

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

Up to 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

BASIS 103: Speaking Up/ Calling In—Responding to Everyday Microaggressions with the Ongoing Goal of Increasing Support & Belonging in Our Schools

This training explores and addresses the range, from overt to subtle ways, in which unsupportive interactions and school environments can make it difficult for various students (as well as school personnel) to feel a sense of belonging.

BASIS 103 Learning Objectives: Participants will

- Understand the different types of micro aggressions experienced by students, as well as school personnel, in their day-to-day interactions in schools
- Learn concrete strategies on how to effectively address microaggressions throughout the school day
- Provide practice through applied exercises on how to prevent as well as address microaggressions in school settings

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.

Self-Care During Tumultuous Times

This workshop provides participants space for reflection on their own reactions, needs, and roles during times of stress. Much is asked of everyone in work, social, and home environments, so a focus on self-care can get lost or perhaps never fully developed. Stress and pressure have any number of problematic interpersonal, emotional, and physical consequences. Learning to ground and center, identify and prioritize feelings and needs, and enhance strategies and skills to cope with stress can enhance every aspect of life and return a sense of joy, productivity, and relief.

Learning Objectives: Participants will

- Engage in exercises to promote reflection, grounding, and mindfulness
- Identify their specific needs for self-care and balance in their lives
- Learn about the common obstacles to self-care so that they can better navigate the roadblocks that get in the way
- Enhance and expand skills for self-care including setting of appropriate boundaries with others, reasonable expectations for themselves, recognizing limits, and defining manageable roles for themselves

2.0 hours

Up to 35 participants per training

No Prerequisite

Facilitating Inclusive Dialogues in Classrooms and Organizations

This workshop will help educators, administrators, and organizational leaders to more comprehensively include an emphasis on equity and inclusion in their work. Given that public events have highlighted issues of structural racism, there is a need for students, staff, and members of organizations or communities to have space to learn from each other and discuss the reactions, fears, and values that inevitably emerge when these topics are introduced either directly or indirectly.

Educators, administrators, and organizational leaders need support to facilitate highly emotional discussions and to incorporate complex concepts in a way that invites participants of all backgrounds and perspectives to take part.

Learning Objectives: Participants will

- Engage in exercises to promote reflection, grounding, and mindfulness
- Identify the challenges and pitfalls inherent in leading these discussions
- Enhance and expand skills for facilitating complicated dialogues across the lifespan and for a wide range of sociocultural backgrounds
- Learn how to structure classroom experiences and work environments to model the values of diversity, equity, and inclusion
- Receive the support necessary to sustain their roles as leaders, administrators, and teachers during this time when so much is being asked of them

2.0 hours

Up to 35 participants per training

No prerequisite

Let's Talk: Optimizing Inclusive Communication Styles and Navigating Common Hurdles in Our Working Relationships

The quality of our professional and personal relationships depends on our ability to build trust by communicating authentically. Therefore, optimizing communication styles and learning to navigate common hurdles is beneficial in all areas of life. This presentation will provide participants with foundational communication principles in order to strengthen relationships, constructively address conflict, bridge generational, hierarchical, or cultural gaps, and ensure more inclusive work and personal communities.

Learning Objectives: Participants will

- Learn about the power and utility of effective communication;
- Understand and address the common challenges behind communication difficulties;
- Attain a strong foundation in effective communication skills for every setting;
- Connect the role of communication in building trust and credibility in relationships toward enhancing more inclusive, equitable and diverse workplaces and communities.

2.0 hours

Up to 35 participants per training

No prerequisite

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: \$650 an hour (includes all preparation related to the training)
- Consultation Services: please contact us for pricing

Materials:

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