



2024 Training Catalog

Learning Sessions and Workshops

COLLABORATIVE. CURIOUS. SINCERE.

Session and Workshop List



Our courses and workshops are designed to facilitate learning, experimentation, and connection. Once we've identified knowledge gaps in your organization, these experiences can be customized to provide targeted learning.

Learning Paths For the Whole Team		Duration
7	Push Past Performative	3 Sessions
7	White Privilege	4 Sessions
8	Embedding Equity	6 Sessions
8	LGBTQIA+ Foundations and Fundamentals	3 Sessions
9	LGBTQIA+ Active Allyship	3 Sessions

Workshops For Executives, Leaders, and Board		Duration
10	Equitable Hiring	4 Hours
10	Equitable Supervision	4 Hours
11	Implementing Equitable Strategies	5 Hours
11	Consciousness-Raising and Capacity-Building Through DEI	4 Hours
12	Deconstructing Whiteness in the Workplace	2 Hours

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Training Sessions For the Whole Team		Duration
13	Moving Inclusion & Equity into Action	90 min
13	The Practice of Inclusion	90 min
14	History of Race as an Identity	90 min
14	Identity Development	90 min
15	The Influence of Identity	90 min
15	Deconstructing Privilege	90 min
16	A History of Racism in Oregon	90 min
16	Recognizing and Interrupting Microaggressions	90 min
17	Understanding Bias and Privilege	90 min
17	Cultural Appropriation and Cultural Exchange	90 min
18	Connecting Across Racial Difference	90 min
18	Bridging to Authentic DEI	90 min
19	Responding to Bias and Exclusion	90 min
19	Understanding Systemic and Individual Racism	90 min
20	LGBTQIA+ First Impressions	90 min
20	LGBTQIA+ Common Concepts and Vocabulary	90 min
20	Gender, Sexuality, and Romantic Attraction	90 min
21	The Social Construction of Gender and Pronouns	90 min
21	LGBTQIA+ Allyship and Harm Reduction Through Policy	90 min
21	Understanding the LGBTQIA+ Experience in the Workplace	90 min
22	Deconstructing Whiteness in the Workplace	90 min
22	Addressing White Fragility	90 min
22	The Rhythm of Allyship	90 min

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Organization-Wide Training		Duration
24	Emotional Intelligence	90 min
25	DEI as an IC	90 min
26	Anti-Bias Leadership	90 min
26	Navigating Neurodiversity in the Workplace	90 min
27	Connecting Across Differences: Intergenerational Supervision	90 min
27	Facilitating Inclusive Dialogue: Train-the-trainer	90 min

All sessions are offered in virtual and in-person formats

About Construct The Present

Certified



Corporation



WHAT WE OFFER

We partner with organizational leaders across the country to build stronger, more inclusive teams.



resources



strategy



wisdom + empathy



coaching



teaching

OUR MISSION: TO LIBERATE THE WORKPLACE

We're here to change the world, one system at a time. We bring people together to learn, connect, and heal. We are reimagining how the workplace works. This is the first step to interrupting systems of oppression and removing barriers that stand in the way of inclusion.

OUR APPROACH:

We understand that real, lasting change is easier said than done. As education experts, we use learning principles to guide our DEI strategy, leading and inspiring participants to engage in the work and self-reflection necessary to recognize the root causes of inequity.

1. Creating an environment where people are ready to learn

When people feel forced, attacked, or rushed, they start to protect themselves, and learning grinds to a halt. We don't give lectures, force conversations, or judge. Our facilitation practices are designed to help people feel comfortable and socially connected enough to learn and grow.

2. Educational strategy that resonates with your team

We draw on adult learning theory to facilitate our workshops. By taking into account the ways adults respond best to education, such as finding internal motivation for learning or applying new ideas to real-life situations, our experiences have a more meaningful impact.

2. Designing communities that work for everyone

We design systems with intention based on the needs of all involved. We practice organizational development as a path to building strong teams, fostering great leadership, improving processes and, ultimately, changing company culture.

OUR VALUES

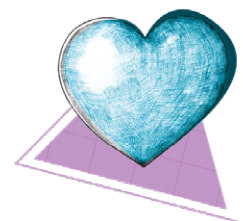
Collaborative: We honor many perspectives. We make decisions together with those most affected by oppression.

Community-centered: Processes, systems, and resources are only as effective as the people who use them. We design DEI experiences for real people, with results that are sustainable over the long term.

