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LIVE LEARNING DEVELOPMENT SESSION OPTIONS

Diversity

Be BOLD Enough: A Framework for Inspired Leaders in Diversity

Be BOLD Enough provides a framework to support inspired education and community leaders who are truly committed to transforming their school community. Using this framework, leaders can create an educational environment where diversity is the culture, wellness is that culture's foundation, and every individual is inspired and empowered to drive towards this future for our kids.

Being Beautifully Disruptive in the School Building

When administrators and school districts make the commitment to diversity, inclusion equity, and access every stakeholder is expected to jump on board. Sometimes, we have moments that are difficult and challenging and cause us to doubt whether there will ever “truly” be change. How do we as individuals step boldly into difficult dialogues in ways that will impact real change? What are the ways we can disrupt “how we did things” in favor of “what could be done?”

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Death By a Thousand Cuts: Lessons in Microaggressions

Microaggressions are verbal, behavioral or environmental slights or insults directed towards others. Whether said intentionally or unintentionally, microaggressions communicate an underlying hostility or negative attitude based upon a dimension of the person's diversity. This workshop unravels the root causes and pervasive impact of microaggressions on coworkers and students while empowering participants to identify, reduce, and effectively respond to them. By fostering awareness and equipping individuals with actionable strategies, we aim to cultivate inclusive and empathetic school buildings where diversity is genuinely celebrated, transforming both professional environments and personal well-being.

Reducing Racism at Schools: A New Paradigm for the 4 Rs of Education

Racism costs our kids... all kids. As long as there are systematic policies, practices and stereotypes that work against students of color in schools, the vision for education in America will evade us all. This course uncovers four components necessary to reduce racism in schools, individually and institutionally.

The Hidden Self: Exploring Implicit Bias

We are biased almost from birth. It is often difficult to believe or accept that bias is a natural human behavior. Implicit bias is particularly dangerous when it negatively impacts those who rely on us to provide them with social services. This workshop challenges leaders to examine their own implicit biases which can influence our engagement, decisions and actions impacting the co-workers we support and communities we serve. We will also learn strategies to limit and manage our biases in the work setting.

The LGBTQ+ Inclusive Workplace

This training involves educating organizational leaders on the basics of LGBTQIA+ diversity, the importance of pronoun usage and the benefits to co-workers and the community in cultivating an LGBTQ+ inclusive environment. Participants will be able to analyze their own and others' behaviors to ensure compliance with Civil Rights regulations and learn strategies to build an inclusive environment for individuals who identify with the LGBTQIA+ community.

The Cost of '-isms' on Kids

This course looks at the impact of various '-isms', racism, sexism, ableism, etc. on the people we serve. It provides a powerful framework for understanding the impact of these '-isms', reducing the perpetuation of '-isms' in our work and finally, creating safe spaces for expression for those we serve.

Staff Retention

Calming the Chaos: Keeping Your Cool When Things Get Hot!

In the school building, a routine interaction with a student or caregiver can quickly and unexpectedly become a firestorm of negative emotions. Our worst (and often the most natural) reaction is to fire back in defense, matching their negative emotion. In this workshop, participants will learn exactly what they can do as an interaction gets out of hand and a situation needs to be diffused. As a participant, you will walk away from this workshop armed with self-regulation strategies that allow you to remain centered while using de-escalation tactics to help regain calm.

Combating Compassion Fatigue

Compassion fatigue, a form of psychological stress, can spread like a behavioral toxin in your school, adversely impacting your leaders, staff and the students you serve. In this course, participants will learn to develop and strengthen a school culture that collectively combats compassion fatigue. Participants will be armed with a plan to help implement daily workplace habits that lead to the psychological, emotional and social wellness required for mitigating compassion fatigue.

Cultivating a Winning Culture at Work

In today's competitive work landscape, ripe with labor shortages and “loud quitting”, the importance of workplace culture cannot be underestimated. A positive and thriving culture not only motivates employees but also enhances productivity, inspires innovation, fosters inclusivity, and drives overall success. Leaders leave this session with an understanding of the impact of workplace culture, the ability to implement continuous improvement and with the tools to inspire long-term success.

Everyday Ethics for School Staff

Every day, school staff can face a host of conflicts between their professional duties and their personal values, known as ethical dilemmas. In school buildings and in the online world, opportunities abound for these dilemmas to impact the ways in which we support our students. Unfortunately the right choice for school staff to make when presented with a dilemma is not always clear cut. In this workshop, we discuss a set of tools to help school staff navigate the gray areas of ethics when the most appropriate decision is not always black and white.

