



2021 HeartBrain DEI Trainings and Workshops for Nonprofit Organizations

Advocacy As An Organization: What Can and Should We Be Doing?

Beyond ADA Compliance: How Welcoming is Our Organization?

Bridges Into Poverty: Reframing OUR Values

Building an AntiRacist Workplace

Building a Multicultural Workplace

Building an LGBTQIA+ Positive Workplace

Building a Trauma-Informed Workplace

Building Relationships: Who Should We Be Partnering With in Our DEI Efforts?

Diverse Voices in Our Community: Moderated Panel

Is Your Website User-friendly for ALL Clients?

Is Your Intake Form a Barrier?

It's Time To Diversify But How?

Lifting Client Voices

Microaggressions in the Workplace: How Does This Impact Our Mission?

More than Pronouns and Gender Neutral Bathrooms: Supporting Non-Binary and Transgender Clients

Offering Multilingual Services

Providing Trauma-Informed Services: What Does That Look Like Day-To-Day?

Self-Reflection: Where do I fit in the DEI Conversation?

Serving LGBTQIA+ Youth

Serving the Whole Client: Applying an Intersectional Approach

StoryCircle: Getting to Know and Understand Each Other

Storytelling for Social Change

Sustainable Change: Embedding DEI Values In Our Organization's Culture

Welcoming LGBTQIA+ Clients and Volunteers

We've Diversified, Now What?

What Does it Mean to be an LGBTQIA+ Ally in My Role as a Volunteer/Staff/Board Member?

Vocabulary for 2021: How Do I Know What to Say, When?

All HeartBrain DEI Workshops will:

Have facilitators with both lived and professional experience on the topic being covered.

Have industry and organization relevant examples and activities.

Have industry Specific Resources and Further Education Recommendations.

Be facilitated utilizing an Antiracist, Intersectional, Multicultural, and Trauma-Informed framework, focused on impact over intentions and rooted in best practices for sustainable cultural shifts.

Be a place where everyone can learn and make mistakes.

The unique thing about HeartBrain's Workshops is that they are designed for each organization with their specific needs in mind, rather than one-size-fits-all. This allows us to focus on industry-relevant standards, while we highlight the topics that you are prioritizing and fit in the work you've already done, while accounting for the diversity of those attending the training.

Workshop Descriptions:

Advocacy As An Organization: What Can and Should We Be Doing?

What's your organization's role in advocating for our clients? And what are the laws? This 1.5 hour workshop will cover 501c3 advocacy and explore the ways advocacy fits differently into each staff member's role.

Beyond ADA Compliance: How Welcoming is Our Organization?

If someone using a wheelchair applied for your open position, is your organization set up to receive them? Is your ability to serve disabled folks seeking services proactively planned for or a reaction to someone you weren't planning for showing up to the office? Does your organization consider the tools it uses to be an assistance to the organization or an assistance to the client? In this 3-hour workshop we'll explore the ways ADA Compliance falls short and what we can do to proactively prepare to serve and work with all members of our communities.

Bridges Into Poverty: Reframing OUR Values

If we continue to approach poverty initiatives only from a place of educating and influencing the values of the working poor, not only will our efforts be unsustainable, as a community we'll miss out on the creative and innovative ideas and solutions that our community members have to offer. In this 3-hour workshop we'll lift up values from experiences with poverty and talk about how we can apply them to transforming our communities.

Building an AntiRacist Workplace

This co-facilitated 2-Part Workshop will explore what it means to strive to be an antiracist workplace, build a shared vocabulary and understanding of antiracism work, open space to ask questions that we need the answers to in order to take the next steps in antiracist efforts, and provide concrete actions plans for what you can do today to be actively antiracist.

Building a Multicultural Workplace

This co-facilitated 2-Part Workshop will explore what it means to strive to be a multicultural workplace where everyone is intended to thrive, build a shared vocabulary and understanding of multiculturalism, open space to ask questions, and provide concrete action plans for what you can do today to work toward a culture that prioritizes diversity.

Building an LGBTQIA+ Positive Workplace

This co-facilitated 2-Part Workshop will explore what it means to strive to be a workplace where LGBTQIA+ staff thrive, build a shared vocabulary and understanding of the LGBTQIA+ Community, open space to ask questions that we need the answers to in order to take the next steps in LGBTQIA+ Ally efforts, and provide concrete actions plans for what you can do today to be actively inclusive of LGBTQIA+ staff.

Building a Trauma-Informed Workplace

This co-facilitated 2-Part Workshop will explore what it means to strive to be an trauma-informed workplace, build a shared vocabulary and understanding of trauma-informed work, open space to ask questions, and provide concrete actions plans for what you can do today to facilitate a more informed and caring workplace.

Building Relationships: Who Should We Be Partnering With in Our DEI Efforts?

Our community has a long history of DEI initiatives. And is currently a place where hundreds of such efforts are engaged with daily. We have exceptional BIPOC and LGBTQIA+ Leadership in the Fox Cities. This 1.5 hour workshop will highlight some of those efforts and explore possible channels for collaboration.

