



Questions and Answers about Training of Trainers I

The objective of the National MultiCultural Institute's "Training of Trainers I: Facilitating Diversity Awareness Workshops" workshop is to introduce participants to the fundamentals of designing and delivering a one-day workshop on Exploring Our Cultural Assumptions. These workshops attempt to help training participants understand, appreciate, and work together more productively with all their cultural differences.

1. Who is the course designed for?

The course is designed for the trainer who:

- A. Has significant training experience in areas other than diversity (i.e., has strong professional facilitation skills);
- B. Has little experience in designing and conducting cultural diversity workshops, but who:
- C. Has, as a participant, done personal awareness work in the area of cultural sensitivity. We believe strongly that in order to be a truly effective diversity trainer, the individual must have done significant personal work in identifying and examining his or her own individual cultural lenses, blindspots, and prejudices. To conduct diversity workshops without the trainer having undertaken such a critical, personal examination inevitably results in a session that is at best, less than fully productive and at worst, emotionally harmful to the participants.
- D. While NMCI very clearly informs potential TOT participants that the course is designed for:
(1) experienced trainers who (2) have very little diversity training experience, participants are allowed to self-select for the course. It is therefore likely that participants in the course may vary widely in terms of training experience.

2. What is the objective of the course?

The objective of the three-day Training of Trainers workshop is to help participants to be better able to: (1) design and (2) deliver a one-day Exploring Our Cultural Assumptions workshop.

3. What will the course cover?

During the course participants will be introduced to:

- A. Design rationale/strategy
- B. Elements of a one-day workshop on valuing cultural diversity:
 - Lecturettes
 - Exercises
 - Simulations
 - Role plays
 - Videos
 - Small and large group work assignments
 - Handout materials
 - Bibliographies
- C. Facilitation skills in dealing with participants anger, denial, heated discussions, and inappropriate comments
- D. Issues to be aware of when working in a diverse team of trainers.

4. What will the course not cover?

The course will not cover the following topics:

- A. The course deals with diversity issues in the United States. International multicultural issues are not dealt with.
- B. Pre-workshop activities, e.g., how to convince management to offer the training for employees; how to do an organizational assessment; how to run employee focus groups, etc.
- C. Designs for two, three, or four-hour workshops (although so many tools will be given for delivering a full-day session that participants will be able to “pick and choose” from among them to deliver a shorter workshop)
- D. Information on how to do systems change, i.e., transform the entire organizational culture.
- E. How to evaluate training
- F. Follow-up activities.