Giving Yourself a Tune-Up: Keeping Your Mind, Body & Spirit in Mission-Ready Condition

Participants will develop their own "preventative maintenance plans". They'll learn how to perform regular “Tune-Up” exercises, making them less susceptible to delays and breakdowns while traveling on the journey to pursue their organization's vision while living their personal mission. Participants will leave with a system to reconnect with their passion for their work , live life on purpose and adequately care for the organization's most precious resource—themselves.

Iron Will Wellness

Participants will be able to identify symptoms connected to various types of trauma and the barriers which often prevent people from seeking support. Participants will also learn the value of and effective strategies for maintaining strong mental health. Finally, participants will be empowered with effective self care habits and a system for permanently integrating them into their daily routine.

Overcoming Critical Incident Stress

Participants learn signs and symptoms of critical incident stress, effective strategies to implement at the onset of a critical incident as well as various long-term coping mechanisms. Finally, participants will leave the workshop empowered with effective self care routines that will support their ongoing physical, mental and emotional wellbeing.

Supporting Co-Workers Through Critical Incident Stress

This workshop will help participants learn the signs and symptoms of critical incident stress, effective strategies to implement at the onset of a critical incident as well as various long-term coping

mechanisms. Participants will leave the workshop empowered with effective self-care routines that will support their ongoing physical, mental and emotional wellbeing after a critical incident occurs.

Workplace Wellness Series

To maintain your organization's competitive advantage in a post-pandemic world impacted by hyperinflation, political strife and global unrest, it is paramount that employees get the support they need to continue to be productive at work. The psychological, emotional and social wellness of our workforce is under attack as they witness students, co-workers and their community struggle. All of this while they simultaneously experience their own challenges. This stress hinders problem solving, decision making and critical thinking — putting your school and its students further at risk. The four-part Workplace Wellness Series provides your organization with the knowledge, tools and support people need to power personal and organizational success. Whether taken as a series or an individual course, the goal is to help participants recognize that their personal wellbeing is an important component of their organization's success. The series includes the following courses:

- [*Iron Will Wellness*](#)
- [*Combating Compassion Fatigue*](#)
- [*Overcoming Critical Incident Stress*](#)
- [*Giving Yourself a Tune-Up: Keeping Your Mind, Body & Spirit in Mission-Ready Condition*](#)

Student Wellness

Be Here Now!: Mindfulness in the School Building and Beyond

Mindfulness training is the teaching or learning of practices designed to help participants increase their ability to live fully in the present moment. The ability to be present and aware is a powerful counter to the common tendencies to relive past events or to worry about potential events. When implemented in the school setting, mindfulness becomes a transformative tool, fostering an environment where individuals can cultivate a heightened sense of presence and awareness, empowering them to navigate the challenges in the school building and beyond.

Boost Student Mental Health Through Hip-Hop Social Work

Can hip-hop heal trauma-exposed youth? Can rap music be therapeutic? Is Hip-Hop Social Work a credible area of practice? This workshop takes an exploratory view of the appeal of hip-hop culture and the positive impact of the culture on the healing process of youth. We will explore the themes of survival, triumph and strength that form the basic ethos that hip-hop culture was founded on and discuss how those themes can be used to support students in the aftermath of the pandemic. After this workshop, participants will never view hip-hop culture the same.

Bouncing Back from Drama and Trauma: Helping At-Risk Teens Build Resilience

Today's teenagers face many challenges as they transition to adulthood. For youth who are in a circumstance that places them at greater vulnerability for problem behaviors or mental health disorders, the challenges can be far greater. This workshop seeks to answer the question "what is resiliency and how can it help at-risk youth succeed?" Participants will discover the ten components to resiliency and define ways that at-risk youth can benefit from them. Finally, workshop participants will uncover the barriers to becoming resilient and develop a plan to support the young adults we serve to develop the habits, attitude, and skill set it takes to become the Resilient Teenager.

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Creating a N.E.S.T. of Support for the Trauma-Exposed Student

Research shows that more than 75% of children in America are exposed to some type of traumatic life event, such as sexual abuse, physical abuse, domestic violence, community and school violence. Any one of these traumatic events can forever impact the life of a child. The N.E.S.T. model of support moves beyond understanding and helps school faculty, staff and administrators to understand what they can do to actually support students who have been exposed to trauma. In this advanced workshop, staff are empowered with tools they can use to support students; relational security, trauma-sensitive crisis management, self-regulation, and creating self-mastery experiences to facilitate better outcomes for youth suffering after a traumatic event.

