EDUCATION & TRAINING

FOR ORGANIZATIONS & INDIVIDUALS

training@dapstl.org • 314-246-3142
Diversity Awareness Partnership’s education and training programs are delivered through presentations, seminars, community forums, and interactive sessions where the focus is understanding and dialogue. These sessions raise awareness around topics of diversity and strategies for inclusion. We take a comprehensive approach to inclusion by working with your organization to contextualize training within a broad array of other services.

LET US WORK WITH YOU TO FIND THE BEST SOLUTION
Contact us to arrange an education and training opportunity for your organization: training@dapstl.org | 314-246-3142

STRATEGY:

- **Diversity & Inclusion Consulting**: Diversity Awareness Partnership offers strategic, individualized consulting sessions on an as-needed basis or project-by-project. We facilitate a variety of tools and processes that can be tailored to your organization’s strengths and opportunities for growth.

- **Climate Assessment**: This customized online assessment of up to 50 questions, developed and analyzed by Diversity Awareness Partnership, can address diversity and inclusion topics in your organization from the perspective of the participants. A climate assessment can provide important information at the outset of diversity and inclusion initiatives, which can better inform next steps.

- **Focus Groups**: These smaller groups provide a deeper, facilitated conversation on a specific topic related to diversity and inclusion (e.g. racial conflict, exclusive language, microaggressive behavior), and can be an invaluable tool to clarify the results of a climate assessment. (1 hour, maximum of 20 participants)

- **Executive Leadership & Board Consultation**: Focused on best practices, case studies, and strategic planning, consultation sessions can be tailored to closely fit your organization’s needs and challenges. (time and participant maximum varies)

- **Evaluation of Diversity Initiatives**: Diversity Awareness Partnership can assess your existing diversity initiatives (e.g. diversity council or training program) through a combination of online surveys and in-person, facilitated conversations.
We facilitate a variety of highly interactive, objective-oriented training opportunities on issues of diversity and inclusion spanning multiple topics, lengths of time, and approaches.

- **Diversity & Inclusion: The Basics:** This session addresses the difference between diversity and inclusion, stereotypes and biases, various aspects of identity (race, religion, disability, sexual orientation, gender identity, and age), and strategies for being a more inclusive organization. (2 hours, maximum of 35 participants)

- **Unconscious Bias Training:** The negative impacts of unconscious bias can be present at every level of an organization in myriad ways. Participants in this training will be exposed to current research on bias, as well as best practices for mitigating bias in ways that are specifically suited for their context. Real-world examples are provided throughout the session in order to demystify what can sometimes be an elusive concept. (2 hours, maximum of 35 participants)

- **Children & Diversity: Starting the Conversation:** Though our children are exposed to an increasing amount of diversity in their everyday lives, they exhibit bias at rates similar to adults. This session begins by examining basic concepts related to race, sexual orientation, gender identity, and religion. In small groups, participants then discuss real-world scenarios and share strategies on how to discuss and model inclusion for and with children. (2 hours, maximum of 35 participants)

- **Listen. Talk. Learn:** The events that have transpired since August 9, 2014 after the shooting of Michael Brown Jr. in Ferguson, Missouri have presented all of us - as neighbors, business leaders, educators, students, and concerned citizens - with the opportunity to step forward and increase understanding of race relations and what inclusion means to St. Louis. It is vital that our communities understand each other to ensure healthy communication, trust, and respect for those that live, work, and play in our region. This session will expose participants to the debate vs. dialogue framework, provide them with needed skills to practice dialogue, and help them understand a lived experience different than their own. (2 hours, maximum of 35 participants, requires a multiracial audience. Attendees of the Listen. Talk. Learn are eligible to progress to a future DAP Listen. Talk. Learn. More event)

- **Listen. Talk. Learn. More** From #BlackLivesMatter to Mizzou to Sandra Bland, our cultural consciousness around racial bias has been heightened over the last couple of years, and we are being expected to understand these concepts with an increased level of dexterity. Though the core of our conversations has remained the same, the ways we talk about them and the stories we tell have changed. We have listened, talked, and learned. And many of us are ready to do more. This session will allow participants who have already attended a Listen. Talk. Learn. to delve more deeply into the topics of bias and race, as well as more complex topics like privilege and intersectionality. (2 hours, maximum of 35 participants who have previously attended a DAP Listen. Talk. Learn session)
**TRAINING:**

- **Lunch & Learn:** These sessions are shorter, more informal than a standard training, and more focused on conversation on a specific topic relevant to the organization. For a 90-minute session, local experts are additionally brought in as panelists to provide a lived experience around the topic at hand. Examples of recent Lunch & Learn sessions include “Children and Diversity: Starting the Conversation,” “Race, Racism, and Identity,” and “How to Create an LGBTQ-Inclusive Environment.” (60-90 minutes, maximum of 50 participants)

- **Diversity & Inclusion Seminar Series:** An annual series of quarterly 3-hour workshops designed to offer additional opportunities for professionals in the St. Louis area to grow their expertise on current research on diversity and inclusion, and to engage in peer-to-peer learning around diversity initiatives with colleagues across a variety of sectors. See our website for more information on this year’s series.

