



JUSTICE  
OUTSIDE

# TRAINING OFFERINGS

The options below represent our commonly requested topics. This menu of topics is not an exhaustive list of the content we have provided training on and all modules can be tailored to fit the specific needs of the organization. Please reach out to our Program Associate Kentina Washington-Leapheart at [kentina@justiceoutside.org](mailto:kentina@justiceoutside.org) for more details.

<b>KEY TERMS</b>	Building a shared understanding of equity, inclusion, justice, diversity, race, racism, and intersectionality. We recommend this topic for organizations beginning their journey towards racial equity.
<b>THE FOUR I'S OF OPPRESSION</b>	Reviewing ideological, institutional, interpersonal, and internalized oppression to better understand the need for transformative change at the systems level.
<b>HISTORICAL CONTEXT OF RACIAL OPPRESSION IN THE UNITED STATES</b>	Reviewing the history of oppression that has shaped the way folks across racial lines access and experience the outdoors and informs the need to prioritize racial equity.
<b>POWER &amp; PRIVILEGE</b>	In order to create a more just world, we have to understand power and privilege. We will dig into the roots of power and privilege, explore how to leverage what we find, and utilize tools to build a more equitable, inclusive, and socially just movement. This workshop is ideal for people and organizations in the beginning stages of their equity journey.
<b>UNCONSCIOUS BIAS</b>	We all have tendencies to allow our unconscious biases to steer our everyday interactions and decisions. As we seek to engage in increasingly authentic ways within our communities we have to slow down, work to make the unconscious, conscious, and build relationships with more intention.
<b>MICROAGGRESSIONS</b>	Practicing identifying & interrupting microaggressions in order to strengthen individual and organizational commitments to fostering inclusivity. We tailor this training to the specific relationships an organization would like to focus on i.e. youth/adult relationships, volunteer/staff relationships, collegial relationships, etc.
<b>INCLUSIVE LANGUAGE</b>	Understanding coded language and deficits-based language, and how to shifting towards assets-based language.
<b>WHITE SUPREMACY CULTURE</b>	White supremacy culture is deeply woven into the fabric of our society and influences (everything). We support organizations in unpacking white supremacy culture in various contexts including organizational values and relationship building.
<b>INTENTIONAL COMMUNICATION</b>	Building an understanding of non-violent communication and how to use it as an antidote for white supremacy culture. This topic can be especially helpful for organizations looking to strengthen their culture of feedback.
<b>SETTING BOUNDARIES</b>	Support for Black folks, Indigenous folks, and People of color to practice setting boundaries and self-advocacy in the face of harmful workplace dynamics.
<b>APOLOGIES &amp; ACCOUNTABILITY</b>	Understanding how to respond after being called in and navigating resulting conversations and conflict. We recommend trainings built around this topic are conducted in affinity spaces as white folks, non-Black People of Color, and Black folks have different experiences of these processes.

## EXAMPLE TRAINING MODULES

<p><b>FUNDAMENTALS OF EQUITY &amp; INCLUSION</b> (3 hour training)</p>	<p>In this training, participants will:</p> <ul style="list-style-type: none"><li>● Build a shared understanding of key terms.</li><li>● Review a brief history of racial oppression in the US to better understand the need for racial equity and inclusion efforts.</li><li>● Identify their power and privilege and opportunities to leverage these as allies.</li></ul> <p>This workshop is ideal for organizations looking to build staff and/or board engagement in racial equity work.</p>
<p><b>RECRUITMENT &amp; HIRING</b> (3 hour training)</p>	<p>In this training, participants will:</p> <ul style="list-style-type: none"><li>● Unpack how implicit bias manifests in the recruitment process.</li><li>● Explore the role deficit-based language plays in turning away potential applicants and practice shifting towards assets-based language.</li><li>● Discuss how aspects of white supremacy culture manifest in the recruitment &amp; hiring process and brainstorm tangible antidotes.</li></ul> <p>This workshop is targeted towards people responsible for recruiting and hiring talented employees.</p>
<p><b>CURRICULUM DEVELOPMENT &amp; PROGRAM DELIVERY</b> (3 hour training)</p>	<p>In this training, participants will:</p> <ul style="list-style-type: none"><li>● Explore how power and privilege impact curriculum creation and delivery.</li><li>● Practice shifting towards assets-based frameworks in curriculum planning.</li><li>● Review tools to mitigate bias in curriculum delivery.</li></ul> <p>This workshop is perfect for anyone who is creating, implementing, or delivering (virtual or in-person) programs for people of all ages.</p>
<p><b>COMMUNITY OUTREACH &amp; COMMUNICATIONS</b> (3 hour training)</p>	<p>In this training, participants will:</p> <ul style="list-style-type: none"><li>● Review basic tenets of authentic community engagement to build respectful, reciprocal partnerships over time.</li><li>● Examine how aspects of white supremacy culture and power dynamics influence community outreach.</li><li>● Explore how assets-based frameworks and language expand opportunities for authentic partnerships.</li></ul> <p>This workshop is targeted towards people involved in external-facing communications or outreach roles as well as people looking to better involve external stakeholders in decision-making processes.</p>

### HOW LONG ARE YOUR TRAININGS?

We recommend at least 45 minutes for each topic being covered in a training. We have two-hour minimum for all of our trainings in order to create appropriate space to set group agreements, practice a land acknowledgement, and intentionally close our session.

### HOW MUCH DO TRAININGS COST?

We charge \$350 per facilitator per hour with the number of facilitators is dependent on the number of participants. We charge the same rate for planning hours which vary depending on the content of the training. For more information about cost, please reach out to Kentina at [kentina@justiceoutside.org](mailto:kentina@justiceoutside.org) to schedule an inquiry call.

### ARE TRAININGS IN-PERSON OR VIRTUAL?

Justice Outside offers trainings virtually over Zoom and in-person though in-person trainings have added costs for travel and lodging (if necessary).