

Beaumont Physician Leadership Academy Unconscious Bias Workshop



Comma L. Williams, M.Ed., is the founder of Comma Williams Enterprises and brings more than three decades of experience as a training and organizational development consultant in a variety of industries including healthcare, high-tech, state government, human services, law and higher education.

Trained as an Instructional Designer, Comma believes that the most effective learning situations are experiential, fun, and practical. She works to design and develop workplace programs create opportunities for people of all different backgrounds and orientations to find success and thrive.

Comma is a thought-provoking master trainer who brings her original and grounded style to workshops on workforce diversity, cross-cultural competence, leadership, team development, performance management, culturally-conscious customer service, and organizational effectiveness.

Comma has a Master of Education Degree in Instructional Design from UMass/Boston and is a certified S.U.N. Success Coach, a Visionary Bodywork Practitioner (Shiatsu and Cranio-Sacral), and an initiated shamanic healer.

Douglas Fletcher, MSOD is a Senior Consultant with Comma Williams Enterprises. A seasoned diversity and inclusion consultant, Douglas, who has more than 20 years of experience in the corporate, legal and non-profit sectors, joined CWE in 2017. With a background in Organizational Development and expert knowledge in systems development and team dynamics, Douglas is comfortable working across all parts of a client organization, having impact from executive management through to individual contributors.



In his role as a Senior Consultant Douglas specializes in Cultural Assessments, Diversity Management, Leadership Development, Team Management, and Organizational Assessments.

Known for the attention he brings to his work, Douglas' good humor and deep experience inform his thoughtful, candid advice, establishing strong rapport with clients and participants alike. Just in the last ten years, Douglas has delivered successful programs for clients such as Beaumont Health, Womble Carlyle LLP, The Legal Aid Society of New York, Gibson Dunn, New York City Fire Department (FDNY) and Miles & Stockbridge.

Douglas is a graduate of American University with a Master of Science in Organizational Development, holds a certificate in Leadership Coaching from Georgetown University, is certified in Organization & Systems Development from the Gestalt Institute of Cleveland, and is also a member of the NTL Institute for Applied Behavioral Science.