

The Watershed Research and Training Center is hosting a free Diversity, Equity, Inclusion and Justice workshop series for all California PBA members. Workshops are developed and facilitated by Maria Estrada, Ph.D., an experienced educator with 15+ years of experience facilitating discussions surrounding DEIJ in professional natural resource settings.

Participants may attend one or all of the series. Attendance at all 5 workshops is encouraged as the materials presented build off of each other. All of the workshops will be held from 10:00am-12:00pm. Please register [here](#) by December 10th. Space is limited to 50 participants.

### WORKSHOP 1 **PHYSICAL AND PSYCHOLOGICAL SAFETY IN THE FIELD, IN THE OFFICE, AND BEYOND**

# 1

December 12

A safe collaborative environment not only protects lives and livelihoods, but also provides a place where all participants can feel physically, emotionally, and mentally safe. Improving psychological safety in addition to physical safety protects our ability to speak up, share ideas and opinions, learn new skills and challenge the status quo. It also encourages team members to seek support when experiencing physical or mental health distress.

### WORKSHOP 2 **UNCONCIOUS BIAS AND ITS IMPACTS ON EMPLOYMENT AND TEAM BUILDING**

# 2

December 13

To become more diverse, equitable, and inclusive, many organizations have turned to unconscious bias (UB) training. By raising awareness of the mental shortcuts that lead to snap judgements - often based on race, ability and gender - about people's talents and character, it strives to make participation fairer and improve interactions with team members and among colleagues.

### WORKSHOP 3 **ACTIVE BYSTANDER AND ACTIVE SELF - SHOWING UP FOR YOURSELF AND COLLEAGUES**

# 3

January 9

Addressing the problem of sexual harassment and other exclusionary behaviors that lead to hostile working and learning environments in prescribed fire. In this workshop, participants will learn to recognize sexual harassment, bullying, and other harmful behaviors and learn how to effectively intervene. Through interactive discussions, participants will look at various scenarios, including fieldwork settings, develop strategies to safely intervene, and learn how to shift organizational culture towards collaboration, equity and inclusiveness.

### WORKSHOP 4 **POWER DYNAMICS - RECOGNIZING INFLUENCE, EMPOWERING OURSELVES & OTHERS**

# 4

January 10

Simply put, power is the ability to influence others. It can be used to achieve objectives, resolve conflict, and build relationships. However, power also has a dark side, and it can be used to manipulate and control others. In this workshop, we will look at the Power we have and how we can use it to influence our collaborative environments and the professional relationships that are critical for us to be successful.

### WORKSHOP 5 **TOPIC TBD - BASED ON PARTICIPANT FEEDBACK**

January 11

Contact Hannah Hepner with questions: [hannah@thewatershedcenter.com](mailto:hannah@thewatershedcenter.com)



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