



## **DIVERSITY and LEADERSHIP TRAINING**

**March 28, 2003**

**Chicago Marriott O'Hare**

### **DIVERSITY TRAINING**

LSC will conduct a trainer training for experienced facilitators in Chicago on March 28, 2003. This program is designed to produce a cadre of individuals who are prepared to facilitate diversity and leadership conversations with LSC program boards using the new LSC publication, *Leadership & Diversity: The Link That Promotes Effective Delivery of Legal Services*.

Twelve individuals will be selected on a competitive basis for this Training of Trainers (TOT) event, which LSC will provide free of charge. In return, LSC expects that each "graduate" will conduct three training events with LSC programs over the course of two years. LSC will pay for the trainer's expenses in facilitating these trainings, but will not pay a stipend or honorarium.

### **BACKGROUND**

In November 2002, LSC produced a training module for LSC program boards and partner organizations. This publication, entitled *Leadership & Diversity: The Link That Promotes Effective Delivery of Legal Services*, is designed to be used with or without a facilitator, and will be distributed to each LSC grantee in the U.S. and its territories.

As a way of both encouraging LSC programs to engage in leadership and diversity training with their boards of directors, and to ensure the success of these efforts, the March TOT will show participants the most effective approaches to using *Leadership & Diversity: The Link That Promotes Effective Delivery of Legal Services*. In return for participation in the TOT, LSC will ask each trainer to facilitate three diversity and leadership trainings for selected LSC programs over the course of two years. LSC will pay for the trainer's expenses for the three trainings, but will not pay a stipend or honorarium to the trainer. LSC grantees and partners can apply to LSC for up to \$500 to cover costs of a training facilitated by one of the trainers who participates in the March training.

*Leadership & Diversity: The Link That Promotes Effective Delivery of Legal Services* can be included in a program's board orientation activities or used as a stand-alone training tool for boards wishing to focus exclusively on diversity work. The module also can be separated into four separate trainings or used in one long session. Some aspects of the training are suitable for small, break-out groups while others require full-board engagement. The module emphasizes "leadership" in both its title and throughout the materials. Each of the four components explores ways to nurture and tap into the leadership potential of all members of an organization's governing body as well as the significance of leadership in the creation and pursuit of a diversity plan.

Finally, the training helps participants appreciate the direct link between the board and program managers' respect for inclusion, in all aspects of program operations, and high quality services to clients. Practical steps, examples, and "best practices" are included at appropriate points in the text.

## **APPLICATION CRITERIA**

The LSC Training of Trainers (TOT) will be in Chicago on March 28, 2003. It will take place at the Chicago O'Hare Marriott Hotel, located at the airport. LSC has reserved a block of rooms for the nights of the 27 and 28<sup>th</sup>. The day-long training event will be conducted by Evora Thomas, LSC Program Counsel and our consultant on this module.

LSC and the LSC Advisory Committee on Diversity and Leadership have established guidelines and criteria for selecting participants for the TOT. We seek individuals who have shown a deep interest and experience working in diversity activities. Participants must have some experience in training or group facilitation as well as experience with LSC programs (e.g., board member, current or former staff, volunteer, consultant). The final selection of participants will contain, as a group, at least one person with experience in rural environments and will reflect the diverse backgrounds of our client communities.

Application for participation in the TOT is open to all LSC program board members, staff and others who have familiarity with the issues and LSC grantee experiences. LSC will make its final selection by February 21, 2003, and may interview applicants before making decisions about participation.

If you have any questions about the Trainer Training, please contact Pat Hanrahan at [phanrahan@lsc.gov](mailto:phanrahan@lsc.gov) or (202) 336-8848.

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**March 28, 2003 – Chicago O'Hare Marriott**

**APPLICATION FORM**

Name:		
Organization:		
Address:		
City:	State:	Zip Code:
Fax:	E-Mail:	
List any languages other than English in which you are fluent:		
Describe your engagement in diversity activities; specify activities and dates:		
Give a brief history of your training and/or group facilitation experiences:		
List current and former work with LSC grantee(s), including dates:		
Tell us about yourself and why you want to participate in the TOT:		
List three references who know about your efforts in diversity, group facilitation, and LSC program activities. For each reference, please give the name, telephone number, email address, and relationship with you.		
1. Name:		
Telephone	E-Mail:	
Relationship:		
2. Name:		
Telephone:	E-Mail:	
Relationship:		
3. Name:		
Telephone:	E-Mail:	
Relationship:		

The application should be returned by e-mail or fax to Pat Hanrahan at [phanrahan@lsc.gov](mailto:phanrahan@lsc.gov) or 202-336-8952. If you have any questions, you can contact Pat at (202) 336-8848.