

**OREGON DEPARTMENT OF JUSTICE
CRIME VICTIM AND SURVIVOR SERVICES DIVISION**



**2023 - 2025 TRAUMA INFORMED RESPONSE TRAINING
STATE GRANT
NON-COMPETITIVE REQUEST FOR APPLICATIONS (RFA)**

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Oregon Department of Justice
Crime Victim and Survivor Services Division
1162 Court Street NE
Salem, OR 97301-4096**

GRANT OPPORTUNITY SUMMARY

Opportunity Type:	Non-Competitive
RFA Release Date:	This solicitation was released on February 10, 2023
RFA Deadline:	All applications are due by 11:59 p.m. PDT on May 15, 2023.
Award Period:	July 1, 2023 - June 30, 2025
Total Funding Available:	\$700,000 ¹
Matching Requirement:	None
Application Teleconference Calls:	February 23, 2023, 10am – 12pm https://www.zoomgov.com/j/1603962552?pwd=WmdpWXFrNnptVjcybjFQcnh2ano5UT09 February 27, 2023, 1pm – 3pm https://www.zoomgov.com/j/1602116929?pwd=WmdzYWZnK1cvYVlTQ0NWSUZaRjNyQT09
Purpose:	The purpose of the Trauma Informed Response Training Fund is to help systems, and those working within those systems, create a more trauma informed response. Grantees will use funds to provide training for law enforcement, prosecutors, DHS, nurses, advocates, and others working with individuals who have experienced trauma.
Eligibility:	All applicants must be from law enforcement or a local government agency (as defined in Section I.B. of this RFA)

¹ Amended 3/9/2023 from \$550,000 to \$700,000

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RESOURCES FOR THIS APPLICATION

Throughout this document, the Oregon Department of Justice, Crime Victim and Survivor Services Division is referred to as DOJ CVSSD. The 2023 -2025 Trauma Informed Response Training Grant Non-Competitive Request for Application is referred to as the 'RFA'.

The **Form Instructions** provide guidance for each question in the application. The Instructions can be found in the first section of the navigation panel in the E-Grants Application.

The **CVSSD E-Grant Applicant User Guide** answers questions about navigating the system. The Guide can be found at https://www.doj.state.or.us/wp-content/uploads/2022/08/E-Grants_Applicant_User_Guide.pdf

CVSSD has recorded an **Introduction to CVSSD E-Grants Webinar** which covers how to initiate, complete, and submit applications and reports and walks through the basics of navigating the E-Grants system. This video can be found at <https://www.doj.state.or.us/crime-victims/grantees/cvssd-e-grants-information/>

AMENDMENTS TO THE APPLICATION

DOJ CVSSD may amend the RFA. Any amendment(s) or clarifications made to the RFA will be posted in the DOJ CVSSD E-Grants system immediately below the RFA.

APPLICATION TELECONFERENCE SCHEDULE

Applicants are strongly encouraged to attend one of the two teleconference/on-line sessions listed below. Applicants may choose either date. No registration is necessary.

Date	Time	Link
February 23, 2023	10am-12pm	Join ZoomGov Meeting https://www.zoomgov.com/j/1603962552?pwd=WmdpWXFrNnptVjcybjFQcnh2ano5UT09 Meeting ID: 160 396 2552 Passcode: 766624 Dial by your location +1 669 254 5252 US (San Jose) +1 415 449 4000 US (US Spanish) Find your local number: https://www.zoomgov.com/u/aeVltyo1g

February 27, 2023	1pm – 3pm	<p>Join ZoomGov Meeting https://www.zoomgov.com/j/1602116929?pwd=WmdzYWZnK1cvYVITQ0NWSUZaRjNyQT09</p> <p>Meeting ID: 160 211 6929 Passcode: 092587</p> <p>Dial by your location +1 669 254 5252 US (San Jose) +1 415 449 4000 US (US Spanish)</p> <p>Find your local number: https://www.zoomgov.com/u/ac7qbYK1xl</p>
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If you require an accommodation to participate in a virtual session, please contact Maria Ruiz Ceja at maria.ruizceja@doj.state.or.us. Please identify the session(s) you will be attending and the accommodation you are requesting. Closed Captioning and Spoken Language Interpreters are examples of accommodations that will be provided upon request. As much advance notice as possible will help us to provide seamless access.

