

NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS TRAINING CURRICULUM

The National Association of Human Rights Workers (NAHRW) offers a training curriculum which is designed to enhance the professional growth and career development for civil and human rights professionals.....both entry level and advanced. Completion of the training program makes you eligible to be certified as a Professional Human Rights Worker (PHRW) and/or Masters Professional Human Rights Worker (MPHRW).

NAHRW was organized in 1947 to advance the science of intergroup relations and to facilitate the exchange of ideas and information among individuals and organizations devoted to combating racial, ethnic, religious, gender and other forms of discrimination.

NAHRW is made up of professional staff workers and members of governing boards of human rights agencies and commissions; teachers of intergroup relations at colleges and universities; and other individuals who share a commitment to justice and human dignity.

Members receive *The Journal of Intergroup Relations*, which has been published by NAHRW since 1959 for a nominal fee. This is NAHRW's official journal and it offers articles on theories, issues and developments in the field of intergroup relations and human rights.

Professional Skills Certificate for Human Rights Workers

To earn the *Professional Human Rights Worker (PHRW) Certification*, the following must be completed within three years:

- Successfully complete the twelve core courses
- Successfully complete four electives, for a total of sixteen (16) Skill Building Credits.

Master Skills Certificate for Human Rights Workers

To earn a *Master Human Rights Worker (MHRW) Certification*, you must first complete all requirements for the PHRW certification, and, within two **additional** years, complete the following

- Teach one (1) first year and one (1) second year core class
- Complete six (6) additional classes not included in core classes

PLUS

- Write an article that is accepted for publication in the *Journal of Intergroup Relations*

OR

- Teach sixteen (16) additional hours of core instruction of NAHRW sponsored training or electives

The following training is required for PHRW certification:

CURRICULUM

Core Skill Building Classes

1st Year

- New Member Training (History of NAHRW/Civil Rights in America)
- Human Rights Laws
- Investigation Techniques
- Ethics and Liabilities
- Diversity/Sensitivity Issues

2nd Year

- Employment Discrimination
- Housing Discrimination
- Disability Discrimination
- Public Accommodation Discrimination

3rd Year

- Mediation Techniques/Conflict Resolution
- Management and Executive Decision-Making
- Community Outreach/Education

Electives

- **NOTE: TRAINING ELECTIVES. This list is not considered to be all inclusive of the possible list of electives offered. This list simply includes some of the electives that have been offered at previous training conferences.**
- Religious Discrimination
- Credit Discrimination
- Leadership Development
- Police/Community Relations
- Landlord/Tenant Relations
- Coalition Building/Media Relations
- Multiculturalism
- Public Speaking
- Minority/Women Business Issues

- Youth and Violence
- Information Technology
- Policy Development
- LGBT Issues
- Diversity Promotion/Prejudice Reduction
- Litigating Human Rights Cases
- Mediation Methodologies
- Leadership Development
- Training the Trainer/Presentation Skills

Email questions about the training curriculum to:

Delilah.donaldson@durhamnc.gov

Mail correspondence to:

Delilah Donaldson, MPA, MPHRW
 NAHRW Training Chair
 City of Durham Human Relations Division
 Neighborhood Improvement Services Department
 101 City Hall Plaza, Durham, N.C. 27701
 (919) 560-4107 x 34277

SAMPLE COURSE DESCRIPTIONS

- **Managing a Diverse Workforce – “Inclusive Diversity”**-This course is aimed at helping all individuals develop their multicultural adaptability to learn new things, deal with differences, enhance communication, and becoming a better employee and team member.....helping to build toward the goals of the organization. It’s having all employees doing his/her best work without allowing ethnicity, race, gender, age and culture to impact the value that all employees can bring to the organization.
- **Cultural Diversity: Flourishing in the Era of Globalization** – Globalization has created new forms of inequality by its powerful extension of market principles, by highlighting the culture of economically powerful nations, thereby fostering cultural conflict rather than cultural pluralism. States are increasingly unable to handle on their own the cross-border flow of ideas, images and resources that affect cultural development. Is Globalization an opportunity or a threat? Panelists are being recruited for this training session.
- **Employment Discrimination Complaint Investigation**-This course will focus on how to conduct prompt and thorough investigation of charges of illegal claims of employment discrimination. Participants will learn the process of conducting an effective and efficient investigation in accordance with EEOC guidelines.

