



Bruce E. Decker, Founder/Owner

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The time is right!

In light of the rash of sexual harassment allegations spreading across our nation, mounting mental health and substance abuse/addiction issues facing our families and communities, and a call for greater understanding of diversity, equity, and inclusion ... direct and meaningful action is needed now more than ever!

Collective Impact's Training and Professional Development Services can help your organization better deal with today's challenges and opportunities.

Since 2001, Collective Impact has provided capacity building services to help organizations and communities achieve their mission, realize their vision, and thrive! Over the years, we have become the "go-to" place for meeting government agency and non-profit organization training and professional development needs. Our interactive, action-oriented approach to learning engages participants in an enjoyable experience and results in greater retention of educational content.

Here are some examples of our Cultural Competence Capacity Building Training Workshops that address current real-life issues facing your organization and community today:

Strengthening Workplace Sensitivity

The County Council of Berkeley County, West Virginia contracted with Collective Impact to design and deliver a workplace sensitivity and community engagement training for uniformed law enforcement personnel and other full & part-time County employees.

The intent of this training workshop is to raise awareness of the importance of Diversity, Equity, and Inclusion (DEI) within the workplace, as well as with residents, community partners, and other stakeholders. The interactive training pushes participants to face biases, prejudices, and assumptions in



a proactive and positive manner. It encompasses definitions and examples of harassment and discrimination and clarification of laws addressing these areas. It also provides interactive activities focusing on addressing inappropriate behavior, valuing differences, heightening cultural awareness, and creating a culture of diversity, equity, inclusion, and respect in the workplace. Building cultural competence through strengthening workplace sensitivity is important for government agencies and non-profit organizations to be able to thrive in today's complex and challenging world.

Participant Quotes:

*"The trainers covered materials that are difficult for police with finesse."
"Allowed the opportunity to disagree with another opinion with respect and changed my outlook."*

"Provided officers with techniques and skills to engage with the community in a more positive manner."

"Truthfully, this was the most knowledgeable, engaging, least painful training I've ever set through with any job. It was actually a pleasant experience."

"I have worked in the county for 14 years and have always hoped a class such as this would be implemented. Thank you!"



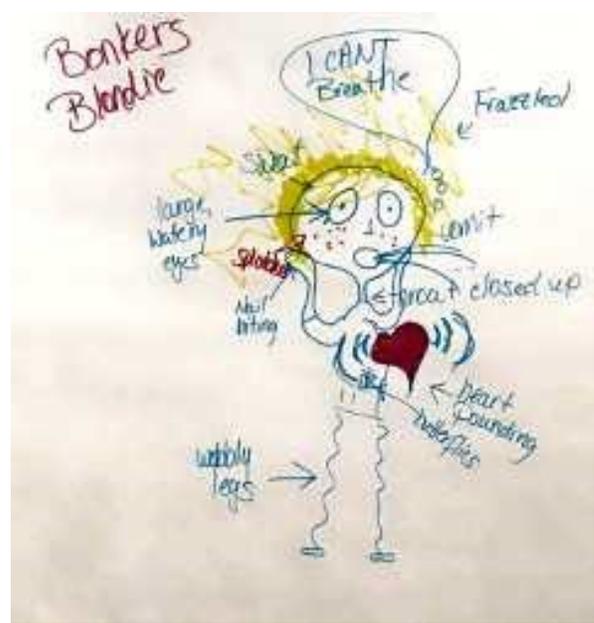
Mental Health First Aid (MHFA)

Collective Impact is a credentialed provider of **Mental Health First Aid (MHFA)** training and offers adult and youth MHFA certification for a number of individuals, organizations, and communities.



MHFA is a public education program that introduces participants to risk factors and warning signs of mental illnesses, builds understanding of their impact, and overviews common supports. This 8-hour course uses role-playing and simulations to demonstrate how to offer initial help in a mental health crisis and connect persons to the appropriate professional, peer, social, and self-help care. The program also teaches the common risk factors and warning signs of specific types of illnesses, like anxiety, depression, substance use, bipolar disorder, eating disorders, and schizophrenia. Mental Health First Aid is included on the Substance Abuse and Mental Health Services Administration's National Registry of Evidence-based Programs and Practices (NREPP).

Like CPR, Mental Health First Aid prepares participants to interact with a person in crisis and connect the person with help. The program offers concrete tools and answers key questions, like "what do I do?" and "where can someone find help?" Certified Mental Health First Aid instructors provide a list of community healthcare providers and national resources, support groups, and online tools for mental health and addictions treatment and support. All trainees receive a program manual to compliment the course material.



