



Bio:

Ren Navarro brings over 20 years of corporate customer service and management experience, alongside 12+ years of hands-on knowledge and experience in the beer world. She is certified by some of the world's largest alcohol programs, Prud'homme, WSET, Cicerone and AFicioNA do (alcohol free certification). She has also appeared on national television talking about historical aspects of alcohol, new trends in alcohol, and the benefits of stronger communities.

In 2018, Ren created *Beer. Diversity.*, a company/advocacy group whose focus was for folks to be able to have open conversations one beer at a time. With the evolution of the company into non-alcohol spheres, she introduced the *B. Diversity.* branch in early 2023. She combined the two to form the *B. Diversity. Group* which aims to create safer spaces in which to have open and honest conversations and support to create meaningful change in a multitude of industries.

Since 2022, she has been working toward her HR management certification through Seneca College. She has also taught the History of Beer and Brewing course at Niagara College, teaching students about both the well known and the forgotten aspects of history, focusing on bringing diversity to the forefront of learning.

She has been the go-to diversity, equity, and inclusion expert for breweries of all sizes, from small family run to multinational conglomerates. Ren has helped breweries with everything from procedures and policies through to hiring and retention, alongside understanding the community they inhabit. She has also worked extensively outside of the drinks world, assisting organisations with their DEI journey and learning.

She loves tattoos, goats, and gives pretty good hugs.

Certifications:

- Prud'homme, Level 1 Certified Beer Enthusiast (2013)
- Prud'homme, Level 2 Certified Beer Specialist (2019)
- Cicerone, Level 1 Certified Beer Server (2019)
- WSET, Level 2 Award in Wines (2019)
- WSET, Level 2 Award in Spirits (2021)
- HR Management, Seneca College (2022 – in progress)
- (AF)(NA)Beer Certification Program, Level 1 (2023)



Fees:

Workshop/Session:

Starts at \$1800 - virtual/in-person* session runs to a max of 2 hours, capped at 100 attendees.

Sessions **can** include:

- introductory presentation about diversity and inclusion (including the J.E.D.I. model [justice, equity, diversity, inclusion])
- Interactive discussion and chat around items such as: pre-work, social media, and the company itself
- Working session around value statements, code of conduct, etc.
- Q&A and brainstorming session with attendees - what needs work, what can be boosted, how to track wins

Pricing for 101+ attendees available upon request

*Coverage for travel and accommodation for in-person sessions will be required

Webinar/Seminar topics covered for clients have included:

- **Let's talk about diversity: Why it should matter to everyone (webinar)**
- Understanding and defining diversity in context of the drinks industry
- An appreciation for the wide scope of intersectionality, allowing attendees to set goals in support of all customers, employees, and vendors
- The confidence and ability to start positive and productive conversations in their own brewery

- **What To Do When You Screw Up (webinar)**
- How to address issues in the workplace
- How to have conversations with co-workers/clients

- **Building A Welcoming Workplace**
- What does it mean to have a "welcoming" workplace?



- What does it really mean in day-to-day operations?
- Whose responsibility is it to build it?
- How to set and achieve goals

- **Inclusive Hiring and Retention**
- Job postings and wording used in job descriptions
- Workplace diversity committees
- Working toward creating an inclusive workspace

Tasting Sessions:

Starts at \$1000 - virtual/in-person* session runs to a max of 1 hour, capped at 100 attendees.

Organisers are responsible to purchase beer for event, but listings/suggestions of beer can be provided.

Pricing for 101+ attendees available upon request

*Coverage for travel and accommodation for in-person sessions will be required

Consulting:

3 or 5 hours per month: \$275/hour

either 3-month or 6-month commitment required

- Unique Calendly link provided to allow for faster booking
- Will provide Zoom links for meetings
- Invoicing at the end of each month

*Note that unused hours will be billed

Consulting: 6+ hours per month can be discussed upon request - prior to start of calendar month.

*Note that unused hours will be billed

**one hour, one off consulting starts at \$350/hr