



## WCASA TRAINING TOPICS

Training topics offered by WCASA staff. This is not an exhaustive list, so please reach out for specific needs. Connect with Alma for more information or to discuss your specific training needs: [almam@wcasa.org](mailto:almam@wcasa.org)

<b>ANTI-OPPRESSION / ANTI-RACISM TOPICS</b>	
<b>Anti-Racism &amp; Prevention</b>	<p>In this session, we will explore how racism and white supremacy are a root cause of sexual violence, and how we should all be incorporating anti-racism into all prevention programming at any age. This session will also explain the history of racism and anti-Blackness in our country. Participants will learn some actionable steps we all should be taking to interrupt racism and white supremacy both personally and professionally.</p> <p style="text-align: right;"><i>Session also offered at PASH</i></p>
<b>Aspiring Allyship</b>	<p>This session will guide attendees through the history of racism and white supremacy in our country and emphasize the importance of interrupting racism and white supremacy when they see it. The presentation will help participants identify and commit to feasible action steps towards anti-racism work.</p> <p style="text-align: right;"><i>Session also offered at SAVAS</i></p>
<b>Connection Between Sexual Violence &amp; Anti-Racism Work</b>	<p>WCASA's approach to anti-violence work is grounded in the belief that we will not end sexual violence without ending racism and all forms of oppression. This training is focused on this important concept and helps individuals make these connections in their work.</p>
<b>Developing an Anti-Racism Statement</b>	<p>Anti-racism is foundational to sexual violence work: we won't end sexual assault without ending racism and all forms of oppression. This hands-on session will provide you with the tools and process to develop an anti-racism statement for your agency.</p> <p style="text-align: right;"><i>Session also offered as a part of anti-racism organizational development project</i></p>
<b>Micro-Aggressions in the Workplace</b>	<p>This session defines and explores examples of micro-aggressions and the impact they have on staff members that identify as BIPOC. This session is specifically for BIPOC individuals.</p>
<b>Sexual Assault &amp; Anti-Racism</b>	<p>Beginning with the enslavement up through today, this session explores the evolution of the exploitation of Black bodies. In addition, the presentation will analyze how anti-Blackness/racism within systems contributes to the lack of Black survivors seeking services.</p> <p style="text-align: right;"><i>Session also offered at SAVAS</i></p>
<b>Striving Towards Becoming an Anti-Racism Organization</b>	<p>As part of WCASA's organizational development work internally and with programs, this presentation will share lessons learned and best practices in the process to becoming an anti-racist organization. Topics covered will include: key terms and concepts; white identity/white anti-racist frameworks; white supremacy culture; and transformative justice.</p> <p style="text-align: right;"><i>Session also offered as a part of anti-racism organizational development project</i></p>

