



General Interest *Brochure*

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PRESENTATIONS

- Keynote, conference, plenary, professional development, and special convening lectures.
- Typically 20 minutes to 2 hours



WORKSHOPS

- Ongoing experiential trainings for 10-5000 people.
- Typically 75 minutes to full day. Offered every 2 weeks, monthly, or every quarter.



ASSESSMENT

- Intercultural Development Inventory (IDI), Organizational, team or small group assessments with reports.



CONSULTATIONS

- One-on-one meetings, Individual Intercultural Development Inventory Assessment with personalized plan, One-time or ongoing consultation.



ADAPTIVE ONLINE LEARNING PROGRAM

- Adaptive learning allows users to learn at their own pace while provide a baseline level of knowledge.

Standard *Services*

CURATED SERVICES ALSO AVAILABLE



CBRT is for *Everyone*



- **HEALTHCARE**
- **BEHAVIORAL HEALTH**
- **EARLY CHILDHOOD SCHOOL-AGE, ADOLESCENT, AND EARLY ADULTHOOD**
- **LARGE CORPORATIONS, NON-PROFIT, GOVERNMENT, AND PRIVATE SECTOR**
- **JUDICIARY DEPARTMENTS AND LAW ENFORCEMENT**
- **ENTERTAINMENT**



CRAWFORD
BIAS
REDUCTION
THEORY & TRAINING



CBRT

Principles

- Discussing bias, prejudice, and racism can be highly triggering.
- The CBRT approach strives to help individuals, teams, and communities engage in meaningful, authentic, and value-driven discussions that lead to strategic sustainable action.
- Presentations, workshops, assessments, and consultations are all conducted with four core principles guiding the work:
 - **Safety**
 - **Compassion**
 - **Joy**
 - **Growth**



Equitable and *Accessible Fees*

We do not have a fixed fee for our services. To ensure that the Crawford Bias Reduction Theory & Training (CBRT) is for everyone, we approach our fees from an equitable and accessible approach. Specifically, we invite organizations to pay what is of organizational value and financial ability. Organizations with significant financial limitations pay less, while others pay significantly more depending on the budget. We want to bring CBRT to your organizations, so please think about your organizational values and financial ability for presentations, workshops, assessments, and consultations, and let us know what works for you.

This approach requires trust on our end and a commitment to this work on your end. Paying an appropriate rate for your organizations allows other organizations with less financial means to access this work. It ensures our staff can continue to do this work. Everyone is honored by an equitable and accessible fee approach, so we hope you can join us in this approach.



Areas of *Deep Dive* Expertise

- Birthing and maternal health
- Burnout, compassion fatigue, and employee satisfaction
- Trauma-informed care systems and racial inequity
- Active-duty military culture
- Cancer and racial inequity
- School-based education, administration, and behavioral health
- University healthcare
- University and college DEIBJ
- Anti-Black racism, colorism, and misogyny
- Racism and child development
- Preschool to prison pipeline





FOUNDER:

Dr. Dana E. Crawford, PhD

Dr. Dana E. Crawford is a pediatric and clinical psychologist who developed the Crawford Bias Reduction Theory & Training (CBRT), a systematic approach to reducing bias, prejudice, and racism. She has a thriving private practice in Manhattan and has treated patients with high incidences of trauma in Philadelphia, Cincinnati, New Orleans, San Antonio, the Bronx, and New York.

Dr. Crawford is a graduate of Howard, Temple, and Miami universities and has degrees in counseling, African-American studies, psychology, and the arts. She has certifications in Practical Nursing, medical hypnosis and biofeedback. She completed her pediatric psychology residency at Tulane University School of Medicine, which was followed by a two-year clinical fellowship with the United States Department of Defense and then a two-year fellowship with the Center for Early Connections at Tulane University.

In recent years, she has worked with the National Black Caucus to create legislation for Black maternal health equity and has appeared on a number of news platforms. In 2020, she conducted hundreds of trainings and presentations in private, non-profit, public, and government sectors. Dr. Crawford is currently a Scholar in Residence at Columbia University in the Zuckerman Mind Brain Behavior Institute.

SAMPLE DELIVERABLE



| Deliverable | Overview/Goal | Time | Location |
|---|--|------------------------|-----------------------|
| Leadership and key stakeholder planning meeting | Obtain background information and create strategic plan for your organizational needs | 30 – 45 minutes | Virtual |
| Workshop 1: CBRT Introductions & Orientation | Create buy-in, address questions, and invite sharing of concerns | 30 – 45 minutes | In-person |
| Intercultural Development Inventory (IDI) Team Pre-Assessment | Assess gap between anti-bias values and actions for your entire team | 15 – 20 minutes | Online |
| IDI one-on-one leadership coaching | Individual meetings with key stakeholder about their specific anti-bias values and actions | 45 minutes per meeting | Virtual and in-person |
| CBRT Adaptive Online Learning Program | Online training based on everyone's knowledge to create shared language and understanding | 15 – 45 minutes | Online |

| Deliverable | Overview/Goal | Time | Location |
|--|---|------------------------|-----------------------|
| Workshop 2: Group Pre-Assessment Report and Training Session | Shared results and interpretation of your team's anti-bias values and skills. Aggregated and de-identified results. | 90 minutes | In-person |
| Workshop 3: Experiential DEIB Action Planning | Developing and practicing your team's anti-bias plan based on the IDI results | 90 minutes | Virtual |
| Post-Assessment IDI | Assess the growth from CBRT program | 15 – 20 minutes | Online |
| IDI one-on-one leadership coaching | Ongoing coaching for individual leaders and key stake holders who need additional support | 45 minutes per meeting | Virtual and in-person |
| Workshop 4: Group Post- Assessment Report and Training Session | Shared results and interpretation of your team's anti-bias values and skills. Aggregated and de-identified results. Develop next steps and implementation plan based on the IDI data and workshop feedback. | 90 minutes | In-person |





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THANK YOU
for your interest

Contact us for more information!

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