



To Book Dr. Eddie Pate  
Call 206-251-8270

Speaker Snapshot

*Proud Supporters of Heroes & Heritage*

## Dr. Eddie Pate, Diversity & Inclusion Expert

Professional Keynote Speaker, Corporate Trainer, Consultant & Coach

- *Create a culturally competent, inclusive and highly successful organization.*
- *Develop a clear competitive advantage by engaging and empowering your team.*
- *Increase profitability and productivity with a diversity and inclusion strategy.*

### Employ Diversity & Inclusion Strategies

*"Reach Your Organization's Full Potential"*

**Dr. Eddie Pate** is an expert in diversity, inclusion, accessibility and cultural competence. He is a dynamic and passionate speaker, trainer and consultant who will inspire and propel your team into action allowing you to reach new levels of success through diversity, inclusion, employee engagement and satisfaction.

Dr. Pate's research-based, practical applications approach will provide you with specific solutions for increasing awareness and inclusion. His qualitative and quantitative assessment tools will provide a clear understanding of your organizations current situation. You will be able to develop a customized diversity strategy that will create a culturally competent, inclusive and highly successful organization. He will help you and your team seamlessly build new disciplines and philosophies into your intrinsic business model that will improve your workplace environment creating a clear competitive advantage.

Dr. Pate will help you look at diversity from the broadest sense incorporating varied dimensions including race, gender, thinking and working styles, age, disability, generational differences, communication, military status, cultural, ethnicity, second language and many more. His impactful and relevant training in diversity, cultural competence, organizational design, team building and leadership will help unify your team and drive your organization to new heights.

**Keynote Presentations:** Dr. Pate will develop and present customized, tailored theme specific keynote addresses and speeches that will lead effectively into introductory presentations for meetings, conferences and leadership forums.

**Strategy & Process Integration:** He will assess your current people strategies and help you develop a complimentary diversity and inclusion approach that will integrate seamlessly into your current organizational strategy. Areas of focus can include but are not limited to: human resources, performance reviews, recruiting, retention, organizational pulse, communications and branding integration.

**Leadership Coaching:** Dr. Pate provides a full service leadership coaching service that includes guidance on diversity and inclusion issues, strategy, knowledge acquisition as well as performance coaching.

**Workshops/Training/Seminars:** Pate specializes in diversity, inclusion, team building, leadership and organizational development topics. He develops and facilitates customized workshops, trainings and seminars specific to your needs or work environment.

**Education & Experience:** Dr. Pate has a Ph.D. in Sociology specializing in Comparative Race, Ethnic Relations/Stratification and Social Psychology. Dr. Pate was previously the Director of Diversity and Inclusion for both Starbucks Corporation and Microsoft enacting global diversity initiatives.

#### Specialties:

- Keynote Presentations
- Breakout Sessions
- Training/Seminars
- Workshops/Facilitator
- Executive & Leadership Coaching
- Strategies and Process Integration
- Private Consultation

#### Sample Keynote Speeches:

- Getting Real with Attracting, Developing and Retaining Difference
- The Value of Diversity During Economic Downturns
- Cultivating Innovation

#### Workshops:

- Diversity, Inclusion and Accessibility
- Cultural Competence
- Managing Difference
- Communication & Change
- Team Building

#### Certifications:

- Duns #82-945-2320
- Cage Code: 5YLB1
- NAICS 541612
- MBE & DBE #D3M1021215

#### Recent Clients:

- REI (Recreational Equipment, Inc.)
- SAIF Corporation
- United States Navy- Workforce Development Team
- Port of Seattle
- NCAA
- Seattle Children's Hospital
- Overlake Hospital
- Hire America's Heroes
- YWCA

#### Testimonial:

*"Eddie Pate is highly recommended by me for training, consulting, advising on any matters relating to HR, personnel growth, performance, diversity, leadership development and cultural awareness. He is a strong communicator and speaker and is able to improve the performance, teamwork and effectiveness of large and small teams. He did this for me many times at Microsoft and results were always a stronger, more unified organization with greater potential"*

**-Charles Stevens**

**Former Sr. Vice President, Microsoft**