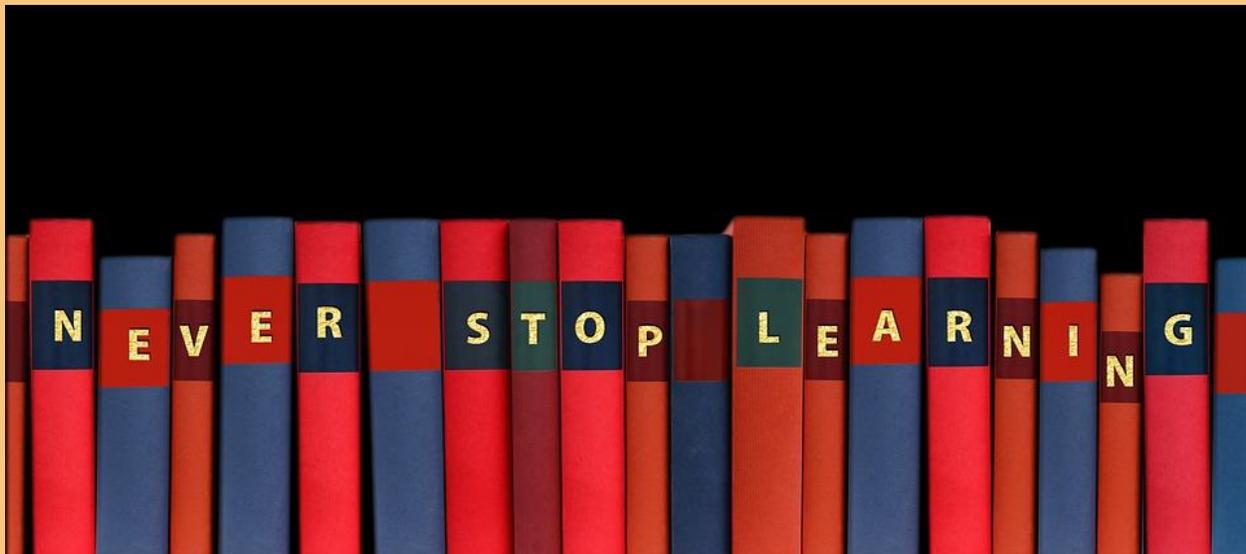




CONNECTICUT
Mental Health & Addiction Services

Office of Multicultural Health Equity Training Catalogue



The OMHE TRAINING CATALOGUE is designed to provide staff an overview of training opportunities for personal and professional development.

The training catalogue includes courses offered as a one-time workshop, a series, half, or full day sessions.

Sessions are Instructor-Led & Virtual

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Continuing Education Units (CEU) Information

Courses listed do not contain CEUs however, programs hosted by OMHE may be initiated for CEUs where applicable.

The trainings listed in this catalogue are open to DMHAS Operated staff and DMHAS funded staff. Occasionally, requests can be made by other CT State Agencies and DMHAS funded contracted providers.

To request a training complete the attached separate form and return to OMHE@ct.gov

*For customized training needs, please send an email inquiry to OMHE@ct.gov

***All courses require a 10-person minimum for attendance**

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Communication

Communication Skill Building

Course #001

Purpose: Are you a good communicator? We can all be better, and this course will cover listening skills; paraphrasing for clarity; how to say no and mean it; the difference between responsive and reactive; body language; how to practice asking for what we want; building boundaries and getting stronger.

Keys to Effective Communication: Empathic Listening

Course #002

Statistics vary but on average, 10% of our communication is words, 30% sound and 60% body language. Empathic listening involves even more. Using the left and right side of the brain, you can learn to build “emotional bank accounts” with those around you to enhance your communication skills. Learning objectives for this training include identifying the 4 types of communication, exploring actions and benefits in empathic communication, identifying autobiographical responses and its impact on the ability to understand, demonstrating skills of empathic listening, the role of technology in communication and raising awareness of the role culture and ethnicity have in communication.

Gender Style and Communication: Is There Really a Difference?

