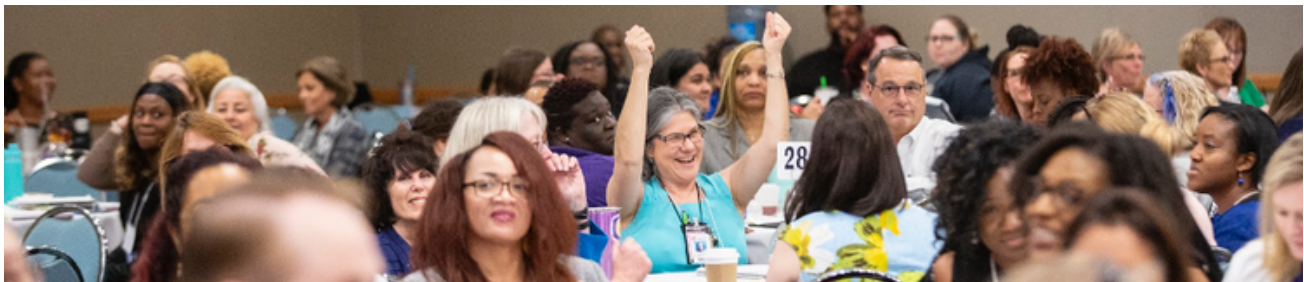


WORKSHOPS FOR ORGANIZATIONS



The Peace and Justice Institute (PJI) is pleased to provide trainings and workshops that can be customized to meet the needs of any organization. Everything we facilitate has been uniquely developed to create a high-energy experience for participants that will enhance an organization's ability to meaningfully interact with a wide range of audiences.

PJI's workshops are designed to provide people with tools for engaging in difficult conversations, empathy, listening, perspective taking and relationship building. The tools and techniques allow participants to learn self-governing practices that cultivate and strengthen a healthy and accountable workplace culture centered on inclusive excellence.

Each of the workshops below can be booked individually as a half day or full day workshop. Additionally, multiple workshops can be bundled together and delivered to your organization as a Training Series within a timeframe of your choosing.

**PEACE AND
JUSTICE INSTITUTE**
All People. All Voices. All Matter.

Workshop Descriptions



Principles for How We Treat Each Other

Skilled communication and inter-cultural competence are vital to our workplace, interpersonal relations and national discourse. How We Treat Each Other provides people with effective tools for engaging in difficult conversations, empathetic listening, perspective taking and relationship building. This workshop invites participants to place storytelling at the center of their work in order to develop authentic and meaningful relationships. Through the utilization of the principles and their practices we increase our capacity to be peace builders. Participants will learn how to ask open and honest questions; how to listen deeply and how to effectively engage in self- reflection and self-disclosure.



Power of Words

Language is integral to a positive awareness of diversity and inclusion. How do we speak in a way that supports peace, equality and emotional intelligence? In this session students will be introduced to the concept of multicultural identity, both their own and others. They will explore how identity impacts feelings of belonging and self-perception. After reflecting on their own identity, students will learn about unconscious bias, stereotypes and microaggressions. Specific and developmentally appropriate strategies for building inclusive communities will be shared with students. This workshop is designed for middle-school students from ages 11-13 or high school students from ages 14-18



Conversations in Inclusiveness

In this interactive workshop, participants will be introduced to a set of tools to help them engage in reflective practice and intercultural communication in order to create inclusive excellence in the work environment. Participants will engage in experiential exercises, dialogue, and work with The Principles for How We Treat Each Other. Participants will be introduced to the idea of unconscious bias and be given opportunities in a safe setting to temporarily put aside their own perspectives in order to listen non-judgmentally to the experiences of others. With these new tools in hand, participants will improve their interpersonal relationships, the work environment, and develop practices of respect and community building.

Reflective Practice and Emotional Intelligence



In this workshop, participants explore the meaning of a reflective practice and obtain tools for greater self-knowledge, practical ways to receive and provide feedback through the theory of emotional intelligence by using the Principles for How We Treat Each Other to create a compassionate, nonviolent, hospitable and respectful workplace. As the pace of the world increases and our environment makes more and more demands on our cognitive, emotional, reflective resources, emotional intelligence and reflective practice are increasingly critical skillsets for leadership success. Through a multi-media presentation with skill-building exercises and group discussion, this course provides participants with the opportunity to identify their own challenges in maintaining positive environments and collaborative relationships as well as overcoming resistance and negativity.

