



Beyond Compliance Training © Professional Development Workshops

WHO IS CREATIVE APPROACH DEVELOPMENT CENTER?

ABOUT

Creative Approach Development Center offers resources and education focused on neurodiversity, disability, and creating accessible, person-centered environments.

OUR MISSION

Our mission is to improve the quality of life for individuals with disabilities and mental health needs by partnering with them to identify and pursue their personal goals. We offer personalized support and skill-building opportunities that empower individuals to thrive. We also provide comprehensive training for educators, caregivers, healthcare professionals, and community members to foster inclusive, supportive environments that respect neurodiversity and promote overall well-being.

VISION

Our vision is a world where individuals with disabilities and mental health challenges are empowered to live independently and authentically—free from outdated stereotypes—and are recognized as valued, contributing members of society.



MEET THE INSTRUCTORS



Dr. Zipporah Levi-Shackleford, PBSF

Founder, Behavior & Education Consultant

Dr. Zipporah Levi-Shackleford is the Founder and Behavior & Education Consultant at Creative Approach Development Center in Richmond, VA. As a person with disabilities and a parent of children with disabilities, she brings deep personal insight alongside professional expertise to her work supporting individuals with disabilities and mental health needs.

With a strong commitment to helping people lead more independent and fulfilling lives, Dr. Levi-Shackleford partners with individuals, families, and professionals to break down barriers and build supportive, person-centered environments. Her approach blends compassion, lived experience, and evidence-based strategies to deliver real results for those she serves.

She holds a Doctorate in Education and certifications in Positive Behavior Supports (PBS), Disability Leadership, and Autism Spectrum Disorders. A respected speaker and trainer, Dr. Levi-Shackleford shares her knowledge across the country, helping others understand the importance of inclusive practices, accessible support, and individualized care.

MEET THE INSTRUCTORS



Makahla Jackson

Program Manager, Trainer

Makahla Jackson serves as the Program Manager and a Trainer at Creative Approach Development Center. She is a skilled writer, public speaker, and advocate with deep experience in neurodiversity and disability-related issues. With over five years of experience in social media management, Makahla oversees CADC's community programs, coordinates events, and builds meaningful partnerships to support individuals with a wide range of needs.

As a disabled woman, Makahla uses her lived experience to guide her work, focusing on creating greater understanding and accessibility for all. Her writing and outreach reflect a strong commitment to ensuring people with disabilities are seen, heard, and supported. Makahla is actively involved in a number of advocacy efforts, where she shares her knowledge to promote respectful, inclusive practices in communities and organizations.



NEURODIVERSITY WORKSHOPS

NEURODIVERSITY WORKSHOPS

UNDERSTANDING NEURODIVERSITY:

Description: Gain insight into the prevalence and impact of neurodiversity on individuals with IDD and MH, exploring strategies for promoting acceptance and inclusion.

Length: 1.5 hours

Objectives:

- Increase awareness and understanding of neurodiversity and its impact on individuals with IDD and MH.
- Identify strategies for promoting acceptance and inclusion of diverse neurotypes in practice settings.

CREATING INCLUSIVE ENVIRONMENTS:

Description: Learn practical strategies for designing inclusive physical spaces, communication materials, and programs that accommodate diverse needs and preferences.

Length: 1.5 hours

Objectives:

- Develop skills for recognizing and addressing barriers to accessibility and inclusion in practice settings.
- Learn practical strategies for designing physical spaces and programs that are accessible and welcoming for individuals with IDD and MH

PERSON-CENTERED GOAL SETTING:

Description: Understand the principles of person-centered care and goal setting, practicing collaborative techniques for setting meaningful and achievable goals with individuals with IDD and MH.

Length: 1.5 hours

Objectives:

- Understand the principles of person-centered care and goal setting in supporting individuals with IDD and MH.
- Practice collaborative goal-setting techniques that prioritize the individual's strengths, preferences, and aspirations.

NEURODIVERSITY WORKSHOPS⁴

ADAPTING ASSESSMENT TOOLS:

Description: Identify common assessment tools used in mental health practice and learn strategies for modifying them to accurately evaluate individuals with IDD and MH.

Length: 1.5 hours

Objectives:

- Identify assessment tools commonly used in mental health practice and their limitations in evaluating individuals with IDD and MH.
- Learn strategies for modifying assessment tools to accommodate diverse needs and abilities, ensuring accurate and meaningful evaluation.

ENHANCING COMMUNICATION SKILLS:

Description: Develop effective communication strategies for building rapport, fostering trust, and facilitating meaningful interactions with individuals with IDD and MH

Length: 1.5 hours

Objectives:

- Develop effective communication strategies for building rapport and trust with individuals with IDD and MH.
- Practice communication techniques that promote understanding, engagement, and empowerment in the caregiving relationship.

CULTURAL COMPETENCY IN IDD AND MH:

Description: Gain awareness of cultural and linguistic diversity within the IDD and MH communities, exploring culturally sensitive approaches to practice.

