

Healthy Community Collaborative

Fall 2022 - Diversity, Equity & Inclusion Trainings

Facilitator: Virginia Center for Inclusive Communities (VCIC) www.inclusiveVA.org

DEI Training Sessions

In response to feedback received from the HCC Equity Survey completed in 2021 and goals identified in the HCC strategic planning process in 2022, we are offering this series of three foundational level Diversity Equity and Inclusion workshop training sessions to HCC members over three consecutive meeting times. These trainings are available at no cost to HCC member organizations on a first come, first served basis. To allow for wide participation, registration is limited to no more than 5 staff members from one organization. [Register here.](#)

Foundations of Diversity and Inclusion

Many organizations have provided training on unconscious bias for their staff and board members with great success. Once individuals are aware of their unconscious biases, however, they are not always clear on what they can do to reduce the impact of those biases at their organization. In this session, participants will explore the science of unconscious bias, specific types of unconscious biases, and how those biases show up at their organization. The session will also cover practical tips and approaches that organizations can implement to help individuals make better, bias-free decisions.

Facilitating Difficult Conversations

Employees are increasingly calling on their workplaces to provide opportunities to grapple with difficult current events, internal dynamics and observations, and equity needs. When carefully crafted and facilitated, these dialogues have the potential to improve morale, engagement, and productivity. This workshop will help participants consider when and how to hold constructive conversation, and offer best practices to ensure that these dialogues are meaningful for participants and add value for the organization.

Understanding and Interrupting Microaggressions

Microaggressions have been defined as “brief and commonplace daily verbal, behavioral, or environmental indignities.” While they may not result in formal complaints or lawsuits, they do have consequences when it comes to morale, engagement, and retention. This session will explore the concept of microaggressions and will help participants identify effective strategies to prevent and interrupt these indignities when they arise in the workplace.

Register for the FALL DEI Training Sessions: <https://forms.gle/JLjn5Up2bLGchobAA>

Please contact Jo Benjamin at jo@uwhr.org with any questions about these trainings.

Please contact Joyce Nussbaum joyce@vpas.info with any questions about HCC.