



2026



**The UPRISE**  
COLLECTIVE



Organizational Learning Catalogue

2026 - 2027

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# About UPRISE



The UPRISE Collective is an Oregon based 501(c)(3) organization dedicated to advancing liberatory practices both inside and outside of systems. **Our mission is to open spaces and provide support for people with targeted identities to engage in social uplift within our own communities.** Integral to our work, we honor our ancestral wisdom by centering strategies for Indigenizing our practices. This commitment extends throughout our work and is represented in our workshops. We believe that while we can “intellectualize” about the concepts of Liberation, the real work happens with deep reflection, relationship building, and systems change.

Collectively, our team has decades of experience in teaching, policy work, anti-oppressive facilitation, and assessment. Our scope of practice extends to Education, Mental and Behavioral Health, Social Services, Conflict Resolution, Environmental Justice, Disability Justice, and more. As an organization, we engage in program and organizational assessment and evaluation.

We provide customized Equity and Liberation training, design staff and community retreats, support organizations with strong facilitation, co-develop work and strategic plans, and provide consultation and coaching. We specialize in providing these services to nonprofits, businesses, coalitions, community groups, and governmental agencies. With our multidisciplinary experience, our team is firmly committed to providing you with a well-rounded learning journey that is rooted in our collective scopes of practice.

To learn more about what we do, including our community programming, please visit our website or find us on social media.

[www.theuprisecollective.org](http://www.theuprisecollective.org)

# Organizational Learning

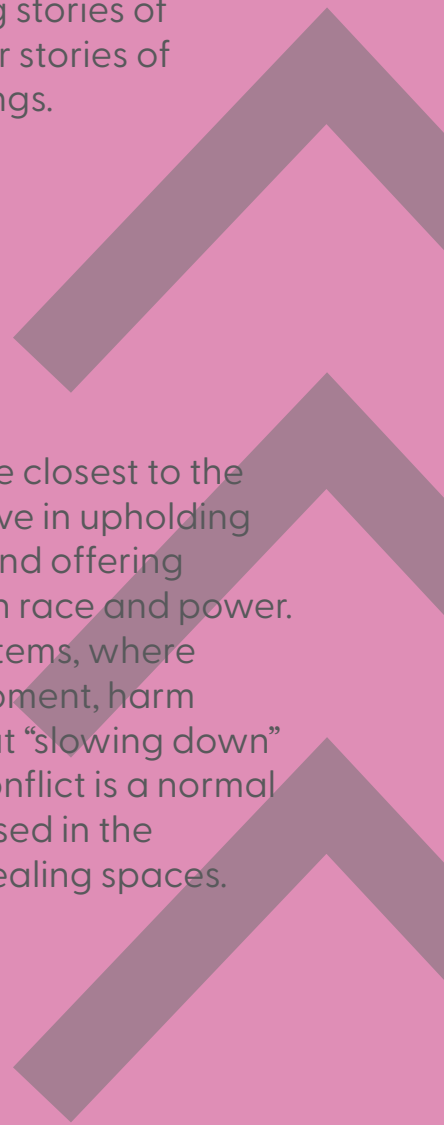
Our Organizational Learning work goes beyond your typical Diversity, Equity and Inclusion workshops, trainings, or assessments. Instead we strive to embody and share a deeper framework that holds Liberation and healing at the core of what we do. Utilizing Popular Education with a Trauma Informed, Anti-Oppressive Practice approach, we center the experiences and knowledge of communities who have done and continue to do the unending work of resisting colonization. We offer tools, strategies, and processes that center equity and care for all staff in your workplace.

Through our Organizational Learning programming, our team weaves together a unique focus on upholding not only our intersecting stories of oppression, and how they inform our current work, but also our stories of resistance, healing, and survivance to further inform our trainings.

## Our Approach

### Facilitation

In a facilitated space, this means centering the idea that “those closest to the pain should be closest to the power” (Pressley, 2020). We believe in upholding Community Agreements, gently redirecting when necessary, and offering opportunities for caucusing on identity, including caucusing on race and power. We strike a balance between the reality of working within systems, where deadlines and community need may necessitate an in-the-moment, harm reduction approach, and the idea that time is colonial and that “slowing down” to seek consensus is an important practice. We believe that conflict is a normal part of being in community with one another, and are well versed in the principles of Restorative Justice to facilitate processing and healing spaces.