Sincere: We value communication that's direct, open, and kind. We strive to speak from a place of trust, empathy, and respect.

Liberated: Rest is resistance. We find balance in our lives, so they can be full and whole. We trust people know what is best for themselves and deserve the freedom to make their own decisions.

Curious: We enter every situation with a learner's mindset. Our goal is always to solve problems in a way that uplifts everyone involved.



Learning Paths

Push Past Performative Series

This three-part series is essential to get your DEI efforts off the ground and to get your whole team on the same page. These introductory sessions ensure alignment and common understanding across the team and provide a solid ground for productive company engagement with DEI initiatives.

**Recommended for all staff*

4.5 hours: 3 - 90 minute sessions

3 SESSIONS

LEARNING OBJECTIVES:

- Knowledge of best practices for professional and personal learning in DEI
- Unpack how our identities and experiences influence the way we show up in the world
- Collaborate on how to create workplace cultures that decenter privilege and eliminate marginalization



SESSION 1

Moving Inclusion & Equity into Action

SESSION 2

The Influence of Identity

SESSION 3

Deconstructing Privilege

White Privilege

In this four-part session series, we will dive into common definitions, systems, and frameworks that help clarify and decenter dominant culture to create an inclusive environment for marginalized identities.

**Recommended for all staff*

6 hours: 4 - 90 minute sessions

4 SESSIONS

LEARNING OBJECTIVES:

- Explain the social construct of race and describe it with ease to multiple stakeholders
- Describe the difference between race & ethnicity
- Understand and explain the history of race & racism
- Assess the organization on anti-racist tenets



SESSION 1

Deconstructing Whiteness Part 1

SESSION 2

Deconstructing Whiteness Part 2

SESSION 3

Addressing White Fragility

SESSION 4

The Rhythm of Allyship

Embedding Equity 6-part Series Program Description

This program series is meant to encourage an understanding of racism, racial identity, and how race impacts society and the workplace. By bridging some of the divides that exist when it comes to talking about race, this series will encourage a deeper understanding of participant's own experiences with racial identity.

The topics explored will provide opportunities for participants to think critically, reflect, learn, internalize, and engage meaningfully with others.

**Recommended for all staff*

9 hours: 6 - 90 minute sessions



LEARNING OBJECTIVES:

- Examine ways to create inclusion after historical harm
- Define the following terms: cultural appropriation, cultural exchange, and cultural appreciation
- Construct a plan for how to discuss race at work in an affirming and healing way
- Explore how vulnerability can connect us to new relationships
- Reflect on your personal racial identity and how it intersects with your work and professional life
- Gain a deeper understanding and awareness of the ways bias causes microaggressions

SESSION 1 A History of Racism in Oregon	SESSION 2 Cultural Appropriation and Cultural Exchange	SESSION 3 The History of Race as an Identity
SESSION 4 Connecting Across Racial Difference	SESSION 5 Identity Development	SESSION 6 Recognizing and Interrupting Microaggressions

LGBTQIA+ Foundations and Fundamentals

Recognizing the LGBTQIA+ acronym as a complex and diverse experience and community is fundamental for learning. During this foundational 3-part series, participants will unpack their current relationship to the community and examine how their understanding has changed over time. Additionally, participants will learn and practice strategies for interrupting bias and harm.

This series introduces participants to concepts needed to better understand the LGBTQIA+ experience. Through understanding and skill building, participants will begin to fill their toolkit for being an ally to the community.

**Recommended for all staff*

4.5 hours: 3 - 90 minute sessions

LEARNING OBJECTIVES:

- Use our existing understanding of the LGBTQIA+ community to identify and apply strategies for interrupting biases
- Practice the concepts needed to support the unique experiences of the LGBTQ+ community
- Identify the unique attributes in the identities that make up the letters of the acronym LGBTQIA+



SESSION 1

LGBTQIA+ First Impressions

SESSION 2

LGBTQIA+ Key Concepts

SESSION 3

Gender, Sexuality, and Romantic Attraction

LGBTQIA+ Active Allyship

In this intermediate course, participants will have an opportunity to dig deeper and practice being an active ally to members of the LGBTQIA+ community. The workplace can produce unwelcome situations for folks. Through practices like simulating using pronouns, interrupting harmful moments, and reviewing policy, participants can walk away with tools for implementing strategies in the workplace.

