

INVERSTY™ Solutions

DEVELOPMENT PROGRAMMING

KARITH FOSTER

A NEW WAY TO TALK ~~DIVERSITY~~ INVERSTY™

FOR INSTITUTIONS & ORGANIZATIONS
SERIOUS ABOUT INCLUSION



INIVERSITY™

WHY INIVERSITY™?

To quote the musical Hamilton, "The world's turned upside down." The progress we thought we'd made since the Civil Rights movement of the 60's in the name of unity and togetherness feels for some as though it never took place. For decades now we've been incorporating and relying on traditional Diversity, Equity and Inclusion trainings and courses to be the cure all, but to what avail? Maybe, just maybe we've been doing it wrong. We've been working from the outside in, when what we should be doing is working from the inside out.

THE PHILOSOPHY



Even the word diversity has division as its root. Diversity should be celebrated, but how can it be when it is exclusive and those who don't understand it are shamed for their ignorance. INIVERSITY™ shifts the focus from what separates and divides us to: what we have IN common, How we can be truly INclusive, and most critically- how can we be INTrospective- understanding one's value, worth and connection to humanity. It's from this understanding we then see the value, worth and humanity in others.

THE INTRODUCTION



Iniversity™ Solutions Foundation take the "division" out of traditional DEI programming by offering a truly inclusive way to communicate, learn, and create an environment vital to an organization's success. Karith's INIVERSITY™ model invites all members of her audience to C.A.R.E. so they leave with the enhanced tools of Conscious Empathy, Active Listening, Responsible Reactions and Environmental Awareness.

THE METHODOLOGY



Experiences ("keyshops") designed to cultivate a sincere comprehension of INIVERSITY™ to help navigate this "great awakening." The perfect blend of humor, interactive participation, heartfelt stories and action-able tools fuse to engage audiences while prompting us to think outside of ourselves, consider our views; the environment we consciously and subconsciously create, and how we can all proactively promote lasting positive change.

Karith Foster



Addressing the U.S. Chamber of
Commerce CCC100
Miami, FL

For nearly two decades Karith Foster has taken her passion for entertaining and critical thinking nationwide- from the airwaves to organizations; from universities to corporations creating a seismic shift in mindsets and revolutionizing the way we address issues of diversity and leadership.

She kicked off 2020 as a visiting expert for the Knight-Hennessy Scholars program at Stanford University where she is a 7-time repeat guest lecturer for the Graduate School of Business course "Reputation Management."

The former co-host of controversial radio personality Don Imus and former Fortune 500 human resources executive administrator brings the perfect blend of humor, knowledge and experience when conveying the ever-present need to address diversity, inclusion and effective communication. Karith leaves her audiences feeling engaged, connected, inspired and encouraged to commit to the journey of mutual respect, acceptance and a greater sense of belonging.

"If you can laugh at it you can get through it," is not only her motto, but the invaluable lesson she seeks to instill in others. As a speaker, humorist, TV & radio personality, author, entrepreneur, wife, and mother Karith's sense of duty, service, along with her riotous sense of humor, have made her a positive force of change. The words "no" and "impossible" are not in her vocabulary as evidenced by her career path, life challenges, chosen adventures and desire to help others.



Keynote Speaker
SHRM National VLB Conference
Washington, DC



Karith Foster



FIRE's 20th Anniversary Gala
NYC

Karith is a Diversity Engagement Specialist whose signature programs are impacting lives at academic institutions, organizations and corporations across America in a time when humor, understanding, acceptance and respect are so desperately needed.

- The INVERSTY™ Solution Series
- Stereotyped 101™
- You Are E.N.O.U.G.H™
- The ABC's of 2020 Leadership™
- The Humor Initiative™
- The Art of Letting Go™
- You Can Be Perfect...OR You Can Be Happy™ (book of the same title released in June 2020)
- P.I.V.O.T. to Your Purpose™



Karith is the CEO of Inversity Solutions, LLC & Founder of F.R.A.M.E the Foster Russell Alliance for Meaningful Expression a 501(c)3 non-profit, whose mission is to inspire free speech, inclusion, social change and empowerment through education and mentorship.

She is featured in two hit documentary films "Can We Take a Joke?" and "No Safe Spaces" which have garnered accolades in The Washington Post and TIME Magazine as has her TEDx Talk "The Art of Defying Stereotypes: Learning to be True to Your Voice" from TEDx LincolnSquare Risk Takers and Change Makers in New York City.

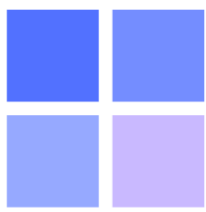
Karith is an alumna of Stephens College (Missouri) and Oxford University. In 2020 she earned a certificate in "Fostering Inclusion and Diversity" from the Yale School of Management.

Karith.com

(917) 533-5990

@KarithFoster





Testimonials

INVERSTY™



John Clopton
Executive Director of Human Resource Services
Hawkeye College

Karith made a huge contribution to the success of the day for training our faculty. My staff and I have heard nothing but great comments about her!!! Karith has the most respectful, enlightened, and grace-filled approach to this subject that I have experienced. I hope that I get to be again in one of her sessions...and for me she used the perfect amount of humor!!!

Karith was just a fantastic speaker & trainer for our U.S. Chamber Institute for Legal Reform event. She really made an impression on everyone based on her engaging personality, sharp wit and thoughtful remarks — and did I mention that she was hilarious!



