



DIVERSITY, EQUITY & INCLUSION TRAINING SERIES



Dr. Chanté D. DeLoach is an educator, scholar, and practicing psychologist. She is the founder of luminesce psychological services, a boutique clinical and consulting practice where she provides intersectional, liberation-focused therapy primarily to people from racially marginalized communities. She supports domestic and international organizations to create more equitable, socially just, and mission-aligned work environments. As a scholar, Dr. DeLoach's research explores culturally distinct understandings of and responses to trauma and culturally nuanced manifestations of resilience and resistance. She has engaged in trauma-centered community work in numerous countries throughout Africa, Europe, the Caribbean, and the Americas. Dr. DeLoach currently serves as Department Chair and Professor of Clinical and Community Psychology at Santa Monica College. She is the author of *How We Practice Therapy Now*.



Racial Trauma Training

April 20, 2023
10am-Noon

Intended Audience:
CAC Leadership, Staff & MDT Partners

This session will provide an overview of and introduction to racial trauma and race-based stress for racialized communities. Racialized people experience ongoing racism as well as systemic inequities based upon race and other identity-based forms of prejudice and discrimination. These inequities extend to the systems relegated to protect and care for children who have experienced abuse. Using an intersectional approach, participants will learn how racism and the subsequent racial trauma impacts overall mental health and wellbeing for racialized children and their families. The covert ways racism can manifest within individual care workers and are reflected in system-wide policies and practices that may perpetuate further racial trauma and harm will be discussed.



Racial Trauma Cohort Follow-Up

May 2, 2023
2pm-3:30pm

Intended Audience:
attendees of the Racial Trauma Training

This session serves as a follow up to the Racial Trauma presentation. The purpose of this session is to move beyond a one-time workshop format to deepen learning and foster application for the benefit of clients served. Using a coaching and consultation model, participants will discuss and apply what was learned in the Racial Trauma presentation as well as the ways in which race-based stress and racial trauma have been evident in current and past cases.



DEI for Leaders Training

May 16, 2023
10am-Noon

Intended Audience:
CAC Directors

This training is designed to support leaders who care deeply about creating environments of inclusion where all members of staff feel that their identities are valued and the workplace is psychologically safe. This workshop focuses on the development of leadership attributes and behaviors necessary to create and sustain inclusive team environments. Dr. DeLoach's presentation style, curriculum, and learning model empowers leaders, from executives to frontline staff, with the critical knowledge and skills needed to build and participate in more inclusive teams, employ more trauma-informed and culturally responsive supervision models, and learn how to effectively facilitate difficult dialogue to advance equity and inclusion within the team, organization, and the communities they serve.



DEI for Leaders Cohort Follow-Up

June 8, 2023
10am-11:30am

Intended Audience:
CAC Directors in attendance at DEI Leadership Training

This session serves as a follow up to the DEI presentation. The purpose of this highly interactive session is to deepen learning and foster application of concepts to current team issues. Using a coaching and consultation model, participants will engage in an experiential session in which scenarios are discussed to further develop skills. Attendees will receive a toolkit with helpful resources to continue to develop skills following the professional development series.

Resilience and Coping: Promoting Wellness Series

Part 1
June 20, 2023 1pm-3pm
Part 2
June 20, 2023 1pm-3pm

Intended Audience:
All professionals

The professionals who work to support and advocate for children (and their families) who have experienced abuse are at high risk for: secondary traumatization, disengagement, burnout, and may have their own physical and psychological health affected by their work. This two-part series makes visible the psychological risks of engaging in child welfare work and focuses on ways to prevent secondary trauma, stress reactivity, and burnout. Individual and organizational strategies to increase staff job satisfaction, promote resilience and wellness will be discussed. Resources will be provided to assess risk for burnout and compassion fatigue. Attendees will leave with practical tools and resources to hold themselves accountable to their wellness and self-care plan.

**ALL TRAININGS
ARE VIRTUAL**