

## Selecting a Training Approach That Is Right for Your Organization

*This worksheet was created by The Denver Foundation's Inclusiveness Project ([www.nonprofitinclusiveness.org](http://www.nonprofitinclusiveness.org)) to support organizations doing inclusiveness work.*

*Users are encouraged to customize the worksheet to meet the needs of their respective organizations.*

The following table outlines three different training approaches and the key elements for each approach. Remember that a training approach is not the same as a training program; many training programs effectively incorporate different approaches throughout their curriculum.

\*Note that not all intercultural approaches also value differences so be sure to clarify this with any potential inclusiveness trainers.

Training Components	Training Approaches		
	Intercultural/Valuing Differences	Prejudice Reduction	Anti-Racism
Create better cultural awareness	<b>X</b>	<b>X</b>	
Create racial equity within the organization			<b>X</b>
Focus on similarities	<b>X</b>	<b>X</b>	<b>X</b>
Focus on differences	<b>X*</b>		<b>X</b>
Focus on the individual level	<b>X</b>	<b>X</b>	<b>X</b>
Focus on the inter-group level	<b>X</b>		<b>X</b>
Focus on the systemic level			<b>X</b>
Create incremental change	<b>X</b>		
Create transformational change		<b>X</b>	<b>X</b>

**Instructions**

Working as a group, have the Inclusiveness Committee discuss any observations they may have about different training approaches.

- Circle all the Xs that best represent what you hope to accomplish through your inclusiveness training program.
- Identify the column that has the most number of Xs circled. If you find that you have many Xs circled in multiple columns, it may be that you want to incorporate multiple training approaches into your inclusiveness training program.

**Name of Organization** \_\_\_\_\_

**Date Worksheet Completed** \_\_\_\_\_