Course # 003

Research shows that how men and women communicate in the workplace impacts relationship building, engagement amongst other areas. In this training, we explore and assess the top three communication strengths and weaknesses for men and women that are assessed in the workplace. A brief overview of the DISC profile is provided so attendees can assess and implement new awareness of their

communication style. Participants will identify differences in communication styles based on lived experiences. Participants will identify 3 top strengths and weaknesses of gender styles. Participants will raise their awareness to enhance their communication skills and leadership capacities. Participants will gain strategies to strengthen communication in the workplace and learn how cultural considerations enhance workplace inclusivity.

Group Dynamics

Course #004

Studies show that higher performing teams have two main ingredients which are cohesiveness and trust. Learn ways to increase your team productivity and job satisfaction while decreasing stress and chaos! Attendees will be able to identify the 5 stages of team development, develop strategies to enhance group communication, attain skills to set expectations/boundaries to build stronger and higher performing teams, build accountability with a team charter, identify, and learn ways to implement 8 behavioral components of trust in an organization and team.

Engaging the Hard to Engage

Course #005

In this course, participants will utilize strengths-based strategies to overcome barriers to engage challenging clients. Participants will utilize PIC (Partners in Change) principles to set a foundation for building rapport and establishing communication. Participants will self-reflect and raise awareness on areas of their tone and how that can make or break relationship building. Lastly, participants will explore a case study to highlight strategies to enhance working with trauma and complex histories.

Diversity Equity & Inclusion

***Kaleidoscope Group Conscious Inclusion Achieving the Intended 7-hr. mandated training is for all DMHAS employees and contracted or assigned staff working at DMHAS facilities. Registration is accessed via your facility training manager and/or designated staff. Occasionally, OMHE puts out a call for a Train-the-Facilitator training that is a 3-part series; 4 hours/session, 12 hours total. If interested and you have already taken the 7-hour training, contact OMHE to be put on an interest list for future notifications.*

***New Employee Orientation 3.5 hr. mandated Diversity training is for all newly hired DMHAS staff and is arranged by Human Resources.*

General DEI or Cultural Humility

Course #100

Overview of diversity, equity, inclusion and belonging – what does it mean and how does it affect us and everyone else in our personal lives and at work.

This course is designed to support individuals learning about the various concepts of multi-cultural and cultural humility to become a better colleague and practitioner. Topics include Cultural Humility; Appreciating all of who we are; and why it is important; Worldview-Ethnocentrism, defining the Pyramid of Violence and Exploring Culture.

Race (Offered as a Stand-alone or Combined Programs)

Course #101

Topics: history of racism in the U.S.; history of the development of “race”; history and results of “the war on drugs”, history of policing and African Americans; anti-blackness; colorism; white privilege/white supremacy; separate coverage of each race (Black, Latino/a/e, Native/Indigenous, Asian, MENA; bi- and multi-racial); internalized oppression and dominance; passing; assimilation; code switching;

appropriation; current institutional oppression of BIPOC (Black, Indigenous, People of Color); being white and working with clients of color.

What is racism, how did we get here, and where are we now?

Course #102

Participants are exposed to the history, current state, and impact of racism in the United States by learning how racism affects our lives, personally and institutionally. Participants also explore how one's story of race may be both different and/or like others.

White Privilege: Does Being White Make a Difference?

Course #103

This course is designed to provide an opportunity for participants to explore their white identity and to unpack the unearned privilege this identity is given in the U.S. Participants explore where and how white privilege manifests in Western society to develop a clearer understanding of how and why racism exists.

Religionism

Course#104

Participants explore the history of religion in the U.S. and how Western society has advantaged one religion over all others.

**Additional stand-alone courses may be held on specific topics related to Islamophobia and Muslim culture; Anti-Semitism; Christian privilege; Spirituality.

Working with Muslim Clients

Course #105

This course is designed to provide an overview about Islam and Muslims. It is intended for clinicians, mental health assistants, social workers, and anyone else

who may be working directly with clients who identify as Muslim. You will learn about the context of mental health in the religion, stigma of mental health among the Muslim community, and how to best provide support during treatment and recovery. Participants will learn key components of the religion of Islam and how Muslims view mental health issues. They will explore the stigma around mental illness in the Muslim community and identify the role of families and faith leaders in the recovery of Muslim clients.