**Recommended for all staff*

4.5 hours: 3 - 90 minute sessions

3 SESSIONS

LEARNING OBJECTIVES:

- Unpack gender as a social construct
- Explore the diversity of the LGBTQIA+ community and how that shows up at work
- Learn about the barriers that are unique to the LGBTQIA+ community



SESSION 1

The Social Construction of Gender and Pronouns

SESSION 2

Understanding the LGBTQIA+ Experience in the Workplace and Vocabulary

SESSION 3

LGBTQIA+ Allyship and Harm Reduction Through Policy

DEI Workshops For Executives, Leaders, and Board

Equitable Hiring

In this series, you will understand how unconscious bias can influence how decisions are made in hiring. The hiring process is one that requires consistency and accountability. By eliminating harmful practices that exclude qualified candidates, companies can create opportunities for diverse candidates. By challenging bias in hiring, leaders can contribute to increasing retention and diversifying applicant pools. In this collaborative session, participants will identify gaps in the hiring process, practice interrupting bias, and learn how to hold themselves and their coworkers accountable through process and policy.

By understanding how bias is present in hiring, leaders gain skills for creating inclusion as an investment for long term retention.

**Recommended for all people leaders*

4 hours: 2 - 2hr sessions

2 SESSIONS

LEARNING OBJECTIVES:

- Identify biases and gaps in hiring
- Develop the ability to contribute to an equitable hiring process
- Learn how to design a strategic plan to improve diversity in hiring and employee retention



Equitable Supervision

In this series, you can expect to engage with your coworkers and practice strategies to mitigate bias in your supervisory relationships. Participants will have an opportunity to learn about four types of unconscious bias and how to set systems in place to bring them into consciousness. This is an interactive and collaborative session. You can expect to share personal stories and hear strategies that directly apply to your role. This series will lay the groundwork of your next iteration of equitable leadership.

**Recommended for all people leaders*

4 hours: 2 - 2hr sessions

2 SESSIONS

LEARNING OBJECTIVES:

- Learn about and understand unconscious bias
- Develop and implement strategies for bringing them to consciousness
- Identify common ways unconscious bias impacts supervisors
- Leave with tools to interrupt bias as a supervisor and in teams



Implementing Equitable Strategies

Lead organizations in developing and implementing an equity plan & equity lens. This will include a SWOT analysis.

**Recommended for senior leaders and board members*

5 hours

1 SESSION

LEARNING OBJECTIVES:

- Clearer understanding of how equity aligns with your vision, mission, and values
- Greater connection among board and staff through the process of collaboration and problem solving
- A strategic equity and inclusion plan for the next 1-2 years



Consciousness-Raising and Capacity-Building Through DEI

Deepen your understanding of racial identity development and move from inactive to active leadership. We will engage with the complexities of dismantling white supremacy and examine intersectionality. This is a 2-part series.

**Recommended for all people leaders and DEI teams*

4 hours: 2 - 2hr sessions

2 SESSIONS

LEARNING OBJECTIVES:

- Demonstrate ability to understand organizational internal structure as it relates to power
- Accurately define who holds power and how decisions are made
- Develop ability to advocate for internal changes to redress inequities and biases
- Understanding of celebrating diversity and equity-based practices
- Create privilege- and power-based solutions to redress inequities



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Deconstructing Whiteness in the Workplace

This four-hour workshop provides context and application of how to interrupt white supremacy in the workplace. Current events have us all reflecting on how we are showing up as allies and interrupters of oppression and white supremacy. Feel your feelings and lean into action. In this session we will connect through our commitment to ending racial injustice and then problem solve best practices for moving from bystanders to upstanders, audience to actors.

**Recommended for all stakeholders and best experienced in affinity groups*

4hrs: 2-2hr sessions or 3-90min sessions

LEARNING OBJECTIVES:

- Understand and deconstruct white supremacy and white fragility through activities, readings and personal narrative
- Interrupt the internalized white supremacy that exists within ourselves and our workplaces



Custom Topics

CTP has a background in adult learning theory and trauma-informed practice. We utilize both to create custom learning experiences that raise consciousness and deepen connection. Together we will define the learning objectives, length, and audience.

Training Sessions For the Whole Team

Moving Inclusion & Equity into Action

If this is a question you or your team could ask, this is the perfect starting point. DEI, EDI, EDIB, there is no shortage of acronyms to describe work toward an inclusive culture and that can be confusing.

