



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