Creating a Trauma-Informed Learning Environment

This is a leadership course that trains leaders on how to train others to create a safe and responsive educational environment to support both students and staff who have experienced trauma. The course covers the basics of trauma-informed support and provides practical strategies for promoting healing and growth. Participants will learn techniques for approaching sensitive topics with empathy, and integrating trauma-informed support into the school's culture. By the end of the course, participants will have developed the skills to train others on how to create a safe and inclusive learning environment that supports our students, faculty and staff.

Creating Trauma Champions

A trauma champion is a staff member who stands in the gap for those who are trauma exposed through education, advocacy, peer support and guidance. This workshop provides ideas for faculty and staff members to support ongoing education, activities and experiences that keep trauma sensitivity at the forefront of the school's collective consciousness.

Depression & Suicide Prevention: Understanding, Recognizing, and Supporting

Depression is a widespread challenge affecting over 17 million adults and 4 million youth in the United States, often tragically intertwined with thoughts of suicide. The course is designed to empower school staff with a comprehensive understanding of depression. By the course's conclusion, participants will not only possess a deeper comprehension of depression but also the tools and empathy required to provide valuable support to individuals confronting these challenges while fostering a school culture of empathy and support.

ON-DEMAND DIGITAL SESSION OPTIONS

A Vision for Diversity

We have long known the value of diversity in schools, however the pandemic has placed a glaring spotlight on the impact of policies that have perpetuated inequities in our schools and on the outcomes for our students. The research is clear: Post-Pandemic recovery is not possible without the diversity of thought, experiences and culture that often drives equity. In this workshop, we'll be empowering a new wave of educational champions — champions for student achievement, champions of educational excellence, and most importantly, champions of equal access for all. By creating an inspiring vision for diversity within the school, educational leaders will put our schools in a position to become stronger, more equitable and better able to support all of our students.

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Building a Habit of Cultural Humility

This course goes beyond cultural awareness with a goal of helping professionals to recognize cultural humility as a prerequisite for their company's success. Participants learn that Cultural Humility is a cornerstone which enables professionals within any inspired, forward thinking company, to achieve the company's mission, live out its vision and maximize impact everywhere it serves. This course is designed to be an engaging, thought provoking journey of self-awareness and discovery. Through this new lens, participants are able to develop systems, strategies and actions for their organization's efforts that lead clients, coworkers and the organization as whole towards diversity, equity and inclusion success.

Building a Lifelong Wellness Habit

This course is designed to help professionals enhance their physical and mental well-being. In this transformative session, you will learn the principles and practices necessary to establish a sustainable habit of wellness. You will gain practical strategies for managing stress, improving work-life balance, and adopting healthier lifestyle choices. You'll gain a deeper understanding of how wellness directly impacts your leadership and your ability to support your team and community effectively.

Death by a Thousand Cuts: Lessons in Microaggressions

Microaggressions are verbal, behavioral or environmental slights or insults directed towards others. Whether said intentionally or unintentionally, microaggressions communicate an underlying hostility or negative attitude based upon a dimension of the person's diversity. Often referred to as "death by a thousand cuts," the research is clear: adults are deeply affected by experiencing microaggressions. When done to a child, however, a microaggression can have an impact that reverberates throughout their life and can forever change the way that child sees themselves and their world. This workshop examines microaggressions in the school setting, outlines its root cause and discusses its impact on both coworkers and the children we serve. School staff will also learn strategies to reduce the use of microaggressions, as well as how to effectively respond if they become the witness or victim to them.

SOS: Recognizing Signs of Stress in Yourself and Others

This course will help staff clearly define the various types of stress and their impact on the body and brains. Participants will be able to recognize the signs of stress in themselves and those they supervise or manage as well as identify the impact of stress that goes unaddressed. We will also discuss effective daily habits of stress management.

The Cost of "-isms" on Kids

This course looks at the impact of various "-isms" (e.g. racism, sexism, or ableism) on young people. It provides a powerful framework for understanding the impact of these "-isms" reducing the perpetuation of "-isms" in our work with young people and finally, creating safe spaces for expression for young people.