If you're ready to take on DEI work, but have little experience, this session will give you the foundational knowledge needed to start your DEI work and engage in a growing national conversation.

Participants will leave understanding what Diversity, Equity, Inclusion, and Belonging in the workplace means, will be practiced in discussing the terms with colleagues, and will leave with resources to continue the conversation with colleagues, family and friends.

90 MINS

LEARNING OBJECTIVES:

- Understanding of definitions of Diversity, Equity, Inclusion, and Belonging
- Ability to discuss the above terms with colleagues, friends, and family members
- Knowledge of best practices for professional and personal learning in DEI



The Practice of Inclusion

Building on the essentials covered in Moving Inclusion & Equity into Action, The Practice of Inclusion delves deeper into the I of DEI work. Beginning by defining core concepts that underpin equity and inequity, and inclusion and exclusion, before ending with practical tools for the inclusion of marginalized people. This session is an essential starting point for your company's DEI work.

Through a combination of exercises, discussion, and presentation, attendees will walk away with a strong basic understanding of what DEI is, what some of the common terms mean, why it is important, and methods of improving workplace inclusivity for marginalized people.

90 MINS

LEARNING OBJECTIVES:

- Command of DEI common definitions such as equity, bias, privilege
- Understanding of the purpose and impact of DEI
- Share best practices among team members across departments



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The History of Race as an Identity

Race as it exists today is a relatively young concept that came into existence a few hundred years ago. While there are consistencies in how race is thought of in many areas of the world, how race functions varies. While we commonly think of race as biological and essential, genetic evidence suggests that racial and ethnic groups don't exist as such.

So how did they come to exist? Race and ethnicity are socially constructed groupings, but the idea of race as a social construct can be abstract and confusing.

This session brings clarity to the process of social construction through a practical examination of how race and ethnicity manifest around the world.

Participants will leave with a clear sense of what the term "social construction" means and with practical examples of how social construction of race works.

90 MINS

LEARNING OBJECTIVES:

- Learn about the history of race in the U.S.
- Examine the ways race has impacted our lives
- Construct a plan for how to discuss race at work in an affirming and healing way



Identity Development

Race isn't a state of being or a set of characteristics. Race is a set of ideas that we are all socialized into. While there are important differences in how different groups and individuals are socialized, there are common experiences in how we come to understand our own racial identities and those of others.

In this session, we will explore a model of the psychological stages of how folks grapple with and adopt their individual racial identities, including identity development models for different races and ethnicities. The session ends with a discussion of how understanding racial identity development can support anti-racism.

90 MINS

LEARNING OBJECTIVES:

- Define racial identity models described by researchers
- Interpret existing models using personal experience
- Reflect on your personal racial identity and how it intersects with your work and professional life



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The Influence of Identity

Identities affect how each of us exist in the world. They influence everything from ease of access to institutions, to assumptions about who we are as individuals.

Human brains make quick judgments to protect us from danger. This has a tendency to define us/them categories of belonging that make inclusion difficult. We all pick up subtle, and not so subtle, cues from friends, family, teachers, and media that affect the way we think about identity groups. During this session, we unpack how our identities have influenced our experience and perception of others.

During this session, we unpack how each of our identities has influenced our own experience and the way we perceive others. We will practice interrupting harmful assumptions we might make of others to increase connection with our peers.

By understanding the ways identities make us unique, we can find common ground and strengthen trust on your team. We will explore what it could look like and feel like to create a culture where all identities are welcome and valued.

90 MINS

LEARNING OBJECTIVES:

- Unpack how our identities and experiences influence the way we show up in the world
- Practice interrupting harmful assumptions
- Explore how to create inclusion and increase safety for different identities in the workplace



Deconstructing Privilege

Privilege is a form of advantage that comes from social position and identity, rather than an advantage that is consciously sought out. It's often invisible to those who have it, yet, for those who don't, their lack of privilege is apparent and persistent.

This all-staff session, relevant for employees at all levels of your organization, is designed to allow all learners to gain insights into the perspectives and realities of individuals with identities that are different from their own, and to learn about how others can experience the same workplace in very different ways.

Many of us have heard the word privilege and understand it as a concept. We know we have privilege but struggle with what to do with it and how to discuss it with our colleagues. During our time together we will deconstruct the idea of privilege and expand our collective understanding.

