



# Catalog of Presentation Topics

(as of September 2022)

**Most topics can be presented in 60-minute, 90-minute or 2-hour increments.**

**For more information about our offerings, including pricing, contact us at [info@aliainnovations.org](mailto:info@aliainnovations.org)**



# Anti-racism

## Anti-racism Work in an Organization: Our Story of Trying, Struggling, and Trying Again

What does it mean to be an anti-racist organization? Who decides? How do you measure it? Where do you start? What’s getting in the way? This training is an offering to the broader conversation and movement toward anti-racism in child welfare – it’s a “how-we” and not a “how-to.” In a spirit of transparency and humility about what’s worked and what hasn’t, we’ll share how we’ve addressed topics like leadership (Is it possible to be an anti-racist organization with a mostly-white leadership team?), power and decision-making (What does it mean to make decisions with an “anti-racism lens?”), goal-setting (Will setting anti-racism goals side-step the process and make anti-racism another box to check?) and white supremacy culture (What does it really mean to be a “good fit” at Alia?).

## Building an Anti-Racist Culture for Healing

Many of our most vulnerable groups continue to be targeted and under threat in our current socio-political environment. Over centuries, we have developed a multitude of social, cultural and business structures that are now deeply embedded in us; unconsciously, psychologically and biologically. The end result is internalized negative messages and disproportionate outcomes for non-dominant cultural groups. Racism and White Supremacy Culture has an impact on all of us. To deconstruct white supremacy structurally, we need to understand how the impacts affect us personally. In this training, participants will gain an understanding of how biases and stereotypes impact their own and others’ identities. We will also take a look at the historical foundations for how these learned thoughts and systems originated. Additionally, participants will explore the nervous system and behavioral responses that humans develop as a result of being raised in ecosystems of generational and historical trauma.

## Identity and Belonging Workshop

In this foundational training participants will walk through the internal, interpersonal, social, and biological processes of identity formation and how it is impacted by the social construct of race. The implications of how these phenomena can show up in the workplace will be explored so participants can walk away with an understanding of how racial identity impacts staff engagement, which can either enhance or impede progress in policy implementation, service delivery, and program outcomes.

### **Peeling Back Bias**

The human brain can take in 11 million pieces of information at a time and we are only consciously aware of about 40 pieces of information in that moment. We take mental short cuts for efficiency and our internalized frameworks for understanding are involuntary and deeply imbedded. The end result is making decisions and responding based on these default structures. In this workshop, participants will gain an understanding of how we all have biases that are rooted in lived experiences. We will explore practices that can help identify bias and give more agency to respond with culturally responsive practices that support children and families.

### **Story Patterns related to Disproportionalities in Child Welfare**

Child Welfare leaders are tasked with addressing the glaring disproportionalities affecting services within their agencies. However, this complex issue necessitates a different view of the data in order to understand this multi-faceted issue that won't be addressed with a singular solution. This workshop will explore ways to build an understanding of the child welfare disproportionalities within your current system, examine underlying causes and the building blocks for solutions.

### **There's Nothing Micro about Microaggressions**

Microaggressions are everyday verbal and nonverbal insults or slights that each of us have experienced at different rates, whether intentional or not. This workshop will define microaggressions and raise awareness about their presence targeting marginalized identities. This workshop will identify how microaggressions appear in their workplace and community. Participants will learn strategies to interrupt and respond to microaggressions in the moment as a recipient, initiator, or bystander.

### **Understanding Culture**

In this foundational training participants will have opportunity to reflect on their own cultural identities as well as understand what "culture" means and how it shows up in our day to day lives. Participants will explore their cultural identities, as well as the internal value or belief systems that are influenced by culture. Participants will also explore the culture of white supremacy, specific to the United States and how this cultural lens colors our day to day experiences and work with children and families in the child welfare system.

## **Healing and Belonging**

### **40 Key Things that Healing Parents Do**

Shift your focus from compliance and consequences to building healing interactions. Learn about the theories of regulation – how to find and maintain emotional steadiness – and how to create healing environments that promote regulation. This training offers specific actions to create healing moments between parents and youth, bringing the concepts of trauma healing for direct, positive impact on your relationships.

## Human Need for Belonging

This training comes from the perspective of what humans need to survive and thrive; including understanding many behaviors as natural and normal responses to what has happened to us. To thrive and survive, children need to belong, to be claimed. Physical safety is essential, but it is not enough by itself. Humans come into the world physically tethered to another human being, and we need that connection to another human for our entire lives. Understanding the grief and loss, which results from experiencing childhood trauma, helps us to understand the current behaviors of children and youth through a new lens of compassion.

## Leadership

### Primal Leadership: The intersection of Emotional Intelligence, Trauma Competence and Effective Leadership skills

Combine emotional intelligence, trauma competence, and leadership skills and you get the trifecta of effective leadership. Blending a practice of emotional intelligence or maturity exemplified by attributes such as self-awareness and empathy, with the lesser known but significant influence that a leader's mood and behaviors have on the mood and behaviors of everyone else in the organization, will bring your leadership effectiveness to the next level. You'll leave with feasible ideas you can put into practice.

