WATERSHED

COUNSELING & CONSULTATION SERVICES

Available Online and In Person for Schools and Companies

TRAININGS

Diversity, Equity & Inclusion

BASIS Series: Belonging and Sociocultural Identities Training

Belonging and Sociocultural Identities in Schools (BASIS) is a professional development series and consultation service designed specifically for schools and school districts.

Belonging has long been recognized as a fundamental human need, motivator and key for inclusion. The importance of school belonging and its relationship to supporting individuals' sociocultural identities (i.e., disability, ethnicity, family structure, gender, health status, political affiliation, race, religion, sexual identities and social class) is at the foundation of BASIS. Research has linked the importance of belonging to successful learning, engagement, and self-esteem development for students. There is also an association between an employee's sense of belonging and greater satisfaction with work.

These engaging and interactive trainings provide a core commonality and strength for supporting sociocultural identities and belonging for all members of the school community. Available trainings include:

BASIS 101: Foundation
BASIS 102: Applied Model
BASIS 103: Advanced

This training is for: Teachers, School Personnel (e.g., Transportation Personnel, Food Services, Administrative Assistants), Administrators, School Boards, Students and Parents (K-12 and higher education)

BASIS 101: Supporting Belonging & Sociocultural Identities in our Schools

BASIS 101 is the introductory training which focuses on the importance of students and school personnel's sense of belonging as a fundamental factor in social and emotional well-being. The training also addresses how inclusion and equity is fostered through the connection between belonging and supporting sociocultural identities (i.e., disability, ethnicity, family structure, gender, health status, political affiliation, race, religion, sexual identities and social class).

BASIS 101 Learning Objectives: Participants will
- Learn foundational information about fostering school belonging including the four pillars of belonging: connectivity, relationships, inclusion and active participation
- Understand the relationship between supporting sociocultural identities and belonging in schools
- Become more aware of how subtle messages in the form of microaggressions can diminish a sense of belonging for students and school personnel alike

2.0 hours
Capped at 35 participants per training
No prerequisite

BASIS 102: Creating & Sustaining a Belonging-Based School Environment

Having completed BASIS 101, this program will train attendees on how to successfully implement an applied intervention/prevention model to effectively increase a sense of belonging throughout your school/district. BASIS 102 continues to address supporting and affirming student and school personnel's sociocultural identities (i.e., disability, ethnicity, family structure, gender, health status, political affiliation, race, religion, sexual identities and social class) with the goal of increasing a sense of belonging and inclusion. Attendees will learn a model that they can use for the upcoming school year as well as throughout their career in education.

BASIS 102 Learning Objectives: Participants will
- Gain a working knowledge of the BASIS Planning Model that addresses intervention/prevention planning and implementation on how to effectively increase a sense of belonging in classrooms, curricula and throughout school-based activities
- Garner experience in applying an ethnographic lens to your student's/colleague's day-to-day experiences around belonging in your school
- Begin to design how the BASIS Planning Model can be applied to your work in increasing a sense of belonging and inclusion for students and school personnel

2.0 hours
Up to 35 participants per training
Prerequisite: BASIS 101

BASIC: Belonging and Sociocultural Identities in Companies

BASIC (Belonging and Sociocultural Identities in Companies) provides a range of trainings (see 101, 102 and 103 BASIS trainings above that are modified specifically for personnel in companies) focused on creating a business culture that is open and supportive of a range of personal identities of employees and is quintessential to DEI initiatives in today's businesses.

Supporting LGBTQ+: Lesbian, Gay, Bisexual, Transgender, Gender Diverse, Queer, Questioning + Trainings

TGD 101: Supporting Transgender & Gender Diverse (TGD) Students & School Personnel

An introduction for school personnel to foundational information, terminology, and understanding of Gender Diverse and Transgender students so that they may work toward creating and maintaining a welcoming and supportive environment for students and personnel in the school community.

2.0 hours
Up to 40 participants per training
No prerequisite

TGD 102: TGD Trainings for Specific School Personnel

After completing TGD 101, the following tailored trainings address the unique issues for certain school personnel and their work in schools. Additional TGD "booster" trainings are also available for school personnel, administrators and school boards to stay current regarding language, information and the most up-to-date best practices for supporting TGD students and school personnel.

2.0 hours
Up to 40 participants per training
Prerequisite: TGD 101

Students: Elementary, Middle School, High School	Teachers, Administrators, and School Personnel	School Nurses
School Counselors, Psychologists, and Social Workers	Booster Trainings for School Personnel (approx. every 2-3 yrs.)	Coaches

Parents & School Community Members Supporting Transgender and Gender Diverse (TGD) Students & School Personnel

An educational and supportive presentation for parents and school community members to assist them in gaining a better understanding of diverse individuals.

2.0 hours
Up to 40 participants per training
No prerequisite

Outing Pride: 100+ Years of LGBTQ+ History in the U.S.

Some are familiar with the Stonewall uprising that was an important moment in U.S. history, yet few know the experiences, both positive and negative, of LGBTQ+ individuals throughout the last 100+ years in the U.S. This engaging presentation uses photos and video to expand the knowledge of attendees about the diverse backgrounds and experiences of LGBTQ+ people over the last century.

Used by companies and schools for:
- DEI (Diversity, Equity and Inclusion) events
- Events honoring National Coming Out Month (October), Pride Month (May/June), LGBTQ History Month (October or February) and related events

2.0 hours
Up to 200 participants per training

Supporting & Affirming LGBTQ+ Students in Our Schools

Supporting school personnel in gaining foundational information, terminology, language and skills for creating and maintaining a supportive environment for LGBTQ+ students and school personnel in our school community. Advanced trainings for school counselors and school nurses are also available.

2.0 hours
Up to 50 participants per training

Additional Services

Assisting Schools/Districts in Creating and Implementing Transgender and Gender Diverse (TGD) School Policies

Watershed Counseling & Consultations Services is a national leader in assisting schools and school districts in creating and implementing Transgender and Gender Diverse (TGD) school policies. We have extensive experience supporting school boards and administrations throughout the process of creating, passing, and implementing TGD policies.

No participant size limit, although smaller groups such as 20-30 have more opportunities to address concepts and more in-depth questions.

Focus Groups Related to DEI: Specific Sociocultural Identities for Your School, Districts, and Companies

For schools, districts, and companies who need to gain information on the experiences of students, school personnel, and employees in relation to belonging related to their sociocultural identities (i.e., disability, ethnicity, family structure, gender, health status, race, religion, sexual identities and social class).

Focus groups are useful in garnering insights and specific experiences of participants to help inform school boards, educators, parents, students, and employees.

Note: Pricing is dependent on the number of focus groups and whether there will be a verbal or written report of focus group results.

Additional Information

Pricing:
- Trainings: please contact us for pricing

- Consultation Services: please contact us for pricing

Materials:
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