90 MINS

LEARNING OBJECTIVES:

- Understand different types of privilege and how they manifest in our daily lives
- Identify what privileges each of us hold most valuable
- Collaborate on how to create workplace cultures that decenter privilege and eliminate marginalization



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A History of Racism in Oregon

Learning from the past is essential for constructing the present and future. Oregon has an often unknown history that informs much of what the current state looks like today. It is intentional that many of us perceive Oregon through a lens of white supremacy resulting in the erasure of Black and indigenous history. Through exploring Oregon's racially biased history, participants practice strengthening their skills of confronting white supremacy. This session encourages building bridges through collective healing.

You can expect to learn, connect, and speak your truth in a space that is welcoming and accountability driven.

90 MINS

LEARNING OBJECTIVES:

- Learn about Oregon's racist history towards the Black community
- Apply learning to other groups
- Examine ways to create inclusion after historical harm



Recognizing and Interrupting Microaggressions

A frequently misunderstood term, "microaggression" is a common, pervasive, and often unconscious, behavior that creates a hostile and unequal work environment.

Microaggressions are the most common form of racism in interpersonal relationships. But what are they and why do they feel like tiny cuts? In this session, we will address common examples of microaggressions and practice interrupting biased and racist comments.

Participants will learn common examples of microaggressions, how these affect individuals and workplaces, and learn new tools to recognize and interrupt microaggressions.

90 MINS

LEARNING OBJECTIVES:

- Gain a deeper understanding and awareness of the ways bias causes microaggressions
- Apply learning to identify, interrupt and respond to microaggressions



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Understanding Bias & Privilege

Bias is a feature of the human brain, but the way in which it functions causes social problems and leads to inequities and exclusion.

When we understand how bias works, we can better address the way biases negatively affect individuals, systems, and organizations. Similarly, when we see our privilege, we can better acknowledge it, share it, and dismantle the systems that support inequities.

Understanding is a powerful tool for overcoming personal, interpersonal, and systemic obstacles to building an inclusive work culture.

Regardless of an attendee's experience, they will leave with new skills.

90 MINS

LEARNING OBJECTIVES:

- Define bias and privilege
- Explore common forms of bias
- Understand and describe the origin of "white privilege"
- Identify where you can use privilege for removing marginalization



Cultural Appropriation and Cultural Exchange

The difference between cultural appreciation, cultural exchange, cultural blending, and cultural appropriation can be unclear and confusing. In this session, we explore how to identify cultural appropriation and share our understanding of, and experience with, cultural appropriation.

We will discuss the history of blackface and cultural appropriation in marketing and content creation. Participants will have the opportunity to share personal stories of cultural appropriation and brainstorm how we can share our cultures with respect and while honoring our histories.

90 MINS

LEARNING OBJECTIVES:

- Define the following terms: cultural appropriation, cultural exchange, and cultural appreciation
- Understand how cultural appropriation shows up in 21st century workplaces and communities
- Learn a framework to prevent cultural appropriation and encourage cultural exchange



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Connecting Across Racial Difference

Growing up many of us were not taught how to talk about racial differences with our community. Moreover, the ideology of color-blindness has historically discouraged broad discussion of experiences of racial difference.

In this session, we will practice honoring differences and having difficult conversations while bringing conscious awareness to our learned biases.

90 MINS

LEARNING OBJECTIVES:

- Practice sharing our racial identities with colleagues and community members
- Explore how vulnerability can connect us to new relationships
- Foster trust and collaboration when stakes are high
- Increase interpersonal skills when discussing personal identities



Bridging to Authentic DEI

Our identities affect daily lived experience and these experiences manifest differently for everyone. There are commonalities and differences in experience among those with shared identities and those with different identities.

This session explores the impact of identity, particularly racial identity, through discussions of unconscious bias, intersectionality, and personal stories. Participants will encounter new tools, perspectives, and frameworks.

This section can be customized to address inequality in hiring and promotion practices that prohibit the accumulation of wealth, and exacerbate generational poverty.

90 MINS

LEARNING OBJECTIVES:

- Identify skills to recognize ways of interrupting bias
- Utilize skills to support team members in recognizing ways to interrupt bias
- Increase ability to explain how privilege impacts our day to day lives
- Practice connecting with colleagues and community members with different experiences



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Responding to Bias & Exclusion

Talking about bias and exclusion is tricky. Our defenses are often up when having difficult conversations, and so calling someone racist, sexist or homophobic has a 100% failure rate in changing a person's mind or heart. We need a more welcoming approach than calling out.

