplace, yet there is extraordinarily little information as to which is best in the workplace or how to implement either. Constructively you cannot have both.*

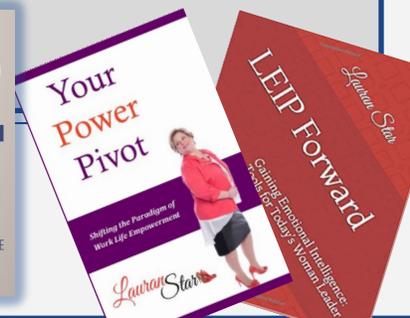
Dr. Star will take your audience on a journey of exploration focused on what organizations genuinely want (equity or equality). There is limited data available as to which fits best or needed in the workplace however many are quick to demand one or the other. She will provide the business case, frameworks, overall risks and how to measure the system of equity compared to equality, allowing you to make your own decision as to which is best. She will also provide tools and tips for building equality within the workplace.

### Potential Objectives:

- Level set the definitions of Inclusion, Diversity, Equality, Equity, Workplace Fairness
- Discuss the gaps in the business case for both
- Understand how Equality, Equity, and Workplace Fairness function within an organization
- Create a list of tools and tips that will have an impact within the workplace
- Understand the risk vs benefits of equity
- And more based on your audience



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## Popular Inclusion Keynotes

### Bridging the Five Generational Gap in the Workplace

*Just when you think the workplace has adjusted to Millennials, Gen Z is now fast approaching. Companies will have five generations working together and it can be a minefield. However, the workplace is NOT an Us versus Them arena.*

*Organizations that can bridge the generations will outperform those who do not.*

Dr. Lauran Star will have you laughing and gaining useful insight as we examine boomers to generation Z; what makes them great, what shaped them, where they struggle and how to effectively engage and communicate. You will come away with a better understanding of what makes each generation tick, commonalities, how-to better coach/mentor, improved communication and foster lasting relationships. PSST— we have more in common than not and it is more than a generation.

**Do not let your generational biases or misunderstanding determine your workplace relationships. Book Dr. Star Today**

#### Potential Objectives:

- Level set the definitions of Inclusion, Diversity & Generations
- Understand each generations uniqueness and commonalities
- Create tools focused on communications – shrinking the divide – that improve both employees and client relationships
- Uncover your generational biases
- A bridge of tools and tips you can begin to implement as soon as you get back to the office
- And more based on your audience needs.

### Accessibility; More than Being Disability Friendly

*According to the Survey of Income and Program Participation (SIPP) approximately 54 million Americans have a disability. Of that number 55.1% are employed, leaving quite a bit of untapped talent unemployed. A critical factor in employing employees with disabilities is **Accessibility**, followed by awareness.*

Dr. Star takes your audience on a dynamic journey level setting what disabilities are and examining struggles employees with disabilities have. She demonstrates potential barriers for advancement, talent retention and the lack of awareness around accessibility in the workplace. Dr. Stars builds your awareness while providing you with a sustainable framework for workplace accessibility. There is an extraordinarily strong business case for hiring individuals with disabilities and that hire will provide you with a competitive edge.

#### Potential Objectives:

- Level set the definitions of Inclusion, Diversity, Disabilities
- Understand gaps in workplace accessibility
- Create a sustainable framework for sustainability
- Understand the business case for hiring individuals with disabilities
- And more based on your audience needs.

**Book Lauran Star for your next event.**

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