

Think Again Training & Consulting

2023 menu of services and sample training topics

Click here to jump to: [Consulting services](#), [intensive training series](#), [short-term trainings](#), [coaching](#)

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 and/or create 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

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 (12 part, ~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). For individuals who want to deepen their understanding and skills for supporting trans people in their work and/or personal lives.

Training of trainers (varies). Usually scheduled upon request for a specific group. 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). Usually scheduled upon request for a specific group. Introduces and applies key frameworks for doing JEDI work 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). Usually scheduled upon request for a specific group. 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) 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)

Debiasing the Hiring Process (1.5 - 4 hours)

Structural Bias and Debiasing Tools (1.5 - 4 hours)

LGBTQ+ Inclusion (1 - 8+ hours) or ***Understanding Gender & Sexuality Across Cultures*** (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)

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

Coaching

One-on-one or small-group coaching uses in-depth conversations, reflection and practice to support leaders and other key team members to build their own capacity for enacting equity and social justice practices. Coaching is often helpful for

- People in leadership and management positions, who need to build their skills while supervising and supporting others' learning
- People who are in a small minority within the workplace, who may benefit from support navigating racial, gendered, or other power dynamics
- Individuals who are struggling to implement an equitable practice that has been introduced (such as using people's requested pronouns), and need individualized reinforcement or practice