Tania Israel's Workplace Programs

Managing Ideological Differences in the Workplace

As political polarization in the U.S. reaches a record high, divisiveness and stress are impacting workplace culture, productivity, and health. How can managers and employees respond to values conflict and navigate challenging conversations? Dr. Israel can offer solutions. Grounded in evidence, experience, and skills, she will share practical, evidence-based strategies to help bridge difference and division. Her approach to building understanding will leave attendees informed, optimistic, and empowered to take action.

Being Your Whole, Authentic, Empowered Self in Work and Life

What does it mean to be your whole self in the workplace? How much of ourselves do we share with coworkers? How do we navigate challenging situations and capitalize on strengths? With over 25 years of research and teaching about LGBTQ psychology, Dr. Tania Israel has some answers. This engaging program will inform and inspire attendees to achieve their potential for authenticity, empowerment, and belonging in the workplace.

Leadership in Divided Times

In a world of social media algorithms, provocative news, and tribal divisions, leaders are faced with unique challenges in their organizations and beyond. How can leaders equip themselves to navigate interpersonal conflict, individual distress, and public visibility? Dr. Israel offers solutions to reduce polarizing input, cultivate psychological resources, and engage meaningfully and effectively. Leaders in educational, corporate, non-profit, and community settings will benefit from the insights, tools, and strategies offered in this program.

Still We RISE: Individual and Collective LGBTQ Wellbeing

LGBTQ people have made tremendous strides yet continue to face internal, interpersonal, and societal barriers to achieving their full potential. Drawing on evidence and experience, Dr. Tania Israel illustrates how resilience, imagination, spirit, and empowerment can help LGBTQ people realize their individual and collective wellbeing.

LGBTQ Strong: Resilience in Uncertain Times

How can LGBTQ people thrive in uncertain and divided times? Is it possible to glimpse pride amidst pushback? What makes it possible to stay grounded when circumstances are shifting rapidly? With dual expertise in LGBTQ psychology and navigating political division, Dr. Tania Israel will offer practical, inspiring, and research-based strategies to address these challenges. Her approach will leave you informed, optimistic, and empowered.

Bridging Generational Divides: What Gen X and Gen Z Can Learn From Each Other

Within workplaces, educational settings, movements, families, and communities, intergenerational differences can foment conflict or foster collaboration. Scrappy Gen X and self-care-focused Gen Z have distinct strengths and varied expectations regarding labor, boundaries, values, safety, and accommodations. This program will help managers, HR professionals, mentors, educators and leaders promote understanding, cooperation, and goodwill across generations.

Difficult Conversations Across Power, Privilege, and Vulnerability

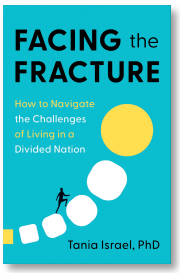
Challenging topics are difficult to discuss, even more so when there's an imbalance of power, privilege, or vulnerability. How can we approach such conversations with skill, sensitivity, and courage? This program will help attendees gain insight, proficiency, and the confidence to converse.

Please submit any requests, including tailored content, virtual presentations, or reduced rate programming, through Dr. Israel's speaker inquiry form. Information about upcoming public appearances is available on this website. Learn more about Dr. Israel's work on dialogue across political differences here. View her speaker reel here.

About Tania Israel

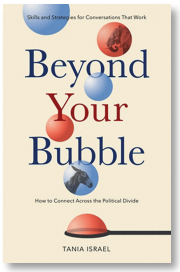
Tania Israel is a Professor Emeritus at the University of California, Santa Barbara. Her expertise is grounded in 25 years of research on LGBTQ psychology, decades of leadership in professional and community settings, and two award-winning books about navigating political division (*Facing the Fracture: How to Navigate the Challenges of Living in a Divided Nation* and *Beyond Your Bubble: How to Connect Across the Political Divide*). As a public speaker, Dr. Israel has been received enthusiastically by professional conferences, corporations, campuses, community organizations, and congregations. She has shared her expertise with top media outlets, such as the *TODAY* show, the *New York Times*, the *Washington Post*, and *NPR*, as well as on her podcast, Ready to Be Strong. Her strengths as a scholar and storyteller are evident in her TEDx talks: *Bisexuality and Beyond*, *How to Win a Political Argument*, *What Halibut Fajitas Taught Me About Bridging the Political Divide*. She has received honors from Congress, the California State Legislature, and the American Psychological Association.

Resources for Navigating Ideological Differences



A valuable resource that demonstrates how individuals can cope with the political divide, showing readers how to reduce toxic input from media, manage polarizing feelings, and engage effectively with others.

"This book is a master class for every American exhausted by toxic division and looking for a way out. Dr. Israel offers a refreshingly even-handed look at the challenge and empowers us with practical tools that quickly build resilience, strength, confidence, and hope." ~ PEARCE GODWIN, founder of Listen First Project

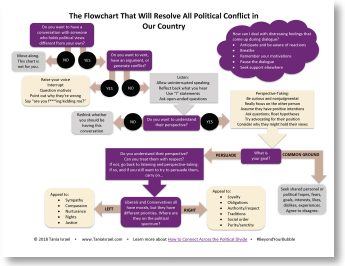


This practical, politically neutral book offers concrete skills for holding meaningful conversations that cut across today's intense political divide, showing readers how to connect to the people in their lives.

It is important to have realistic expectations for those who hold radically different views... discusses strategies for connecting across the political divide. ~ The New York Times

The Flowchart That Will Resolve All Political Conflict in Our Country

I created the flowchart to help people make intentional decisions about whether they want to engage in dialogue and, if so, how to do so effectively. It's available for download at taniaisrael.com.



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Print & Online

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Contact

Email	tania@taniaisrael.com
Website	www.taniaisrael.com
Social Media	www.linkedin.com/in/tania-israel
	@taniaisraelphd
	@taniaisraelphd