Diverse Voices in Our Community: Moderated Panel

In this 1.5 hour workshop, you'll have the opportunity to hear from 3 people in our community on how your services, or services like yours, impact their lives. The panel will close with a moderated Q&A.

Is Your Website User-friendly for ALL Clients?

This workshop is not just for your Communications staff! In this 1-3 hour workshop we'll explore assumptions about how clear our communication and expectations are and participate in activities that help us see how your clients engage with your website and other materials.

Is Your Intake Form a Barrier?

In this 1.5 hour workshop designed specifically for your organization, we'll look at your intake form from a multicultural lens, identify potential barriers to clients, and discuss donor reporting requirements. We'll use that information to design a welcoming intake form checklist that meets all your needs.

It's Time To Diversify But How?

Diversity work is important work. And the time to do it is now. But where should you start? And what should you do with efforts that are already in place? In this 2-hour workshop we'll discuss the essential relationship building and self-education required to create meaningful strides toward diversity while minimizing harm.

Lifting Client Voices

In this workshop we'll move past talking about *them* and learn when and how to let clients speak for themselves in ways that are safe, empowering, and build essential skills.

Microaggressions in the Workplace: How Does This Impact Our Mission?

In this 2-hour workshop we'll define microaggressions, identify what they can look like, and explore how they impact daily work through hands-on activities. We'll close with action steps for being more mindful in our procedures and daily interactions.

More than Pronouns and Gender Neutral Bathrooms: Supporting Non-Binary and Transgender Clients

If you want to be good allies to Transgender community members, but you're not really sure how or where to start and you don't know what questions to ask or who to ask them to, this is the workshop for you! We'll build shared vocabulary, knowledge, and understanding that allow us to proactively create a community where Trans and Non-Binary folks can thrive.

Offering Multilingual Services

This workshop moves beyond translation services and explores the responsibilities an organization accepts if they advertise their services multilingually. We'll build a plan for offering culturally competent services and communications.

Providing Trauma-Informed Services: What Does That Look Like Day-To-Day?

Everyone is saying *Trauma-Informed*, but what does that actually mean? And how does it impact our daily interactions? In this 2-hour workshop we'll define trauma-informed and practice what it looks like in day-to-day interactions and written communications.

Self-Reflection: Where do I fit in the DEI Conversation?

It's difficult to understand others in ways we don't understand ourselves. It's impossible to talk to others about things we can't talk about ourselves. Through activities focused on self-reflection and building voice around each participant's own identities, this 2-hour workshop is designed to build a foundation for identity-based conversations.

Serving the Whole Client: Applying an Intersectional Approach

Intersectional is another word that's used a lot, but what does it actually mean? This 2-hour workshop is designed to fully explore intersectionality and how it's used in different contexts to better prepare you to serve individuals holistically.

StoryCircle: Getting to Know and Understand Each Other

In this 2-hour gathering, we'll use storytelling as a route to team-building and creating a deeper understanding of ourselves and each other. Story circles have been used in almost all cultures as far back as oral and recorded history date to strengthen and heal communities.

Storytelling for Social Change

This workshop is a place for folks working for social change to develop their stories and practice adapting them to specific audiences. From convincing folks to listen to getting them to join you in action or fund your cause, this workshop has something for everyone, whether you're just getting started or you've been doing this for years!

Sustainable Change: Embedding DEI Values In Our Organization's Culture

How do we make sure our efforts outlast staff and volunteer turnover and create lasting change in our organization? How can we ensure that we're offering a baseline of care, regardless of who is providing the service? How can we bring equity to everything we do? This workshop will answer these questions and provide the framework for embedding DEI values into your organization's culture.

Welcoming LGBTQIA+ Clients and Volunteers

LGBTQIA+ individuals bring unique talents, perspectives and solutions to our community. And they exist at every intersection of identity of the clients we serve. So how do we make sure LGBTQIA+ folks feel welcome at our organization? In this 2-hour workshop we'll build shared vocabulary and knowledge, talk about safety red flags for LGBTQIA+ folks when seeking services, and explore what it means to be welcoming to the LGBTQIA+ community.

What Does it Mean to be an LGBTQIA+ Ally in My Role as a Volunteer/Staff/Board Member?

This interactive and hands-on training is intended to follow LGBTQIA+ 101 type trainings to engage in practical application of what folks have learned directly relating to their role with your organization. We'll engage with real life scenarios and how to respond to them. It's a place to practice and make mistakes to be better allies.

Vocabulary for 2021: How Do I Know What to Say, When?

Identity and community based language is constantly evolving. It's one of the most concrete ways of measuring the effectiveness of community dialogues and collaborations. So how do you know which language you're supposed to use and how do you make sure you get it right? In this 2-hour workshop we'll talk

all about vocabulary, it's evolution, and maybe most importantly, how to apologize when you get it wrong. And I promise you, we're all going to get it wrong from time to time.