TIMETABLE FOR APPLICATION REVIEW AND GRANT AWARDS

Date	Activity
February 10, 2023	Request for Applications (RFA) Released
Rolling application deadline	Applications are open until the earlier of either all funds have been awarded or May 15th
Within one month of application	Anticipated Application Review & Requests for Modifications
Within one month of application approval	Anticipated Execution of Grant Agreements

STAFF CONTACT INFORMATION

Application Contact	Phone	E-mail
Kim Kennedy	(503) 378-5178	Kim.Kennedy@doj.state.or.us
CVSSD Director	Phone	E-mail
Shannon Sivell	(503) 378-5348	Shannon.L.Sivell@doj.state.or.us
Grant Specialists	Phone	E-mail
Amanda VanTil	(503) 378-6870	Amanda.L.VanTil@doj.state.or.us

SECTION I: APPLICATION OVERVIEW

A. INTRODUCTION

In 2021, The Oregon Legislature authorized DOJ CVSSD to distribute state General Funds for Trauma Informed Response training. These funds are being offered to all law enforcement, local government agencies, and Tribal Nations throughout Oregon.

The purpose of the funds is to provide training to law enforcement, prosecutors, and other first responders based on a model curriculum. The training will deepen understanding of the prevalence of trauma and identify best practices for interacting with individuals who have experienced trauma in an effort to prevent further traumatization. Grantees will use funds to pay for costs associated with training that complies with the model training curriculum. Communities may wish to develop and present training within their own community, bring in professional trainers, and/or attend established training programs supporting provision of trauma informed response training in their community.

This application covers a 24-month grant cycle (award period ends June 2025). Applicants are encouraged to read the entirety of this RFA and the Form Instructions prior to completing the application forms in the DOJ CVSSD E-Grants system.

B. ELIGIBILITY

To be eligible to apply for the Trauma Informed Response Training Grant, an applicant must be a:

Law enforcement agency

Defined for purposes of this RFA as an agency employing law enforcement officers, the primary duty of which is one or more of the following:

- Detecting crime and enforcing the criminal laws of this state or laws or ordinances relating to airport security;
- The custody, control or supervision of individuals convicted of or arrested for a criminal offense and confined to a place of incarceration or detention²; or
- The control, supervision and reformation of adult offenders placed on parole or sentenced to probation and investigation of adult offenders on parole or probation or being considered for parole or probation;

OR

Local government agency

Defined for purposes of this RFA as a county or city agency created to carry out a government function or to implement a statute or statutes. This includes but is not limited to:

² Amended 2/14/2023 to remove language: “other than a place used exclusively for incarceration or detention of juveniles”

- a. District Attorney's Office
- b. City Attorney
- c. County Counsel
- d. Tribal Social Services
- e. Tribal Government
- f. County offices

SECTION II: ALLOCATIONS AND GRANT AWARDS

A. ALLOCATION OF TRAUMA INFORMED RESPONSE TRAINING FUNDS

DOJ CVSSD will distribute Trauma Informed Response Training Grants based on the applicant's project proposal and proposed budget. All decisions regarding setting allocations and making grant awards are made at the sole discretion of DOJ CVSSD. Applicants should apply for funds necessary to complete their training project. There is no imposed limit or cap. DOJ CVSSD will review and make award decisions on a first come first serve basis, with a rolling application process open until the earlier of either all funds being awarded or May 15, 2023.

B. PAYMENT OF AWARDS

Trauma Informed Response Training awards will be paid prospectively in one payment upon execution of a signed grant agreement.

