



BERTHINE CRÈVECOEUR WEST

BEST-SELLING AUTHOR
CONFLICT RESOLUTION STRATEGIST
LEARNING & DEVELOPMENT SME
AWARD-NOMINATED PODCAST HOST
OWNER & FOUNDER OF
WESTBRIDGE SOLUTIONS



AT WESTBRIDGE SOLUTIONS, OUR MISSION IS TO CREATE, PROMOTE AND FOSTER INDIVIDUAL AND ORGANIZATIONAL EFFECTIVENESS BY DEVELOPING AND OFFERING AN ARRAY OF INNOVATIVE DIVERSITY AND INCLUSION PROGRAMS IN SUPPORT OF THE ORGANIZATION'S COMMITMENT TO EMPLOYEE DEVELOPMENT, PARTNERSHIPS, AND ORGANIZATIONAL ENRICHMENT.





www.westgrouptraining.com

EXPERTISE:

- Diversity Structures
- Cultural Competence Training
- Organizational Assessments
- Performance Management
- Compliance Training
- Strategic Workforce Planning
- Language Access Planning
- Anti-Racism Training



EDUCATION & CERTIFICATIONS:

EMBA Candidate - Quantic School of Business & Technology, Washington, D.C. (December 2020)
 MA, Government & Politics - St. John's University, NY
 Women-Owned Small Business (WOSB)
 Economically Disadvantaged Women-Owned Small Business (EDWOSB)

EXPERIENCE:

15+ years of cultural competence consulting experience
 12 years of county, state, academic, non-profit, corporate and public sector experience
 Best-Selling Author
 Award-Nominated Podcast Host

FEATURES:

CBS, NBC, Fox, Voyage ATL, Shout Atlanta,
 11 Alive News, Tuff Talk Show

CLIENTS SERVED:

SOWEGA-AHEC
 GWINNETT COUNTY GOVERNMENT
 GWINNETT COMMUNITY OUTREACH
 GWINNETT COUNTY POLICE DEPARTMENT
 GWINNETT COUNTY FIRE DEPARTMENT
 LEADERSHIP GWINNETT
 GEORGIA DEPARTMENT OF PUBLIC HEALTH
 THE MEDICAL UNIVERSITY OF SOUTH CAROLINA
 EMORY UNIVERSITY - SCHOOL OF MEDICINE
 EMORY UNIVERSITY - SCHOOL OF PUBLIC HEALTH
 UNIVERSITY OF GEORGIA
 PHILADELPHIA COLLEGE OF OSTEOPATHIC
 MEDICINE (PCOM-GA)
 CHILDREN'S HEALTHCARE OF ATLANTA
 AMERICAN RED CROSS
 COBB & DOUGLAS PUBLIC HEALTH
 NORTHSIDE HOSPITAL GWINNETT
 CLAYTON STATE UNIVERSITY
 COLUMBIA UNIVERSITY
 UNIVERSITY OF NOTRE DAME
 CULTURE CONNECT
 GUIDE, INC.
 MERCER UNIVERSITY
 ANIMATION MENTOR

OUR GOALS:

- Providing quality Diversity & Inclusion training designed to support a diverse workplace and leverage the effects of diversity to achieve a competitive business advantage
- Creating behavioral standards and holding leaders accountable for results
- Integrating diversity and inclusion strategies in recruitment, performance management, leadership assessment, and training
- Creating an externally visible scorecard to measure progress including metrics for recruiting, promotion rates, compensation levels, turnover, and supplier diversity
- Training people at all levels on topics like unconscious bias
- Creating a focus and strategy at the CEO/COO/CHRO level



OUR STRATEGY:

Assessment-Initiated

In order to provide our clients with the training and development programs that will have the most effective and transformational impact, our team must first assess the needs and interest of the organization's workforce through a series of comprehensive tools, such as:

- Surveys
- One-on-one staff interviews
- Pre- and post-workshop participant assessments
- Program evaluations
- Focus groups
- Advisory groups



Outcomes-Driven

In order to ensure that Westbridge Solutions is maintaining its mission, we measure the success of our programs through follow-up evaluations with our clients for an extended period of time to track the effectiveness of our training programs.

