Services and Workshops
2024

www.peaceinactionprofessors.com

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Our Mission

Peace in Action LLC is an educational firm dedicated to providing training, workshops, classes, and programs in cooperation, healthy communication, and belonging. We help our clients create spaces that are more open, civil, and welcoming. When employees feel a sense of belonging and inclusivity in a healthy work environment, they develop empathetic relationships with both colleagues and clients which contributes to productivity. Employees are physically and mentally healthier, which in turn lowers absenteeism, drops healthcare costs, and reduces turnover, all of which stabilize the organization and enable it to grow and thrive.

The curriculum and material are designed by two university professors who create a safe space within which to talk about psychological safety, racism, sexism, LGBT issues, and microaggressions. We pride ourselves on keeping a safe environment in which attendees can ask questions and share their thoughts or experiences. We educate clients, clarify issues, and engage in the changing landscape of healthy interactions.

What Our Learners are Saying

"Very informative by category…..sexism, racism, lgqt, and classism. The simplified definition and purpose of CRT theory. I now understand the conservatism movement in America. It's about the money and power…"

"Well presented."

"Oh my goodness. I have tears in my eyes. Powerfull!"

"I am learning, it is to the point and interesting"

"Yes interesting and thought provoking"

"very informative"

Meet the Team

Our founders, Professors Budd and Scillieri, have over 30 years' experience in teaching Sociology, Political Science, Philosophy, Gender Studies and Media, through a diverse lens. Professor Scillieri has conducted trainings on LGBT issues and has done advocacy worldwide on issues of gender based violence. Dr. Budd has over 20 years' experience in institutional assessment and the creation and development of organizational materials, and served as the first Diversity Officer at Seton Hall University.

Managing Partner
A. Gerri Budd, Ph.D.

BIO
CV
__Certified in Mental Health First Aid__

Managing Partner
Donnalynn Scillieri, M.A
Reiki Master

BIO
CV
__Certified in Mental Health First Aid__

Peace in Action on "Minding Your Business"

Workshops

1. **The Importance of Psychological Safety** – Discusses ways to create psychologically safe organizational cultures in which everyone can perform at their best. Examines the key role of leadership, the importance of accountability, and provides a step-by-step toolkit with which to build community in a climate without interpersonal fear.

2. **Workplace Wellness and Mental Health** - Discusses common misconceptions and stigmas, and various coping strategies for managing stress and maintaining mental well-being. The workshop discusses stress management techniques, mindfulness, time management, and the importance of seeking help and the role of support systems in maintaining a mentally healthy workplace.

3. **The Importance of Diversity, Equity, Inclusion and Belonging** - Introduces the concepts of systems of oppression, social group membership, and social group identity.

4. **Intersectionality: Identity and Belonging** – The importance of understanding that everyone has a different story and experience.

5. **Microaggressions: Did I Really Hear That?** – Defines microaggressions, micro-assault, micro-insult, micro-invalidation, nonverbal microaggressions, and marginality. Offers a taxonomy of microaggressions and bigotry, microinequities, environmental aggressions, and a discussion of resulting psychological and biological stresses.

6. **LBGTQIA+ Issues** – Discusses and defines terms in use in the current national debate, such as assigned sex at birth, intersex, gender identity, gender expression, and the debate over legal rights and issues in education.

7. **Current Issues on Race: How Did We Get Here?** – Includes discussions of the social construction of race, and the historical impacts of an economy based on enslavement, mass incarceration, colorblindness, unconscious bias, institutionalized racism, and landmark court cases..

8. **Sexism: #Me Too and What it Meant** – This workshop discusses sexual harassment and its relationship to sexual assault (verbal and physical), domestic violence, and human trafficking.

9. **<u>Classism: What Does Privilege Mean?</u>** - Discusses the social construction of the class system, and our subconscious attitudes toward wealth, toward those in the middle class, poverty, homelessness, income trends, theories, and solutions.

10. **<u>Ableism</u>** – This workshop explores physical and mental health issues in the workplace, including an understanding of the American Disabilities Act.

11. **<u>Ageism</u>** – Examines everyday attitudes and stereotypes toward different generations, including a discussion of the advantages of a generational mix.

12. **<u>Immigration</u>** – Discusses trends in American immigration over the centuries, and addresses inaccuracies and stereotypes about undocumented people.

Online Courses

1. <u>Inclusion, Equality and Belonging</u>   42 minutes

2. <u>Understanding our LGBT Family</u>   39 minutes

3. <u>Gender Based Violence</u>   45 minutes

4. <u>Sexism and Feminism</u>   33 minutes

5. <u>Introduction to Racism</u>   38 minutes

Glossary and FAQs

Psychological Safety

Psychological safety is part of workplace culture and is the absence of interpersonal fear. Cultures of safety allow people to raise concerns freely and both teams and individuals can perform their best.

Diversity

Diversity is simply "all the similarities and differences amongst people." Diversity is the term for the entire spectrum of human differences, including (but not only) race, ethnicity, gender, gender identity, sexual orientation, age, social class, disability, military experience, physical attributes, attitudes, beliefs, religious faith, ethics, and even political beliefs. Recognizing and embracing diversity lets us remove barriers to understanding each other and ourselves.

I am not racist, why do I need this?

We never call anyone racist! It never hurts to be considerate, and it costs nothing to be nice. Our work is intended to provide a variety of information and histories to keep in mind when you encounter someone who is different from you. Knowing how to interact with people with kindness will smooth the way for everyone, including us.

Inclusion

Inclusion is an active management strategy. Inclusion is a purposeful effort to make different people from diverse groups comfortable in working and/or studying together.

Belonging

Belonging is the sense that you fit in, that you're welcome where you are, and that the people around you are happy to work with you and not just tolerating your presence.

The difference between equality and equity

Equality is the concept of sameness of resources regardless of need, whereas equity is the concept of taking different needs into account in order to achieve fairness. Let's say, for example, every student in a classroom needs a desk chair. In an *equal* distribution, every student would get the same type of desk chair, regardless of whether they are left or right-handed, or able to write with a pen. In an *equitable* distribution, the classroom would have enough desk chairs for the left-handed students as well as for the right-handed ones, and desks big enough for those who need to use a keyboard.

Is diversity, inclusion and belonging another way to say affirmative action?
No, it isn't. Affirmative action defines a legal concept of redressing past racial inequalities, using quota systems and set-asides. Diversity, inclusion and belonging are terms that describe a balanced approach to creating a welcoming working and/or student environment.

Isn't this critical race theory?
No, it isn't. Critical race theory is a term that describes a legal framework that is taught in law school. It is not a term to describe any discussion of race at all.

Social Class
When the different classes are asked, "If there is a class divide?" The upper class reacts by expressing it is about values, ideas, taste, styles, blood lines and proper behavior regardless of monies or education. The lower classes explain the divide by the amount of money you do or do not have and lack of privilege they experience in medical care, education, employment, incarceration. The middle-class panic on this question for fear of dropping a few rungs and believe their place is determined by monies and educational levels. So simply explained: Classism is a socially constructed system of oppression which "privileges the wealthy and elite and discriminates against those with less wealth, especially the poor and working classes, and those with less prestige" (Adams, Glenn).