SECTION III: GENERAL INSTRUCTIONS

The following instructions are intended to guide the applicant in completing the 2023-2025 Trauma Informed Response Grants Application.

1. Applicants not registered in CVSSD E-Grants must set up a profile and register. Applicants are encouraged to do this as soon as possible.
2. Applicants already registered in CVSSD E-Grants must review and update the organization's contact and member profile information including deactivating staff no longer associated with the organization. This process should be completed prior to initiating the application.
3. Applications must be completed and submitted entirely through the CVSSD E-Grants system. All forms must be complete with no error messages before submitting the application. **Remember to click "SAVE" frequently.** Applicants are responsible to enter and save all application information in the DOJ CVSSD E-Grants system. DOJ CVSSD accepts no responsibility for applicants missing information in the Application and the E-Grants system.
4. Applicants must **change the status of the application to "Application Submitted"** when all forms are complete and all errors are corrected. For assistance with how to submit your application see the [CVSSD E-Grants Applicant User Guide](#).
5. There is a rolling deadline for this application. All applications are due no later than Monday, May 15, 2023 by 11:59 pm. Applications will be reviewed and awarded until the earlier of either all funds being awarded or until the deadline of May 15, 2023.
6. Technical assistance regarding DOJ CVSSD E-Grants is available:
 - a. Form Instructions are included in the first section of the navigation panel of the application.
 - b. The DOJ CVSSD E-Grant Applicant User Guide is available at: https://www.doj.state.or.us/wp-content/uploads/2022/08/E-Grants_Applicant_User_Guide.pdf
 - c. Contact your Fund Coordinator for assistance with the application contents; and
 - d. Contact the Agate Software Help Desk for system technical assistance, which is available Monday – Friday 5am to 5pm, Pacific Standard Time, at 1-866-449-1425 or email azhelpdesk@agatesoftware.com.
7. All required documents for this application are found in DOJ CVSSD E-Grants.
 - a. The DOJ CVSSD E-Grants system allows applicants to check the status of each form, and when it was first created and last modified. As each form is saved, the system will inform applicants if there are errors. Applicants are unable to submit an application until all errors are corrected.

8. Do not attach or upload documents to the Forms pages that are not required unless otherwise directed by DOJ CVSSD.

9. By submitting this application, the applicant agrees to comply with all DOJ CVSSD requirements for funding.

SECTION IV: USE OF TRAUMA INFORMED RESPONSE TRAINING FUNDS

A. PURPOSE

The purpose of the Trauma Informed Response Training Grant is to help systems, and those working within those systems, create a more trauma informed response. Grantees will use funds to provide training for law enforcement, prosecutors, DHS, nurses, advocates, and others working with individuals who have experienced trauma.

B. ALLOWABLE AND UNALLOWABLE SERVICES AND COSTS

1. ALLOWABLE COSTS

Trauma Informed Response Training costs must be directly related to developing, hosting, or attending training related to Trauma Informed Response. Grant applicants are able to utilize Trauma Informed Oregon's (TIO) free online training and applied learning activities developed by DOJ CVSSD in partnership with TIO. **Please see Appendix B from Trauma Informed Oregon about how to utilize the model curriculum.**

Applicants may ask for funds to develop their own training curriculum, partnering with community based and/or culturally specific programs, to develop a training about trauma informed care and response that is specific to your community. If you propose to use these grant funds to develop your own curriculum you will be required to submit a detailed plan of the training that addresses how your curriculum will meet each of the learning objectives from the Model Curriculum and identifies which community partners you are collaborating with. This detailed plan will be due within three months of an executed grant agreement.

Applicants may ask for funds to cover costs of hosting trainings for already established training programs, including hosting trainings utilizing DOJ CVSSD's Model Curriculum. These costs may include travel (excluding first class air fare) and per diem, venue, food/beverages, training materials, trainer(s), etc.

Applicants may apply for funds to attend trainings that relate to trauma informed response, including costs for registration, travel (excluding first class air fare), lodging and per diem.