Come learn a 6-step practical process to discuss and respond to exclusion & bias in the workplace, at home, and in public spaces. We will address common assumptions, learn new strategies and practice together.

90 MINS

LEARNING OBJECTIVES:

- Reject deficit views that result in inequities (job placement/promotion)
- Understand the impact of our identities as it relates to experienced oppression
- Increase the ability to analyze bias and inequity in interactions and policies



Understanding Systemic & Individual Racism

Let's dive deeper and define the three ways racism shows up at work and in communities. This session will define and differentiate institutional, systemic, and individual racism. We all have agency in dismantling racism in all of its forms, and the first step is recognizing where we are contributors and where we are interrupters. This facilitated training will begin where you are and take you deeper into your personal and collective journey of anti-racism. This is best for those of us who already acknowledge that racism exists and want to end it.

90 MINS

LEARNING OBJECTIVES:

- Define three types of racism
- Learn factors contributing to systemic racism and ways in which individuals and organizations currently collude with racist ideas and practices
- Self assess complicitness
- Build a 6-month plan to exercise your interrupting skills



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LGBTQIA+ First Impressions

Our own experiences shape the way we perceive differences, and we then create narratives about the communities outside of our own. During this session, we will unpack the way external messaging influences our understanding of the LGBTQIA+ community and their experiences.

By exploring our “first impressions” and our growth over time, we can begin to identify and apply strategies for interrupting and unlearning harmful assumptions and behaviors.

90 MINS

LEARNING OBJECTIVES:

- Use our existing understanding of the LGBTQIA+ community to identify and apply strategies for interrupting biases
- Begin to unlearn harmful assumptions and behaviors



LGBTQIA+ 101: Common Concepts and Vocabulary

During LGBTQIA+ 101, we will develop an understanding of common definitions and concepts needed to advocate and support the unique experiences of the community. In addition to the foundation building, there is structured time for Q&A.

Bring your questions and leave with answers. This session is framed for staff at all levels, we encourage curiosity without judgment and equip learners with the language they need to move forward in having meaningful conversations. If you have ever wanted to ask a question about the LGBTQ+ community and worried everyone else knew the answer, this is the session for you.

90 MINS

LEARNING OBJECTIVES:

- Develop an understanding of common definitions
- Practice the concepts needed to support the unique experiences of the LGBTQ+ community.



Gender, Sexuality, and Romantic Attraction

In this session, participants will develop and deepen their vocabulary and understanding of gender, sexuality & romantic attraction. These three terms are often used incorrectly & interchangeably resulting in microaggressions and harm. Together, we will separate these terms and expand our awareness of social constructs. By differentiating the nuances between gender, sexuality, and romantic attraction we can identify the various identities that make up the LGBTQIA+ community.

90 MINS

LEARNING OBJECTIVES:

- Deepen your understanding of the LGBTQIA+ community beyond an acronym
- Differentiate your understanding of gender, sexuality & romantic attraction
- Recognize the complexities of the LGBTQIA+ community



The Social Construction of Gender and Pronouns

Gender is an expansive and sometimes confusing topic. Explore gender further by unpacking your own gender identity and gender expression. Identify the various aspects of gender identity, expression and attribution that make up the gender construct. Practice using pronouns with your team in an environment that enables you to address misgendering when it happens.

90 MINS

LEARNING OBJECTIVES:

- Define the following terms: Gender Identity, Gender Expression, and Gender Attribution
- Unpack gender as a social construct
- Apply your own identity to the deconstruction



LGBTQIA+ Allyship and Harm Reduction Through Policy

*Trigger warning: violence and hate speech

Explore the barriers that exist for the LGBTQIA+ community and further your own understanding of how we can reduce harm with our peers. Practice interrupting micro and macro aggressions in an interactive session with real examples. Additionally, participants will explore how policy can make an impact for team members that self identify as part of the LGBTQIA+ community. This session can unpack some difficult realities but when we are equipped with the tools to be allies we can help reduce harm in the workplace.

90 MINS

LEARNING OBJECTIVES:

- Learn about the barriers that are unique to the LGBTQIA+ community
- Practice interrupting micro and macro aggressions



Understanding the LGBTQIA+ Experience in the Workplace

The socialization of the LGBTQIA+ community doesn't disappear when staff enter the workplace. Due to the diversity within the community, there are many ways external factors can affect how different people show up at work. What is true for one group in the community is different for another. Explore what may come up for employees and how employers can better support creating inclusion for the whole community. Practice proactively identifying harmful situations by recognizing unique experiences. Begin to explore how culture can impact or improve the experience of members of your team.