Harold Kim
US Chamber of Commerce Institute
for Legal Reform



Allison Kluger
Lecturer
Stanford Graduate School
of Business

I brought Karith to campus to speak in my Reputation Management: Strategies for Successful Communicators course at Stanford Graduate School of Business. She also shared a bit of her program Stereotyped 101 which addresses racism, gender inequality, homophobia, misogyny, and other divisive stereotypes. Karith is able to talk about these tough topics with humor, empathy and wisdom.

Karith is the only guest, in the seven years I have taught this course at Stanford's Graduate School of Business, that has been brought back all 7 years!

Karith has always been evaluated as one of the top guests in the entire semester of guests. And this is out of 14 guest speakers per term (and we have had Ted Koppel, Joan Lunden, CNN, ABC reporters, ARod, Business leaders, authors, Hollywood producers etc.) She always gets the highest marks. The students all embrace her and relate to her and feel that she is authentic and funny and smart.

Karith knows what she is talking about, and she is gifted with the ability to engage others -she has the audience raising their hands, nodding their heads and sharing their own experiences. She always creates a safe place. Seriously, the easiest and smartest booking you will ever have. She is inspirational and empowering.



Paul Ashly
Director Strategic Engagement
Global Procurement

Having Karith come to do a keynote speech and workshop at Bristol Myers Squibb was one of the best decisions we could have made. This was a gathering of 50 Leaders in The Finance and Procurement Function discussing strategy and leadership development. We invited Karith to present the topic of Diversity and Inclusion in her very powerful, yet humorous style. As you know Diversity and Inclusion can be a difficult topic in which to engage a large group in a manner that is both authentic, honest and impactful. Karith was successful in raising the level of discussion which has had true impact on our organization. I would highly recommend Karith for other organizations at BMS and well as any other corporate, educational or non-profit group.

Whether as a stand-alone presenter, an interview subject or as a panelist, Karith Foster creatively blends humor with her own personal experiences to discuss diversity in a way that relates to businesses, large and small. She is able to connect with her audience through a process that is engaging, educational and thoughtful. Her method breaks down traditional walls allowing for a thought-provoking dialogue about making valuable changes to create and foster diversity in the workplace. She was a terrific speaker at our meeting and we look forward to partnering with her in the future.



Suzanne Clark
Senior Executive Vice President
United States Chamber of Commerce



Heidi Cerdas Monge, MBA, CMM
GME Curriculum Coordinator
Dept. of Family Medicine and Community
Health
University of Minnesota Medical School

I worked with Karith Foster to lead the Mentor Café at the Meeting Professionals International Minnesota Chapter. I was thrilled with her gracious reception of a very last minute request to accept this additional ask in addition to being the keynote speaker.

Karith easily led an intimate group of meeting professionals in an exploration of the obstacles and highlights of mentorship. She drew each person to share the best mentor advice they've received by creating a welcoming and open atmosphere. The group talked about successes they've achieved by learning to take risks, value honesty, always be kind, admit mistakes, and forge ahead with ideas, all as a result of mentoring relationships.

Karith left the group with ignited passion and a greater curiosity for mentoring. Members raved about their experience, saying, "I knew I would love this!"; their experience at Mentor Cafe left them "more open to mentoring" and "reinforced what I want to do with my life". With only a brief conversation and some background on the goals of Mentor Café,

Karith was able to bring her authentic experience to encourage each person to be trust in their potential and forge ahead with their personal and professional goals. She was incredibly genuine and a pleasure to work with.

Karith and her programming truly exceeded my expectations. Our faculty, staff, and students are continuing to discuss diversity, inclusion, and equity on our campus. This was the perfect presentation to begin having strategic campus wide conversations. Karith is able to create a safe space where everyone can self-reflect and receive the necessary tools to continue to create an environment where we truly have equity and inclusiveness.



Dr. Edrell Stoneham
Dean of Students
Victoria College



Chad Mezera
Assistant Dean
West Virginia University Reed College
of Media

Karith delivered the keynote address at our annual INTEGRATE conference. This event is designed to provide immediately-implementable tactics for graduate students, alumni, faculty and other professionals working in strategic communications and public relations. We invite our speakers based on their relevance and expertise in the current challenges of professional communicators – and Karith’s message is critical to both our industry and our society. She is a national leader in communication and an honest, passionate voice for equality and engagement of diverse audiences. Her approach is funny and genuine – and through her personal authenticity, she connected with our audience and provided us all with valuable takeaways and insights for ensuring that we are inclusive, mindful and compassionate in how we communicate to others in all aspects of our lives. I hope to bring her back to campus in the future to continue the discussion and highly recommend her for all audiences – both academic and professional. Karith is positively engaging and it was a true joy to learn from her experience.

Karith Foster was the perfect speaker/presenter for our summer internship program kickoff ceremony. She had over 350 students laughing one minute and quietly thinking the next about issues of diversity, character, and how to be your best self.

Forget the term “motivational speaker” -using humor, wit, and wisdom Karith Foster is so much more. She has a message that will resonate with any audience and will launch or close any event that is meaningful and memorable. This our second time she’s opened up our summer programs. We plan to ask her back again next summer!”

It would be difficult to overstate just how well-received Karith was at our event. Our team invited her to speak at one of our most prominent gatherings to share her perspective on the state of free speech and diversity in today’s society. Many of our attendees – CEOs across a variety of industry verticals – noted that Karith was their favorite speaker of the day. Her remarks were engaging, humorous, and thought-provoking. We’ve already invited Karith to speak at another event this year, and highly recommend her to anyone who is looking for a talented communicator and thoughtful voice on some of the most important issues of our time.



Joseph Starrs,
Director at Institute on Political
Journalism
Director , DC Internships

Clients & Affiliations

