

Workshops Offered by Difficult-Discussions Inc.

We offer full-length as well as mini-workshops on the topics listed below. Please note that the times listed are recommendations and reasonable accommodations can be made by the presenter on request.

We have categorized our workshops into a three-tier competency level system.

- **Beginner:** The beginner-level workshops are a good way to build foundational knowledge as well as explore new ideas without having much background knowledge on the topic.
- **Intermediate:** The intermediate-level workshops are most effective when the participants have some background knowledge related to diversity, equity, and inclusion. These workshops will help you gain a deeper understanding or develop a new perspective on diversity, equity, and inclusion work.
- **Advanced:** The advanced-level workshops will help you become more effective as an individual who actively creates equitable communities. We believe that even individuals who have a solid foundation on topics related to diversity, equity, and inclusion require continuing education on new topics and ideas.

BEGINNER-LEVEL FULL-LENGTH WORKSHOPS **(RECOMMENDED LENGTH OF 60 MINUTES)**

Understanding Diversity, Inclusion, and Equity:

Recommended Length- 60 Minutes

Workshop level- Beginner

In order to create an inclusive community, the members of the community must understand the basics of diversity, inclusion, and equity. This beginner-level interactive workshop will go over the following goals and objectives:

- Understand key terms related to inclusion and equity.
- Learn how to appropriately find answers to questions about marginalization, inclusion, and equity.
- Discuss some common factors that harm inclusion.
- Understand what it means to be an ally, accomplice, and leader in the field of equity.
- Explore best practices to create inclusive environments.

Mental Health Stigma Associated With Culture:

Recommended Length- 60 Minutes

Workshop level- Beginner

Our values and traditions influence all aspects of our life. Whether it be the food we prefer or the ideologies we possess. The influence that culture plays on mental health stigma is often overlooked. It is important to understand this relationship in order to effectively address mental health-related issues. This beginner-level interactive workshop will go over the following goals and objectives:

- Explore key terms such as mental health, culture, and marginalization.
- Understand the intersectionality between mental health and culture.
- Learn about mental health stigma and the role marginalization plays in it.
- Discuss gender, sexuality, and mental health.
- Identify best practices to dismantle the stigma associated with mental health.

Intersectionality Between Mental Health and Marginalization:

Recommended Length- 60 Minutes

Workshop level- Beginner

Marginalization causes a significant amount of trauma, stress, and harm to individuals. A thriving community must understand the intersectionality between mental health and marginalization in order to provide adequate resources and make effective change. This beginner-level interactive workshop will go over the following goals and objectives:

- Understand key terms such as identity, culture, marginalization, intersectionality, and privilege.
- Explore gender, sexuality, and trauma.
- Address the prevalence of hate and bias in the United States of America.
- Learn about gender, sexuality, and mental health.
- Understand key terms such as minority stress and trauma-informed care.
- Explore marginalization and trauma.
- Learn about marginalization and mental health.
- Talk about the stigma surrounding mental health.
- Identify best practices to dismantle the stigma associated with mental health.

Inclusive Leadership in Social Greek Life:

Recommended Length- 60 Minutes

Workshop level- Beginner

Social greek organizations can provide a lot of positive attributes to individuals, universities, and communities. However, over the years several social greek organizations have been put in the national spotlight for acts of hate and bias. When you google “racist fraternity and sorority” you get about 13,000 results. It is time for social greek organizations to act proactively to create a culture of inclusion that can improve the organization as well as recruit and retain members from marginalized communities. This beginner-level interactive workshop will go over the following goals and objectives:

- Explore the purpose, values, and importance of social Greek life.
- Look into national incidents of marginalization by social Greek organizations.
- Understand key terms related to inclusion and equity.
- Learn how to appropriately find answers to questions about marginalization, inclusion, and equity.
- Discuss common factors that harm inclusion.
- Understand what it means to be an ally, accomplice, and leader in the field of equity.
- Explore best practices on creating an inclusive Greek organization.

INTERMEDIATE-LEVEL FULL-LENGTH WORKSHOPS
(RECOMMENDED LENGTH OF 60 MINUTES)

Allyship, Accompliceship, and Action in Social Justice:

Recommended Length- 60 Minutes

Workshop level- Intermediate

Allyship, accompliceship, and action are required to help create equitable communities. This intermediate-level workshop will help participants develop the necessary skills to play a part in creating inclusive and equitable communities. We recommend that you opt for this workshop only if you have already completed the 'Understanding Diversity, Inclusion, and Equity' workshop or have a team that has a solid foundation on basic Diversity, Equity, and Inclusion (DEI) topics. This intermediate-level interactive workshop will cover the following goals and objectives:

- Briefly discuss terms such as Marginalization, Privilege, Equity, Equality, Inclusion, Liberation, Implicit Biases, and Microaggressions.
- Understand what it means to be a spectator, ally, and accomplice in the field of Social Justice.
- Look at factors that harm allyship and accompliceship.
- Look into the basic skills you need to possess to be an ally/accomplice.
- Learn what it means to be an active bystander.