## Organizational Change

### Creating a Trauma-informed Organization: The Role of Leadership and Healing

Leadership creates the environment for building a trauma-competent organization that focuses on healing. When leadership prioritizes healing and sanctions the importance of trauma competencies, growth and changes will occur. Discussions will include concepts of Emotional Intelligence, vulnerability and shame resilience. Leaders are encouraged to look at their own leadership styles while building a culture that embraces vulnerability and Emotional Intelligence. With these leadership insights, organizations can focus on healing. Participants will hear specific strategies on how to lead change, build trauma competencies, and incorporate Emotional Intelligence in the change process.

### Navigating Organizational Change: How it works and what to expect

This training will examine the vital role leaders play in managing organizational change and deepen your understanding of the change process. You'll walk away with practical tips and tools for preparing for normal responses to change and navigating the potential backlash and resistance of change, including how to prepare and protect those leading change movements.

## Yes, But How?

Understanding trauma theory and the science of healing is critical, yet we are often left with questions about how to turn that knowledge into tools that we can use in our daily lives. This training is focused on behavioral interventions for clinicians, foster/adoptive/kin parents and other professionals that translate concepts like pain-based behavior, emotional dysregulation, and trauma healing into action. You will leave equipped with strategies you can put to use immediately.

# Systems Change

## Building a New Way, Together

We understand more now than ever what children need for healthy development...an uninterrupted sense of belonging; however, our systems are not based on this knowledge. The child welfare system is not “broken;” rather, it’s doing just what it was set up to do; rescue and remove children, punish parents, and separate families. The system was not set up as a family preservation system or family strengthening system, and now we know that must change. Together with families and communities, we can redesign a new way of work; one that keeps children safely *with* their family, not *from* their families. This session will discuss the mounting evidence for change and the inspiring efforts to work together to build a better way.

## Dear Leaders

In this training, you’ll learn about how the Dear Leaders resource can help your system get on a journey *with* families and community to make your system more responsive and accountable. Dear Leaders supports leader self-reflection and dialogue that can lead to radical and thoughtful re-imagination of how your system happens by inviting lived experts into the center of creating a new way. You will find yourself challenging your perspective. This is exactly where you need to be to shift your system away from itself and toward the very reason you exist...for the families in your community.

## Preparing and Protecting Changemakers

When change becomes uncomfortable for those who are (consciously or subconsciously) protecting the status quo, it’s a natural response to remove the source of our discomfort, which is often seen as the face of the change—or the change leader. Those who go first, who pave the way for others, risk their reputation, their health, their livelihood, and more. For change movements to sustain momentum and succeed, we must protect the changemakers. In addition to lessons for leaders about how to prepare and protect themselves, there is also a larger civic duty and call to action for all of us to stand-up for, stand-beside, and stand-in-support-of the changemakers leading the changes we believe in most deeply.

## Readying the Workforce for a New Way of Work

Child Welfare is going through a significant shift in mindset and practice with families. We are moving from a treatment and placement mindset to a healing and belonging mindset as we move our focus from children only to considering children in the context of their relationships, family and community. This way of work requires a significant shift in our workforce, both in mindset and in practice, and requires centering the voices of those impacted by the child welfare system, especially those disproportionately impacted. This training will explore the ways that we can prepare ourselves, as leaders, supervisors, and social workers, for the tasks at hand now and into the future. We will consider what perspectives, knowledge and skills might be needed, and how to best prepare to think and act differently.



## Trauma

### Shame, Blame and the Trauma Train

Shame and trauma are as real in the workplace as they are among our families. In this training, we'll discuss the impact of trauma in your professional and personal life, and how shame and blame show up in relationships at home and work. Once you recognize your own behavioral responses to shame and blame, you are better equipped to recognize this in those around you. This training will help lead you to deeper understanding of yourself and opportunities to connect with others.

### Understanding the Impact of Trauma on the Brain, Bonds and Behavior

Here you will learn specific ways that emotional trauma affects key brain functions like information processing, decision-making, and physical responses to stimuli and understand how emotional trauma affects our capacity to maintain strong relational connections with others. This training will help you see certain challenging behaviors can be a result of emotional trauma and the resulting challenges in creating relationship bonds.

# Workforce Resilience

## Building Individual and Organizational Resilience

Individuals and organizations thrive when they have healthy and strong connections, but to build strong and healthy connections, we must be okay ourselves. This training will provide perspective on ways to thrive, despite the circumstances, and build resiliency to help offset effects of long term stress exposure on the brain and body.

## How to Supervise to Wellbeing

A focus on employee wellbeing can help to prevent turnover, absenteeism and stress levels. Additionally, offering support for employees' wellbeing can also reduce burnout, compassion fatigue, and stress responses. This training will provide a foundational understanding on the importance of why you should focus on your wellbeing and discuss actions you can take now to improve wellbeing in your agency.

## Regulating your Organization's Nervous System

This workshop will explore the body, brain, and behavioral responses that communities/organizations experience due to collective traumatic events. Understanding how continuous adversity impacts us throughout our lives provides present day context for pain-based behaviors. This understanding gives insight into how we can respond in ways that provide the needed support for allowing communities to heal and thrive.

## Trauma Stewardship: How to Show Up at Work and Keep Answering Your Phone

Current research supports that we, employees of systems and organizations, cannot produce desired outcomes for those we serve without a stable, engaged, and healthy workforce. As helping professionals, our wellbeing is affected; we often take care of others and forget to tend to our own needs in the process. This training will provide an understanding of how to sustain yourself in the work by providing key learnings and mindset shift.



# Our Presenters



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Transformational Change



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