



NATIONAL CENTER for  
**YOUTH ISSUES**

6101 Preservation Drive • Chattanooga, TN 37416 • [www.ncyi.org](http://www.ncyi.org)

*Speakers Bureau*



# Lisa Koenecke

SPEAKER AND AUTHOR

As an experienced and energetic Diversity, Equity, and Inclusion (DEI) professional speaker and facilitator, Lisa specializes in counteracting unconscious bias and LGBTQ+ inclusion in business. Her impact is amplified through strengthening each person's allyship. With a demonstrated history of working in secondary education and a passion toward community and social services, she is an expert in counseling, crisis intervention, educational leadership, and program development.

After receiving her Diversity & Inclusion certification from Cornell University, Lisa has also earned her LGBT Business Enterprise Certification from the National LGBT Chamber of Commerce. Being an expert in LGBTQ+ issues has allowed her to present internationally and from coast to coast. Lisa also holds the Inclusion Institute Certified Diversity Practitioner certification (IICDP) and a MS degree in Counseling.

Lisa's speaking style can best be described as dynamic, energetic, and interactive. After 12 years of being a middle school counselor, she is now an adjunct instructor at Lakeland University training the next generation of school counselors.

## A BRIEF LOOK AT LISA'S SESSIONS

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### **3 Ways to Become a Better LGBTQ+ Ally in Business and Life**

How can you help a friend who's nervous about coming out? Or stick up for a fellow employee when homophobia is sneaking its way into the workplace? In this lively, interactive session, we will learn current vocabulary and statistics to make a difference and watch our communities thrive!

- Learn the power of sharing your stories to promote equality
- Discover ways to show your support for the LGBTQ community
- Develop a plan to shape your work culture to be more welcoming and inclusive

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### **Supporting our Transgender & Gender Expansive Community**

Pronouns, restrooms, vocabulary, and the latest laws will all be covered in this informative yet light-hearted presentation. Statistics, stories, and shared experiences will give us a glimpse into the best way to support our TNG and QTBIPOC friends. From flags to symbols we will explore how to SHOW our allyship, SHIFT mindsets and perceptions to SHAPE policies to save lives!

- Learn the correct and most current language and vocabulary
- Walk away with resources for your future learning
- Have FUN & Save Lives!

Contact Robert Rabon at [rrabon@ncyi.org](mailto:rrabon@ncyi.org) or 423.309.4300 to engage Lisa for your event

## Diversity, Equity & Inclusion in the Workplace

We're hearing the terms diversity, equity, and inclusion more and more. What exactly do these terms mean and more importantly, how do they factor into our relationships both at work and at home? During this interactive session, we'll share ideas to develop a better understanding of how our policies and procedures can help or hinder our diversity and inclusion efforts. Attendees will work collaboratively to discover how best to:

- Reduce prejudice
- Manage behavior
- Consider better decision making
- Develop trust

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## Fostering an Inclusive Climate

You've worked hard to develop a strong service culture at your organization. Yet without an inclusive climate, both your consumers and your team may feel like this isn't the right place for them. So how does your climate influence your culture? How do you bridge any gaps in your climate to become more inclusive? And who sets the climate in your organization? Through a series of discussions and activities, participants will:

- Define an inclusive climate
- Understand how microaggressions deter inclusion
- Examine the critical role of leadership in setting your climate
- Explore the dynamics of inclusive climates
- Assess the inclusiveness of your company's climate

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## Counteracting Unconscious Bias

A full thirty-five percent of our business interactions involve an assumption as to whether a consumer would qualify for a product simply by their appearance. In this session, we will define privilege, explore barriers, and dissect a case study to understand how to counteract our unconscious biases. We'll open participants' eyes to:

- Identify the dimensions of diversity that matter most in organizations and why
- Recognize unconscious bias and how it affects the way that people perceive, evaluate, and react to others; and
- Identify interventions that will help override errors in judgment and decision making

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## Engagement in the Workplace

This module will include videos, interviews, and small group activities. Engagement will be highlighted and celebrated. We will explore any data from surveys, interviews, etc. to formulate an engagement plan.

- Make critical distinctions between engagement and satisfaction or commitment
- Assess a work group for evidence of suboptimal engagement
- Choose appropriate strategies for improving engagement within your work group and organization
- Identify ways to take effective actions to improve engagement