

Facilitating Courageous Conversations Training Outline

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What is the purpose of the Facilitating Courageous Conversations Training?

The purpose of this training is to train participants on how to facilitate courageous conversations in the workplace. We know there is an increased need to have conversations around equity, inclusion, and diversity and on how to eliminate disparities in access to culturally and linguistically appropriate services (CLAS). This training will provide internal capacity to host these conversations, leaving participants feeling confident and comfortable to do so.

The training is very interactive and participatory, so groups will be kept small. Participants will be provided tools and resources and the opportunity to practice their skills and evaluate and reflect on their development.

Participants will:

- Understand the “role” of the facilitator
- Develop and utilize effective facilitation skills
- Develop strategies to use to handle challenging exchanges
- Understand their own biases and how they affect their interaction with others



Benefits for Your Organization:

- ✓ Training will provide your staff the confidence and skills to facilitate conversations/dialogue, which increases your inclusion, diversity and equity capacity and workforce development
- ✓ Your organization will be provided an assessment that can be used to identify strengths and areas of opportunity for potential facilitators
- ✓ 3-6 month post follow up session will be provided for all trained facilitators, allowing them to share their training experience, address any issues and assess additional training needs if necessary.
- ✓ Invitation to Regional CLAS/Health Equity Learning Communities, which enable organizations to benefit from collaboration and connection with other organizations and initiatives working towards achieving health equity

Tools to help you Select Facilitators within your Organization:

<https://www.connectingtocarect.org/wp-content/uploads/2024/01/Courageous-Conversation-Facilitator-Selection-Criteria.pdf>