Applicants may choose to build internal or community-based capacity to provide ongoing training by creating a local training team to conduct training using DOJ CVSSD's Model Curriculum. Training teams should include local community partners with whom you are collaborating. Applicants attending the Training of Trainers event described in Appendix B. Option 4, will have access to slide decks, trainer's manual, access to content updates, and monthly support sessions with other trainers. This Training of Trainers, presented by Trauma Informed Oregon, will be held July 10-13, 2023 at Oregon Department of Public Safety Standards and Training (DPSST) in Salem, OR. The cost of the training is \$1,000 per person and includes training and materials. Applicants choosing this option will want to include those costs in their budget as well as any associated costs to attend such as lodging, mileage, per diem, etc.

The resource list in Appendix C provides applicants with information about several different trainings that meet all or select Learning Objectives of the Model Curriculum. Applicants may use the resource list to identify already established trainings and trainers with whom they could work or they may identify other trainings or trainers.

Please contact the listed Application Contact with any questions around the allowability of specific costs.

SECTION V: SUBMISSION INFORMATION

Applications must be submitted electronically through the DOJ CVSSD E-Grants system.

For instructions on how to submit your application, please review the DOJ CVSSD [E-Grants Applicant User Guide](#). Please schedule enough time to negotiate computer difficulties.

There is a rolling deadline for application submissions, and we will accept applications until the earlier of either:

**All funds being awarded
or
May 15, 2023**

CHECK THE APPLICATION CAREFULLY BEFORE SUBMISSION.

SECTION VI: APPLICATION REVIEW AND AWARD DECISIONS

A. APPLICATION REVIEW PROCESS

The Request for Applications is non-competitive, and as such applications will be approved if they sufficiently meet the eligibility requirements and funds are available. Applications are reviewed internally by DOJ CVSSD staff. In addition to the application, DOJ CVSSD staff may review previous applications for DOJ CVSSD grant funds, progress and financial reports and information collected from desk reviews and site visits. DOJ CVSSD may seek clarification from applicants on an application, including asking for additional information, and may negotiate additional changes with an applicant.

B. AWARD CONDITIONS

All grant awards are conditional upon the timely completion of modifications to the application and grant award documents. If application modifications and grant award documents are not completed by an applicant within three months of the grant award notice, then DOJ CVSSD has the authority to withdraw the award and reallocate the funds. Reports for all existing grants with DOJ CVSSD must be complete before an award is issued or payment is released. Funds are not considered obligated and will not be transferred until all required grant award documents have been signed by the applicant and by the DOJ CVSSD designee. All DOJ CVSSD grant agreements include requirements that must be satisfied by both parties to the agreement. DOJ CVSSD may also include special conditions in grant awards. Special conditions may include increased frequency of reporting, submission of additional reports or documentation, finalizing contractual or subaward agreements, etc. An applicant's failure to satisfy the special conditions shall be governed by the default and termination provisions.

C. RESERVATIONS OF RIGHTS

DOJ CVSSD reserves the right to:

1. Seek clarifications about an application, and/or to award a grant without further discussion of the application submitted;
2. Reject any and all applications received by reason of this RFA, or to negotiate separately in any manner necessary to serve the best interest of the public;
3. Determine, in their sole discretion, whether an application does or does not, substantially comply with the requirements of the RFA; and
4. To waive any minor irregularity, informality, or non-conformance with the provisions or procedures of this RFA.

D. REVIEW OF DOJ CVSSD AWARD DECISIONS

An applicant has the right to a review of the award decision with regard to its application. No applicant will be subject to reprisal for seeking a review of an award decision.

SECTION VII: MONITORING AND REPORTING REQUIREMENTS

A. GRANT MONITORING

DOJ CVSSD monitors each grantee receiving funding. The objective of monitoring is to assure that the grantee is: a) providing services as described in this RFA and grant agreements; b) spending grant funds as agreed; c) working towards funding objectives; and d) following appropriate fiscal procedures. Monitoring also includes technical assistance and support for program development. View DOJ CVSSD's grant monitoring policy at <https://www.doj.state.or.us/crime-victims/for-grantees/grant-guidance-documents/>.