Length: 1.5 hours

Objectives:

- Gain awareness of cultural and linguistic diversity within the IDD and MH communities.
- Explore culturally sensitive approaches to practice that honor individual identities, values, and beliefs.

NEURODIVERSITY WORKSHOPS

SUPPORTING TRANSITIONS AND LIFE SKILLS DEVELOPMENT:

Description: Explore challenges and opportunities associated with transitions for individuals with IDD and MH, learning strategies for promoting essential life skills and independence.

Length: 1.5 hours

Objectives:

- Explore challenges and opportunities associated with transitions for individuals with IDD and MH.
- Learn strategies for promoting essential life skills and fostering independence across the lifespan.

BEHAVIOR MANAGEMENT STRATEGIES:

Description: Identify common behavioral challenges and learn evidence-based approaches for managing them in individuals with IDD and MH.

Length: 1.5 hours

Objectives:

- Identify common behavioral challenges faced by individuals with IDD and MH and their underlying causes.
- Learn evidence-based approaches for managing challenging behaviors, emphasizing positive reinforcement and proactive interventions.



TRAUMA INFORMED WORKSHOPS

TRAUMA INFORMED WORKSHOPS

UNDERSTANDING TRAUMA IN INDIVIDUALS WITH IDD:

Description: Explore the impact of trauma on individuals with IDD, including risk factors, symptoms, and barriers to recognition and treatment.

Length: 1.5 hours

Objectives:

- Increase awareness of the prevalence and impact of trauma in individuals with IDD.
- Identify common risk factors and symptoms of trauma in individuals with IDD.
- Recognize barriers to recognizing and addressing trauma in this population.

TRAUMA-INFORMED CARE FOR INDIVIDUALS WITH IDD:

Description: Learn trauma-informed approaches for assessment, treatment, and support services that prioritize safety, trust, and empowerment in individuals with IDD.

Length: 1.5 hours

Objectives:

- Understand the principles of trauma-informed care and their application in working with individuals with IDD.
- Learn trauma-informed assessment techniques and intervention strategies tailored to the unique needs of individuals with IDD.
- Explore approaches for creating safe and supportive environments that promote healing and recovery from trauma.

BUILDING RESILIENCE IN INDIVIDUALS WITH IDD:

Description: Explore resilience factors and protective mechanisms in individuals with IDD, and learn strategies for promoting resilience and coping skills.

Length: 1.5 hours

Objectives:

- Understand the concept of resilience and its importance in promoting well-being and recovery in individuals with IDD.
- Identify resilience factors and protective mechanisms that can mitigate the impact of trauma in individuals with IDD.
- Learn strategies for fostering resilience and building coping skills in individuals with IDD, including social support, self-regulation techniques, and positive reinforcement.

TRAUMA INFORMED WORKSHOPS

ADDRESSING TRAUMA-RELATED BEHAVIORS IN INDIVIDUALS WITH IDD:

Description: Identify common trauma-related behaviors in individuals with IDD and learn strategies for supporting them effectively.

Length: 1.5 hours

Objectives:

- Recognize common trauma-related behaviors in individuals with IDD, such as aggression, withdrawal, and self-injury.
- Learn evidence-based approaches for responding to trauma-related behaviors, including de-escalation techniques and crisis intervention.
- Develop individualized plans for supporting individuals with IDD who have experienced trauma, focusing on safety, stabilization, and recovery.



DIVERSITY & INTERSECTIONALITY WORKSHOPS

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INTERSECTIONALITY: UNDERSTANDING THE UNIQUE EXPERIENCES OF BLACK INDIVIDUALS WITH IDD

Description: Explore the intersection of race and disability, and examine the unique challenges faced by Black individuals with IDD.

Length: 1.5 hours

Objectives:

- Increase awareness of the intersectional experiences of Black individuals with IDD, including disparities in access to resources and services.
- Understand the impact of systemic racism and discrimination on the lives of Black people with IDD.
- Identify strategies for promoting equity and addressing the specific needs of Black individuals with IDD within mental health and disability services.

HOW RACE AND DISABILITY IMPACTS MEDICAL ACCESS

Description: Highlights and explores the historical implications race has on access to healthcare (Mental health, IDD, Physical Disabilities).

Length: 1.5 hours

Objectives:

- Identify barriers to accessing care for Black individuals
- Creating strategies to identify implicit bias and how to create culturally competent environments in medical settings.
- Develop a stronger understanding of racial bias in Healthcare and how to address bias at a community level.

DIVERSITY & INTERSECTIONALITY WORKSHOPS

CULTURAL COMPETENCY IN SERVING BLACK INDIVIDUALS WITH IDD:

Description: Learn culturally responsive approaches for working with Black individuals with IDD, including communication, assessment, and intervention strategies.

Length: 1.5 hours

Objectives:

- Develop cultural competency skills for understanding and respecting the cultural values, beliefs, and practices of Black communities.
- Identify culturally appropriate communication techniques and assessment tools for working with Black individuals with IDD.
- Learn strategies for building trust and rapport with Black individuals with IDD and their families, and promoting culturally responsive care.

