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.