B. DEFAULT

All DOJ CVSSD grant agreements provide that grantees who fail to meet any of the reporting requirements included in this section (financial, narrative, and/or statistical) shall be considered to be in default under the agreement. In such a case, DOJ CVSSD has the right to end the grant. DOJ CVSSD may also reduce the award proportionately to the period for which reports were not submitted in a timely manner.

C. PROGRESS REPORTING REQUIREMENTS

Grantees must describe grant-funded project activities through semi-annual progress reports. Progress reports will be submitted through the DOJ CVSSD E-Grants system and will include Narrative, Performance Measure, and Statistical Reporting.

1. NARRATIVE REPORTS

Grantees will report semi-annually on the progress of their projects, including successes, challenges, what trainings were completed and who was trained.

2. PERFORMANCE MEASURES

Performance measures reporting will be required semi-annually. In order to be able to aggregate data across the state, CVSSD has developed a logic model that all grantees will be required to use, including a list of required outputs and outcomes.

Required Outputs:

- Total number of people trained
- Discipline of people trained

Required Outcomes:

- Percentage of people that reported an increased knowledge.
- Describe what policies and/or procedures will change as a result of the training.
- Describe how the goal of the training was met. Include challenges and success in meeting the goal.
- Describe how the training(s) supported an increased access to justice for communities impacted by inequity.
- If training has not been completed, describe where you are at in the process of developing, hosting or attending training.

D. FINANCIAL REPORTING REQUIREMENTS

Grantees must submit quarterly financial reports as found in E-Grants and as described in the grant agreement. In addition to any specified conditions, grant recipients must adhere to the financial guidelines set forth in the Grant Agreement.

APPENDIX A: MODEL TRAINING PROGRAM LEARNING GOALS

Model Training Program Learning Goals:

Participants will:

1. Deepen their understanding of:
 - a. Trauma to include toxic stress as well as acute, chronic, historical, and collective trauma.
 - b. The neurobiology of trauma.
 - c. *Foundational Best Practice* principles for engaging with persons who have experienced trauma.
 - d. How trauma inflicted by systemic oppression of certain communities contributes to the inequity of resources and lack of access to services.
 - e. How community collaboration can reduce trauma and/or the impact of trauma and skills to develop those collaborations.
 - f. Trauma informed care and how principles apply to organizational practices (safety, transparency trust, collaboration, mutual self-help and peer support)
 - g. Primary and vicarious trauma and the impact on their lives.
2. Improve resiliency skills to minimize impact of secondary trauma.
3. Strengthen skills in trauma-informed communication.



Foundations of Trauma Informed Options for Accessing Content

Purpose.

The following is a list of options for learning about Trauma Informed Care. They vary in their methods, resource needs, and depth of learning. Following the options are considerations to guide your decision-making process. Trauma Informed Oregon (TIO) will be available to consult with you as you consider these and other options and/or supplemental training to meet the learning objectives. These resources are foundational and you may discover a need for more depth or new learning based on what has been provided already. Option 2, 3, and 4 will meet learning objectives. Option one would need supplemental learning.

Option 1: No-cost Asynchronistic

Participants can watch learning videos and complete a quiz per module.

This option requires minimal oversight. It does not meet learning objectives 1e, 2, and 3.

Accessed here: <https://traumainformedoregon.org/resources/training/tic-intro-training-modules/>

Option 2: No-cost Asynchronistic and Synchronistic.