Working with Conflict



It's common to see conflict as a negative, but what if you were able to turn conflict into a win-win? Starting from the premise that everyone looks at conflict in a unique way, this workshop offers a transformative approach to working with conflict as a potential for positive change. Organizational cultures that view conflict as an opportunity are better poised to maximize the benefits of their diverse workforce. In this course, participants will learn about the components, roles and needs active in conflict, identify their own conflict style, and be introduced to conflict resolution practices for the purpose of more productive and positive outcomes. Participants will engage in various exercises, including role-play for the purpose of integrating these skills into a working knowledge.

PJI Healing Circles



With the grief and uncertainty that surrounds us due to the current racial terror tragedies, the impact of the recent global pandemic, and recent local natural disasters, PJI now offers Healing Circles to build resilience within individuals and organizations and offer a space for connection. These facilitated Healing Circles are a safe spaces for conversation, designed to remove blaming and shaming and to welcome honest, open sharing of our personal experiences, struggles, and triumphs. Human connection and having a community of support are significant ways to build resilience in the individuals that serve our community and organizations each day.

Waking Up to Our Shared Humanity



In the workshop, facilitators share the stories of their unique paths of racial identity development and the powerful changes it brought to their lives. These stories invite participants to consider how a deep exploration of identity, be it through the lenses of race and ethnicity, gender, sexual orientation or socio-economic class might transform one's life. From hearing the story, and reflecting on one's self, the workshop offers Principles for How We Treat Each Other, practices of respect and community building that facilitate honest dialogue among us. The Principles encourage participants to listen deeply, suspend judgment, and turn to wonder, among other personal practices for self-awareness and interpersonal communication. The Principles create a setting for deep listening and honest sharing. When used over time, the Principles lay the foundation for a culture that supports reflective practice and provide communication tools that strengthen relationships with staff and leadership.

Understanding Bias



Much has been said recently about the new science of bias. Are you aware of your hidden bias and how it affects you? Learn about the emerging science of implicit bias, along with strategies and tools to skillfully navigate Implicit Bias, Fundamental Attribution Error, and Confirmation Bias. Participants will be given opportunities in a safe setting to temporarily put aside their own perspectives in order to listen non-judgmentally to the experiences of others. With these new tools in hand, participants will learn to identify and minimize the impact of bias, improve interpersonal relationships, and develop practices of respect and community building.

Conversations on Race



This workshop invites participants to discuss the topic of race and how it affects each of us in our daily lives as we consider action steps to help us move forward together toward more equitable communities. Issues of implicit bias, stereotypes, micro-aggressions, privilege, oppression (the "isms") frame the learning. Addressing one of the hidden histories in our community, red-lining, creates new awareness about systemic racism and helps frame the learning. Experiential exercises reinforce the learning. Self-awareness and awareness of others' diversity dimensions are a key component.

Understanding Privilege



In this session, participants gain an understanding of what is meant by privilege (unearned advantage) and explore multiple areas of privilege, including white privilege. The scholarship Dr. Peggy McIntosh will inform our understanding of privilege and privilege systems. The workshop teaches that all people experience unearned privilege as well as disadvantages and allows people space and time to share personal stories in a disarming and safe environment. The workshop creates a safe space for participants to risk sharing life experiences that shaped them in relation to race and systems of privilege and disadvantage. The telling of personal stories supports an authentic transformation of self and strengthens relationships. Honoring every story and treating each other with dignity and respect are modeled in this safe environment.

Family Conversations on Race



Across the nation, people of all backgrounds are experiencing a time in which discussions about race, gender, gender identity, sexual orientation, religion, ability and culture are at the forefront of their everyday lives. Many families avoid these discussions because they fear that conversations about race, bias, and racism may lead to feelings of anger, guilt, discomfort, sadness, and at times disrespect. Moving beyond shame and blame, this workshop invites participants to explore methods to discuss this topics within the families and personal spheres of influence. Identifying points of action and commitment to create positive change in the family structure will be an important component of the workshop.

Moving into Action: Activating the Principles



This workshop is offered exclusively as the “culminating workshop” in a training series as participants will pull together the knowledge, skills and practices learned over the course of the series and put them into practice through role- play. Using real life conflict scenarios from the community, participants will work in groups to analyze the scenarios, consider common pitfalls of addressing these conflicts, and explore more positive approaches. Integrating reflective practice and the Principles for How We Treat Each Other, participants will consider the new set of tools in their toolkits to navigate the challenges they face daily in their faith, community and spheres of influence.



Custom Workshops

PJI always strives to deliver workshops that are authentic, timely and highly relevant to our clients and partners. Our team can work directly with your organization to customize an online or in person workshop or a training series that can meet the specific needs of your organization or team.



Keynotes for Conventions, Conferences & Meetings

PJI specializes in helping organizations create a healthy, accountable and inclusive and accountable workplace culture. Have PJI deliver a Keynote at your convention, conference, or meeting! Keynotes can be customized from any of the topics in the workshops listed above and specifically tailored to be highly relevant and meaningful for the audience at your next event.

