



# TRAINING GUIDE

## Race & Culture Trainings:

### “The Basics”

This session covers a brief summary of historic context, basic principles, and terminology related Race & Culture.

### “The Specifics”

This session covers the historic context and evolution of Race and Culture specific to our community (i.e. redlining, disparities in access to resources & funding, role of the church, etc.)

### “The Hard Questions”

This interactive session allows participants to ask the questions related to Race & Culture that they have always wondered about and never felt comfortable enough to ask, with the protection of anonymity. The questions then generate facilitated dialogue, that enables transparency and personal reflection from all participants while controlling for safety.

### “The Help for the Helper”

This session for therapists, social workers, and other helping professionals, is designed to develop basic awareness of barriers that often get in the way of best serving clients of color. Participants are also provided opportunities to discover blind spots, transparently assess fears, process challenges, and explore realistic scenarios, with the ultimate goal being to increase not only competency, but also comfort-level.

### “The Culturally-sensitive Company”

This session consists of practical tips on how to better attract, engage, serve, and retain customers from differing cultural backgrounds. The interactive nature of this session, provides staff and company leaders to recognize, celebrate, and capitalize on the cultural differences of the team, leading to more balanced initiatives and thus improved outcomes.

### “Trauma in Vulnerable Populations”

This session covers toxic stress and the impact of barriers faced by marginalized groups, as well as dialogue about how to best support individuals & families in navigating these challenges.

### “The Trauma of Racism”

This session covers the mental, emotional, and physical cost of racism experienced by marginalized groups, including microaggression, prolonged stress response, navigating racism in the workplace, etc.

**\*Please note, any training can be altered to meet your specific needs.**

## General Training Topics:

### “The New Measure of Intelligence”

This interactive session on Emotional Intelligence, increases awareness of participants’ own emotions and ability to manage those emotions, while improving social awareness and competency in navigating the emotions of others.

### “The Cost of Trauma”

This session is psycho-educational, as it assists participants in gaining awareness of what trauma is and the impact of trauma on the brain, the body, and relationships. Dialogue centers on key terminology and processes, identifying trauma triggers, coping and self-regulatory skills, additional resources, etc.

### “Jesus & Therapy”

This session is designed to demonstrate the interception of spiritual health and mental health, providing biblical context, in addition to practical application of basic mental health information, concepts, and principals.

## Restorative Interventions:

### Conflict Resolution:

This intervention assists teams in navigating on-going points of contention or challenges that affect the entire team.

### Crisis Intervention:

This intervention helps individuals or groups of any size, navigate difficult and unexpected life events (i.e. death of a team member, company downsizing, etc.)

### Mediations:

This intervention provides facilitation for leaders, co-workers or peers to help them talk through points of disagreement with the support of an unbiased third party.

### Restorative Circles:

This is a practice that enables groups to have structured dialogue regarding important topics in a contained & safe environment, that helps neutralize power differentials.

### Community Conversations:

These facilitated sessions are inclusive and non-threatening open forums geared toward addressing current events that impact communities as a whole (i.e. food deserts, issues impacting a sub-group, etc.)

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