

Community Program Offerings



Center for Human Rights and Social Justice

Dear Friend of the CHRJS,

Welcome to the Center for Human Rights and Social Justice. The Center has a primary mission of advancing crucial human rights and social justice initiatives in our local and global communities through targeted education, research, service, and leadership. The Center values collaboration and partnerships with community members, organizations, and university faculty, staff and students. Through our various community program offerings, we approach human rights and social

justice work through an anti-oppressive lens which acknowledges the influence of privilege and oppression on the existence and maintenance of human rights violations. The Center values equally the voices of all community members and commits to work in authentic partnership with the communities being served.

Ashley Austin, PhD

Distinguished Professor

Center for Human Rights and Social Justice

Our Mission

"To foster social and intellectual transformation from oppression through leadership, research, teaching, and informed action that advances fundamental freedoms, justice, and the belief in the resilience of the human spirit".

Community Program Offerings

Diversity and Prejudice Awareness Trainings

Trauma Informed Care Training and Consultation

Trauma-Informed Human Trafficking Trainings

LGBTQ+ and Transgender Affirmative Training and
Consultation

Crisis Response for Communities, Organizations,
Groups and First Responders

Grief and Loss Support

Diversity and Prejudice Awareness Trainings



What is Intergroup Dialogue?

Intergroup dialogue [IGD] is an innovative and versatile non-therapeutic group work approach that people can use to reduce prejudice and conflict, improve communication and relationships, and promote social change.

The TRACKS Program at the Center for Human Rights and Social Justice, has been in existence here at Barry since 2014. Today, it has become a 3- tier model that includes training: Barry students from all majors and academic disciplines, Barry faculty and staff, and more recently high school students from underserved neighborhoods in the community.

About the Dialogues: In the past, we've had different types of dialogues on race, ethnicity, sexual orientation, religion, ability, gender and other topics. The program usually consists of 3 series and an option to be trained as a facilitator. Communities can also request programs and we can tailor the trainings based on their needs. Programs focus on raising awareness about social identities (race, gender, socioeconomic status, etc.), prejudice, stereotyping, power, privilege, and oppression.

Introduction to TRACKS Dialogues

This two-hour workshop introduces participants to an examination of diversity, prejudice, privilege, and oppression. This experiential workshop provides participants with practical assessments to examine their own experiences with diversity as well as strategies to enhance their relationships with others.

TRACKS Intergroup Dialogue Series

This workshop series provides customized diversity and prejudice reduction awareness through experiential learning. Using the evidence-based intergroup dialogue model, participants will conduct a self-assessment, examine the social structures that create prejudice, and commit to strategies to strengthen diverse relationships in their organization. This series consists of three, two-hour workshops over a three-week period.



Trauma-Informed Care Training and Consultation

The Center for Human Rights and Social Justice (CHRSJ) is committed to advancing trauma-informed research, education, and practice. In addition to our trauma-informed social work curriculum, we provide interdisciplinary training and consultation to a diverse array of local, regional, and national agencies, institutions, and organizations.

Trauma-Informed Care Training Specialists

All of our TIC specialists have been trained by the Substance Abuse and Mental Health Services Administration (SAMHSA) and are certified in clinical traumatology. The CHRSJ offers training, consultation, technical assistance, and program evaluation to our partners in the community. We hope to help transform our service delivery system to become more trauma-informed and to bring the concepts of TIC alive on the front lines with the people we serve.

We subscribe to SAMHSA's concept of a trauma-informed approach, which states:

"A program, organization, or system that is trauma-informed:

- Realizes the widespread impact of trauma and understands potential paths for recovery;
- Recognizes the signs and symptoms of trauma in clients, families, staff, and others involved with the system;
- Responds by fully integrating knowledge about trauma into policies, procedures, and practices; and
- Seeks to actively resist re-traumatization.

A trauma-informed approach can be implemented in any type of service setting or organization and is distinct from trauma-specific interventions or treatments that are designed specifically to address the consequences of trauma and to facilitate healing."



Trauma-Informed Care Training and Technical Assistance Services

We offer an array of collaborative education, training, and technical assistance services, including Organizational Assessment, Trauma-Informed Care Trainings (single or multi-day), Technical Assistance with Implementation, and Follow-Up Coaching and Program Evaluation.

Trauma-Informed Organizational Assessment

We meet with key agency personnel and stakeholders as identified by the agency in order to co-conduct an organizational assessment and environment scan to:

- Assess the current level of engagement in TIC practice
- Identify immediate TIC training needs
- Develop strategies for long-term commitment to delivering trauma-informed services at the individual and organizational levels

Trauma-Informed Care Training

We develop and deliver TIC trainings that are:

- Tailored to meet the individual needs of your organization and the specific client populations being served
- Responsive to the existing level of trauma knowledge and expertise of agency personnel
- Attentive to micro, mezzo, and macro level training needs
- Able to evaluate outcomes

Follow-Up TIC Coaching and Implementation

We meet with key agency personnel and stakeholders as identified by the agency in order to:

- Collaboratively assess the organization's fidelity associated with implementing newly learned trauma-informed skills, strategies, and approaches
- Develop strategies to enhance and/or maintain fidelity
- Identify possible areas for future trauma-informed training and development

We offer TIC consultation and training services across a wide range of problems, populations, and agency settings.

Trauma-Informed Human Trafficking Trainings

Post-Masters Certificate

Module 1: Introduction to Human Trafficking and Models of Practice: A Trauma-Informed Perspective

Open to the public.