## ASSESSMENT

In assessment, this means breaking down barriers to access and providing compensation for the emotional and physical labor it takes to participate in engaging in harm reduction tactics for those most impacted by the harm the system causes. We believe in assessment being a community experience. Without context and relationship, we miss nuance and lose the whole picture. Throughout history data has been used against communities, or entirely left communities out. So many communities have tumultuous relationships with data and it's so vital. Data is what drives our work, processes, funding, policies, and tells us how to course-correct when needed.

To balance these truths, UPRISE's assessment and evaluation work borrows tenets from Anti-Oppressive Practice, engagement practices from Popular Education, and principles of Community Based Participatory Research. We engage in a multi-layer assessment process that looks at the intersections of identity, power, and social location with experience to give us a more robust picture of where we are at. We then invite opportunities to course-correct once data is processed to avoid climbing that ladder of inference by reflecting what we heard back to those that shared it with us through Meaning Making Sessions. This process also allows for qualitative data to come with context and not be stuck in the filter of those who are viewing it, alleviating some of the bias that is inherent in summative data analysis.

## CUSTOMIZABLE CONTENT

All of our content is customizable – we work to align our workshops with your community's needs, and with the context of the work you do. Our already developed workshops are also adjustable for time, scope, and audience. We look forward to building a collaborative experience that centers Liberation as a co-created process.



# PRICING FY26/27

	Nonprofits	Governments, For-Profit & Higher Education	Grassroots Organizations
Learning Experiences	\$400/hr per facilitator	\$450/hr per facilitator	\$200/hr per facilitator
Strategic Engagements	\$400/hr per facilitator	\$450/hr per facilitator	\$200/hr per facilitator
Organizational Support	\$350/hr per facilitator	\$400/hr per facilitator	\$200/hr per facilitator
Online Learning	Quote provided by need	Quote provided by need	Sliding Scale

## Strategic Engagements :

- Strategic Planning
- Data collection, analysis, reporting
- Assessment & Evaluation
- Policy/Curriculum/Program Review

## Learning Experiences:

- Custom Training Workshops (in-person or virtual)
- Leadership Development
- Curriculum Development
- Staff Retreats

## Organizational Support:

- Coaching
- Consultation

## Online Learning:

- Asynchronous learning
- CEUs
- Webinars



**Keynotes** – Many of our staff regularly present at workshops or conferences and are highly skilled keynote presenters. Please contact us for current pricing for these services.

UPRISE's Organizational Learning team of facilitators go above and beyond your typical Diversity, Equity and Inclusion training. Our facilitation style is rooted in popular education (education for the people by the people) that is trauma informed and anti-oppressive. We center the experiences and knowledge of communities who have done and continue to do the unending work of resisting colonization.

Our Organizational Learning programming strives to provide customized equity and liberation tools, strategies, and best practices centered around your unique training and development needs. We are here to deeply listen and support your learning and development visions through variety of experiences.

It is important to us to support grassroots organizations and community in need. We understand that budgets may vary for different types of organizations. Please let us know if you need to apply for our **Beloved Community Discount**. We don't want funds to create barriers for our communities.

**\*Grassroots organizations will have access to a 30 minute free consultation. Grassroots are considered groups under \$200k annual operating budget.**

**\*Non profit organizations who have a annual operating budget under \$300k will receive a 15% discount.**

**\*Additional charges may apply for set up/clean up depending on virtual or in-person experiences.**

**\*Every training is customizable and will vary by needs and make up of the participant group. 2 facilitators are able to train up to 30 participants and training range from minimum 1.5 hrs up to multi-day.**



## Equity, Liberation & Care

### Equity and Liberation

**Recommended time: 2hrs**

#### **Description:**

This training aims to build a shared understanding around the key concepts of Equity & Liberation. Focal concepts include cultural humility, anti-oppression, intersectionality, and more. We will explore how these concepts live and breathe at your organization and where our growth edges lie. This training will build a base for subsequent UPRISE sessions based on how we envision ourselves evolving our work.