## CORE ADVOCACY TOPICS

<p><b>Developing Comprehensive Sexual Assault Services</b></p>	<p>This session engages programs to examine their services and better understand the existing gaps for sexual assault survivors. In order to provide comprehensive services to survivors, programs must address the entire scope of survivors’ experiences and the range of needs that exist beyond immediate crisis response.</p> <p><i>Session previously offered as a part of program development initiative project</i></p>
<p><b>Foundations in Crisis Intervention</b></p>	<p>Often offered with Foundations in Advocacy, this session focuses on core skills in crisis intervention for advocates. The presentation covers a variety of essential topics and skills, including: answering crisis calls; information gathering; active listening and communication; safety planning; and coping skills.</p> <p><i>Session also offered at SAVAS</i></p>
<p><b>Foundations in Sexual Assault Advocacy</b></p>	<p>Core advocacy skills are an essential part of everyone’s role. This session explores these skills and best practices, and how they apply specifically to sexual assault. It includes basic dos and don’ts for advocates, while also offering individual skills for success.</p> <p><i>Session also offered at SAVAS</i></p>
<p><b>Sexual Assault Dynamics</b></p>	<p>This session provides a foundational overview of the problem of sexual violence. We will discuss the root causes, scope and impact in Wisconsin and beyond. Attendees will be able to: recognize rape culture and its impact on survivors and communities; articulate the frequency of sexual assault and the burden it places on society; and explain the complexity of sexual violence.</p> <p><i>Session also offered at SAVAS</i></p>
<p><b>Sexual Assault Outreach</b></p>	<p>Because of the complexity of sexual violence, outreach is essential to our work. If you are not actively engaging with survivors (and partners who encounter survivors), you will fail to reach survivors in your community. This session includes basic tips for outreach and helps participants create a realistic and measurable plan for outreach.</p> <p><i>Session also offered at SAVAS</i></p>
<p><b>Transforming Power of Support Groups</b></p>	<p>This session is intended to share ideas you can implement when planning and facilitating a support group. In this interactive session, sexual assault advocates are encouraged to share some of the obstacles they face as well as skills for success pertaining to support groups.</p> <p><i>Session previously offered at WCASA Regional Trainings – September 2023</i></p>
<p><b>Trafficking Basics</b></p>	<p>This session is an introduction to trafficking and provides a baseline understanding of the knowledge advocates need to have to provide advocacy services for trafficking survivors. Attendees would also learn the differences between sex and labor trafficking.</p>
<p><b>Working with Child &amp; Adolescent Survivors</b></p>	<p>This session focuses on the dynamics of child sexual abuse and provides an overview of how youth and their families may be impacted. Participants will: discuss the scope and elements of child and teen sexual abuse; gain skills to provide effective and appropriate advocacy to child and teen survivors; and learn how to support secondary survivors of child sexual abuse, including non-offending caregivers/parents.</p> <p><i>Session also offered at SAVAS</i></p>

## CULTURALLY SPECIFIC TOPICS

<p><b>La Violencia Sexual</b></p>	<p>Esta presentación es en el idioma español y ofrece una descripción general de la Violencia Sexual con un enfoque cultural específico para intercesores que proveen servicios a la comunidad Latinx.</p> <p>This presentation is provided in the Spanish language, and it is an overview of Sexual Violence with a cultural approach specifically for advocates providing services for the Latinx community.</p>
<p><b>LGBTQ Advocacy for Advocates</b></p>	<p>This session provides a basic understanding of LGBTQ identities, and the ways intimate partner violence, sexual violence, and hookup violence impact the community. The training discusses practical applications and next steps for supporting LGBTQ victims/survivors. Participants should note this is an 8-hour training but can be scaled down to accommodate shorter time frames.</p> <p><i>This training is held in partnership with End Domestic Abuse Wisconsin</i></p>
<p><b>Mejorando los servicios para víctimas y/o sobrevivientes de abuso sexual viviendo en un albergue</b></p>	<p>Esta presentación es en el idioma español y ofrece información básica y pasos que intercesores pueden tomar para mejorar los servicios a víctimas y/o sobrevivientes de abuso sexual viviendo en un albergue.</p> <p>This presentation is offered in the Spanish language and offers a glimpse and steps advocates can take to improve advocacy services for LatinX sexual assault victims and survivors staying in a shelter facility.</p>
<p><b>Murdered and Missing Indigenous Women/Persons (MMIW)</b></p>	<p>Indigenous women are disappearing and being murdered at alarming rates across the United States and Canada; this is a devastating crisis known as the Murdered and Missing Indigenous Women (MMIW) and Persons epidemic. This session discusses the historical foundations that paved the way for this crisis and provides attendees with current information on the scope and magnitude of the problem. The presentation also offers resources and guidance to advocates wishing to help and become involved in the MMIW movement.</p>
<p><b>Sexual Assault in Indigenous Communities: History &amp; Today</b></p>	<p>This session provides an overview of Tribal communities' culture, giving special attention to the ways white supremacy and colonial violence shaped both the historical and present-day conditions of Indigenous communities. Participants will learn about the unique laws and jurisdictional challenges that contribute to violence within Tribal communities, how Tribal sovereignty impacts the work of advocates, and how advocates can best serve and connect with Indigenous survivors.</p> <p><i>Session also offered at SAVAS</i></p>

