

DCR Training Flyer Descriptions

Discrimination Trainings:

Arrest/Conviction Record Discrimination:

The purpose of this workshop will be to review types of adverse actions related to an individual's arrest record and conviction record in employment. This training will discuss employer/employee/applicant rights and responsibilities, as well as best practices for employers.

Race and Color Discrimination:

The purpose of this workshop will be to review types of adverse actions related to an individual's race which can constitute discrimination. This training will discuss individual rights and responsibilities, as well as best practices for agencies conducting business within the City of Madison.

Disability Rights:

The purpose of this workshop will be to review types of adverse actions related to an individual's disability which can constitute discrimination. This training will discuss individual rights and responsibilities, as well as best practices for agencies conducting business within the City of Madison.

Sex Discrimination:

The purpose of this workshop will be to review types of adverse actions related to an individual's sex which can constitute discrimination. This training will discuss individual rights and responsibilities, as well as best practices for agencies conducting business within the City of Madison.

National Origin/Ancestry Discrimination:

The purpose of this workshop will be to review types of adverse actions related to an individual's national origin and/or ancestry which can constitute discrimination. This training will discuss individual rights and responsibilities, as well as best practices for agencies conducting business within the City of Madison.

Social Media:

The purpose of this workshop is to discuss how human resources personnel are using the information contain on social media sites when making hiring decisions. What kinds of implications does this have on applicants?

Homelessness & Physical Appearance Discrimination:

The purpose of this workshop will be to review types of adverse actions related to an individual's homelessness status and/or physical appearance which can constitute discrimination. This training will discuss individual rights and responsibilities, as well as best practices for library employees.

Gender Identity/Sexual Orientation:

The purpose of this workshop will be to review types of adverse action related to an individual's sexual orientation and/or gender identity which can constitute discrimination.

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The training will discuss individual rights and responsibilities, as well as best practices for library employees.

Fair Employment Practices

The purpose of this workshop will be to review fair employment practices as related to workplace discrimination. This training will discuss employer/employee/applicant rights and responsibilities, as well as best practices for employers.

Doing business with the City of Madison:

The purpose of this workshop will be to provide assistance to those seeking to get involved in city business either as a vendor, contractor or community based organization. The workshop will cover contract compliance with pertinent civil rights laws, including SBE utilization, Affirmative Action Plans, and Disability Rights compliance.

Job Skills Bank:

The purpose of this workshop will be to inform the public about how the job skills bank can assist them in obtaining meaningful employment. This workshop will walk participants the job skills bank application process, discuss next steps for applicants, and inform participants about how the Department of Civil Rights can assist them.

Hate Crimes and Bias Incidents:

The purpose of this workshop will be to provide an introduction to state and federal laws addressing hate crimes and bias incidents, with focus on Wisconsin. This training will discuss trends and evaluate what community members can do when they experience or witness these type of incidents. The workshop will also review community resources and efforts addressing these issues.

Specialized Trainings:

Implicit Bias:

Everyone has biases that shape how we see the world. Unconscious bias allows us to process complex information and assists us with decision making. The purpose of this workshop will be to understand how unconscious biases are formed and learn how we can challenge our own biases. The workshop will also discuss how unconscious bias impacts the way we perceive and interact with people different from ourselves and how unconscious bias can lead to discrimination.

LGBTQ+ Awareness:

The purpose of this training is to provide participants an introduction to concepts and issues related to the LGBTQ+ community. This training will also provide tips for establishing a welcoming environment and inclusive services for members of the LGBTQ+ community.

Workplace Equity:

The Workforce Equity Training will provide participants with a foundation of key concepts and tools to integrate into their daily work in order to work towards an equitable

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workplace. This training will also provide participants with an introduction of how to implement initiatives in the workplace to make equity a core principle in decisions and policies of the organization.

Identifying Ableism: A Social Justice Model of Disability:

The purpose of this workshop will be to introduce participants to the concept of ableism, and create a new framework in which to view disability. The workshop will discuss historic policies that have excluded people with disabilities, the shift to a social model of disability, and will present new views in which to address disability discrimination.