

EVIDENCE-BASED CAPACITY-BUILDING

For Educational Organizations & Related Groups/Associations

All live training can be offered either on-site, over the web, or a blend of the two. All modes offer a combination of presentation, discussion and active applied learning activities. We also offer:

- Both core (foundations) and advanced training. We recommend and offer booster sessions.
- Tailoring is available for all learning experiences. It is automatically included at no extra charge when training is preceded by our Climate & Culture Assessment.
- E-learning (asynchronous) optionally accompanied by facilitator guide and train-the-trainer.

Primary Participants	Title	Delivery Modalities and Options
Leaders (Dept. Chairs and Above)	EDUCATIONAL LEADERSHIP IN A DIVERSE WORLD	Live training. For leader training we recommend on-site, but it can be provided online. Blended option available.
Supervisors & Managers	BEST PRACTICES FOR A DIVERSE WORLD	Live training, on-site or through online delivery. Blended option available.
Human Resources Personnel	FROM RECRUITMENT TO RETIREMENT: Preventing Unintended Bias and Stereotype Threat in HR Process and Procedures	Live training, on-site or through online delivery. <ul style="list-style-type: none"> • Option: Followed by focused collaborative review and recommendations of existing formal and informal policies and practices.
Search committees	FROM RECRUITMENT TO SUCCESSFUL HIRE: Preventing Unintended Bias and Candidate Stereotype Threat in Recruitment Procedures	Live training, on-site or through online delivery. <ul style="list-style-type: none"> • Option: Followed by focused collaborative review and recommendations of existing formal and informal policies and practices.
Instructors, Teachers & Professors	PROMOTING STUDENT SUCCESS IN A DIVERSE WORLD (Classroom, Advising, Mentoring, Grading)	Live training, on-site or through online delivery. Focused sections on classroom, advising, mentoring, grading. Blended option available.
Staff serving Students	STUDENT EXPERIENCE IN A DIVERSE WORLD	Live training, on-site or through online delivery.
Admissions committees	STUDENT ADMISSION IN A DIVERSE WORLD	Live training, on-site or through online delivery. Blended option available.
ALL STAFF	THRIVING IN A DIVERSE WORLD: FOUNDATIONS I & II <i>Core capacity-building through shared understanding of concepts and strategies, common language for continued learning</i>	E-learning. Asynchronous (Can complete anytime.) <ul style="list-style-type: none"> • Accompanying facilitator guide and resources optional. • Organization-specific branding optional. • Can be live instead of asynchronous online.
Internal Trainer, Facilitator, D&I Officer, Advocate	TRAIN-THE-TRAINER PROGRAM <i>Support, Skill and Capacity-Building for Internal Trainers, Facilitators</i>	Webinar and Virtual Workshop Series. Can be accompanied by all-staff e-learning, row above. <ol style="list-style-type: none"> 1. Monthly sessions for those with limited facilitation experience. 2. Bi-monthly sessions for experienced facilitator/trainers.
OTHER	Developed in response to specific needs	Live training programs and/or asynchronous e-learning experiences.