**Objectives:** Understand key concepts of equity and liberation, learn how these concepts live in your work and workplace and feel empowered to use these concepts in your work moving forward.

### Addressing Inequities I&II:

**Recommended time: 3hrs**

#### **Description:**

Participants will learn about intra and interpersonal ways to interrupt inequities, with a special focus on dismantling unconscious bias. Participants work together to conceptualize and interrupt institutional harm as a function of capitalism, white supremacy culture, and the complex legacy of social service delivery.

**Objectives:** Identify and unpack implicit bias and its contribution to collective harm.



## Equity, Liberation & Care

### Decolonizing Care

**Recommended time: 2hrs**

**Description:**

Our focus for this workshop will be to dig deeper into our praxis around care, both personally and collectively. Rather than being driven by capitalism and residual productivity, we explore authentic and liberatory models of care.

**Objectives:** Deepen our understanding of personal and collective care through the exploration of authentic and liberatory models of care as BIPOC individuals.

### Relationship Building and Creating a Community of Care

**Recommended time: 2.5-4hrs**

**Description:**

This workshop aims to strengthen relationships and bring community care to the forefront. Community members will explore what community care is, the legacy of community care as a strategy for systems change, and how we embody principles of community care in the change spaces we occupy.

**Objectives:** Deepen our understanding of community care strategies for system change, as non-BIPOC individuals.



## Equity, Liberation & Care

### Interrupting Norms of Professionalism

**Recommended time: 4hrs**

#### **Description:**

In this training, participants will grapple with workplace culture, with special focus on the concept of professionalism and white supremacy culture. Discussions will be grounded in where our organizational norms come from, and where they can go, to create a setting that upholds the needs of the organization AND the needs of the team, while trimming away the parts of “professionalism” that are harming us.

**Objectives:** Understand key concepts of equity and liberation, learn how these concepts live in your work and workplace and feel empowered to use these concepts in your work moving forward.

### Culturally Humble Medical Health Practice

**Recommended time: 2hrs**

#### **Description:**

Mental health practice in the United States can be (and often is) rooted in privileged norms and ableism, with ways of “being” and “knowing” that may contribute to the erasure of other cultural norms and experiences. This training is designed to critically assess those methods and provide education and coaching in culturally humble mental health practices that have arisen from within targeted communities.

**Objectives:** Understand key concepts of equity and liberation, learn how these concepts live in your work and workplace and feel empowered to use these concepts in your work moving forward.



## Equity, Liberation & Care

### Nonviolence in Social Services

**Recommended time: 3-4hrs**

#### **Description:**

Participants will be provided with education on the history of social services in targeted communities. Facilitators will provide resources for engaging in relationships non-violently and in a way that is person and community-centered and strengths-based.

**Objectives:** Explore the history of social services field and increase the understanding of person centered, non-violent relationships building with communities most harmed by this field.

### Unsnarling the Medical Model

**Recommended time: 4-6hrs**

#### **Description:**

The purpose of this workshop is for current medical, public health, and mental health practitioners to gain a better understanding of equity and liberation principles and the western medical model. We will engage in unpacking institutional harm and our personal power to shift present day structures that perpetuate that harm.

**Objectives:** Increase the understanding of equity and liberation principles applied to the western medical model. Explore institutional harm and how to shift personal power to mitigate this harm as a medical, public health, or mental health practitioner.



## Allyship, Conflict, and Restoration

### The Ally Industrial Complex & Strategies For Liberatory Accompliceship

**Recommended time: 3-4hrs**

**Description:**

Participants will explore the tenets of responsible allyship, articulate the difference between an ally and accomplice, and discuss strategies for maintaining a liberatory politic as an ally or accomplice in the places we hold privilege.

**Objectives:** Explore tenets of responsible allyship, accompliceship, while identifying strategies to maintain a liberatory politic.