Sexism: Does Sexism Still Exist?

Course #106

Participants explore the issues of cultural and institutional sexism and its effects in society by examining the inequality and inequity between men and women in the U.S. This is a crossover with gender. In this course, topics include: gender roles; sexual assault and harassment; hate crimes; birth control and abortion with an equity lens.

Classism/Poverty: How Do We Talk about Class and Does it Matter?

Course #107

Participants explore the issue of class and the history of wealth in the U.S. by examining the difference between wealth and income. We discuss the issue of increasing one's "capital." Participants will also study the challenges surrounding homelessness and its correlation with addiction.

Poverty, Health and Behavioral Healthcare

Course #108

This course will provide participants with skills to define and understand class, classism, and poverty. They will discover the prevalence and impact of poverty in the U.S. and explore the challenges for Behavioral Health care providers. Participants explore the challenges for poor people seeking services and strategies to support them in accessing services.

Sexual Orientation (LGBPQA+)

Course #109

Do you know current language surrounding sexual orientation? Do you know the identities of each of these letters?

This course is designed to explore current language on sexual orientations: lesbian, gay, bisexual, queer, pansexual, asexuality and more. Individuals explore heterosexism, homophobia, coming out, passing and how to be more inclusive in the workplace. Participants will identify ways to be supportive of clientele and colleagues.

Genderism/Gender identity/Transgender Issues (TOI)

Course #110

Do you understand the issues around gender and identity? In this course participants explore and unpack gender: societal gender roles, expectations, and the crossover with sexism. We will look at non-binary and transgender issues; gender dysphoria and the challenges society has creating inclusion accommodations to this population.

Fatism/Sizeism/Body Image

Course #111

Weight bias and how society influences people to feel poorly about their bodies. We examine fatphobia and how the multi-billion-dollar weight loss industry markets to individuals that impacts how others feel about themselves and how they treat others based on body size. This workshop raises your awareness on how to recognize how weight bias shows up in your personal and professional life.

Ageism/Adultism

Course #112

Ageism and Adultism affects all of us. In this course, we examine stereotypes and discrimination against elders and youth. We examine ways we are taught to interact with elders and youth and develop new ways to enhance communication so that each feel valued. There is a focus on healthcare which is the leading industry in ageist behaviors.

Ableism/DHOH/Language

Course #113

Participants examine many aspects of ability challenges: mobility, psychiatric, auditory, developmental, speech, environmental, medical, and/or cognitive. We emphasize why the American with Disabilities Act (ADA) is vital to the work and clients we serve. We will review the medical, social models and ableist language which enhances people first language and etiquette.

Understanding the Foundations of Bias

Course #114

Using the theories of Cycle of Socialization and Cycle of Oppression, we will study the development of bias, unpack the definitions underlying DEI and how we are all implicated in this work. Learning objectives include, Study the foundation of bias and how it affects us; Learn the meaning of diversity, equity, inclusion, and definitions; Explore multicultural identities and their impact in the United States; Explore the impact of identity, power, and privilege.

Privilege: Where I have it, Where I Don't and Why it Matters!

Course #115

This course will provide an overview about societal privileges and disadvantages. Life is challenging and there are things that make it easier or harder depending on your identity. We will explore 10 different identity categories and how they are positioned here in the United States. Learning objectives include:

Taking a deeper dive into the foundations of bias through the exploration of privilege; Distinguishing between societal privileges and disadvantages; Discovering where we might be lacking in knowledge of others; Building empathy for ourselves and others.

Intersectionality

Course #116

Participants examine the framework for understanding how aspects of a person's social and political identities combine to create different modes of discrimination and privilege. All 10 identities will be explored from a societal perspective and personally. This can be a crossover with the work on Privilege.

