



Workshop Sessions

The Leader in Workforce Diversity.

We are the leader in workforce diversity and cultural inclusion for government and educational institutions. We specialize in the [best practices](#) in areas of [equity for all](#), battling [micro-Inequities](#) and increasing [discretionary effort](#) so that retention and employee effectiveness become the hallmark of your organizational culture.

Who attends our courses?

Social Workers, Police Officers, County Attorneys, Public Defenders, Volunteers, Teachers, School Guidance Counselors, Administrative Support, and Human Resource Staff.

Clients

Minnesota Department of Corrections
Alexandra House Shelter Program
Anoka Bar Association, MN
Tenth District Equal Justice Committee
American Indian OIC
Eastside Neighborhood Services
Pine County, MN
Ameriprise Financial
Washington County, MN
North Hennepin Community College
Rasmussen College, Brooklyn Park
Center for Parental Responsibility
MCAA Ethics & Elimination of Bias for Government Civil Attorneys
Oromo Youth Leadership Conference
Ethics & Elimination of Bias for Criminal Prosecutors
SHRM Diversity Conference



National Middle School Association

Many of the workshops listed below can be tailored to meet your audience and organizational needs. Please contact Andre Koen for specialized training sessions for your organization.

We have local and non-local pricing. “Local” pricing applies within a 300-mile radius of the Minneapolis/St. Paul Metro area. Transportation and lodging is billed with respect to time, location, and dates of event.

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You Made Me BLACK

This workshop session will explore the impact of genetics as a way of disconnecting the myth that has equated race with the measurement of achievement or the lack there of.

We will look at the social norms and expectations associated with perceived race and gender roles. In this session we we create ways of looking at the world that allow us to create opportunities to expand our thoughts, attitudes and beliefs about people who appear different from ourselves.

Objectives:

- Understand conscious and unconscious effects of race and racism.
- Examine the ways the social structure attempts to limit human potential.
 - Explore the concepts of white privilege, collusion, internalized oppression, and empowerment as they pertain to economic status.
 - Identify ways of taking action against oppression systems in the personal, institutional, and community lives of participants.

Topics: Race, Social education, Poverty, Racism, Meritocracy, Health, Welfare, Bias, Paradigm Shifts, Authentic Learning

Session time: 120 minutes of instruction

This training provides 2.0 CEU / CLE units. No credit will be given to participants for partial attendance. This session may require an out-of-class assignment to be turned in through the use of the Internet.

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Respect: It can never be earned!

This workshop session will explore why people say you have the earn my respect and why that is not true. Respect can never be earned.

It is through our actions, attitude and behaviors that people know we are giving respect. Respect must be given and we will discuss how you give respect especially for those who don't deserve it.

Objectives:

- Increase awareness and understanding of individual, institutional, societal, and cultural manifestations of self esteem.
- Understand conscious and unconscious lessons in character development, positive motivation and building responsibility.
- Explore the costs and benefits of working to end destructive patterns through building on person goals and values.

Topics: Wealth, Poverty, Racism, Meritocracy, Health, Welfare, Bias, Paradigm Shifts, Authentic Learning

Session time: 120 minutes of instruction

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The 5 Virtues of Mediation

This workshop session will explore five key virtues of mediation: Respect, Kindness, Dignity, Honor and Love. We will look at these not from the traditional perspective but from one of power and strength. As "helper" we often lose sight of these simple tools because we underestimate their effectiveness. This session will acquaint us with these dynamic tools for long lasting human change.

Objectives:

- Understand conscious and unconscious effects of static gender roles.
- Increase awareness and understanding of individual, institutional, societal, and cultural manifestations of the system of oppression.
- Understand conscious and unconscious lessons in character development.
- Explore the costs and benefits of working to end destructive patterns through building on person goals and values.

Topics: Wealth, Poverty, Racism, Meritocracy, Health, Welfare, Bias, Paradigm Shifts, Authentic Learning

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Masculinity: Pimps, Wimps and Shrimp

This workshop session will explore the question: What does it mean to be a MAN? The simple answer is that we need a broader definition of manhood and equate that with personhood. In this session we ask men to explain the new pressure they feel as women have become more assertive.

Objectives:

- Understand conscious and unconscious effects of static gender roles.
- Increase awareness and understanding of individual, institutional, societal, and cultural manifestations of the system of oppression.
- Understand conscious and unconscious mores of male culture, women's expectations and balance.
- Explore the costs and benefits of working to end destructive males patterns through building on cultural and collective male strengths.

