

CO-CREATING A CULTURE OF BELONGING: FOUNDATIONS FOR EQUITY AND CULTURAL HUMILITY IN-PERSON AND FACILITATED VIRTUAL TRAINING



DESCRIPTION

The *Co-Creating a Culture of Belonging: Foundations for Equity and Cultural Humility* training series explores how to work with both co-workers and participants in our programs to co-create a culture of belonging that is rooted in equity and cultural humility. It explores the relationship between social determinants of health, trauma, and our work for belonging and equity.

IN-PERSON OR FACILITATED VIRTUAL TRAINING

In-person training can be provided on-site, and requires an estimate based on your specific location. Virtual trainings are live, facilitated workshops offered using the Zoom platform. Our programs are designed to build confidence and competence by offering opportunities to practice new skills (with activities such as scenarios, reflections, demonstration/modeling, discussion, role & real play, collaborative whiteboard). Each training includes an *Activity* handout that supports the interactions included in the session, a *Practice Tools* handout that supports implementation and continued learning after the training, and a *Slides and References* handout of the material covered. We understand that adult learning requires ongoing practice, and we work with organizations to support staff beyond their online, in-person, or virtual trainings, through coaching, practice sessions, and facilitation guides that can be used to encourage continued learning.



CURRICULUM

Co-Creating a Culture of Belonging curriculum can be customized to focus on the needs of your program or service. Two courses are currently available. These can be offered as stand-alone courses, or as a series.

Co-Creating a Culture of Belonging: Building Equity and Cultural Humility Into Our Work (2 hours)

This training explores how to work with both co-workers and participants in our programs to co-create a culture of belonging that is rooted in equity and cultural humility.

- Recognize why belonging is important in our work.
- Discuss culture and identity and how they shape our experiences of the world.
- Explore the foundational concepts of equity and cultural humility and how they impact our relationships with ourselves, co-workers and participants in our programs.
- Explore the practices of cultural humility, co-creation, and belonging that counter the othering and systemic oppression we see in the society around us.
- Identify strategies to create a culture of belonging at an organizational level.

Social Determinants, Trauma, & Equity: How the Puzzle Pieces fit Together (2 hours)

This training provides a foundation for recognizing social determinants of health, how they are related to trauma, and why they need to be a central focus of work toward equity. It also explores the importance of co-creating belonging to restore communities' power and counteract the current systems/structures that perpetuate detrimental social determinants.

- Identify social determinants of health.
- Describe how social determinants of health are connected to trauma.
- Recognize practices for co-creating a culture of belonging and healing collective trauma.

ENROLLMENT

There are two options for managing learner enrollment.

- Coldspring Center can manage enrollment: The partner organization will send an email with the names and email addresses of the learners they wish to enroll to a Coldspring Center project staff, who will enroll the learner(s) within 2 business days (typically, same day).
- Partner organization can manage enrollment: The partner organization will be provided with a URL to the Learning Center and an access code, which they will then provide to any learner(s) that need to be enrolled.

EVALUATION, CERTIFICATES, AND CONTINUING EDUCATION CREDITS

If requested, a training evaluation and final report will be provided at the completion of the training. Individuals who complete the training will earn a certificate of completion, and if eligible, Continuing Education Credits (CECs). Coldspring Center partners with the National Association of Social Workers – Colorado Chapter (NASW-CO) to provide the CECs. It is the responsibility of the organization/individual learner to confirm that their specific licensing body will accept CECs from NASW-CO.

RECORDING ACCESS (OPTIONAL)

For many trainings, access to recordings can be provided to support learner absences. If the organization would like recordings to be available after the live training has been completed, that requires an estimate based on your needs.

TECHNICAL REQUIREMENTS

Learners will need access to the following:

- Computer or tablet, phones are not recommended
- Browser: must support cookies, and use the most recent version of Google Chrome, Microsoft Edge, Mozilla Firefox, or Apple Safari
- Speakers/headphones/earbuds - for learners with hearing impairments, full script is available
- Webcam (for Virtual training)

To access courses, training materials, evaluation, and certificates of completion, learners will have an account in the Coldspring Learning Center: <http://coldspringcenter.org/LearningCenter>. Facilitated virtual training is offered using Zoom (unless otherwise agreed upon).

SERVICES

Services Available	Cost
Facilitated virtual training – \$1,200 for each 2-hour training	\$1,400
Technical assistance, coaching, systems implementation support (optional)	\$175/hour
Recording access – for each 2-hour training (optional)	TBD

CONTACT US

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