



DISABILITY SENSITIVITY TRAINING

Ocean State Center for Independent Living



**An Interactive Guide by Individuals with
Lived Experiences**

1944 Warwick Avenue
Warwick, RI 02889

175 Main Street
Pawtucket, RI 02864



www.oscil.org



401-738-1013

VP 401-244-7792





WHO WE ARE

Our Mission

The Ocean State Center for Independent Living provides a range of Independent Living Services to enhance, through self-direction, the quality of life of persons with disabilities and to promote integration into the community.

The Ocean State Center for Independent Living (OSCIL) is Rhode Island's non-profit Center for Independent Living (CIL). OSCIL is at the forefront of the disability rights movement, advocating for and supporting the rights of people with disabilities to live in the community of their choice and make decisions about their own lives.

OSCIL envisions a world where people with disabilities have equal opportunity, full participation, and complete integration into society. Our vision is centered on fostering an inclusive environment that values diversity and empowers individuals to lead self-directed lives.

At OSCIL, our mission is to empower people with disabilities to achieve their goals, maintain their independence, and advocate for their rights. We provide a range of programs and services designed to enhance the quality of life for individuals of all ages and abilities.



WHAT IS THE SENSITIVITY TRAINING WORKSHOP?

This Sensitivity Training Workshop and Booklet are steps toward creating a more inclusive, understanding, and supportive environment for everyone. This training is designed to be an engaging and practical journey through the disability spectrum complete with real-world strategies and examples for navigating the world sensitively and inclusively.

Our Workshop reflects the importance of ongoing education and training to build and maintain a culture of inclusivity and diversity within organizations and provides resources or suggestions for ways to continue learning beyond the initial workshop. OSCIL caters to a variety of audiences including businesses, schools, government agencies, healthcare providers, and community organizations. Our (2) presenters with lived experience tailor the content and approach (in person or via ZOOM) to suit the specific needs of each group (client).

This Workshop :

- Promotes Inclusivity and Understanding
- Reduces Stigma and Stereotypes
- Improves Communication About Sensitive Subjects
- Enhances Empathy and Compassion
- Increases Accessibility Awareness
- Enhances Customer Service
- Reduces Instances of Discrimination or Harassment
- Encourages Problem-Solving and Innovation
- Demonstrates Organizational Commitment
- Enhances a Positive Public Image
- Aligns with Corporate Social Responsibility
- Is Presented in A Positive and Inclusive Way



INDIVIDUALIZED NEEDS OFFERED IN THE SENSITIVITY TRAINING WORKSHOP

To Better Suit Your Needs, We Offer:

- **Customizable Content:** We offer the flexibility to customize the workshop content based on individual needs and preferences. Examples could include focusing on specific disabilities, addressing particular industries, or emphasizing certain aspects of cross-disability sensitivity.
- **Certification:** All attendees will receive a Certificate of Completion following the successful completion of this training.
- **Pricing:** Depending on the needs and capacity of your organization, this training is offered in several tiers with differing features and benefits. Please see Page 7 for details.
- **Resources and Materials:** Participants will receive OSCIL's Sensitivity Training Booklet, which contains several examples and resources promoting inclusion and understanding.
- **Partnership opportunities:** Businesses, educational institutions, or organizations have the option of partnering with OSCIL to co-host or promote the workshop.



BENEFITS OF SENSITIVITY TRAINING

These workshops indeed have the potential to bring about positive changes in individuals and organizations. Here are some additional points to consider:

- **Conflict Resolution:** Sensitivity training often includes conflict resolution skills, which can be invaluable in both personal and professional settings. Participants learn how to handle disagreements and conflicts in a constructive and respectful manner.
- **Enhanced Teamwork:** When individuals in a team or organization become more aware of each other's backgrounds and perspectives, it can lead to improved teamwork and collaboration. Teams that understand and respect each other's differences are often more cohesive and productive.
- **Compliance with Regulations:** Many organizations are required by law to provide diversity and inclusion training. Sensitivity training helps organizations comply with these regulations, reducing the risk of legal issues related to discrimination and harassment.
- **Talent Attraction and Retention:** Companies that prioritize diversity and inclusivity are often more attractive to a diverse pool of talent. Sensitivity training can play a role in attracting and retaining employees who value a welcoming and respectful workplace.
- **Reputation and Brand Image:** Organizations that actively promote diversity and inclusion through sensitivity training can enhance their reputation and brand image. Customers and clients often prefer to engage with companies that demonstrate a commitment to social responsibility.



- **Personal Growth:** Sensitivity training can have a profound impact on an individual's personal growth and self-awareness. It can lead to greater self-reflection and an understanding of one's own biases and prejudices.
- **Cultural Competence:** Sensitivity training can help individuals and organizations become more culturally competent, which is crucial in today's globalized world. Cultural competence enables better interactions with people from different cultural backgrounds.
- **Addressing Microaggressions:** Sensitivity training often addresses microaggressions—subtle, often unintentional acts of discrimination or insensitivity. Learning to recognize and address microaggressions is an important step in creating more inclusive environments.
- **Fostering Innovation:** Diverse teams that value sensitivity and inclusivity are often more innovative. Different perspectives can lead to more creative problem-solving and a broader range of ideas.
- **Social Responsibility:** Organizations that invest in sensitivity training demonstrate a commitment to social responsibility and ethics. They contribute to a more equitable and just society by actively working to reduce discrimination and bias.

In summary, Sensitivity Training Workshops offer a wide range of benefits that extend beyond the workplace to society at large by fostering awareness, empathy, and inclusivity.

The effectiveness of sensitivity training depends on the quality of the program, the commitment of participants, and the ongoing support and reinforcement of the principles learned during the workshop. When implemented in the workplace, sensitivity training can have a significant and lasting impact on individuals and the organization, by promoting greater understanding and respect among people from all backgrounds.



SPONSORSHIP FOR WORKSHOP

GOLD

\$1500

Price based on the organization's size, mission, & participants.

Includes Bronze and Silver tiers plus:

Listed on main page of OSCIL.org as a sponsor for up to one year.

A story (in both our E-newsletter and paper newsletter) about your organization's commitment to a more inclusive world.

Brochures for all participants.

SILVER

\$750

Includes everything in the Bronze tier plus:

Listed as a sponsor in two additional E-newsletters and our next quarterly paper newsletter.

A boosted social media post highlighting your organization's completion of the training.

Sensitivity Training Brochures (Up to 15 additional, 30 total participants)

BRONZE

\$350

Two Staff Members with lived experience present the sensitivity training workshop.

Your organization listed as a sponsor in our next monthly E-Newsletter

A social media post tagging and highlighting your organization's completion of the workshop.

Sensitivity Training Brochures (Up to 15 participants)

ADDITIONAL DETAILS

Phone

401-738-1013
VP: 401-244-7792

Email

info@oscil.org

QR Code



Website

www.oscil.org

Address

1944 Warwick Avenue
Warwick, RI 02889

175 Main Street
Pawtucket, RI 02860

