

**Course Title:** When Domestic Violence Comes to Work: Recognizing, Preventing and Responding to Workplace Violence

**Brief Summary:** Domestic violence is a pervasive problem throughout our communities. Victims may experience physical, sexual, emotional, psychological, and/or financial abuse. While the trauma and violence experienced by victims and survivors typically occurs in the home, they carry it with them wherever they go - including to the workplace. Likewise, abusive partners can also be employees, or harass their victims who are employed in the workplace. Overall, domestic and intimate partner violence compromises employee safety and wellbeing and challenges company productivity. This training will examine the impact of trauma and domestic violence on both the employee and the workplace, with the goal of collaboratively identifying simple and realistic strategies to help recognize and prevent workplace violence. A review of Delaware laws on employment protections for victims of domestic violence will also be included to prepare employers to effectively respond to victims/survivors and perpetrators.

**Format(s):** Event-Classroom, Training course is also offered via webinar format

**Price:** \$40/person; Group discount of \$35/person when registering 10 or more

**Min/max number of students:** Classroom: Minimum 10/Maximum 50; Webinar: Min. 10/Max. 100

**Duration of course:** 3 hours

**Target audience** (management, supervisors, specific job relevance): This training is for management-level staff and supervisors but can be generalized and made relevant to an audience of employees from all levels of the workforce. Training content can be adapted to fit the needs of specific employee groups, departments, etc.

**Available languages:** English

**Subjects:** Safety

**Resources:** Course materials (PowerPoint presentations, handouts, etc.) will be made available to registered students and are also available upon request.

**Course Title:** The Impact of Trauma on the Public Servant: Taking Care of You

**Brief Summary:** During this training, we will focus on the first step of building a thriving and resilient Delaware - how we can take better care of ourselves. Taking good care of ourselves boosts workplace morale and productivity and is a preventative strategy to cultivate resilience, hope and strength for times when trauma impacts us either personally or professionally. It includes a system of caring and connected colleagues, and policies and practices that foster a safe and supportive workplace environment. Participants will be invited to consider the impact of trauma and vicarious trauma across the lifespan, and how our own traumatic stress can manifest in the work we do every day. Participants will leave with a greater understanding of resiliency and healthy coping strategies.

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**Available languages:** English

**Subjects:** Safety; Customer Service; Interpersonal Skills

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**Course Title:** Meeting Delawareans Where They Are: The Impact of Trauma on Service Delivery

**Brief Summary:** Regardless of the agency or department you serve, the consumers/service recipients are carrying the impact of their personal, community and historical trauma through their interactions with you. These individuals may present in a challenging or difficult way; however, we must recognize how an individual's trauma history can affect the services they request and the services you provide. In this training, we'll identify individual barriers to receiving services, as well as the supportive services/interventions that are most effective. Participants will identify strategies that they can work on collaboratively as individuals or as part of organizations to become more trauma-informed.

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**Subjects:** Safety; Customer Service; Interpersonal Skills

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**Course Title:** Here's the Plan: Understanding Evaluation and Logic Models

**Brief Summary:** Beyond fulfilling funding requirements, evaluation planning is a critical and necessary component for understanding the impact our programs and services are having as well as for informing continuous improvement of our efforts. This training will provide participants with an overview of the essential components of evaluation as well as tips for designing evaluations that are meaningful but feasible for organizations or programs where time and resources for evaluation activities are limited. This training provides participants with an in-depth look at the purpose of logic models, universal core logic model components, and tips for putting logic models into action. Participants will have the opportunity to practice developing logic models and will receive both instructor and peer support in thinking through common challenges and pitfalls.

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**Available languages:** English

**Subjects:** Career Development

**Resources:** Course materials (PowerPoint presentations, handouts, etc.) will be made available to registered students and are also available upon request.

**Course Title:** Can You Identify? Diversity and Inclusion in the Workplace

**Brief Summary:** We all want to feel safe, valued, and respected - to have a collective sense of belonging - in order to fully participate as citizens and achieve our aspirations. Likewise, we each have unique histories and experiences, and can identify in multiple ways based on things like our ethnicity, gender, sexual orientation, religion, and ability. During this training, we'll explore how people's identities "intersect" so that power and access may change depending on the situation, and how this profoundly impacts the way people move through the world. The trainers will create a safe, welcoming space for participants to get involved, get curious, and be willing to take a deeper dive into these complex topics. Best practices in the workplace and accessible service provision will be shared and practiced, with participants demonstrating how the way we learn, work and engage together can serve as an example of what is truly possible in a diverse and inclusive Delaware.

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**Available languages:** English

**Subjects:** Diversity

**Resources:** Course materials (PowerPoint presentations, handouts, etc.) will be made available to registered students and are also available upon request.

**Course Title:** Addressing Trauma in Organizations: Steps for a Safe and Healthy Workplace

**Brief Summary:** Traumatic experiences and chronic adversity are a reality for many of us – our service recipients, colleagues, families, and surrounding communities. It’s easy for us to lose ourselves in helping others, but it is also important and validating to understand how the trauma we’re surrounded with daily affects our organizational culture. During this session, participants will explore the impact of trauma on the organization and state system. We will identify strengths and challenges to see organizational patterns, and will explore tools to promote the health and wellbeing of the organization and its members in affirming and meaningful ways. Working across our roles, we will use our strengths and collective power to reduce re-traumatization and create safe, healing and resilient environments for all.

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