Microaggressions: Sweating the Small Stuff

Course #117

Why shouldn't we sweat the small stuff? It is in the details that we succeed. This course will provide an overview about microaggressions and expand on what was covered in the DMHAS mandatory KG DEI Training: *Conscious Inclusion, Achieving the Intended*. The purpose is to explore how discrimination plays out daily, and ways one might play into biases. Utilizing a healthcare lens, we will study common microaggressions by culture and identity, and its impact. Learning objectives include defining the term microaggression including its nuances; exploring how bias can become prejudicial behavior; Identifying common microaggressions using a variety of identities; Exploring the impact of microaggressions; Developing strategies to address microaggressions.

Courageous Conversations and How to Interrupt Bias

Course #118

At times, we struggle to engage in difficult conversations. Fear of the unknown or of offending someone prevents us from engaging in conversation. Using common microaggressions, we explore what stops us and how to interrupt bias and develop easy to use tools and strategies needed to have courageous conversations among clients and co-workers (and in our personal lives too.) Learning objectives include identifying barriers to difficult conversations; Developing strategies to having courageous conversations; Building efficacy in acting.

Health and Wellness

You Are Worth It: 360' Degrees of Wellness

Course #200

In this course, participants will identify 8 domains of wellness and how these areas can be utilized and prioritized in your life to decrease burnout, fatigue, and anxiety among other effects on your personal and professional life. Participants will identify target blocks and successes to their current self-care journey. Participants will identify the five essentials for workplace mental health, well-being and ways to apply them. Participants will also have an opportunity to create a personalized success growth plan at the conclusion of the course.

Changing Directions: From Stress to Burnout to Wellbeing

Course #201

Participants will identify the types of stress and identify burnout. Learn how to respond to stress, build resiliency and capacity for self-care. Practice self-care techniques that can be done anywhere and appreciate the small changes that can make a big difference.

Professional Development

Leading from Within

Course #202

This course is designed as an introduction for those who are new or aspiring leaders and a refresher for those currently leading. Participants will differentiate between leadership and management: identify five levels of leadership, identify when each of these levels is best utilized and the cons of overuse. Participants will take a leadership assessment to enhance individual and team growth to increase influence and impact. Participants will explore leadership styles that best suit organizational needs.

Leadership Laws

Course #203

“Everything rises and falls on leadership.” -John Maxwell

In this training, leaders and aspiring leaders will gain insight into the leadership laws and evaluate their current leadership skills. Attendees will have an opportunity to explore, expand their influence on not only their team but also organization. Through discussion and simulation, leaders can assess their ability to challenge, inspire, create a vision, and execute their goals.

Teambuilding

Course #204

Duration-Half Day/Full

Cohesion, Trust, Collaboration, Goal Setting, and Communication are part of teamwork. When there is a crack in the team, operations and performance can suffer. Whether your team has been together for a long time or is newly formed, these customized workshops can build or build upon their current state with guided facilitation and interactive, experiential activities. Ideal for teams at any stage of development. *Builds in components from Group Dynamics.*

***Optimal for Retreats and Strategic Planning**

Train-the-Facilitator: Courageous Conversations

Course #205

Duration: 3-part series; 2 hours/session; 6 hours total

At times we struggle to engage in difficult conversations. The fear of the unknown or of offending someone prevents us from asking questions to learn more about each other. This course explores some of the barriers that set us back and provides some of the tools and strategies needed to have courageous conversations among clients and co-workers. Participants will gain an understanding of the role of facilitators, cultivate and use effective facilitation skills, and develop strategies and considerations to handle challenging exchanges. Participants must be willing to serve as a Courageous Conversation Facilitator at their agency. Learning objectives for the course include the ability to:

- Define the term “courageous conversations”
- Identify at least three types of courageous conversations
- Understand why some conversations are difficult to have
- Identify the two barriers to having difficult conversations
- List the steps to having courageous conversations

The Face of Today’s Veteran and Ways to Maximize Engagement

Course #206

Duration: 3 hours

This course is designed for working professionals who provide direct service, case management or other administrative duties that support the engagement and stability of veterans in the community and/or through engagement in behavioral health services. Learning objectives include being able to:

- Dispel misconceptions about veterans.
- Identify barriers to working with veterans.
- Explore resources and benefits available to veterans and their families.
- Raise awareness of working with female and LGBTQ+ veterans
- Recognize specific risk and protective factors that impact healthcare.
- Identify best practices when working with veterans.