

metaclusive

YOU BELONG



ABOUT METACLUSIVE LLC

Employees are your not-so-secret-weapon. They hold your trade secrets and are your most expensive line item. You are fully invested in them. Are you sure they are fully invested in you? Employees bring only the parts of themselves they feel are safe to share into work. If that is anything less than 100%, then your employees are focused on protecting a secret identity. At Metaclusive, we are anti-secret identity. We are about removing every obstacle to your employees bringing their best and whole selves to work. Employees who are fully present are more productive, innovative, happier, and more committed. Make your employees feel represented, valued and accepted and you will move your organization forward. A metaclusive team is like a league of super heroes.

ABOUT TRISTAN HIGGINS

Tristan is a highly trained and practiced speaker. She speaks with humor and sincerity, which allows her to reach audiences of any age, nationality, and profession. Whether you need a keynote or smaller training, Tristan will engage and enlighten your audience with her disarming and approachable style.

TOPICS

Topics can be customized to meet your needs, including all diversity, equity, inclusion and intersectionality topics, for example: race, gender, gender identity, sexual orientation, disability, religion, age, familial status, and veteran status

- **Just How Many Genders Are There?**
 - Get familiarized with the types of gender identities that exist and get comfortable working with people who identify differently than you do
- **Why Diversity is Good For Business**
 - Dollars and cents about diversity, equity, inclusion and intersectionality, and what you have to gain
- **How to Become Metaclusive**
 - Becoming Metaclusive means focusing on belonging which encourages your whole team them to bring their best selves to work
- **Tackling White Privilege**
 - Understanding your privilege is the key to unpacking it and addressing the privilege gap

TESTIMONIAL

"I originally met Tristan when she was suggested to me as a potential speaker for a breakout session for our national conference. Tristan ended up doing such a phenomenal job at the conference that we had overwhelming positive feedback from our attendees, and I knew that we needed to invite her back as a keynote the following year. The following year, Tristan did in fact return as keynote and unsurprisingly, did an excellent job. **She was one of our highest-rated speakers.** Our attendees are sophisticated business leaders and in-house counsel that come from a wide range of industries across the country. They have high expectations. **Tristan has a way of delivering high-level content in a very relatable, novel and engaging way** that is truly special. I won't hesitate to keep enlisting Tristan's help with future programs."

Danielle Moore, Fisher & Phillips LLP



@metaclusive www.linkedin.com/in/tristanehiggins

4010 Sorrento Valley Blvd, Suite 400, SD, CA 92121
858.210.1300 o, 858.244.9723 f
info@metaclusive.com

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“ TRISTAN CREATES SAFE SPACE FOR UNCOMFORTABLE CONVERSATIONS ”

With the gift of levity and the stroke of a smile, Tristan creates safe space for uncomfortable conversations. She utilizes this space in an authentic way that allows her audience to **gain understanding, explore common ground**, and begin a pathway of discussion towards a solution.

- Sarah Moore, Fisher & Phillips LLP

Tristan's input, contributions, and relationships were invaluable to Sony in **building an inclusive environment, not only for LGBTQ employees but for all employees**. She was called on numerous times to present to the community, the business and Sony Corporate Headquarters in Tokyo on development and advancement of women and LGBTQ inclusive environments. I have a deep respect and admiration of the work Tristan has done and the person she is. I feel honored to know her and to have had the opportunity to work with her to make the advancements we have in Inclusion not only at Sony, but in educating and motivating those she has contact with.

- Catherine (Seward) Wozney, Sony Corporation of America

Our organization is grateful for Tristan's expertise on such a timely topic. She is the **consummate professional, with a wealth of information while still being personable and approachable**. We asked Tristan to participate in our national conference and to our excitement she agreed. She impressed our audience with a fascinating training. Highly recommend Metaclusive's trainings and consultation in a corporate setting!

- Alice Hendrix Kral, HudsonMann

I have seen Tristan give presentations to my clients and I have presented with her. She is **funny, insightful, sensitive, and approachable**. She handles discussions about sexuality, gender, religion, disability and race adeptly. I would not hesitate to refer any of my clients looking for diversity, inclusion and equity training and guidance to her.

- Regina Petty, Fisher & Phillips LLP

Tristan has **such an authentic presence** is extremely passionate about change. You can feel it the moment you meet her. She championed the Bring Your Whole Self to Work campaign which spread throughout Sony. I highly recommend you hire Tristan to work with your company to facilitate meaningful change.

- Robin McNatt, Robin McNatt Consulting



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