

Nirupa

Netram

DIVERSITY & INCLUSION  
CONSULTANT, TRAINER,  
& SPEAKER



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## BRIDGING THE DIVERSITY AND INCLUSION GAP IN YOUR BUSINESS

Lotus Solutions LLC educates employers to recognize the lack of diversity and inclusion in workplaces. We work collaboratively to develop customized, innovative solutions to create a fair and just workplace, through private consulting, training, and keynote speeches. At Lotus Solutions LLC, we are committed to help employers implement meaningful change now.

Our founder, Nirupa Netram, is an Indian female immigrant, attorney, mediator, arbitrator, and social entrepreneur, with more than two decades of experience. Nirupa has professionally experienced racism and sexism in the workplace. Because of this, she developed a variety of workshops and classes to help companies incorporate diversity and inclusion within their business structure.

### MEDIA MENTIONS

Forbes, Commentator, Walmart Is Sued For Gender And Race Discrimination By EEOC.

The Chronicle of Philanthropy, Commentator, Nonprofits Scramble to Comply With Fla. Law That Limits DEI Training.

Up Journey, Contributor, How to Respond to a Compliment at Work (With 50+ Examples).

Sales POP! Interview/Podcast, Speaker, How to Attract Top Talent To Your Workplace More Effectively.

Featured in CEO Blog Nation, 30 Entrepreneurs Reveal What Drives Them.

Fair Play Talks, Author, Dealing with Reverse Discrimination: How to Ensure Diversity Initiatives Stay Out of the Court Room.

Smooth Sale, Author, Are You JEDI Ready?

Racing Toward Diversity Magazine, Author, Why We Need Diversity in Law.

Featured in Gulfshore Life Magazine's Visionaries, Nirupa Netram On The Future of Community.

Featured in Gulfshore Business magazine, Bridging the Gap.

Featured on Hiscox Blog, 3 Entrepreneurs Share How They Launched Their Business on the Heels of a Pandemic.

Featured as Florida Small Business Development Center Success Story.

Power to Fly, Moderator, Diversity Reboot Summit: International Hub: Community for the International Canadian Students.

### SPEAKER TOPICS

- How Diversity Affects Your Bottom Line?
- How Can I Attract Top Talent to Grow My Business?
- How Can I Build a More Diverse Board of Directors?
- How Do I Go from Diversity to Inclusion to Support All My Employees?
- How Can I Better Support My Immigrant or Refugee Workers?

### SAMPLE INTERVIEW QUESTIONS

- What is Diversity?
- What is the Difference Between Diversity, Equity, and Inclusion?
- Why is Workplace Diversity Important?
- What are the Benefits of Diversity at Work?
- How Can Businesses Create a More Diverse Workplace?
- Why is Board Diversity Important?
- What are Barriers to Board Diversity?
- How Can Companies Diversify Their Boards?
- Why Does the Legal Profession Lack Diversity?
- What is the Mansfield Rule and How Does it Benefit the Legal Profession?

### TESTIMONIALS

"Nirupa Netram's presentation at our 2023 workforce diversity, equity and inclusion conference was excellent. Her insights and strategies were invaluable, and our attendees were fully engaged throughout. The feedback we received was overwhelmingly positive, and many attendees have expressed their intention to bring what they learned back to their organizations. I highly recommend Nirupa for any organization seeking to improve their diversity, equity, and inclusion efforts."

Steve Bent - CAE, Executive Director, International Association of Workforce Professionals

"American Advertising Federation of Southwest Florida had Nirupa come and speak to our members about Diversity and Inclusion; she was fantastic, highly informed on the subject, and very personable. Book her now to speak at your event."

Jenny Boyd - President, American Advertising Federation of Southwest Florida

"Nirupa Netram delivered an excellent presentation on "How Diversity, Equity, and Inclusion Affect Your Bottom Line" to our Leadership SWFL class. Her interactive style allowed our participants to evaluate real life examples and examine our own subconscious behaviors. After her presentation our class continued to talk about the key takeaways and how they plan to implement changes in their workplace. I highly recommend her presentation to anyone looking to create a more inclusive workplace.

Christleen Knaub, Program & Events Manager,  
SWFL Inc.