- **Religious Accommodation** - This workshop will examine trends affecting religious diversity and explore some of the obvious and subtle ways that religious ignorance or bias show up in our workplaces through the examination of case studies. This workshop will include better practices around communicating effectively and respectfully in the workplace to help businesses create a culture of respect.
- **Fair Housing Discrimination Complaint Investigation** - This course will focus on how to conduct intake effectively and will provide step-by-step guidelines for processing complaint investigations in accordance with new HUD guidelines.
- **Hispanic-Latino Fair Housing Issues**– Participants will have the opportunity to learn about Hispanics/Latinos and their cultural values and traditions. This session will provide cultural information that will assist the investigator in investigating fair housing cases involving Hispanics/Latinos. Participants will also learn effective techniques and strategies for improving their outreach to the Spanish-speaking population.
- **Domestic Violence, Human Trafficking and Fair Housing** – Participants will learn how to identify potential fair housing violations involving domestic violence victims and will discuss how to investigate this type of unlawful sex discrimination. Learn what human rights agencies can do to address human trafficking and its impact on fair housing.
- **Human Rights For LGBT Communities: Discrimination in Marriage Cutting Edge Issues** - Lesbian Gay Bisexual and Transgender (LGBT) people continue to face overt discrimination when they seek to exercise their fundamental human rights because of their sexual or gender orientation. The federal hate crimes statute still does not include sexual orientation as a protected class, discrimination in employment and housing because of sexual orientation is still legal in many jurisdictions; and many state legislatures have moved to reinforce discriminatory denials of civil marriage to same sex couples. This workshop will explore the main issues and arguments and how this issues intersects with racial and ethnic discrimination.
- **Preventing and Ending Inter-Ethnic Gang Violence: The Role of Human Rights Agencies To Create Collaborations For Getting To The Root Causes** - Human and civil rights agencies can play a key role in creating strategic collaborations of government agencies partnering with community assets to get at the core causes of the gangs, and healing the intergroup tensions that are exacerbated by the racial gang violence. This workshop will explore those strategies.
- **Immigration Update: Maneuvering in the Minefield of Comprehensive Immigration Reform** - While there is no way to predict whether Congress will act this year to address the broken U.S. immigration system, it is important to understand the minefield of issues involved in moving the debate forward. This workshop will provide you updated information and provide an opportunity for you to participate in the debate.
- **Orientation for Human Relations Commissioners and NAHRW Members** – This

course will provide information on the operations of a human rights organization including, member expectations, meetings and attendance, organizational structure, core services, request for action process and vision and mission.

- **Who Drives the Truck? – Role of Commission Members vs. That of Staff** – the roles of commission members and staff in a human relations organization often blurs and may cause friction within the organization. This interactive session will give commission members and staff an opportunity to have substantive discussion and share ideas, concerns and issues in order to bring clarity to their respective roles.
- **Coalition Building, Media and Politics**- Strategies to use to deal with the media to get the coverage that you want and with emphasis on the media's impact on race relations.
- **High-Tech Human Relations**-How to effectively use the Internet and the new technology to do human relations work.
- **Conflict Resolution** - This session will provide the essential steps to manage conflict resolution. Professional conflict resolution is a healthy process that allows productivity to progress within in the work environment by respecting each other's opinions and eliminating personal feelings. The course will also explore popular, but ineffective, approaches of handling conflict and participants will analyze case studies and participate in role-plays. It will also allow each person to learn their best conflict resolution style.
- **Using Community Relations Councils to Resolve Community Conflict** - Participants will learn how to develop and implement strategies for the effective use of community relations councils to resolve community conflicts. They will learn how to develop community relations councils and the working relationships of community relations councils, civil rights agencies, and the local communities.