

Training Plan Worksheet

Quarter 1 Month/Date February

Location ABC Community Room

Time 9:00AM – 12:00PM

Training Goal: Focus on inclusiveness at the individual, intergroup and systemic levels

Audience: Staff	Desired Outcomes: <ul style="list-style-type: none"> • Increased sense of community and safety when engaging in inclusiveness work • Increased awareness of how unconscious biases affect behavior • Deepen understanding of how personal bias contributes to organizational culture, program and service effectiveness, and governance and decision-making practices • Commitment to changing personal and organizational behavior based on learnings or “take-aways”
Training Approach(es): Anti-racism, Prejudice reduction	
Level(s) : Individual, Group, Systemic	
Focus: Similarities and differences (as related to identity)	
Format: Ongoing Intermittent	
Issues/Assumptions/Considerations: <ul style="list-style-type: none"> • There are many new staff and this will their first experience with inclusiveness training at our organization • Being a majority white, female, “straight” staff, how we make it a safe space for all? • People may have a hard time disconnecting from work if we hold the training on-site 	
Background/Pre-work: <ul style="list-style-type: none"> • Have people take the Implicit Association Test before the training • Read excerpt from John A. Powell’s <i>Structural Racism in a Diverse Society</i> 	