

## Think Again Training & Consulting

### 2024 menu of services and sample training topics

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#### Consulting Services

Consulting services are tailored to your identified goals, scope and context, and can include elements of:

**Assessment** to identify strengths, gaps, resources and opportunities for improvement in equity and inclusion. Assessment tools include custom surveys, interviews, focus groups, policy review, and more.

**Policy Consultation** to review, revise, create and/or implement policies and processes to support equity and justice, including employee handbooks, board manuals, conflict resolution processes, etc.

**Problem-Solving Consultation** to support application of equity and justice principles to emerging issues.

**Strategic Planning** using equitable, community-centered and -led design processes to develop hone in on organizational vision, purpose, values, priorities, goals, and tactics.

#### Intensive Training Series

Some of these series are available for individual registration, while others can be scheduled within an organization. Either way, they are not drop-in; instead, the small-group cohort is consistent for the whole series, so they build relationships and learn together in community.

**Antiracist Development Group for White Leaders** (8-part, ~12 hour series). Offered 3 - 4 times yearly, online. Small cohort of 8 - 20 people from different organizations.

**Cross-Class Dialogue Circle** (8-12 part, 12-18 hour series). Offered 2 - 4 times yearly, online or in-person. Appropriate for participants who are personally committed to the experience, not only for their jobs.

**Trans/forming Allyship** (4, ~2-hour sessions, or one ~8-hour day). Available for organizations or community groups who want to deepen their understanding and skills for supporting trans colleagues and community members.

**Training of trainers** (varies). Available for organizations and community groups. Introduces basic and/or advanced facilitation skills, and sometimes curricular materials, and provides opportunities to practice them in a safe and realistic environment.

**Foundations for Justice, Equity, Diversity and Inclusion** (2 - 4 part, ~8 hour series). Available to organizations. Introduces and applies key frameworks for improving equity and inclusion in organizations including equity vs equality, the relationship between individual and structural injustice, unconscious and structural bias, and debiasing tools.

**Trauma-Informed Community Engagement Planning** (2 - 4 part, ~8 hour series). Available to organizations. Introduces a model for community engagement planning based on SAMHSA's principles of trauma-informed systems. Participants apply the model to create an engagement plan for their organization that centers and uplifts the most marginalized community members.

## Short-term Trainings

The following are examples of topics we frequently train on and can readily adapt for any group or organization. Most topics can be targeted to focus narrowly on a particular issue or broadly using a variety of examples. Likewise most topics can be targeted to focus on a particular context for application. These are not the *only* topics we train on, and we love developing new materials to meet your specific needs. Always feel free to be in touch about training needs that might not be covered here.

All trainings can be offered in more or less intensive versions, depending on the goals. In some cases, training can be offered partly asynchronously, combining independent activities with one or more live sessions. The time requirements listed here represent that range of possibilities. Longer trainings may be broken up into short sessions across multiple days. All can be provided remotely.

***Spinning Straw into Gold: Microaggressions as Teachable Moments*** (2-4 hours). Understanding, recognizing and addressing unintentional microaggressions as opportunities for learning and repair.

***Understanding and Addressing Microaggressions as a Manager*** (2-4 hours)

***Allyship in Action*** (1 - 8 hours). We define allyship as effective, accountable action that helps a group to survive and thrive in a context of power imbalance. The training can focus on allyship with a particular community or on allyship practices in general with each participant determining their own focus.

***Unconscious Bias and Debiasing Tools*** (1.5 - 4 hours) and ***Debiasing the Hiring Process*** (1.5 - 4 hours)

***Structural Bias and Debiasing Tools*** (1.5 - 4 hours)

***LGBTQ+ Inclusion*** (1 - 8+ hours)

***Trans & Nonbinary Inclusion*** (1 - 8+ hours)

***Sexism, Heterosexism, and Cissexism in the workplace*** (1.5 - 4 hours). Can be tailored to meet compliance requirements for sexual harassment training.

***Disability Justice*** (1.5 - 8+ hours)

***Socioeconomic Class and Cross-Class Communication*** (2 - 8+ hours)

***Untangling Privilege*** (2 - 4 hours). Can focus on white privilege or more broadly. Also includes

***Facilitation Skills Training*** (3 - 8+ hours; see [Training of Trainers](#))

***[Caring Communication for a Gender-Diverse Community](#)*** (2 - 4 hours)

## Self-Paced Training

Self-paced trainings, or courses, are opportunities for interactive learning on your own schedule. They can be used as stand-alone trainings or as part of a broader training plan. The currently available training is Foundations for Trans Inclusion - Part 1. More information [for individual users](#) and [for organizations](#) is available on the website. Additional trainings will be available soon!