



Working UNDIVIDED™



WORKSHOPS

INTERACTIVE EXPERIENCES ROOTED IN A
VISION FOR RACIAL HEALING AND SOLIDARITY.



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ABOUT

UNDIVIDED

We exist to unite and ignite people for racial justice and empower individuals to be architects of change in their industries and communities. Our workshops are designed to bring people into a deeper level of understanding through experiential learning via personal discovery and collective sharing. Participants will also be guided toward actionable outcomes and realistic next steps for their communities and organizations.

OUR APPROACH

REFLECT.CONNECT.DIRECT



REFLECT

When it comes to the topic of race, we see value in starting from a place of pause. Our workshops provide the space to sit and wrestle with thoughts and emotions. Reflecting is an essential part of growing in greater understanding and healing.



CONNECT

We believe that relationships are foundational to learning and growing in awareness. In the listening to and sharing of our stories about our lived experiences, we have the opportunity to go beneath the surface and move into deeper conversations and cultivate more meaningful relationships.



DIRECT

Knowledge, understanding, and relationships are only as impactful as the level of action taken and sustained after an experience. We guide individuals towards utilizing their experiences, learned skills, and behaviors to inform tangible next steps that contribute to individual and organizational change.



INDIVIDUAL WORKSHOPS

FOUNDATIONAL OFFERINGS

The following are presentable as 1-hour, 2-hour, or 4-hour sessions.

THE IMPACT OF EXCLUSION

By exploring the immigrant and refugee experiences in the US, we highlight the importance of inclusion and belonging, and why elevating the dignity of those who are marginalized is of utmost significance. Participants see the impacts of exclusion, the harm of assimilation, and what happens when the perspectives and stories of others are not recognized, valued, or considered.

CREATIVE EXPRESSIONS ABOUT RACE

Throughout history, artists have used their unique perspectives and talents to provoke, inspire, or stimulate social change. This workshop creatively generates inspiration through exposure to diverse present-day voices working with various art forms and mediums like comedy, dance, painting, spoken word, and the healing arts. By bringing diverse narratives of race into view, the unique power of the arts is leveraged to stimulate dialogue and inspire change.

LIFT EVERY VOICE

This workshop utilizes the issue of voting rights as an example to help individuals understand the systemic impact of minimizing the voices of those most marginalized. Participants will be able to more fully grasp how elevating individual voices can bring about collective change systemically and institutionally.

LEADING COURAGEOUSLY

Fear can impact our daily lives and decisions when it comes to conversations about race and systemic injustice. The content of this workshop inspires, encourages, and equips people to lead more meaningfully and effectively in everyday spaces by taking on a courage-minded perspective.

COURAGEOUSLY VULNERABLE LEADERSHIP

The design of this workshop is to provide leaders with ideas for better serving those within their organizations or communities. A panel discussion of leaders models vulnerability and shares their learnings providing points of connection and inspiration. Participants take away helpful concepts to aid in creating more equitable workplaces and environments where everyone feels considered and valued.

THE POWER OF STORY

Call it 'living with a purpose' or 'following a higher calling;' there's real, sustainable power to getting clear on your why (your reason for being activated in the work of racial solidarity, healing, and justice). The content of this workshop provides inspiration for capturing and expressing a story of self that compels and stirs others to action, sustains motivation, and continues to regenerate and activate the self.

LEADING WITH EMPATHY

Empathy is a valuable and strategic leadership skill that provides an opportunity to cultivate healthy conversations and environments of psychological safety. We help participants develop their skills by walking them through our memorable CARE framework structured to aid in intentional perspective-taking. Through guided story-sharing activities, attendees reflect on their own lived experiences as well as the experiences of others, opening opportunities for meaningful, beneath-the-surface connectivity.

THE POWER OF INCLUSION

People who work in inclusive organizations experience feeling known and constructively challenged. They have the opportunity to experience a true sense of belonging that brings on their best.. In this workshop, attendees will understand how building inclusive environments can increase psychological safety within an organization and why this is important and valuable.



WORKSHOP SERIES

UNDERSTANDING RACIAL TRAUMA

Racial Trauma Workshop options can be delivered individually or as a package.

UNDERSTANDING RACIAL TRAUMA: **LISTENING TO YOURSELF**

1-Hour Workshop

This workshop brings greater awareness to the individual and collective experience of racial trauma while helping people to reflect and consider the personal impact of this specific type of trauma. Participants will have the opportunity to engage in moments of personal reflection by processing their own experiences and the experiences of others.

UNDERSTANDING RACIAL TRAUMA: **LISTENING TO OTHERS**

1-Hour Workshop

We equip participants to meaningfully hear and hold the stories of others with authentic honor, respect, and care. This workshop provides ample space to listen to personal stories about racial trauma and share the impact of those stories. Through these guided listening engagements, participants can practice the art of listening well to better understand the tremendous value this offers others.

UNDERSTANDING RACIAL TRAUMA: **COLLECTIVE HEALING**

1-Hour Workshop

This workshop guides participants through responding to moments of pain and hurt in the community. Participants can reflectively consider how they have responded to pain in the past and how they might want to respond in the future. By being respectfully curious about oneself and others, there is potential for deeper healing to occur at both the individual and collective levels within your organization or team.

WORKSHOP SERIES

EMOTIONAL + CULTURAL AWARENESS

The Emotional and Cultural Awareness series works well as stand-alone workshops, a complete half/full day session, or can be used as a 3 part series. Each workshop can still be delivered in 1-hour, 2-hour, 4-hour, or full-day sessions.

CULTURAL AWARENESS

1-Hour Workshop

The workshop elevates the importance of utilizing cultural awareness. In this session, participants will walk through a framework providing a holistic approach to communicating with more intentionality and empathy. The workshop elevates the importance of utilizing cultural intelligence as an effective engagement, respect, and understanding tool to cultivate more culturally aware and honoring environments where all people feel valued and respected.

PREVENTING MICROAGGRESSIONS

1-Hour Workshop

This workshop provides greater awareness of microaggressions and their impact on people through the daily occurrences that often cause discomfort or harm. Participants will walk through a framework of understanding and listening that will help communicate with more intentionality, respect, and authentic empathy within their organization and beyond.

EMOTIONAL & CULTURAL AWARENESS

2-Hour Workshop

Elevate the importance of utilizing cultural and emotional awareness as practical engagement, respect, and understanding tools. Participants will walk through a framework that provides a more holistic approach to communicating with intentionality and empathy to cultivate more culturally and emotionally aware environments where all people feel valued and respected.

EMOTIONAL & CULTURAL AWARENESS

4-Hour Workshop

Focus on utilizing cultural and emotional awareness as practical engagement, respect, and understanding tools. In this session, participants will walk through a framework providing a more holistic approach to communicating with intentionality and empathy to cultivate more culturally and emotionally aware environments. Participants will also have the opportunity to reflect on their own lived experiences, process those shared stories and then develop actionable plans to engage.

