



### **Let's Brave The Cycle: Showing Up and Creating Conversations That Matter**

Designed for leaders who are hoping to create spaces where group members can hold vulnerable, significant conversations, this session examines courage, vulnerability, and honesty. We know that, in order for a group to be truly successful at yielding belonging and contribution, honesty must be valued over the illusion of harmony. In this workshop, we will describe the process of cultivating trust, encouraging honesty, and honoring bravery and authenticity. This workshop is not identity specific but can be applied to cultivating belonging for any identity group.

### **Intercultural Development Inventory (IDI) Workshop**

It is impossible to move ahead without first being aware of where you are. As Qualified Administrators, let us assist you in determining the intercultural competence of your organization and creating a plan for moving forward. This inventory can be administered to professional staff and students. Note: This workshop is best paired with Beyond Symbolism: Meaningful Action and Organizational Change

### **Beyond Symbolism: Meaningful Action and Organizational Change**

Too often, particularly in times of social pressure to change and combat oppression, organizations (and individual activists) respond with symbolic changes — mission statements, listening tours, tokenism, and discussion groups. In this workshop, we will challenge participants to consider the difference between meaningful action and symbolic action. We will encourage organizations to review and revise past statements, assess the current sense of belonging within the organization, and create a plan towards growth, action, and accountability.

### **Antiracism Training: Past, Present, and Future**

Designed for beginner to intermediate-level learners, this workshop focuses on the foundations of antiracist attitudes and beliefs and will give participants an opportunity to recognize ways in which they've potentially participated in racist ideologies while also encouraging unlearning, self-awareness, and healthy ways to move forward. Note: this workshop is not meant to be a "feel-good" kind of training. It takes time, energy, and effort to engage in this work. We are committed to helping folks adopt antiracist attitudes and beliefs in their everyday lives.

### **Controversial Topics Workshop**

Designed with people who don't like confrontation in mind, the controversial topics workshop is sure to engage folks in individual, small group, and large group discussions, equipping them with strategies on how to disagree, how to find common ground, and ways to examine how conflict can be healthy for growth.



### **Men & Masculinity Workshop**

Designed to explore past, current, and future trends that exist in popular culture as it pertains to men, masculinity, and what it means to “be a man.” Depending on the length of the workshop, the time we spend together will be interactive, rooted in the historical contexts of the participants, and will help participants understand tangible ways to support a healthier embrace of masculinity for themselves, loved ones, and colleagues.

### **Engaging White Men in Antiracism Workshop**

Designed for anyone who works with (or identifies as) white men, this workshop will show participants how to recognize ways that white men have created and perpetuated systems of oppression, specifically as it pertains to racial justice. This is a highly reflective and interactive-based workshop that will focus on socialization, liberation, and tangible action steps towards rooting out racist ideas, beliefs, or attitudes white men tend to carry.

### **Empathy, Guilt, and Shame Workshop**

Designed for participants to gain a clear understanding of these three words: empathy, guilt, and shame. Comprehending their meaning gives folks the ability to catalyze the work we do as agents or targets of privilege and oppression. This workshop examines the potential power that each word carries and how we can use them to further our own understanding of privilege.

**Introduction to Empathy: Practice Connecting Across Difference** We know that empathy yields connection between human beings, but what does empathy truly look like? How do we know it when we see it, and how do we demonstrate empathy when we are listening? This workshop provides an introductory overview of empathy, as well as engaging activities designed to bring empathy to life for participants.

### **Triple-A: Allyship, Advocacy, and Accomplice Workshop**

Being on the “right team” does not mean you are playing in the game of social justice. This workshop gives practical tips for truly creating spaces and opportunities for “systemically non-dominant groups” (Debra Jenkins). This workshop is designed to move folks from allyship to accomplices in regards to their abilities to show up for historically marginalized and oppressed groups. Note: this is not about making heroes out of folks with a ton of privilege, but rather, it’s about helping folks see the ways that standing in solidarity with others helps to build better communities.

### **I Ain't Sorry: Black Women in the Media Workshop**

Mammy, Jezebel, or Sapphire? Black women are forced to choose a category that belittles rather than empowers their ability to be queens and goddesses in this world. This workshop is designed for participants to discover the Shuri, Okoye, and Nakia that dare to defy odds and refuse to fit in the box created for Black women.



### **Perceptions of Privilege Workshop**

Definitions of privilege can vary from person to person. However, the reality is that we all have it in some form or another. This workshop explores the privilege that we carry with us every day and ways to use it to benefit those around us while also encouraging folks to reach beyond their ways of knowing and helping others see their privileges, too.

### **Who We Are: Identity and How We Show Up**

When we enter a room, what experiences do we carry with us? What are our salient identities, and how do they impact our perspective? What messages from society are we trying to unpack concerning our identity? What spaces permit our greatest authenticity, and what spaces cause us to shift? In this workshop, we explore these and many more questions, encouraging meaningful individual reflection, interpersonal sharing, and group discovery.

### **The Intersection of Identity and Supervision**

It is often an organizational value to recruit and support a diverse team, but how can a supervisor adequately provide support to employees whose identities do not match their own? In this workshop, we will delve into identity, examine the way it impacts our personal lens, and discuss the way we can connect across identity lines to create meaningful, trusting supervisory relationships.

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