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Topics: Wealth, Poverty, Racism, Meritocracy, Health, Welfare, Bias, Paradigm Shifts, Authentic Learning

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My Music is not that funky: The Myth of White Privilege

This workshop session will explore the facts and fiction associated with the concept of White Privilege. We will discuss the damage caused by this thinking and provide better and more accurate ways to identify and dismantle oppressive systems and strategies to create justice for all.

Objectives:

- Understand conscious and unconscious effects of "Whiteness".
- Increase awareness and understanding of individual, institutional, societal, and cultural manifestations of the system of oppression.
- Explore the costs and benefits of working to end destructive racial and ethnic patterns through building on cultural strengths.

Topics: Wealth, Poverty, Racism, Meritocracy, Health, Welfare, Bias, Paradigm Shifts, Authentic Learning

Session time: 120 minutes of instruction

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When Moses is Dead: 5 ways to start a revolution

In 1968 Dr. Martin Luther King gave his "Mountian Top" speech, the next morning he arose and was slain. The struggle continued but who is carrying the torch for justice today. You carry the torch, in this session we will talk about five simple ways that you can carry the fight for justice and liberty.

Objectives:

- **Identify and discuss participants' class status.**
- **Understand our socialization in this socio -economic culture.**
- **Learn definitions and guiding assumptions about affirmative action and equity.**
- **Increase awareness and understanding of individual, institutional, societal, and cultural manifestations of classism.**
- **Understand conscious and unconscious effects of inequities.**
- **Explore the concepts of white privilege, collusion, internalized oppression, and empowerment as they pertain to economic status.**
- **Understand the simple rules to protect our organization from being sued.**

Topics: Wealth, Poverty, Racism, Meritocracy, Health, Welfare, Bias, Paradigm Shifts, Authentic Learning

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Poverty: The 7 Deadly Sins of Charity

This workshop session will explore the question: Why are people still poor? The simple answer is because people get paid off of the poor. We will discuss the cyclical relationship between the poor and the service providers. Often it is not in the best interest of government or nonprofit to end poverty and how even our best social program get tangled in this web of unhelpful practices.

Objectives:

- Understand conscious and unconscious effects of poverty and wealth.
- Identify ways of taking action against oppression systems in the personal, institutional, and community lives of participants.
- Increase awareness and understanding of individual, institutional, societal, and cultural manifestations of the system of oppression.
- Understand conscious and unconscious mores in a culture.
- Explore the costs and benefits of working to end racism and poverty through building on cultural strengths.

Topics: Wealth, Poverty, Racism, Meritocracy, Health, Welfare, Bias, Paradigm Shifts, Authentic Learning

Session time: 120 minutes of instruction

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Wealth and Poverty

This workshop session will explore the question: Why are people poor? The simple answer is because they have been taught to be poor. Folks often talk about how to deal with the issue of wealth versus poverty, or how to reach affirmative action goals, but don't often talk about the culture of the organization. This workshop closes that gap. We will examine the social and economic forces that frame the poor experience as we also examine systems and resources that empower individuals and create wealth.

Objectives:

- Understand conscious and unconscious effects of poverty and wealth.
- Explore the concepts of white privilege, collusion, internalized oppression, and empowerment as they pertain to economic status.
- Identify ways of taking action against oppression systems in the personal, institutional, and community lives of participants.

Topics: Wealth, Poverty, Racism, Meritocracy, Health, Welfare, Bias, Paradigm Shifts, Authentic Learning

Session time: 120 minutes of instruction

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Reverse Discrimination: The Ghost of Christmas Future

Often we think of reverse discrimination as one of those urban legends like Bigfoot or alligators in the sewers, something we hear about but "doesn't really happen." Alas, there has been a clarion call for organizations to awaken from the dream (nightmare?) and look more closely at the adverse impact of affirmative action, hiring bias, and our equity efforts.

In this workshop session we will examine the lessons learned from both the Harvard professor/police officer incident in Cambridge, Massachusetts, and the New Haven, Connecticut, fire captain and lieutenant promotional examinations, which made their way to the U.S. Supreme Court. By examining these situations, we will learn how to make our organization work toward quality in the landscape of the Affirmative Action paradox.

Objectives:

- Identify and discuss participants' class status.
- Understand our socialization in this socio-economic culture.
- Learn definitions and guiding assumptions about affirmative action and equity.
- Increase awareness and understanding of individual, institutional, societal, and cultural manifestations of classism.
- Understand conscious and unconscious effects of inequities.
- Explore the concepts of white privilege, collusion, internalized oppression, and empowerment as they pertain to economic status.
- Understand the simple rules to protect our organization from being sued.

Topics: Racism, Diversity, Affirmative Action, Human Resources, Micro-Inequities, White Privilege

Session time: 120 minutes of instruction



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Tell the Truth: Black People Are Racist, Too!

