



Train-the-Trainer Seminar

The NCBI three-day *Train-the-Trainer Seminar* is an intensive course that teaches people how to lead two highly effective programs - the *NCBI Diversity, Equity, and Inclusion Model* and the *NCBI Controversial Issue Process*.

The *Diversity, Equity, and Inclusion Model* is a one-day program that NCBI has implemented in hundreds of schools, universities, corporations, government agencies, trade unions, religious institutions, and community organizations throughout the world. At the *Train-the-Trainer Seminar*, participants meet in small learning groups where they receive individual coaching in leading each component of both programs.

The *NCBI Diversity, Equity, and Inclusion Model* consists of series of incremental, experiential activities that help participants

- To celebrate their similarities and differences,
- To recognize the misinformation they've learned about various groups,
- To identify and heal from internalized oppression—the discrimination members of an oppressed group target at themselves and each other,
- To claim pride in group identity,
- To understand the personal impact of discrimination through the telling of stories, and
- To learn hands-on tools for dealing effectively with bigoted comments and behavior.

The *NCBI Controversial Issue Process* helps individuals and groups to move hotly contested issues forward by teaching how to listen first to the heartfelt concerns on all sides and then to reframe the debate in a way that builds bridges.

NCBI's approach of combining emotional healing work with practical skill-training enables participants to learn quickly in a safe environment that values individual initiative. NCBI's seasoned training teams, representing a wide variety of backgrounds, coupled with the diversity of the participants in the seminar, also provide a valuable resource that helps people understand how they are both alike and different.

Following the three-day *Train-the-Trainer Seminar*, NCBI encourages the participants to join the local NCBI chapter in their communities. The chapters meet monthly to offer ongoing support, advanced training, and supervision.