MENU OF TRAINING TOPICS

What is Cultural Relevancy? Exploring social justice, environmental justice, positionality
  ▪ Understanding key terms
  ▪ Setting historical context for the need for Cultural Relevancy
  ▪ Identifying power, privilege, and allyship

Diversity, Equity, and Inclusion: Are we there yet?
  ▪ Understanding the relationship between the three concepts
  ▪ Tokenism and the impact that can result
  ▪ DEI committees: Whose responsibility is it?

Changing Organizational Culture: Peeling back the layers that inform your organization’s culture
  ▪ Work policies and procedures
  ▪ Hiring practices and pipelines
  ▪ Examining spoken and unspoken rules and norms

Identifying Our Unconscious Biases: When assuming positive intent is not enough
  ▪ Individual perceptions
  ▪ Identifying microaggressions
  ▪ Taking ownership of and accountability for our impact

Macro and Microaggressions: Identifying inappropriate behavior
  ▪ Define macro and microaggressions
  ▪ Recognizing instances of macro or microaggressions
  ▪ Evaluating courses of action in addressing instances of aggression

Board Development: Recruiting with intention
  ▪ Diversifying your board
  ▪ Strategies for developing your board
  ▪ Embracing new strategies of board giving

Curriculum Development: Developing programs with a culturally relevant lens
  ▪ Who or what informs the curriculum developed?
  ▪ Who delivers the curriculum and how do they deliver it?
  ▪ How do we ensure we are providing meaningful and relevant experiences to youth in the outdoors?
Intentional Communication: Disrupting Unwanted Behaviors
- Basics of non-violent communication
- Understanding our needs and feelings
- Honest expression and empathic listening
- Feedback without criticism

Authentic Leadership: Understanding and supporting different leadership styles
- Understanding your leadership style
- Exploring the intersection of identity and leadership
- Learning how our identities, particularly our marginalized identities, impact and inform our leadership experiences