

# INCLUSIVENESS TRAINING PLANS

## Strengthening Inclusiveness Committees

March 21, 2013

The Strengthening Inclusiveness Committees session on March 21, 2013 focused on the topic of **“Developing Training Plans.”**

There were twenty-five individuals in attendance, representing sixteen organizations (Archway Housing and Services, City of Arvada; Big Brothers Big Sisters; Center for Work, Education, and Employment [CWEE]; Colorado Alliance for Environmental Education [CAEE]; Court Appointed Special Advocates [CASA]; The Conflict Center; The Denver Foundation; Denver Open Media; Denver Urban Ministries; EarthForce; Habitat for Humanity of Metro Denver; Jewish Family Services; Planned Parenthood of the Rocky Mountains; and The Women’s Crisis & Family Outreach Center). The session was facilitated by Jamie Morgan, with assistance from trainers/consultants Erica Baruch (Erich Baruch Consulting LCC), Dara Burwell (Transformative Alliances LLC), and Carolyn Love (Kebaya Coaching).

The session started with a one-on-one activity of sharing: (1) examples of training experiences that have gone well; (2) examples of training experiences that did not go well; and (3) lessons learned from both on how to go about future training. The activity debrief generated the following:

### Qualities of Positive Training Experiences

- experiential components
- flexibility to maximize engagement
- facilitator that has relevant experience
- alignment between approach and organizational cultural
- targeted for the specific audience
- taking time to ensure that the trainer has the context of where the organization is
- utilizing storytelling, which is powerful and keeps people’s attention
- providing opportunity for personal check-in at start and also midway
- providing opportunities to continue dialogue and connect to the context of work

## **Qualities of Negative Training Experiences**

- too ambitious about what can realistically be accomplished (the flipside, however, is that inclusiveness work is long-term and of necessity is ambitious)
- lectures
- being made to feel guilty
- facilitator loses control
- power dynamics are not recognized
- insufficient time to process
- not handling conflict well when it comes up; training needs to set-up a process ahead of time because conflict will happen
- no sense of strategic initiative conveyed; it is important to be hyper-vigilant on communications so everyone is brought along)

## **Lessons Learned about What Works and Doesn't Work with Training**

- canned training does not work
- training must address what people's need to know in order for them to participate
- it's never going to be perfect or as you imagined it
- it is important to have activities that get people out of their heads, that engage them
- reinforcement is needed by management; something after the training to keep it alive, to integrate back into the organization
- it is important to balance the process with getting through the agenda
- it is important to allow time to unpack complex ideas

**Dara Burwell** spoke briefly about her consulting/training work which focuses on anti-oppression in general and can be customized to deal with specific oppressions (ageism, ability, gender, race, etc.). Her work deals with root causes, historical contexts, the dynamics of power and privilege; and does not presume an existing center. She presented a quadrant of important topics, as follows:

### THE FOUR I'S OF OPPRESSION

<p><b>IDEOLOGICAL</b></p> <p><b>Ideas, beliefs, thoughts we are exposed to and taught</b></p>	<p><b>INSTITUTIONAL</b></p> <p><b>Systems and structures</b></p> <ul style="list-style-type: none"> <li>• Decision-making and power structure</li> <li>• Where money comes from and budgets are allocated</li> <li>• Distribution of pay</li> <li>• Programming</li> <li>• Organizational culture</li> <li>• Location</li> </ul>
<p><b>INTERPERSONAL</b></p> <p><b>How people and groups interact with one another</b></p> <ul style="list-style-type: none"> <li>• Staff—staff</li> <li>• Staff—participants</li> <li>• Staff—board</li> <li>• Board—board</li> </ul>	<p><b>INTERNALIZED</b></p> <p><b>What targeted groups come to believe about themselves and others in their group</b></p> <p><b>What privileged groups come to believe/internalize about their own position of privilege and the privilege of those in their group</b></p> <ul style="list-style-type: none"> <li>• Example: entitlement</li> </ul>

**Carolyn Love** spoke briefly about her consulting/training work which focuses on prejudice reduction and falls in the INTERPERSONAL component: where individuals stand on racial topics; the mental models they focus on; and where people are on their own journeys. Her trainings look at similarities first and include consideration of micro-inequities.

**Erica Baruch** spoke briefly about her consulting/training work which focuses on cultural competence: specifically, how to use anti-oppression and prejudice reduction in application to client services. This approach to training is often skill-based.

**Jamie** reviewed briefly a [PowerPoint presentation](#) based on The Denver Foundation's Inclusiveness Project's *Inclusiveness at Work* workbook, [Module 2](#). The content of Module 2 is also spelled out in the Your Inclusiveness Guideline door, under [Step 2](#).

The session concluded with small-group work: organizations at similar stages of doing inclusiveness with each of the four consultants/trainers reviewing the template of a Training Plan Worksheet and how to use the worksheet in their respective organizations ([Blank Worksheet](#) and [Example Worksheet](#)).

Participants also received a copy of a letter from Adrienne Mansanares, head of the Department of Community Leadership at The Denver Foundation, with a list of Denver-based [inclusiveness and equity trainers, consultants, and facilitators](#).

The next session of Strengthening Inclusiveness Committees group will be May 16, 2013 from 8:30 to 11:00 a.m. on the topic of "**Beyond Training: Ideas for Integrating Inclusiveness.**" This group is designed to meet the needs of nonprofit staff who are leading their organization's inclusiveness work. To receive notification of this session and other future sessions, contact Holly Kingsbury at [hkingsbury@denverfoundation.org](mailto:hkingsbury@denverfoundation.org) or by calling 303.330.1790 x147.