- **Diversity & Inclusion: The Business Case:** Changing demographics in our culture in the United States are requiring organizations in all sectors of our society to gain new knowledge about diversity and inclusion in order to build more cohesive work teams and leverage differences to meet their missions. This training will define concepts related to diversity and inclusion, as well as provide historical context for the evolution of diversity and inclusion in a business context. Participants will also have the chance to use their understanding of best practices and apply it to their own organizations. (2 hours, maximum of 35 participants)

- **One-On-One Training:** DAP can provide training on a variety of topics (i.e. gender, race, stereotypes, bias) for an individual in your organization who needs focused, one-on-one attention.

“I’ve had the pleasure of working with DAP in recent years through my professional career in Human Resources. Their passionate team of dedicated consultants go out of their way to provide exemplary service and invaluable expertise in Diversity and Inclusion. The DAP team is responsive in meeting organizational needs, and they go beyond by igniting individuals at a personal level to spark self-reflection and awareness. Whether it be setting a foundational understanding, assisting in strategy development or providing advanced training, Diversity Awareness Partnership is an excellent partner to guide you on your Diversity and Inclusion journey.”

Danielle Spieckerman
System Leader, Workforce Development & Talent Sourcing
SSM Health
HOW WE CAN WORK TOGETHER WITH YOUR ORGANIZATION:

Many of our clients are able to commit to a more comprehensive approach to their D&I initiatives, rather than “a la carte.” Below are some examples of some processes that successful, inclusive organizations take in order to make the mix of diversity work for them.

- **Climate Assessment - Focus Groups - Training - Consulting**
  Once we have a clearer picture of your current environment with a climate assessment, focus groups allow us to make sense of the data by putting them into real contexts with real stories. This information then informs how to customize a training or series of trainings to best suit your organization. At the end of the training, or in a follow-up meeting, strategic objectives are then created in order to guide an internal group (like a diversity council) to continue the work moving forward. As time goes on, DAP steps further out of the center of the process so that D&I efforts are driven by primary stakeholders.

- **Training - Consulting**
  Current research tells us that training alone is ineffective at best, and can backfire at worst. After a training, we appreciate the opportunity to discuss with your organization what can be built upon, so that the work doesn’t lose momentum. We will share our experience and expertise and listen to your unique needs and goals in order to ensure that the interest piqued in our dynamic training is not lost in the weeks and months to follow.

- **Lunch and Learns - Board Consultation - Evaluation of Diversity Initiatives**
  This approach is best suited for organizations who are just getting started in their journey of becoming more inclusive. Lunch and learns generate buzz and conversation around D&I-related topics, while a board consultation provides basic tools and understanding around these issues so that they can walk their own talk. Any diversity initiatives already in place can be examined for effectiveness and impact, in order to align D&I strategy with mission and vision statements. This groundwork will help prepare the organization for the 3-5-year work that any real change requires.
**FAQ:**

**Can you customize your trainings to suit our organization?**
Yes! We can also create trainings from scratch if you don’t see something in our brochure that matches your needs.

**Do you travel outside of the St. Louis or Columbia regions to do trainings?**
Yes, we do so often! If the training is outside of the metro region, we ask for reimbursement for travel (and lodging, if applicable).

**We are required to regularly train our employees on “cultural competency.” Is that something you do?**
Often, our trainings do indeed fit the objectives laid out by different organizations to make sure all employees understand the journey of cultural competency. We’ll work with you to make sure you’re getting the training you need.

**Can you send someone from DAP to speak at our luncheon/breakfast meeting/professional development event?**
Absolutely! Several members of our team speak regularly at these kinds of events. Just like our trainings, there would be a fee for a speaking engagement.

**How soon can you come work with us?**
This depends on what is already booked on our calendar, but typically we schedule trainings 1-2 months in advance, sooner than that if we have openings.

**Do you work with people of all ages? What about kids?**
While we do work mainly with adults, we also have done trainings for high school students. For youth training, we would refer you to our Youth Programs department.
MISSION

Diversity Awareness Partnership is a catalyst to increase awareness, facilitate engagement and provide education about diversity and inclusion.

VISION

Diversity Awareness Partnership’s vision is inclusive communities where diversity is respected and embraced, and equity is the norm.