



## DEI Mission & Vision

We view systemic oppression and all forms of societal fragmentation and separation at their root cause. We see how these roots are also responsible for a myriad of issues modern-day society needlessly faces. Some prime examples are: racism, sexism, prejudice, power-over leadership, political divides, sex trafficking, public shootings, drug addiction, etc.

What do we see at the root level? We see three root causes to these systemic issues:

- **Bias**: That which clouds one's ability or willingness to clearly see "what is".
- **Conditioning**: Conscious or unconscious biased relationships to "what is".
- **Linear-thinking**: Biased and conditioned responses that lend towards single-focused solutions and bar true progress by relying primarily on "what isn't".

Coaches around the world are helping heal systemic issues at the root cause. This is why we chose coaching as the vehicle for the transformational work the world craves. Coaches are raising the bar on success by eliminating bias, helping people release conscious and unconscious conditioning, and disbanding linear thinking by inviting integrative truths that form a bridge to our wholeness individually and collectively.

Our training's emphasis on Integrative Intelligence® is a powerful lens and framework for empowering coaches to address issues at the root cause by inviting a bigger-picture wisdom of interconnected solutions around "what is" and "what could be" to take root. This is true for DEI work, and beyond.

It is our vision that these roots will deliver the most positive fruits for current and future generations.