Using the resources below entities can create a do-it-yourself approach to delivering this content. With this option someone is facilitating the learning by using the supplemental resources to assist applied learning. It could mean:

- Watching a segment of the module (e.g. in a staff meeting, lunch & learn) and guiding the participants in an activity.
- This could be done in small segments or for an entire module.
- The facilitator could be someone on staff who has these skills or a community member

Resources include access to:

- Online modules: <https://vimeo.com/traumainformedoregon>
- Workbook: To be provided.
- Applied learning activities: To be provided

Option 3: Hire a Trainer

The Agency would hire a person to facilitate education and training offerings. The above materials would be available for this person. TIO has a database of trainers agencies can utilize.

Resources:

<https://traumainformedoregon.org/resources/training/trainer-database/>

<https://traumainformedoregon.org/resources/training/how-to-choose-a-trainer/>

Option 4: Training of Trainers event in July:

This option would build internal or community-based capacity to provide ongoing training and education about trauma informed approaches and practices. Participants will attend a 4-day training event where they will see the training and then practice in presenting the content in a way that is relevant to this sector. Those who complete this training will have access to slide decks, trainer's manual (English and Spanish), access to content updates, and monthly support sessions with other trainers. It is highly recommended to several people train together so there is continued support for ongoing needs. The costs per person is for training and materials is **\$1,000.00** (This does not include lodging, transportation, meals, and work replacement).

Considerations for deciding:

- Do you have access to trainers who can facilitate learning offerings?
- Have you already had foundational knowledge and want to go deeper on certain topics?
- Are there preferences for virtual or in-person?
- What will be most successful for engaging the desired audience?
- Consider the capacity of staff and timing.

APPENDIX C: POSSIBLE TRAUMA INFORMED TRAININGS

NOTE: When developing or hosting a training, partnering with your local community based DV/SA agencies or other culturally specific organizations can help you address specific gaps in your community. Consider hiring them to provide training or consult on any training you plan to develop. No one knows best the needs of people in your community more than the agencies that are serving those people.

Name of Training	Description	Contact Information/ Link
<p>Trauma Informed Oregon</p>	<p>A trauma-informed approach invites individuals and organizations to realize the impact of trauma and its paths to recovery, recognize the signs and symptoms of trauma, respond by utilizing this knowledge in policies, procedures and practices, and resist re-traumatization. The prevalence of trauma and toxic stress in our communities and places of work is significant, and through TIC we have an opportunity to influence workforce wellness, service user engagement, and overall organizational culture.</p> <p>To utilize the free online materials, use the links listed. to find a trainer from TIO database, use the link listed.</p>	<p>TIO Core Training Components for Trauma Informed Care (traumainformedoregon.org)</p> <p>Trauma Informed Oregon - YouTube</p> <p>TIO Trainer Database for Trauma Informed Care (traumainformedoregon.org)</p>
<p>Trauma Informed Oregon</p>	<p>to request a training, or see upcoming events from Trauma Informed Oregon please use the email listed.</p>	<p>tiotrainingrequests@pdx.edu</p> <p>TIO Events Around the State (traumainformedoregon.org)</p>
<p>Certified FETI</p>	<p>Certified FETI (headquartered in Portland, Oregon), is the founding and governing body of the official Forensic Experiential Trauma Interview (FETI), a science and practice-based interviewing methodology informed by the latest research on the neurobiology of trauma and memory. FETI</p>	<p>Certified FETI® - The Official Forensic Experiential Trauma Interview</p>

