

Over the past 30 years, educators, mental health, social service and other helping professionals have been introduced to the evolving theory and practices of trauma-informed care. Treatment tends to focus on facilitating an individual's or family's recovery and resilience. But what if the very country you live in is traumagenic? This talk explores the 400- year history and impacts of the USA's racial hierarchy, its implications for all Americans, and what helping professionals can do to make a difference.

This program includes multimedia presentations, interactive polling, breakout room discussion, and an introduction to NDP's awareness tool, ID-ACEs: Identity-based Adverse Collective Experiences Inventory. It can last anywhere from 2.5 to 4 hours depending on your needs, and the content is tailored to meet the specific needs of your audience. We have presented to social workers, foster parents, the general public, and other groups, each with slightly different material and emphasis.

Professional Development Basics Series

For organizations looking to train their staff on equity issues, this series is a great way to cover a lot of important ground:

Part 1: Unconscious Bias: Can We See Our Own Blind Spots?

Incorporating fun, interactive exercises, we explore how our normal brains "prime" us for unconscious bias. We see how this phenomenon has played out over US history, the ways it affects us all today, and whether something that difficult to see can be managed.

Part 2: How Did We Get Here? The Challenge of Racial Disparities

What kinds of racial disparities do we see in our own local area? What accounts for the disparities of wealth, health, and life chances among different populations? Can anything be done?

Part 3: Hiring and Retention: Jamaal, LaTonya, Lakshmi, Jesus, and Chia: What's in a Name?

Despite our best intentions, bias can creep into hiring and retention. What are world- class municipalities, companies, even small towns now doing to assure a diverse workforce – and why?

Before presenting to your group, we get to know your organization's unique needs and tailor the material with examples and information relevant to your industry and needs. Some organizations also find that they prefer to select topics from our [menu_of_lectures](#) for their staff training.

Custom Programs & Facilitated Dialogue

We are taking a brief hiatus from designing fully custom workshops and dialogue programs for clients, in order to focus on developing some other new services. This hasn't changed our commitment to customization overall; the programs on this page and our lectures are both still tailored for the specific audience every time we do them. If you were hoping to book a custom-designed workshop or dialogue program, please consider the following options:

- Work with Reggie to plan a customized *lecture* within his areas of expertise (as differentiated from a workshop); common topics are [here](#)
- Join our [mailing_list](#) so you hear about new services as they become available
- [Contact us](#) and ask to join the waitlist for custom workshops or dialogue programs