## GRANT & FINANCE TOPICS

<p><b>Audit Prep Workshop</b></p>	<p>This session will cover how to prepare for audit challenges and how to navigate the audit season for your agency. Discussion topics may include the kinds of audits needed, costs of audits, separation of duties, audit procedures, audit filing, and adjusting journal entries after audit.</p> <p><i>1 hour session, with a 30 minute Q&amp;A</i></p>
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<b>Effective Communication in Finance</b>	This session will discuss how to effectively communicate, hire, and set goals for the fiscal year for your finance professional. This will be an interactive exercise with anonymous Q&A. <i>1 hour session, with 30 minute Q&amp;A</i>
<b>Budgeting for Grants</b>	This session will demonstrate how to prepare your grant application budgets. <i>1 hour session</i>
<b>Finance 201 Topics</b>	This is a continuation from our 101 topics – We discussed and learned terms and definitions of basic finance terms, reports, and budgeting. In this session, participants will learn about Accounts Receivables (A/R), Accounts Payables (A/P), and Payroll Liabilities. <i>1.5 hour session, with 30 minute Q&amp;A</i>
<b>Grant Writing &amp; Reporting Basics</b>	This training can be offered for a group, or it can be crafted based on individual needs for professional development. Grant solicitations and processes can be complex and overwhelming. This workshop can help breakdown the process and offer tips for successful grant writing.
<b>Payroll Topics</b>	This session will cover topics such as payroll processing, how to find an affordable payroll company, how to allocate payroll expenses, upkeep within the payroll system and suggestions on how to connect payroll to budgetary tracking. <i>1 hour session, with a 30 minute Q&amp;A</i>
<b>Mid-Year Finance Check In</b>	This session will cover mid-year finances. We will discuss how to read and evaluate your Profit and Loss, Balance Sheet, and Budget vs Actual to see where you are headed. This session will be by appointment with individual programs to preserve confidentiality and check in with your organizational goals. You will be asked to come prepared with your reports already printed.
<b>Spring Ahead! A Finance/Business Check-In</b>	This session will provide agencies with a 1 <sup>st</sup> Quarter check in to discuss how to evaluate spending levels, HR topics such as scheduled benefit updates (life/AD&D/etc.), and upcoming business calendar topics. <i>1.5 hour session, with a 30-minute Q&amp;A</i>
<b>4<sup>th</sup> Quarter Finance/Business Check In</b>	This session covers end-of-the-year finance topics. We will discuss starting our budgeting process for the upcoming year, insurance/benefit analysis, 1099s and W2s. We will also create a business calendar and collective thoughts for the upcoming year. <i>2 hour session, with a Q&amp;A</i>

## ORGANIZATIONAL TOPICS

<b>Action Planning to Improve Sexual Assault Services</b>	This session utilizes a SWOT analysis (Strengths, Weaknesses, Opportunities, and Threats) that assesses internal strengths and weaknesses and explores external opportunities and threats to improve the agency's workplan. <i>Session previously offered as a part of program development initiative project</i>
<b>ACE &amp; Trauma</b>	Adverse Childhood Experiences (or ACEs) are common and too often unrecognized. This trauma impacts individuals across their lifespan and can lead to a variety of

	negative health outcomes. This session explores the research in ACEs, as well as its application in sexual assault work.
<b>Board Trainings</b>	Navigating boards is an important part of being a 501c3. It also comes with accountability and challenges. This facilitated training addresses some of the common issues that programs encounter such as roles and responsibilities; supporting leadership; incorporating anti-racism into sexual violence work; and more.
<b>Direct &amp; Ethical Communication</b>	Communication is particularly important in the complex work we do with survivors, as survivors, and on their behalf. This training embodies a direct and ethical communication approach that includes a style assessment and a facilitated process to develop your own agency communication agreements. <i>Session also offered as a part of anti-racism organizational development project</i>
<b>Evaluation Foundations</b>	This presentation was developed with local service providers in mind. It can easily be adapted for prevention or advocacy services and general organizational development work focus. In this session, we will discuss best practices for evaluation planning and implementation, logic model development, and tips for getting the most of your evaluations.
<b>Leadership to Support Sexual Assault Programming</b>	Transformational leadership is fundamental to successful organizational change. Having a deep understanding of sexual violence, it's connections to racism and oppression is crucial to the development of a strong program. This session focuses on assessing leadership styles and their approach to identifying strengths and opportunities. For effectiveness, this session is recommended to include all staff, as leadership is not only found in a title; instead, it can be fostered throughout your agency. <i>Session previously offered as a part of program development initiative project</i>
<b>Organizational Development</b>	Organizational development is essential to a thriving organization. Training can be customized based on an agency-wide assessment to include a variety of related topics related to agency function and culture, as well as organizational trauma and healing. We can also offer an intensive training and technical assistance process, with a specific focus on anti-racism organizational development. <i>Session also offered as a part of anti-racism organizational development project</i>
<b>Policies and Practices</b>	Strong Policies and Practices are essential to the health and wellness of agencies and staff. This session has been designed to offer support and to engage in a comprehensive review of program policies but also providing resources and best practices accordingly. <i>Session also offered as a part of anti-racism organizational development project</i>
<b>Self-Care</b>	Sexual violence advocacy is a challenging field. It is not uncommon for advocates to take on the trauma of the survivors they work with. This session highlights the importance of self-care. Participants will learn to recognize the signs of secondary trauma, the value of self-care, and learn tangible strategies to incorporate into their lives. <i>Session also offered at SAVAS</i>
<b>Sexual Assault Identity &amp;</b>	An agency's identity could impact how survivors seek services. To provide effective sexual assault advocacy it is important for your program to have a well-defined image that is welcoming and clearly underlines sexual assault services. This session requires