	<p>provides law enforcement professionals with a trauma-informed interviewing framework that maximizes opportunities for information collection and accurately documents the participant’s experience in a neutral, equitable, and fair manner. Find training in your area or have Certified FETI come to you (online option also available). Learn more at https://www.certifiedfeti.com</p>	
<p>Alliance for Hope/Strangulation Institute</p>	<p>The Hope Hub Online Learning Academy provides law enforcement, medical, social work, and other professionals with the skills and learning necessary to:</p> <ul style="list-style-type: none"> • Provide trauma-informed, hope-centered services to survivors of inter-personal violence • Handle cases and prosecute offenders involving domestic violence, including those involving instances of near-fatal strangulation • Found, maintain, and grow camping and mentoring programs for youth recovering from violence or abuse in the home • Understand the Family Justice Center Framework as well as adapt current agency or center models to a more co-located, cohesive organization 	<p>info@allianceforhope.com</p> <p>Request Training (strangulationtraininginstitute.com)</p>
<p>National Crime Victims Law Institute (NCVLI)</p>	<p>The National Crime Victim Law Institute (NCVLI) is an educational and advocacy nonprofit based in Portland, Oregon. NCVLI works nationally to actively promotes comprehensive and enforceable legal rights for crime victims and access to knowledgeable attorneys and advocates to help protect those rights in every case through victim centered legal advocacy, education, and resources. Our work focuses on training and</p>	<p>National Crime Victim Law Institute (NCVLI)</p>

	<p>education, litigation and public policy efforts. Among our training and education efforts are custom trainings that assist communities and organizations understand trauma and its impacts, focusing on how they impact a survivors' ability to navigate systems and seek help. We can train on victims' rights, victim agency and autonomy, trauma-informed organizations, trauma-informed services and more.</p>	
SAMHSA	<p>The GAINS Center has developed training for criminal justice professionals to raise awareness about trauma and its effects. “How Being Trauma-Informed Improves Criminal Justice System Responses” is a half-day training for criminal justice professionals to:</p> <ul style="list-style-type: none"> • Increase understanding and awareness of the impact of trauma • Develop trauma-informed responses • Provide strategies for developing and implementing trauma-informed policies <p>This highly interactive training is specifically tailored to community-based criminal justice professionals, including police officers, community corrections personnel, and court personnel.</p>	<p>Trauma-Informed Response Trainer Listing SAMHSA</p>
Being Trauma Informed Dr. Chris Wilson	<p>Thank you for your interest in working with me (retired psychologist Dr. Chris Wilson) and my organization, Being Trauma Informed. For the past thirteen years I’ve been helping a wide variety of professionals (including educators, mission based organizations, system and non-system based advocates, judges, attorneys, and law enforcement officers) across the country understand a wide variety of topics</p>	<p>chris@beingti.com</p>

	<p>related to trauma. I see my role as a consultant first and trainer second. This means I will take time to chat with you about your organization’s needs and be transparent about whether or not my expertise matches your needs - I do not have pre-prepared talks but instead customize my material, often based on both our conversations and if possible conversations with other members of your organization as well. I see this work as much deeper than “check the box” and try to get to know each organization with which I work. With regard to the training goals in the grant, I can comfortably cover all but the learning goal related to systemic oppression. While any training I do will certainly support and help survivors and allies understand the impact of systemic oppression, I strongly encourage organizations to work with specific organizations that specialize in this work. I can provide in depth training on each of the other learning goals, with every training based on how the specific content relates back to the experience of survivors (where our work needs to be firmly grounded).</p>	
<p>Transgender Training Institute</p>	<p>Whether you are looking for a 101 training to help support your employees in respecting and affirming transgender teammates, or to help your team provide more trans-affirming services to customers, clients, patients, or students, we provide workplaces like yours with the training needed to build more trans-affirming environments!</p>	<p>Customized Trainings - Transgender Training Institute, Inc.</p> <p>Kelsey Van Nice <kelsey@transgendertraininginstitute.com></p>
<p>Oregon Collation Against Domestic and Sexual Violence</p>	<p>OCADSV is available to provide training on a number of topics to help enhance the experience of developing meaningful partnerships within communities to</p>	<p>Training - OCADSV</p> <p>www.ocadsv.org Office: 503-230-1951 info@ocadsv.org</p>

	<p>grow the body of understanding and education in the area of trauma informed care and services. Contact us for details and to discuss customized training for your community. One of our staff will connect with you to talk about topics and cost.</p> <p>The Oregon Coalition Against Domestic and Sexual Violence organizes a statewide Annual Conference, organizes and hosts training events, and provides referrals to local trainers.</p>	
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