The first track will serve the general public. These two first days will cover, basic 101 information of what Human Trafficking is, what it is not, different forms of trafficking, beginning engagement skills as well as how to identify a possible trafficking victim, and two pre-recorded interviews with a male survivor of domestic sex trafficking and a female survivor who was trafficked into the United States to be sold for sex.

Module 2: Advanced Trauma-Informed Clinical Practice with Survivors of Human Trafficking (Must have a Master's Degree in Social Work or other related field)

Reserved for upper level, graduate clinicians who counsel and engage survivors of sex trafficking in therapeutic relationships.

The second track is much more clinical in nature, day three and four participants will receive an in depth understanding of trauma from a neurobiological, trauma resolution/ intervention stance. Innovative, cutting edge techniques will be presented and applied to this population, both experientially and theoretically. Guests will be invited to showcase the importance of working with this population from a trauma informed multi-disciplinary team approach, such as integrating drama, drumming, and body movement specialists. These last two days are reserved for upper level, graduate clinicians who counsel and engage survivors of sex trafficking in therapeutic relationships.

Trauma-Informed Human Trafficking Trainings



This two-hour training is available for organizations and agencies that work with or may encounter victims of sex trafficking. The training will provide participants with a systemic overview of human trafficking; including, but not limited to, how to integrate a trauma informed lens when working with this population. The training will also highlight innovative therapeutic approaches that work well with this population from a trauma informed lens. Further and more in depth training is also available upon request.

LGBTQ+ and Transgender Affirmative Training and Consultation

In response to the disparate risks and barriers to affirmative care experienced by members of the Lesbian, Gay, Bisexual, Transgender and Questioning (LGBTQ+) community, as well as their specific health, mental health, and legal needs, Center for Human Rights and Social Justice (CHRSJ) trainings are focused on creating LGBTQ+ inclusive and responsive health care, mental health and social service organizations.

Our standard LGBTQ+ and Transgender affirmative training protocol consists of (1) Preliminary consultation, (2) Individualized Transgender Affirmative Training, and (3) Follow-up Consultation.

Preliminary Consultation:

Meet with key agency personnel and stakeholders in order to co-conduct an organizational assessment of:

- current level of knowledge related to LGBTQ+ and Transgender affirmative practices and protocols
- immediate LGBTQ+ and Transgender affirmative care training needs (beginning, intermediate, advanced level skills)

LGBTQ+ and Transgender Affirmative Care Training:

Develop and deliver LGBTQ+ and Transgender affirmative training and consultation packages that are:

- tailored to meet the individual needs and service delivery goals of the organization and the specific settings and/or client population(s) being served
 - Children/teens/older adults
 - Foster care
 - School setting
 - HIV outreach, prevention, and intervention
 - Primary health care

- Mental health services
- Substance abuse treatment
- Incarcerated populations/Juvenile Justice settings
- responsive to the existing level of LGBTQ+ and Transgender specific knowledge and expertise among agency personnel

* LGBTQ+ and Transgender affirmative *packages range introductory (1/2 day) to more advanced training (full day or multi-day) packages*

Follow up consultation:

Meet with key agency personnel and stakeholders at the agency in order to:

- co-assess the organization's fidelity associated with implementing newly learned LGBTQ+ specific skills, practices, and protocols
- develop strategies for maintaining LGBTQ+ specific cultural competency
- identify possible areas for future LGBTQ+ affirmative training and development



Crisis Response for Communities, Organizations, Groups and First Responders

When a critical or traumatic event occurs within a community; its impact is wide reaching and can overwhelm the capacity of the community members, organizations or specialized group of individuals. In the aftermath of the event, people may be experiencing strong stress reactions, which can lead to uncharacteristic physical, emotional, mental and behavioral consequences. Enhancing resiliency and assisting in the ability to understand these reactions and promoting recovery from traumatic stress is one of the primary goals of the Barry University School of Social Work's crisis specialists. The training and supportive intervention provided is comprehensive in that it can be applied to individuals, families, groups, communities, organizations and specialized groups such as first responders and military who may have been exposed to a significant workplace incident. Working with those impacted means creating a safe environment where pre-incident training helps foster coping strategies that can mitigate traumatic stress, and post-incident support offers hope for healing, recovery and restoration of optimal functioning.

Our approach is focused on providing critical incident responses that are:

- Comprehensive
- Collaborative
- Systematic
- Individualized
- Trauma-informed

Services provided:

- Training and education on stress resistance and management prior to a critical event. This is an opportunity to enhance awareness of personal and systemic barriers to developing healthy strategies for mitigating maladaptive responses to crisis
- Individual and organizational crisis intervention and support
- Crisis debriefings for first responders and military personnel, which could include on-scene support
- Grief and loss support for individuals, families, groups, and organizations
- Assistance with referrals, as necessary

Grief and Loss Support

Given the ever-present reality of change as a constant in life; loss and the aftermath of grief, becomes a profoundly difficult but transformative journey within the lifespan of a person, family, organization or community. One of the primary goal of the Barry University School of Social Work specialists is to assist with the complex adaptations and coping strategies necessary to move towards recovery. Grief may leave people feeling disempowered; gaining awareness and belief in their inherent resiliency and power to rebuild, is another critical opportunity to assist with reconstructing meaning of the loss experienced. Examples of losses can range from loss of a job, a merger of an organization whereby friendships are severed, a loss of a relationship, or even the death of a loved one or colleague.

Although, we understand as practitioners, that we are unable to take the pain of the loss away, we are dedicated to walking the path with those we serve, holding on to the hope of healing.

Services provided:

- Individual support
- Group support
- Organizational support
- Crisis debriefing
- Stress Management Education and Training
- Referral assistance



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Be the Voice of Change.