ADDRESSING MENTAL HEALTH DISPARITIES IN BLACK INDIVIDUALS WITH IDD:

Description: Explore mental health disparities and barriers to care experienced by Black individuals with IDD, and learn strategies for promoting access and equity.

Length: 1.5 hours

Objectives:

- Understand the impact of systemic racism and social determinants of health on mental health disparities in Black individuals with IDD.
- Identify barriers to accessing mental health services and supports for Black individuals with IDD, including stigma, cultural mistrust, and lack of culturally competent providers.
- Learn strategies for promoting access to culturally responsive and equitable mental health services for Black individuals with IDD, including community-based interventions and advocacy efforts.

DIVERSITY & INTERSECTIONALITY WORKSHOPS

EMPOWERMENT AND ADVOCACY FOR BLACK INDIVIDUALS WITH IDD:

Description: Explore strategies for promoting self-advocacy, empowerment, and community engagement among Black individuals with IDD.

Length: 1.5 hours

Objectives:

- Empower Black individuals with IDD to advocate for their rights, voice their needs, and participate actively in decision-making processes.
- Provide tools and resources for supporting self-determination, leadership development, and community organizing among Black individuals with IDD.
- Promote partnerships and collaboration with Black-led organizations and community stakeholders to address systemic barriers and promote social justice for Black individuals with IDD.



DIVERSITY & INCLUSION FOR FIRST-RESPONDERS WORKSHOPS

FIRST-RESPONDERS WORKSHOPS

CULTURALLY COMPETENT RESPONSE TO BLACK INDIVIDUALS WITH IDD

Description: This workshop provides first responders with essential knowledge and skills for effectively interacting with Black individuals who have intellectual and developmental disabilities (IDD). Participants will learn about the intersection of race and disability, understand the unique experiences and cultural considerations of Black individuals with IDD, and explore strategies for providing culturally competent care and support in emergencies.

Length: 1.5 hours

Objectives:

- Increase awareness of the intersectional experiences of Black individuals with IDD, including disparities in access to services and support.
- Develop cultural competency skills for understanding and respecting the cultural values, beliefs, and practices of Black communities.
- Learn practical strategies for building trust, communicating effectively, and de-escalating crises when responding to emergencies involving Black individuals with IDD.

ADDRESSING MENTAL HEALTH DISPARITIES IN BLACK INDIVIDUALS WITH IDD

Description: This workshop focuses on addressing mental health disparities and promoting equitable access to care for Black individuals with IDD. First responders will learn about the impact of systemic racism and social determinants of health on mental health outcomes, identify barriers to accessing mental health services, and explore strategies for providing culturally responsive and trauma-informed support to Black individuals with IDD during crisis.

Length: 1.5 hours

Objectives:

- Understand the impact of systemic racism and social determinants of health on mental health disparities in Black individuals with IDD.
- Identify barriers to accessing mental health services for Black individuals with IDD, including stigma, cultural mistrust, and lack of culturally competent providers.
- Learn trauma-informed approaches for supporting Black individuals with IDD in crisis situations, promoting safety, trust, and empowerment.

FIRST-RESPONDERS WORKSHOPS

Empowering Black Individuals with IDD: Advocacy and Community Engagement

Description: This workshop empowers first responders to support self-advocacy, empowerment, and community engagement among Black individuals with IDD. Participants will learn about the importance of promoting self-determination and leadership development, explore strategies for fostering community partnerships and collaboration, and discover ways to advocate for systemic change to address barriers and promote social justice for Black individuals with IDD.

Length: 1.5 hours

Objectives:

- Empower first responders to support self-advocacy and empowerment among Black individuals with IDD, promoting their rights and voice in decision-making processes.
- Provide tools and resources for fostering community partnerships and collaboration with Black-led organizations and stakeholders to address systemic barriers and promote equity.
- Promote culturally responsive and inclusive approaches to emergency response, ensuring that the needs and experiences of Black individuals with IDD are recognized and respected.

NEXT STEPS FOR YOUR ORGANIZATION

Are you looking for the perfect workshop for your group? Whether you need more information or are ready to book, we're here to assist you! Contact Makahla Jackson at MJackson@CreativeApproachOnline.com to schedule your free 30-minute consultation today. Additionally, we offer workshops tailored for parents, caregivers, and individuals with diverse needs. We can't wait to hear from you!

PRICING:

The costs listed below are for groups of 20 participants and cover the presentation, workbooks, materials for interactive activities, and certificates of completion. For groups larger than 20, please reach out to us for pricing. Additionally, for trainings situated more than 30 miles from our office, travel expenses beyond 30 miles will be incurred. If an overnight stay is required, lodging costs will also be included.

<u>Length</u>	<u>Cost</u>
1 hr	\$520
1.5 hrs.	\$780
2 hrs.	\$1,040
3 hrs.	\$1,560