Mental Health First Aid teaches participants a five-step action plan, **ALGEE**, to support someone developing signs and symptoms of a mental illness or in an emotional crisis. Participants learn how to apply the **ALGEE** Mental Health First Aid action plan in a variety of situations, including when someone is experiencing:

- Overdose or withdrawal from alcohol or drug use
- Panic attacks
- Suicidal thoughts or behaviors
- Non-suicidal self-injury
- Acute psychosis (e.g., hallucinations or delusions)
- Reaction to a traumatic event



MHFA certification is beneficial for first-responders and others who work with youth and/or the general public on a regular basis

Participant Quotes:

"Interactive and engaging training that helps to break the stigma of mental health."

"This training really applies to our everyday job of working with at-risk youth."

"Every organization that works with people needs this training to raise awareness of mental health and its impact in the workplace."

"Great Workshop! This information was exactly what we needed."

Generational Cohorts in the Workplace

In a time where there are multiple generations in the workforce, organizations need to be keenly aware of how understanding the various age groups within your staff, on your Board, and among those you serve greatly influence how well you proactively deal with change, successfully impact your mission, and survive beyond sustainability.



The United States population as a whole is growing older as two generations - the Traditionalist and Boomers - are rapidly aging. In fact, the number of people aged 65 and over is projected to rise nearly 30% over the next 15 years, and 42 % by 2050.

On the other hand, a younger generation has been entering the workforce by storm - the Millennials! On top of that, add in the "other" generation - Gen Xers - to the mix and we have fertile ground for an explosion of values, beliefs, workstyles, innovation, creativity, and everything in between. This fun and interactive workshop explores the importance of cultural competence in the workplace in general, with a specific focus on similarities and differences among the various generational cohorts in the workplace.



Participant Quotes:

"Loved the interaction and activities"

"Fun and useful training that will help us understand each other better and hopefully get along better on the job"

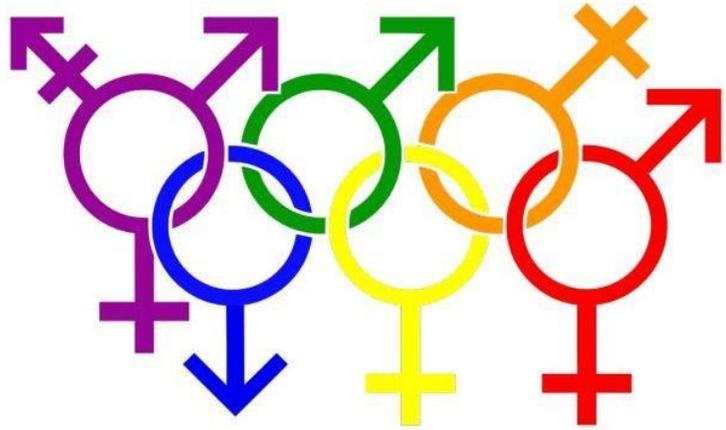
"Great workshop. Great insight into the similarities and differences among our team"

"I am ready to advocate for this training in my County"

Allies for LGBTQ (Lesbian, Gay, Bisexual, Transgender, and

Queer)

With an increasingly diverse workforce, rapidly shifting community demographics, and an ever-changing client/customer base, many organizations struggle to help their established workforce, volunteers, and/or board members successfully adapt. More than half of all Fortune 500 companies provide some form of diversity training that includes sexual orientation and gender identity, but this is not the case for nonprofit organizations or governmental agencies where the need for sensitivity training is even more needed due to the range and different types of services provided to the general public and oftentimes, vulnerable or marginalized populations.



This interactive training workshop is an introductory resource for organizations and community members on how to create an environment that is inclusive and welcoming of diversity to ensure that LGBTQ people are treated with dignity and respect and provided equal opportunity. It provides activities focusing on sexual orientation, gender identity, LGBTQ vocabulary and inclusive language, the coming out process, community resources, and issues of risk and challenges specific to LGBTQ people (i.e., health disparities, social isolation, propensity for violence and suicide, community and work safety, etc.).

Participant Quotes:

"Handled difficult topics in a very professional and non-threatening way"

"I learned a lot and hope to apply what I learned in the workplace and at home"

"Thank you ... have needed this kind of training for some time and this was a great start"

"I learned that it is a long process to change organizational culture, but I think we are ready"

"Really good training and topic, thank you!"



To see a list of some of our other training and professional

development topics, [click here!](#)

If you can't find the specific topic you are looking for above or on our website, let us know and we can design and deliver the right training workshop to meet your specific needs!

For more information about Collective Impact, email us at emailus@collectiveimpact.com, call us at 724.728.3368, or visit our website at www.collectiveimpact.com



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