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.

<table>
<thead>
<tr>
<th>Primary Participants</th>
<th>Title</th>
<th>Delivery Modalities and Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leaders (Dept. Chairs and Above)</td>
<td>EDUCATIONAL LEADERSHIP IN A DIVERSE WORLD</td>
<td>Live training. For leader training we recommend on-site, but it can be provided online. Blended option available.</td>
</tr>
<tr>
<td>Supervisors &amp; Managers</td>
<td>BEST PRACTICES FOR A DIVERSE WORLD</td>
<td>Live training, on-site or through online delivery. Blended option available.</td>
</tr>
</tbody>
</table>
| 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.  
- 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.  
- 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  
Core capacity-building through shared understanding of concepts and strategies, common language for continued learning | E-learning. Asynchronous (Can complete anytime.)  
- 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  
Support, Skill and Capacity-Building for Internal Trainers, Facilitators | Webinar and Virtual Workshop Series.  
Can be accompanied by all-staff e-learning, row above.  
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.                                                                                                                                                                                                 |

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