This workshop session is designed to help us look at the system of oppression and the ways it has been internalized by people of color. No longer do we have signs that separate us; nevertheless, the issues continue, and this session seeks to explore and explain why. The systems and institutions that oppress people are not our fault; nevertheless, we must take responsibility to dismantle ineffective systems in order to build equity for all. We must move from looking at diversity to moving toward cultural competence in our organizations.

Objectives:

- Identify and discuss cultural and ethnic heritages of Africans/ African Americans.
- Understand our socialization into the American culture.
- Understand conscious and unconscious effects of internalized racism.
- Explore the concepts of white privilege, collusion, internalized oppression, and empowerment as they pertain to economic status.

Topics: Racism, Diversity, Internalized Oppression, Dominant Group, Target Group, Cycle of Oppression

Session time: 120 minutes of instruction

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Creating Cultural Competence

This workshop session is designed to help organizations create cultural competence plans as a means to meet affirmative action goals. Folks often talk about how to create cultural competence or how to reach affirmative action goals, but often don't talk about the culture of the organization. Anoka County, Minnesota, has implemented the cultural competence model and has found great improvement in how its staff has changed its thoughts about diversity and diversity training. This workshop closes that gap.

Objectives:

- Learn definitions and guiding assumptions about race, racism, and cultural competence.
- Increase awareness and understanding of individual, institutional, societal, and cultural manifestations of culture.
- Understand conscious and unconscious mores in a culture.
- Understand the experiences of people from different racial heritages.
- Explore the costs and benefits of working to end racism through building on cultural strengths.

Topics: Racism, Diversity, Illusions, Biology, Hidden Bias, Paradigm shifts, Authentic Learning

Session time: 120 minutes of instruction

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Diversity 101: A New Paradigm

This workshop session is designed to help us look at “diversity” from a different angle. The systems and institutions that oppress people are not our fault, but we must take responsibility to dismantle ineffective systems in order to build equity for all. We must move from looking at diversity to moving toward cultural competence in our organizations. What does diversity mean? Nothing. Ask any number of people, and you will get any number of answers. In Anoka County, we understand that we have asked our people to not think in terms of diversity, but in terms of where they fall on a continuum of cultural competence. This paradigm has shaped and shifted how we do our work internally, as well as with the public.

Objectives:

- Identify and discuss the old definition of Diversity vs. a new definition.
- Understand our socialization into the Old Diversity Paradigm.
- Explore the concepts of white privilege, collusion, internalized oppression, and empowerment to build a New Paradigm for Diversity.
- Identify ways of taking action against oppression systems in the personal, institutional, and community lives of participants.

Topics: Racism, Diversity, Illusions, Biology, Hidden Bias, Paradigm shifts, Authentic Learning

Session time: 120 minutes of instruction

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Guilt Is No Good: How White People Can Be Allies to People of Color

Oftentimes in discussions of equity, white people are made to feel guilty and become silent. During this workshop session, we will work to redefine the issues and help whites to take action in their communities. Folks often talk about how to deal with the issue of guilt or how to reach affirmative action goals, but often don't talk about the culture of the organization. This workshop closes that gap.

Objectives:

- Identify and discuss cultural and ethnic heritages.
- Understand our socialization into the American culture.
- Explore the concepts of white privilege, collusion, internalized oppression, and empowerment.
- Identify ways of taking action against oppression systems in the personal, institutional, and community lives of participants.

Topics: Racism, Diversity, Illusions, Biology, Hidden Bias, Paradigm shifts, Authentic Learning

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Making of a Man: Issues in Masculinity

This workshop session explores the popular notion of manhood. We seek to explore the issues, concerns, and resolutions to our current crisis in masculinity. Folks talk about how to deal with the issue of masculinity in very old-fashioned terms, but often don't talk about the rising tide of violent masculinity (e.g., school violence, street shootings, and teen dating violence) or about the culture that is teaching boys to become violent men. This workshop closes that gap.

Objectives:

- Examine the notion of violent masculinity in mass media.
- Increase awareness and understanding of the boxes that men find themselves trapped in.
- Learn information that contradicts stereotypes about what it means to be male.

Topics: Racism, Diversity, Illusions, Biology, Hidden Bias, Paradigm shifts, Authentic Learning

Session time: 120 minutes of instruction

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Gangstas and Masters of the Universe: Manhood and Power

Men of color are often under-represented and misunderstood in a number of important ways. Ask yourself this question: “Are there more Black men in college or in prison?” This simple and profound question holds the key to decreasing the disparities in health care, social services, and high school education rates. This workshop session will help participants understand ways to approach and serve men in our communities.