90 MINS

LEARNING OBJECTIVES:

- Explore the diversity of the LGBTQIA+ community and how that shows up at work
- Examine how company culture can create inclusion or exclusion for team members
- Begin to identify ways your company be proactive in creating inclusion



Deconstructing Whiteness in the Workplace

Recommended for all stakeholders and best experienced in affinity groups. 4hrs: 2-2hr sessions or 3-90 min sessions.

This four-hour workshop provides context and application of how to interrupt white supremacy in the workplace. Current events have us all reflecting on how we are showing up as allies and interrupters of oppression and white supremacy. Feel your feelings and lean into action. In this session we will connect through our commitment to ending racial injustice and then problem solve best practices for moving from bystanders to upstanders, audience to actors.

90 MINS

LEARNING OBJECTIVES:

- Understand and deconstruct white supremacy and white fragility through activities, readings and personal narrative
- Interrupt the internalized white supremacy that exists within ourselves and our workplaces



Addressing White Fragility

Recommended for everyone, we encourage facilitation in affinity groups.(1) 90 min session

Privilege can create a lack of awareness of different perspectives. The communities that experience privilege are often unaware of the ways privilege supports them. It's often the marginalized that have to point out the inequity. The best case scenario is that perspective is received with grace and understanding.

Unfortunately sometimes when pointing out white privilege, many of us experience white fragility. White fragility sounds like "I grew up poor," or "No one wants to hire white men."-When encountering these responses, what can be done to refocus the conversation on interrupting systems? If you have wondered this, this is the session for you.

90 MINS

LEARNING OBJECTIVES:

- Define White Fragility as a concept
- Discuss ways to interrupt defensiveness when it is encountered
- How to recognize fragility within ourselves
- Begin to heal from systemic racism



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The Rhythm of Allyship

Recommended for everyone & DEI teams. 90-min

Current and recent events have us all reflecting on how we are showing up as allies and interrupters of oppression and white supremacy. Feel your feelings and lean into action. In this session we will connect through our commitment to ending racial injustice and then problem solve best practices for moving from bystanders to upstanders, audience to actors.

90 MINS

LEARNING OBJECTIVES:

- Understand and deconstruct white supremacy and white fragility through activities, readings and personal narrative
- Interrupt the internalized white supremacy that exists within ourselves and our workplaces



Custom Topics

CTP has a background in adult learning theory and trauma-informed practice. We utilize both to create custom learning experiences that raise consciousness and deepen connection. Together we will define the learning objectives, length, and audience.

Organization-Wide Training

Emotional Intelligence

Designed to equip participants with the essential skills to enhance their emotional intelligence and thrive in both personal and professional spheres of influence. Through interactive exercises, insightful discussions, and practical techniques, this training empowers individuals to effectively manage emotions, build strong relationships, and make sound decisions. Discover the power of self-awareness, empathy, and resilience as you embark on a journey of personal growth and unleash your full potential. Whether you are a seasoned professional or just starting your career, this training will provide you with the tools to navigate challenging situations, foster meaningful connections, and achieve greater success.

- Cultivate emotional intelligence to enhance professional effectiveness, job satisfaction, and long-term success in today's dynamic business environment.
- Develop the ability to navigate complex interpersonal dynamics, manage emotions, and resolve conflicts, fostering strong and positive relationships with colleagues, clients, and stakeholders.
- Learn to deliver constructive feedback with empathy, clarity, and respect, empowering individuals to grow and contribute to a culture of continuous improvement.
- Master the art of receiving feedback gracefully, using it as an opportunity for self-reflection and personal development.
- Identify personal values and align them with your organization's mission and core values, creating a meaningful connection between your work and broader objectives.

90 MINS

TOPICS:

- What is Emotional Intelligence
- The importance of Giving & Receiving feedback
- Giving & Receiving Feedback
- The process of repairing relationships when it goes wrong



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DEI as an IC

Develop a deeper understanding of the impact of microaggressions and gain practical strategies for creating an inclusive environment.