Learning-Centered

Through the use of our innovative and intentional framework, Westbridge Solutions serves as a facilitator and engages the trainee to become the principal partner in their professional growth. Our programs and services are also designed to go beyond the traditional workshop and incorporate suggested readings, online resources, practical application strategies, reflection prompts and networking ideas. Our comprehensive approach encourages the learner to utilize a variety of strategies to further their cultural competence and professional development

OUR CLIENTS:



CONTACT US TODAY FOR YOUR CUSTOMIZED TRAINING!

OUR DEIMS (DIVERSITY, EQUITY & INCLUSION FOR MEDICAL SPECIALISTS) TRAINING PROGRAM HAS BEEN SPECIFICALLY DESIGNED TO MEET THE NEEDS OF MEDICAL SPECIALISTS WHO WISH TO ACHIEVE THE FOLLOWING GOALS:



Diversity, Equity & Inclusion for Medical Specialists

- DEFINE ISSUES RELATED TO CULTURAL COMPETENCY IN MEDICAL PRACTICE
- IDENTIFY STRATEGIES TO PROMOTE SELF-AWARENESS ABOUT ATTITUDES, BELIEFS, BIASES AND BEHAVIORS THAT MAY INFLUENCE CLINICAL CARE
- DEVISE STRATEGIES TO ENHANCE SKILLS TOWARDS THE PROVISION OF CARE IN CULTURALLY COMPETENT CLINICAL PRACTICE
- DEMONSTRATE THE ADVANTAGES OF THE ADOPTION OF CLAS STANDARDS AS APPROPRIATE IN CLINICAL PRACTICE

OUR DEITS (DIVERSITY, EQUITY & INCLUSION FOR MEDICAL SPECIALISTS) TRAINING PROGRAM HAS BEEN SPECIFICALLY DESIGNED TO MEET THE NEEDS OF MEDICAL SPECIALISTS WHO WISH TO ACHIEVE THE FOLLOWING GOALS:



Diversity, Equity & Inclusion for Teachers & Support Staff

- DEFINE ISSUES RELATED TO CULTURAL COMPETENCY IN EDUCATION
- ENHANCE A CLIMATE OF CULTURE AND INCLUSION AMONG FACULTY
- IDENTIFY STRATEGIES TO PROMOTE SELF-AWARENESS ABOUT ATTITUDES, BELIEFS, BIASES AND BEHAVIORS THAT MAY INFLUENCE THE ACADEMIC SETTING
- DEVISE STRATEGIES TO PROMOTE A CULTURALLY-RELEVANT AND INCLUSIVE PEDAGOGY AND CLASSROOM CLIMATE
- DEMONSTRATE THE ADVANTAGES OF THE ADOPTION OF CLAS STANDARDS AS APPROPRIATE IN THE EDUCATIONAL SETTING
- CREATE EFFECTIVE PARENT-TEACHER COMMUNICATIONS DURING PARENT-TEACHER MEETINGS, WITH SPECIFIC RELATION TO IEP AND IFSP MEETINGS
- INCREASE RECRUITMENT, HIRING AND RETENTION OF DIVERSE FACULTY AND STAFF

OUR DEIALS (DIVERSITY, EQUITY & INCLUSION FOR ATTORNEYS & LEGAL SPECIALISTS) TRAINING PROGRAM HAS BEEN SPECIFICALLY DESIGNED TO MEET THE NEEDS OF ATTORNEYS, PARALEGALS AND LEGAL SPECIALISTS WHO WISH TO ACHIEVE THE FOLLOWING GOALS:



Diversity, Equity & Inclusion for Attorneys and Legal Specialists

- DEFINE ISSUES RELATED TO CULTURAL COMPETENCY IN LEGAL PRACTICE
- IDENTIFY STRATEGIES TO PROMOTE SELF-AWARENESS ABOUT ATTITUDES, BELIEFS, BIASES AND BEHAVIORS THAT FACILITATE RELATIONSHIP-BUILDING AMONG ATTORNEYS WITHIN A FIRM
- IDENTIFY THE BUSINESS CASE FOR DEI INITIATIVES AT LAW FIRMS
- CREATE/STRENGTHEN AFFINITY NETWORKS WITHIN A LAW FIRM TO IMPROVE LAW SCHOOL RECRUITMENT PIPELINES, ASSOCIATE AND PEER MENTORING, CAREER DEVELOPMENT, WORKPLACE INCLUSION AND COMMUNITY ENGAGEMENT
- DEVISE STRATEGIES TO ENHANCE COMMUNICATION AMONGST COLLEAGUES AND WITH CLIENTS

