



KAELA SOSA, CDE

CONTENT STRATEGIST | DEI ADVOCATE | CURRICULUM DEVELOPER

CONTACT



kaela@
thediversitymovement.com



[/kaela-sosa/](#)



[thediversitymovement.com](#)

AREAS OF EXPERTISE

Inclusive Language
LGBTQ+ History, Data, and Allyship
Women's Issues in the Workplace
Inclusive Talent Management
Bias

PUBLISHED WRITING

Say This, Not That - A Guide to
Inclusive Language

Active Allyship Programming
Guide

LGBTQIAP+ Inclusivity Quick Guide

Pride Month Programming Guide

Women's History Month
Programming Guide

Navigating Mental Health
Awareness Month

SPEAKING

Marching Towards Workplace
Equity for Women

EmpowHERing Women in the
Workplace

Wellness at Work: Building
Resilience by Supporting Mental
Health

ABOUT

As the Curriculum & Programming Manager at The Diversity Movement, Kaela leads the curriculum development and instruction for various educational offerings from credentialed programs, to certificate-based intensives, to digital learning courses. She also manages video-based programming including production for The Diversity Movement's MicroVideo platform and monthly webinars.

Kaela's background is in psychology and gender, sexuality, and feminist studies. She earned her degree with honors from Duke University after defending her thesis, Gender and Stress in Cross-Race Interactions: Differential Impacts for Men and Women. Kaela spent two years working in Duke's Identity and Diversity Lab, conducting experiments, completing literature reviews, and discussing gender identity, race, ethnicity, and sexual orientation on a daily basis with both participants and labmates. Kaela has since expanded her DEI expertise to include the domains of inclusive language, inclusive hiring, and active allyship.

KAELA'S WORK

The Diversity Movement, Curriculum & Programming Manager
Jan 2020 - Present

Oversees instructor-led certificate and certification programs as well as develops and manages course and video content production. Contributes expertise as an author and contributor to publications.

Walk West, Strategy Associate
Aug 2019 - Jan 2020

Led discovery projects and persona development for clients in the financial services, insurance, retail, and architecture industries.

Duke Eating Disorder Research Laboratory, Research
Specialist
Aug 2018 - May 2019

Recruited participants and conducted labs for the Duke Tummy Pain Study. Assisted with data analysis, grant proposals, and literature reviews.

Duke Identity and Diversity Lab, Research Assistant
Jan 2017 - May 2018

Recruited participants and conducted labs for three ongoing research studies. Coded and analyzed data to assist with publications, poster presentations, and other projects.