CREATING A *Resilient* COMMUNITY NETWORK

Creating a Resilient Community (CRC) Network Offerings

Since the Creating a Resilient Community (CRC) Network's inception in 2019, many educational offerings have been developed and reviewed by an advisory committee, curated under the curriculum titled "Creating a Resilient Community." This selection of offerings was developed in order to further create shared language and understanding in our community around positive and adverse childhood experience (PACEs), trauma, and how to build resilience. This curriculum includes the below workshops and facilitated film screenings, which may be customized to meet the needs of any particular audience. Our Network is comprised of professionals and experts across nine different sectors including business, education, child welfare, criminal justice, faith, government, non-profit and public safety.

Workshops



Why Positive and Adverse Childhood Experiences (PACEs) Matter

In this workshop, participants will learn about the CRC Network and the science of Adverse Childhood Experiences (ACEs), trauma, and toxic stress on health, behavior, learning, the economy, and our community. Additionally, we will touch on Adverse Community Experiences that, when paired with Adverse Childhood Experiences, have been referred to as the "Pair of ACEs". The workshop defines what it means to be trauma-informed and explains strategies to heal trauma and build resilience



Why Being Trauma-Informed Matters

This workshop builds off of the Why PACEs Matter workshop by providing individuals with next steps in implementing a trauma-informed approach. In the workshop, participants will examine the three E's conceptualization of trauma; explore the 4 assumptions of a trauma-informed approach; learn the 6 key principles of trauma-informed care; define the stages of development in becoming trauma-informed; and lastly, examine various implementation domains for a trauma-informed approach including the personal/individual, organizational, and sectoral.

Facilitated Film Screenings



Resilience Film Screening & Forum

This workshop provides the perfect entry way into the important topics of Adverse Childhood Experiences (ACEs), trauma, toxic stress and resilience. In this workshop, we screen the 1-hour award winning film Resilience and build in time throughout for reflection, facilitated dialogue, and invitations to learn more.

While the film provides the foundation for understanding the biology of toxic stress and ACEs (Adverse Childhood Experiences), participants are given tools for dialogue in a safe setting to discuss the film content as it relates to their life experience and the community. Participants will use the Principles for How We Treat Each Other to listen deeply, suspend judgement of others, and engage in self-reflection and self-disclosure. With these new tools in hand, participants will develop practices of respect and community building. The goal of the workshop is to build a resilient community, moving from trauma to healing.



Broken Places Film Screening and Forum

Why are some children permanently damaged by early adversity while others are able to thrive? To help answer this question, filmmaker Roger Weisberg dug into his extensive film archives to update a few of the stories of the abused and neglected children he filmed decades ago. Viewers are given a unique time-lapse perspective on how the trauma that these children experienced shaped their lives as adults. BROKEN PLACES interweaves these longitudinal narratives with commentary from a few nationally renowned experts in neurobiology and early childhood development in order to illuminate the devastating impact of childhood adversity as well as the factors that can foster resilience. In this workshop, we screen the 1 hour and 15 minute film and incorporate time for group discussion and reflection.

Previously Customized Offerings



Trauma & Healing: Supporting Our Youth

PJI now offers Trauma & Healing Workshops focused on individuals who support, interact with, and care for youth who have experienced trauma. These workshops create a space of mutual support and conversation while also educating participants about the science of trauma and the brain, how to identify signs of trauma in a young person, and how to support the child in a way that promotes resilience and healing.



Parenting Workshop

Parenting education has shown to reduce the risk of child abuse and neglect. In addition, research has shown that stable, supportive relationships with caregivers can buffer the impacts of ACEs. With this in mind, we offer parenting workshops for parents, guardians, and caregivers looking to add more tools to their parenting toolkit. These workshops are customizable based on audience, and the children's age range. Previous trainings have covered what discipline is/isn't, various parenting styles, applying positive parenting skills, and building resilience in teens.



Leadership and Resilience: Tapping Into Our Source

Now, more than ever, leadership matters. Developing and practicing resilience allows us to thrive in the workplace. This workshop introduces participants to the neuroscience of toxic stress and provides steps individuals can take to self-regulate during times of extreme uncertainty, including practicing mindfulness and the Principles for How We Treat Each Other. Learning to tune into both physical and emotional cues provides wisdom to navigate and lead during these challenging times.

On-Site Emotional Support

In past programming, we have partnered with other local community organizations to have an on site counselor/therapist who can provide emotional support for individuals needing immediate crisis counseling or feeling overwhelmed or triggered by material covered in workshops or film screenings. If this is something your organization is interested in, we would be happy to incorporate this service into your choice of programming.