<b>Agency Perceptions</b>	<p>participants to reflect on the identity and perception of their organization to meet the unique needs of all survivors while improving outreach practices with community members, collaboration partners and other stakeholders.</p> <p><i>Session previously offered as a part of program development initiative project</i></p>
<b>Trauma Informed Care &amp; Self Care</b>	<p>This session explores the basics of trauma, secondary trauma, and trauma informed care for advocates and other supporters. At the end of this session, attendees would understand trauma and its impact on advocates providing direct services. Participants of this session will also learn self-care strategies.</p>

<b>PREVENTION TOPICS</b>	
<b>Big Scary Words</b>	<p>This session tackles the importance of talking to kids openly and respectfully, to foster their bodily autonomy and healthy boundaries and how adults have the power to normalize language and conversations that build protective factors in prevention.</p> <p><i>Session previously offered at WCASA Regional Trainings – June 2023</i></p>
<b>Comprehensive Primary Prevention</b>	<p>This session is a deep dive into the frameworks and strategies for sexual violence prevention and provides guidance on building comprehensive prevention programming. Participants will be able to: understand the attributes of primary prevention and what makes it distinct from secondary and tertiary prevention approaches; and identify core prevention frameworks, including the public health model, the socio-ecological model, and the 9 Principles of Primary Prevention. Attendees will also gain skills in building comprehensive prevention programming using the Spectrum of Prevention.</p> <p><i>Session also offered at PASH</i></p>
<b>Techniques in Group Facilitation</b>	<p>Group facilitation is an important skill for prevention educators as it is a primary programming method, but can also be a source of anxiety. This session will explore facilitation techniques (both virtually and in-person), which include active listening, boundary setting, and trauma-informed practices. The presentation will also discuss the importance of logistics such as meeting objectives and group agreements.</p> <p><i>Session also offered at PASH</i></p>
<b>It's Okay to Say Fat</b>	<p>This session explores how the body positivity movement has gained valuable traction across social media and popular culture, and the need for everyone to confront and eradicate the norms that ostracize and harm BIPOC, fat, queer, and disabled folks.</p> <p><i>Session previously offered at WCASA Regional Trainings – June 2023</i></p>
<b>Prevention Messaging</b>	<p>This session focuses on framing and messaging related to prevention work and discusses best practices in communicating about sexual violence and violence prevention, in and outside formal prevention education sessions. Attendees will be able to: Identify types of messages that are effective in prevention education and campaigns to prevent sexual violence; redirect problematic frames and avoid oppressive attitudes in sexual violence prevention; and develop prevention messages.</p> <p><i>Session also offered at PASH</i></p>
<b>Social Change as Prevention</b>	<p>This presentation explores the value and efficacy of social norms theory in primary prevention. Participants will learn how to recognize harmful norms and their role in</p>

	<p>contributing to sexual violence, identify methods and avenues for promoting social change, and distinguish between norm promotion and norm challenging.</p> <p><i>Session also offered at PASH</i></p>
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## SYSTEM TOPICS

