



Menu of Training Topics:

What is Equity and Inclusion?: moving forward together

- Creating a common understanding of key terms
- Setting historical context for the need for equity and inclusion efforts
- Identifying power, privilege, and allyship

Organizational Culture: peeling back the layers that inform it

- Values: individual and collective values and how they intersect
- Examining institutional principles and policies that maintain the status quo
- Creating a culture of collaboration: institutionalizing inclusive practices

Unconscious Bias: double checking our blind spots and what happens when we don't

- Identifying our individual perceptions
- Drawing the connection between unconscious bias and power and privilege
- Taking action: counter narratives and other approaches

Creating Brave and Inclusive Spaces: holding ourselves accountable for our impact

- Recognizing instances of microaggressions
- Mitigating the impact of microaggressions
- Humility and accountability as forms of allyship

Intentional Communication: creating a culture of feedback

- Basics of non-violent communication
- Honest expression and across difference
- Delivering feedback: creating a system of accountability

Decoding Coded Language: the impact of words on equity and inclusion efforts

- Defining coded language
- Identifying coded language in hiring and retention efforts
- Practicing decoding our language

Authentic Leadership: leading together

- Understanding your leadership style
- Exploring the intersection of identity and leadership
- Learning how our identities impact and inform our leadership experience

This menu of topics is not an exhaustive list of the topics we have provided training on; and all modules can be tailored to fit the specific needs of the organization.

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