



LEADERSHIP DEVELOPMENT IN INTERETHNIC RELATIONS

# Training Catalog

© 2013 Leadership Development in Interethnic Relations (LDIR), a program co-sponsored by the Asian Pacific American Legal Center (APALC), Central American Resource Center (CARECEN), and Martin Luther King Dispute Resolution Center (MLKDRC)

The Leadership Development in Interethnic Relations (LDIR) program offers interactive training to develop socially conscious leaders with strong skill sets in facilitation, conflict management, and coalition building. Our approach is informed by a commitment to diversity, inclusion, and social justice; and the belief that people equipped to foster positive intergroup relations are essential to today's workplaces, schools, governments, and communities. LDIR is based at the Asian Pacific American Legal Center, and co-sponsored by the Central American Resource Center and the Martin Luther King Dispute Resolution Center

LDIR training is designed for emerging and existing leaders in grassroots, nonprofit, and community-based organizations. We also welcome opportunities to tailor curriculum for youth, educational institutions, as well as public and private sector organizations.

We offer training in the form of retreats, intensive series, and standalone workshops. The program can also consult with a group to provide training formats and topics customized to particular needs and audiences. We draw on a diverse cadre of trained facilitators to ensure a compelling and relevant training experience.

Below is a catalog of intensive series and workshops. For more information, please visit <http://ldir.org> or contact Diana Price, LDIR Program Coordinator, at [Diana@ldir.org](mailto:Diana@ldir.org).

## **INTENSIVE SERIES**

LDIR's intensive series are multi-session training opportunities that occur over periods of two to six months. Participants commit for the full length of a series.

### **Facilitation for Social Change**

Bringing together a diverse cross-section of emerging and existing community leaders, this intensive training equips individuals with the skills and awareness necessary to be effective facilitators. Participants explore self-reflective leadership, group dynamics, allyship, coalition building, community needs, and advocacy. This series is comprised of eight sessions held over two months.

### **LDIRship for Social Change**

In this intensive series, participants deepen their analysis and awareness of social justice issues while enhancing their skills in self-reflective leadership, coalition building, and facilitation. This training takes place over the course of two weekends, including one weekend retreat.

### **Healing for Social Change**

In this seven-session series, participants deepen awareness and thinking around work-life balance, learn wellness strategies and hands-on practices for self-care, and generate action steps for mainstreaming wellness into their lives. Simultaneously, they build networks for supporting one another during and after the series.

### **LDIRs in Health**

This intensive series equips participants with skills and resources to address the root causes of health disparities, and to reframe health access as a social justice issue. Participants explore how issues such as criminal justice, housing, food justice, employment, and education are all linked to community health and wellness; and build leadership skills for community advocacy and change.

# WORKSHOPS

The workshops below are organized into the following categories: critical leadership, communication, managing conflict, team building, community building, and wellness. Please note that most workshops can be condensed into half or full day sessions, as well as expanded into weekend or five-day retreats.

## CRITICAL LEADERSHIP

### **Leadership for Diversity and Inclusion**

What does it take to be an inclusive leader? In this full-day workshop, participants engage in a series of interactive activities to build skills and perspective on communication, intergroup relations, and power dynamics. This is an opportunity both to focus on yourself as a leader and how you relate to others, as well as analyze leadership in the context of broader systems of power.

### **Supervising to Empower**

This workshop is designed to equip new and experienced supervisors with the awareness and skills necessary to support employee leadership development, as well as foster productive and positive team relations.

### **Rethinking Power**

An effective leader recognizes how power dynamics can impact team members in small and large ways, and works to share power and accountability to build collaborative teams. In this half-day workshop, participants engage in a simulation to deepen their understanding of how power works, and develop strategies to prevent its abuse.

### **Human Relations Leadership Development**

LDIR offers specialized resources and support for commissions and groups focused on human relations. We can bring customized skills-building in areas such as facilitation, anti-bias language, and community needs assessment; as well as team-building and goal-setting facilitation to guide your group through the process of establishing a shared vision and action plan.

## COMMUNICATION

### **Facilitating Intergroup Dialogue**

As tensions around racial and cultural differences arise, how do you take the initiative to shift an interaction from discord to understanding? In this workshop, participants explore how their identities inform their ability to facilitate across difference, and practice effective facilitation skills.