<b>Confidentiality Considerations for Programs</b>	<p>This session provides an overview of the confidentiality requirements of certain federal funding streams (VAWA, VOCA, etc.) and how they intersect with state law. The presentation also touches on how programs can handle emergency situations in light of the confidentiality requirements attached to federal funding.</p>
<b>Introduction to Transformative Justice</b>	<p>Transformative justice recognizes that oppression is at the root of all forms of violence and seeks to address harm, both to the individual and the community at large, outside of the criminal legal system. This interactive session covers key concepts and explores ways to incorporate Transformative Justice into our work.</p> <p><i>Session previously offered at WCASA Regional Trainings – September 2023</i></p>
<b>Legal Advocacy</b>	<p>This session provides an overview on the different components within legal advocacy. The presentation covers key concepts, including: Wisconsin mandatory reporting laws and the role of the advocate related to reporting; privilege and confidentiality, including strategies to enhance clients’ confidentiality and privilege; and understanding an advocate’s role in the criminal and civil legal systems. Additional legal topics can also be included, based on the needs of the program.</p> <p><i>Session also offered at SAVAS</i></p>
<b>Legal: Sexual Assault Laws</b>	<p>While advocates are not expected to be experts in sexual assault laws, a basic understanding of WI laws is important to advocacy. In this session, participants will learn to be read and understand WI Sexual Assault Laws and terminology, as well as grow their capacity in understanding of WI Sexual Assault laws and how they relate to the criminal justice system.</p> <p><i>Session also offered at SAVAS</i></p>
<b>Medical Advocacy</b>	<p>This session will describe the role of a sexual violence advocate in providing advocacy in a variety of medical settings and outline the importance of access to comprehensive reproductive health services for survivors, including the Compassionate Care for Rape Victims Act. The session will also help advocates understand the various medical needs of survivors and make appropriate referrals for services.</p> <p><i>Session also offered at SAVAS</i></p>
<b>Reproductive Health &amp; Justice</b>	<p>This session will describe how reproductive healthcare and justice are foundational to sexual violence advocacy and prevention, how we can build relationships with and locate reproductive healthcare clinics across the state, and discuss issues of emergency contraception and abortion related care and how they are important to survivors. Participants will also learn about existing barriers that remain for survivors who have reproductive health needs and find ways advocates can mitigate them.</p>
<b>Services to Minors</b>	<p>This session provides an overview of WI law as it related to serving minors, including a discussion of parental consent for services and confidentiality for minor survivors of sexual assault. This session can also include a discussion of the importance of</p>

	<p>developing an agency policy related to serving minors, including an overview of funding requirements related to determining suitability to interact with minors for employees/volunteers.</p>
<p><b>SART/MDT Topics</b></p>	<p>SART Foundations – this session describes the differences between SARTs and CCRs, reviews some of the key qualities of effective SARTs, and provides an overview of promising practices for the core disciplines that make up a SART. This session can also be expanded to include a discussion and overview of the following activities SARTs can engage in to strengthen their foundations:</p> <ul style="list-style-type: none"> <li>○ Communication Agreements</li> <li>○ Mission/Vision Development</li> <li>○ Role Clarification</li> </ul> <p>Initiating the Collaborative Response – This session will clarify and strengthen the referral process for advocacy services by law enforcement, Forensic Nurse Examiners, and other system partners in SARTs. The session will discuss Marsy’s Law, a Crime Victim Rights Board recommendation on victim privacy, and the Victim Accompaniment law and how they impact SART referrals for advocacy services.</p>
<p><b>System Advocacy</b></p>	<p>Survivors engage with a variety of systems. While many efforts focus on the criminal-legal system, this session helps participants understand the complexity of systems survivors navigate every day. It also examines the support and barriers created by systems, including the role of the advocate in advocating to remove these barriers.</p> <p style="text-align: right;"><i>Session also offered at SAVAS</i></p>
<p><b>WI Mandatory Reporting Laws</b></p>	<p>This session provides an overview of WI Mandatory Reporting Laws as it relates to child sexual abuse.</p> <p style="text-align: right;"><i>Session also offered at SAVAS</i></p>