Objectives:

- Increase awareness and understanding of individual, institutional, and societal cultural manifestations of oppression.
- Understand conscious and unconscious impacts of oppression on men.
- Explore the concepts of male privilege, collusion, internalized racism, and empowerment as it pertains to the fabric of oppression.
- Identify ways of taking action against oppression systems in the personal, institutional, and community lives of participants.

Topics: Racism, Diversity, Illusions, Biology, Hidden Bias, Paradigm shifts, Authentic Learning

Session time: 120 minutes of instruction

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Micro-Inequities and Discretionary Effort: Little Things Mean a Lot

This workshop session will explore the impact of the small, annoying things that are not discriminatory but nevertheless have a huge impact on personal and organizational performance. We will take a closer look at what they are, how these micro-inequities get built, and how these can impact people's ability to give their personal best.

Objectives:

- Learn information that analyzes stereotypes and prejudice.
- Understand the historical context of present day prejudice and inequities.
- Explore the impact of micro-inequities on discretionary effort.
- Envision a society in which micro-inequities do not exist.
- Identify personal actions to address micro-inequities.

Topics: Racism, Diversity, Illusions, Biology, Hidden Bias, Paradigm shifts, Authentic Learning

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The Cave: Why Is Change So Difficult?

Why is it difficult to change? We often operate in the world with the limited paradigms given to us by family, friends, media, and even our government. As practitioners, it becomes more important that we start to look beyond the surface and analyze our own behavior. Profiling is a form of stereotyping that may guide our decisions, either giving or limiting resources to our clients. This workshop session is focused on exposing those thought patterns, thereby creating pathways to a greater understanding of ourselves and the systems in which we operate.

Objectives:

- Increase awareness and understanding of individual, institutional, and societal cultural manifestations of oppression.
- Understand conscious and unconscious impacts of oppression on men.
- Explore the concepts of male privilege, collusion, internalized racism, and empowerment as it pertains to the fabric of oppression.
- Identify ways of taking action against oppression systems in the personal, institutional, and community lives of participants.

Topics: Racism, Hidden Bias, Paradigm Shifts, Authentic Learning

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Red Pill, Blue Pill and Down the Rabbit Hole

What is your Race? Why is that such an important question? This session seeks to explore how and why we have the need to organize people into “Race.” This workshop session will help us rediscover the Race Biology myths and the impact that has had on the system of oppression we call Racism.

Objectives:

- Increase awareness and understanding of individual, institutional, societal, and cultural manifestations of oppression.
- Understand conscious and unconscious impacts of oppression on men.
- Explore the concepts of male privilege, collusion, internalized racism, and empowerment as it pertains to the fabric of oppression.
- Identify ways of taking action against oppression systems in the personal, institutional, and community lives of participants.

Topics: Racism, Race, Biology, Hidden Bias, Paradigm Shifts, Authentic Learning

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A New Paradigm for Personal/ Professional Bias:

Have you been in a “Diversity Training” session? Was it as much of a waste of time for you, as it has been for me? Often in these sessions the conversation focuses on those who have been hurt the most by discrimination and the rest of the audience is made to feel guilty for things that they did not even do. Time for a new look at Diversity Efforts! This workshop session will explore a new discussion and paradigm of diversity issues that focuses on action for change and removing guilt.

Objectives:

- Increase awareness and understanding of individual, institutional, societal, and cultural manifestations of oppression.
- Understand conscious and unconscious impacts of oppression on men.
- Explore the concepts of male privilege, collusion, internalized racism, and empowerment as it pertains to the fabric of oppression.
- Identify ways of taking action against oppression systems in the personal, institutional, and community lives of participants.

Topics: Racism, Diversity, Illusions, Biology, Hidden Bias, Paradigm Shifts, Authentic Learning

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The Good, the Bad, and the Silent: The Danger of Conformity

In 1970 President Richard Nixon coined a phrase that has plagued our society every since: “The silent majority.” This is the concept that there are people who sit back in silence, don't cause trouble, and agree with whatever is going on in the world. This workshop session seeks to expose the fact that silence is in fact consent. In the case of Kitty Genovese, the Columbia Space Shuttle, or the abduction of a child, our silence can have hurtful and even lethal consequences. We will examine ways in which we can create a support network for action.

Objectives:

- Increase awareness and understanding of individual, institutional, societal, and cultural manifestations of oppression.
- Understand conscious and unconscious impacts of oppression on men.
- Explore the concepts of male privilege, collusion, internalized racism, and empowerment as it pertains to the fabric of oppression.
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