ADVANCED-LEVEL FULL-LENGTH WORKSHOPS
(RECOMMENDED LENGTH OF 75 MINUTES)

Black Identity Development:

Recommended Length- 75 Minutes

Workshop level- Advanced

Identity conflict is largely responsible for a significant number of individuals from marginalized communities moving away from or not moving to communities that are primarily white. It is important to keep in mind that every marginalized individual is at different stages in their developmental process. Support might look different for every person. This advanced-level workshop covers the stages of development a Black person may experience in their life. It highlights commonalities while also pointing out that there is no one way a Black person develops. This advanced-level interactive workshop will go over the following goals and objectives:

- Understand the six vectors of Black-identity development.
- Practice identifying how race may play a different role in a Black person's life.
- Discuss the impacts that social interactions may have on the development of a Black person.

Fostering Diversity, Equity, and Inclusion as a Leader:

Recommended Length- 75 Minutes

Workshop level- Advanced

Organizational and community leaders are in a unique position to effectively influence diversity, equity, and inclusion (DEI). This intermediate-level workshop uses the Difficult-Discussions Inc. “Three P Strategy of Diversity, Equity, and Inclusion Work” as a foundation to equip leaders with the skills to foster DEI. We recommend that you opt for this workshop only if you have already completed the ‘Allyship, Accompliceship, and Action in Social Justice’ workshop or have a team that has a solid foundation on basic Diversity, Equity, and Inclusion (DEI) topics. This advanced-level interactive workshop will cover the following goals and objectives:

- Explore historical injustices/gaps that disproportionately impact marginalized communities.
- Understand the benefits of diversity.
- Learn about a multifaceted strategy to create and sustain diverse, equitable, and inclusive environments.
- Discuss recommended practices to create inclusive environments as an individual.
- Practice action plans that can be utilized to promote diversity, equity, and inclusion through policy and programming.

BEGINNER-LEVEL MINI-WORKSHOPS ***(RECOMMENDED LENGTH OF 30 MINUTES)***

Representation or Lack Thereof in Sitcoms:

Recommended Length- 30 Minutes

Workshop level- Beginner

According to a study by the University of Southern California, only 28.3% of characters with dialogue in Hollywood were from non-white racial/ethnic groups, though such groups are nearly 40% of the U.S. population. This beginner-level mini-workshop highlights representation in the media to begin the conversation surrounding how the media is not reflective of the world when it comes to diversity. This beginner-level interactive mini-workshop will cover the following goals and objectives:

- Acknowledge the lack of representation in today’s television.
- Consider where consumers are spending their money in supporting the media.
- Acknowledge the ways media is presented to different communities.

Texas A&M Draggieland:

Recommended Length- 30 Minutes

Workshop level- Beginner

With the growing support for the LGBTQIA+ community, there will continue to be more programs and support of the community as well as more protest or resistance to these programs. Colleges and universities will need to be able to provide support to students and knowledge on how to navigate these situations. This beginner-level interactive mini-workshop will cover the following goals and objectives:

- Begin to understand the effects protest can have on campus.
- Discuss the growing support for the LGBTQIA+ community.
- Understand the importance of creating a space where students feel comfortable to state their feelings without targeting other students.

Intersectionality:

Recommended Length- 30 Minutes

Workshop level- Beginner

There are multiple aspects of our identity that determine the way we view ourselves and the way the world views us. This beginner-level mini-workshop will focus on intersectionality (a term coined by Kimberlé Williams Crenshaw- an American lawyer, civil rights advocate, philosopher) and will cover the following goals and objectives:

- Understand the definition of intersectionality and how it has changed over time.
- Have a chance to stake a claim in what identities a person holds.
- Visualize how a person's identity is viewed on a day-to-day basis.

ADVANCED-LEVEL MINI-WORKSHOPS **(RECOMMENDED LENGTH OF 30 MINUTES)**

Identity Development:

Recommended Length- 30 Minutes

Workshop level- Advanced

The identity we possess is important to the way we view ourselves and the people around us. This mini-workshop highlights the importance of mentoring programs when it comes to student development. This interactive advanced-level mini-workshop will cover the following goals and objectives:

- Have a basic understanding of Chickering's Seven Vectors.
- Understand the importance of mentorship when it comes to student development.
- Begin to understand what buy-in is needed for a mentor program to work.