

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

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

Featured in Gulfshore Business magazine, Bridging the Gap.

Belem Leaders Podcast, Speaker, Diversity, Equity, & Inclusion in the Boardroom and Beyond.

Lee County Bar Association, Panelist, AAPI in Law.

South Florida People of Color, Unity360 Book Discussion, Facilitator, Breaking Barriers of Invisible Hierarchies, Featured Book, Caste: The Discontent of Our Origins by Isabel Wilkerson.

SWFL Inc., Leadership SWFL's Education and Workforce Day, Speaker, How Diversity Affects Your Bottom Line.

Lee County Bar Association's Pro Bono Committee, Speaker, Diversity in Law: Why it Matters and What You Can Do Now.

Above Board Chamber of Florida, Panelist, Creating Diversity in the Workplace.

SWFL Inc., Author, Seven Steps to Build Diversity and Inclusion in Your Business.

Featured as Florida SBDC at FGCU Success Story.

### 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

"At Habitat for Humanity, having a board with diverse perspectives is critically important to us, yet we have struggled to attract and retain a Board which reflects the diversity of the community we serve. Our consultation with Nirupa Netram helped us to think differently about our Board recruitment process and offered tangible suggestions for improvement. Additionally, she acknowledged areas in which we were on track, confirming where our energy and resources should be invested."

Becky Lucas, Chief Executive Officer,  
Habitat for Humanity of Lee and Hendry Counties, Inc.

"Nirupa's presentation on diversity in law was poignant and eye opening. With concrete case analyses and current data, she clearly pinpoints diversity-related deficiencies within the legal practice and provides solid suggestions for improvement. We will certainly utilize her guidance to better our own practice."

Shanthy Balachanthiran, Esq., Chair,  
Lee County Bar Association, Pro Bono Committee

"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.