The Hidden Self: Exploring Implicit Bias

We are biased almost from birth. It is often difficult to believe or accept that bias is a natural human behavior. Even the most well-intentioned among us – those who ardently disapprove of treating people differently based upon superficial factors – can unknowingly harbor implicit bias. Implicit bias is particularly dangerous when it negatively impacts those who rely on us to educate them – our students. This workshop challenges participants to examine their own implicit biases which can influence engagement, decisions and actions impacting the families and communities we serve. We will also learn strategies to limit and manage our biases in our work.

The Trauma of Poverty

In this training, participants will review the types of trauma that poverty can cause on families. Participants will understand the negative impact of poverty on the community-building process, and learn effective strategies to support those who are affected by the trauma of poverty.

Trauma-Informed Parenting

The trauma experience for children who have survived maltreatment, deprivation, and witnessing family violence can bring about a number of challenging behaviors. The caregivers in these children's lives must understand the dynamics of healing from trauma and how to use the behaviors children exhibit as a tool for gathering information. This course deals with methods to use challenging behaviors as an assessment and engagement tool with children and teens. We will discuss strategies on how the process of engagement can lead to connections by which caregivers can help youth gain control of overwhelming emotions.

Trauma Triggers

A trauma trigger is a psychological stimulus that prompts involuntary recall of a previous traumatic experience. The stimulus itself need not be frightening or traumatic and may be only indirectly or superficially reminiscent of an earlier traumatic incident, such as a scent or a piece of clothing. This workshop will identify triggers, examine the connections between events, feelings, or sights that cause an immediate emotional or behavioral reaction. Participants will learn how to support youth who become triggered as well as tools to help prevent retraumatization.

Understanding ACES

As adults increasingly learn about the impact of trauma on mental and physical health, we are positioned to interrupt the consequences and outcomes of adverse childhood experiences (ACES). This workshop will discuss the risk factors for children linked to the ACES, to help you develop a solid foundation for understanding why it is important to intervene and prevent adverse childhood experiences. It will also focus on identifying strategies to disrupt risk factors linked to adverse childhood experiences. We will review best practices for an organization to intervene and engage with youth who have experienced adverse childhood experiences as well as tools community partners can utilize to create safety and resiliency.

Understanding Compassion Fatigue

Compassion fatigue, a form of psychological stress, can spread like a behavioral toxin in your school, adversely impacting your leaders, staff and the students you serve. In this course, participants will learn the basics of compassion fatigue and how to address it in the school setting. Participants will be armed with a self-care plan to maintain their own psychological, emotional and social wellness.

Understanding Critical Incident Stress

In today's workplace, employees often encounter critical incidents that can have a profound impact on their well-being and performance. Understanding Critical Incident Stress is a vital course designed to provide participants with the basic knowledge and skills necessary to identify, understand and navigate these challenging situations.

Watch Your Wake: Downstream Impacts of Your Upstream Decisions

Bishop Desmond Tutu's wisdom echoes in our mission to create more inclusive and equitable schools. He once said, "there comes a point where we need to stop just pulling people out of the river. We need to go upstream and find out why they are falling in." In the pursuit of diversity and inclusion, it is paramount that we comprehend the far-reaching consequences of our actions at the source. This transformative course is designed to empower leaders with a profound understanding of how their everyday decisions shape our organizational vision for diversity. By exploring the upstream determinants of inclusivity, participants will gain invaluable insights into fostering an educational culture that values diversity, equality, and the well-being of all.

What is Culture?: The Impact of Culture on Me and Others

This course will demystify the concept of culture to help participants understand the power of intentionally incorporating culture into education, school policies including discipline, and even how we choose to engage with parents for system advocacy. Participants will identify how culture influences how students express themselves through behavior reactions and interactions. Participants will leave empowered with the understanding of the value of cross-cultural relationships and a plan for developing safe and culturally responsive spaces with students, their families, and the larger community.

Digital Courses Coming Soon!

Early Childhood Trauma Exposure

Early Indicators of PTSD in Adults

Involved Parents Produce Improved Schools

Parent Teacher Relationships That Improve Student Outcomes

Promising Practices for Family and Community Involvement during High School

The Importance of Wellness in Your Work

The Trauma of Children Living Apart from Their Parents

The Trauma of Gun Violence

The Value of Diversity: Best Practice. Best Ethics. Best Outcomes.

Train the Trainer: Being a Wellness Champion at Work

Train the Trainer: Creating a Trauma-Informed Learning Environment

Understanding and Recognizing Child Traumatic Stress

Understanding the Dimensions of Wellness

What Does it Mean to be "Trauma-Informed"?