- Increase awareness and understanding of microaggressions, their subtle nature, and their impact on individuals and teams, fostering a more empathetic and inclusive workplace culture.
- Explore the ways in which individuals may unintentionally commit microaggressions and develop self-awareness to identify and address them, promoting respectful communication and minimizing harm.
- Empower individuals who have experienced microaggressions to recognize, cope with, and respond to them effectively, fostering personal resilience and well-being.
- Provide practical tools and strategies for bystander intervention, enabling participants to actively challenge and disrupt microaggressions when they witness them, promoting a culture of accountability and support.
- Foster a supportive learning environment for open dialogue and reflection, encouraging participants to share experiences and perspectives related to both committing and experiencing microaggressions.

90 MINS

TOPICS:

- What Are Microaggressions
- Perspectives on Committing and Experiencing Microaggressions
- Understanding Unintentional Microaggressions
- Empowering Individuals Who Have Experienced Microaggressions
- Bystander Intervention and Allyship



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Anti-Bias Leadership

In today's diverse and interconnected world, effective leadership requires a keen understanding of biases that may unconsciously affect decision-making, team dynamics, and organizational culture. This one-hour training session on "Anti-Bias Leadership" empowers leaders to recognize and mitigate bias, fostering an inclusive environment that drives innovation and collaboration.

60 MINS

WHO SHOULD ATTEND:

This training session is designed for leaders at all levels – from executives to team leads – who want to enhance their leadership skills by understanding and addressing biases in the workplace. It's ideal for organizations seeking to foster an inclusive culture that maximizes the potential of every team member.



OUTCOME:

Participants will leave this one-hour training session equipped with valuable insights and practical strategies to become more effective anti-bias leaders. By understanding and addressing bias, they will contribute to creating a more inclusive, innovative, and harmonious work environment.

Navigating Neurodiversity in the Workplace

Diversity exists naturally in every part of life. That includes the human brain and its ability. There is no moral value to the way a brain works, yet those with a more average brain benefit from the way our society and systems are set up.

During this course, we will learn common language and definitions, unpack ways current systems benefit neurotypical brains, and learn strategies for creating more inclusive work environments for those with diverse brain chemistry and abilities. By understanding diverse abilities, not only are we setting neurodivergent people up for success, but we are creating a world with more inclusive ideas that ultimately benefit everyone.

3-PART SERIES

LEARNING OBJECTIVES:

- Unpack neurotypical norms and how they show up in the workplace.
- Understand how to support the needs of neurodivergent staff.
- Develop a culture of understanding for neurodiversity.



SESSION 1: NEURODIVERSITY 101

Check in: Celebrating and sharing unique skills
Definitions/Neurodiversity Umbrella
Small Group Reflection
True or False Group Activity
Small Group Reflection
Commitments

SESSION 2: MASKING AND UNMASKING

Check in: Describe a time you felt like you could truly be yourself.
Video on Masking/Unmasking
Small Group Reflection
Spectrum Activity: Exploring characteristics and symptoms
Small Group Reflection
Commitments

SESSION 3: NEURODIVERSITY INTEGRATION AND CULTURAL TRANSFORMATION

Check in: Describe how you like to learn.
Small Groups: Task Activity
Small Group Reflection
Strategies for Inclusion
Commitments

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Connecting Across Differences: Intergenerational Supervision

90 MINS

Times are always changing, but the foundations of our relationships remain the same. As new generations enter the workforce, it is important to remove the barriers to collaboration and understanding among the different perspectives on any team. During this session, participants will understand how to access knowledge and connection across generations through an equitable lens. Through challenging stereotypes and interrupting bias, we can practice strategies for better collaboration in the workplace.

LEARNING OBJECTIVES:

- Create understanding among generational differences.
- Challenge stereotypes that impact collaboration.
- Develop strategies for interrupting bias to create meaningful connections.



Facilitating Inclusive Dialogue: Train-the-trainer

HALF-DAY SESSION

At Construct the Present we believe in the power of trauma informed, adult learning theory that centers Black and trans women. Understand how to facilitate diverse and inclusive groups effectively with skill and thoughtfulness. Confront anti-Blackness and transphobia to develop strategies for harm reduction for Black and trans women. Develop equitable mindsets, tackle bias, and build facilitation skills. In this half-day session, we will address power dynamics, conflict resolution, and develop inclusive tools. Throughout the session we will apply learning in real-world scenarios. Ideal for facilitators, leaders, and professionals committed to inclusivity.

LEARNING OBJECTIVES:

- Understand the principles of equitable facilitation
- Evaluate the effectiveness of facilitation efforts in an interactive session
- Analyze and evaluate bias that may affect ability to facilitate equitable discussions