### **Beyond Talk: Communicate to Understand**

What is your communication style and how does it impact your interactions with others? How can you create conditions that encourage people to participate and collaborate? This full-day workshop is an opportunity to develop communication skills and work practices that promote understanding and healthy relationships.

### **Inclusive Language (Intro)**

Ever wished you could get a better grasp on the words to describe people's ethnicity, race, sexual orientation, gender identity, religion, ability, and other identity categories? This workshop is a primer on terms and concepts essential to building an inclusive and anti-bias environment.

### **Inclusive Language (Intensive)**

This full-day intensive is an opportunity to delve deeper into concepts and language for challenging bias. Participants will come away with new skill sets and resources on anti-bias communication.

## MANAGING CONFLICT

*Workshops focused on conflict are offered in partnership with the Asian Pacific American Dispute Resolution Center*

### **Sources of Conflict**

Where does conflict come from? In this half-day workshop, participants will learn about different types and sources of conflict, and use that knowledge to begin developing strategies for effective responses. This workshop is a prerequisite for Strategies to Manage Conflict.

### **Strategies to Manage Conflict**

This half-day workshop is designed to provide effective techniques for managing conflict. Through interactive activities and discussion, participants practice using communication, consensus-building, and problem-solving skills to confront conflict and encourage collaboration.

### **Conflict Management (Intensive)**

Examining conflict can lead to a deeper understanding of ourselves, others, and our communities. This intensive workshop provides participants interactive opportunities to build strong knowledge and skill sets in identifying and managing conflict between people and groups.

## TEAM BUILDING

### **Shared Understanding**

What makes a group into a team? How does a team create conditions for productive collaboration? In this workshop, participants learn how to lay the foundation for building effective team relationships and communication. Shared Understanding is a prerequisite for Collaborative Action.

### **Collaborative Action**

Once a team has established a framework for healthy dialogue, how do team members put that framework to work for positive outcomes? With Shared Understanding as a basis, participants delve further into team dynamics through interactive exercises.

### **Developing a Multicultural Organization**

This workshop is an opportunity to explore how social location and power dynamics affect our relations and institutional cultures. Participants will conduct organizational assessments to consider issues of diversity and inclusion in their institutions or networks.

## COMMUNITY BUILDING

### **Becoming an Active Ally**

Whether or not we're aware of it, we often come to collaboration and movement building with our own biases, stereotypes, and oppressive ways of thinking. This interactive workshop challenges participants to locate themselves and interrupt the urge to be passive about privilege and oppression, so that we can begin to figure out how to actively and meaningfully organize in solidarity with one another.

### **Cultural Awareness**

How do our personal and cultural identities—including race, gender, sexual orientation, and class—shape us? How do our social locations impact how we relate to each other? This workshop is a chance to explore our varying experiences, stereotypes, institutional racism, power dynamics, and how to become better allies.

### **Ethnic Histories**

In this workshop, participants compare and analyze histories and experiences of racial/ethnic groups represented within the group. We examine the effects of immigration, migration, colonialism, and the slave trade on racial/ethnic groups and how these histories inform intergroup relations. We also examine the impact ethnic/racial groups have had in the United States, as well as study historic coalition-building efforts and how they can inform present-day intergroup relations.

### **Group Dynamics**

What elements make an effective team? We explore the differences between teams and groups, the developmental stages of a group, and the individual's role in group processes.

### **Community Needs Assessment and Action Planning**

This training equips participants with community assessment and action planning skills. Participants present findings from a community-based needs assessment, generate planning processes, and evaluate community project ideas. Please note that this training requires multiple workshop sessions.

### **Privilege, Power, and Oppression**

In this workshop, participants define and explore forms of oppression, privilege, and power dynamics. We discuss how resources are distributed in different communities and identify strategies for social change.

## WELLNESS

### **Why Wellness Matters**

Unfortunately, burnout has become an increasing reality in our work and communities. In this workshop, participants consider the impact of burnout on themselves, their families and communities; and develop wellness practices for challenging the burnout cycle.

### **Wellness in Action**

Does your work make it difficult to focus on your health and well-being? In what ways do you wish you could take better care of yourself? Once you've identified those ways, how do you put them into practice? This workshop guides you through the creation of an action plan for mainstreaming wellness in your life.