WESTBRIDGE SOLUTIONS SPECIALIZES IN PROVIDING DIVERSITY, EQUITY & INCLUSION (DEI) TRAININGS DESIGNED TO SUPPORT A DIVERSE WORKPLACE AND LEVERAGE DIVERSITY TO CREATE A BEHAVIORAL STANDARD OF INCLUSIVE EXCELLENCE, ACHIEVE A COMPETITIVE ADVANTAGE AND CREATE A STRATEGIC ACTION PLAN AT THE EXECUTIVE, MANAGERIAL AND STAFF LEVELS FOR THE HEALTHCARE, LEGAL, CORPORATE, GOVERNMENT AND NON-PROFIT SECTORS.



BERTHINE CRÈVECOEUR WEST, M.A.

CORPORATE TRAINER
PROFESSIONAL SPEAKER
AUTHOR & PODCAST HOST

CONTACT BERTHINE

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3675 Crestwood Parkway,
4th Floor, Suite 400, Duluth, GA 30096

LANGUAGE SKILLS

English (Native Speaker); French (Fluent – Near Native Speaker); Haitian Creole (Fluent – Near Native Speaker); Spanish (Conversational)

AREAS OF EXPERTISE

- Diversity and Inclusion
- Cultural Competency
- Talent Development
- Unconscious & Explicit Bias
- Team Training + Coaching
- Organizational Assessments
- Diverse Structures
- Program Management
- Employee Engagement
- Microinequities
- Intersectionality
- Strategic Workforce Planning
- Performance Management
- Compliance Training
- Language Access Planning

MEET BERTHINE!

Highly-skilled, multilingual, training and development professional with over 15 years of experience, a proven record of success and an extensive background in corporate training, cultural competence and diversity and inclusion; Recognized as a motivator and mentor, with an outstanding record of achievement in the business, nonprofit and educational sectors; An articulate communicator and passionate professional speaker.

CORE QUALIFICATIONS:

Extensive experience in diversity and inclusion education, understanding of equal opportunity guidelines, non-discrimination policies, human resource policies with regard to diversity, creating workshops and promoting events related to diversity and cultural competency to corporate, healthcare and non-profit audiences

WORK HISTORY

RELEVANT EXPERIENCE

Published Author

Westbridge Solutions, LLC, Chief Executive Officer, Inclusion and Diversity Strategist 2008 – present

The Global Fluency Podcast, Podcast Host – 2019

In Other Words, Award-Nominated Podcast Host – 2017 – 2018

Adjunct Professor of Political Science, Gwinnett Technical College – 2017 – present

SPEAKING ENGAGEMENTS

SCORE 2018 Film Event East Coast Migrant Stream Forum 2018

Regional Conference Interpreters and Translators of Alabama (ITAA) 2017

Annual Conference Latin American Association

Abraham Baldwin Agricultural College

Clayton State University

Gwinnett Medical Center Southwest Georgia Area Health Education Center

(SOWEGA-AHEC) Medical Interpreter of Georgia Fall Forum

PCOM Georgia (Philadelphia College of Osteopathic Medicine)

ACADEMIC & PROFESSIONAL BACKGROUND

EDUCATION

Quantic School of Business and Technology – EMBA, Class of December 2021

St. John's University, NY - Master of Arts Degree, Government & Politics, May 2003

St. John's University, NY - Bachelor of Arts Degree, Government & Politics, January 1998

TECHNOLOGY SKILLS

MS Office Suite; QuickBooks; Proficient in Memo Q, MS Office Suite; Various Learning Management Systems; Virtual Conferencing platforms (Zoom, Kajabi, Microsoft Teams, Go To Meeting)

PROFESSIONAL MEMBERSHIPS

Leadership Gwinnett (Class of 2017), GUIDE, Inc. Board Member, Medical Interpreter Network of Georgia Medical Interpreter Network of Georgia (President 2014-2016), Atlanta Association of Interpreters and Translators (AAIT, Board Member 2016); Certification for Healthcare Interpreters (CCHI)