### Interrupting Microaggressions

**Recommended time: 2-4hrs**

**Description:**

We will define microaggressions, learn bystander intervention tactics, practice in caucus spaces, and have opportunities to reflect personally and as a team about interruption, restitution, and healing practices.

**Objectives:** Increase understanding of microaggressions, practice bystander intervention tactics, while exploring healing practices. As well as, engaging in personal reflection related to interruption and restitution.



## Allyship, Conflict, and Restoration

### Cross Cultural Conflict Resolution

Recommended time: 4-12hrs

#### Description:

Participants will explore our responses to conflict as a function of the intersecting identities that contribute to our personhood. We then work to learn preventative conflict strategies, and practice cross cultural conflict resolution through a lens of cultural humility.

**Objectives:** Understand our personal responses to conflict and practice cross cultural conflict resolution through a cultural humility lens.

### Foundations of Restorative Justice

Recommended time: 4-5hrs

#### Description:

Restorative Practices can be a valuable tool for building relationships and rectifying instances of harm within teams. Together we will explore principles and practices of Restorative Justice from both a theoretical and practical perspective, with emphasis on the practical.

**Objectives:** Increase understanding of restorative justice principles and practice utilizing new skills.



## Allyship, Conflict, and Restoration

### Contextualizing Restorative Justice

Recommended time: 4-5hrs

#### Description:

We will build upon the Foundations of Restorative Justice training, and aim to move beyond the mechanics of Restorative Justice to the personal and collective heart work that helps RJ to thrive.

**Objectives:** Deepen understanding of restorative justice principles and reflect on our personal and collective lens for embodying its principles.

### Interrupting White Saviorism

Recommended time: 3-4hrs

#### Description:

This is a space for white identified community members that explores both the foundations and the current tapestry of white saviorism. Participants learn to articulate what it looks like, how it shows up in organizations, and strategies for moving toward liberatory accompliceship as white people.

**Objectives:** Increase white identified community members understanding of white saviorism and how to move towards liberatory accompliceship.



## Movement Building and Reclamation of Power

### History of Youth Movements

**Recommended time: 2-4hrs**

**Description:**

Participants will learn the unique history of youth who have built critical mass to achieve sweeping social change. Special emphasis will be placed on learning strategies to build critical mass in spaces where youth have less positional power.

**Objectives:** Explore and understand more deeply youth led social change movements.

### Reimagining & Reclaim: Remembering Who We Are While Wading in Two Worlds

**Recommended time: 2.5-4hrs**

**Description:**

This workshop is designed for BIPOC practitioners, as we are often pulled in many directions and called to move through two (or more) very different worlds. Indigenizing our practice calls us to remember who we are and where we came from, reimagine how our change work can happen, and reclaim the power that comes from our collective histories and healing.

**Objectives:** Deepen your understanding on how remembering, reclaiming, and honoring your stories can be used to navigate system change as a BIPOC provider.



## Movement Building and Reclamation of Power

### Imaging Repair: Systemic Foundations for a Just Future

Recommended time: 2.5-4hrs

#### Description:

Participants will talk about Indigenous and Black histories and how they necessitate reparations and Land Back. We will explore what these obligations look like in the context of our communities today, and articulate a collective vision for a more accountable future.

**Objectives:** Discuss indigenous and Black histories pertaining to Land Back and representations. Explore our personal obligations to community and collective visioning for accountability.

### Leverging Our Power

Recommended time: 3-4hrs

#### Description:

Together we will learn skills to leverage the abilities and knowledge that exist within communities to support social change. Participants will practice Resource Mapping, Power Mapping, and other important organizing skills.

**Objectives:** Discuss power mapping, resource mapping and other organizing skills applical to support social change.



# TRAINING MENU

## Data Justice

**Recommended time: 2-4hrs**

### **Description:**

Participants will explore the history of data erasure and genocide contributing to current data collection, analysis, and reporting practices and best practices to advocate for data justice and data sovereignty.

**Objectives:** Understand key concepts of equity and liberation, learn how these concepts live in your work and workplace and feel empowered to use these concepts in your work moving forward.

## Disability Justice

### Foundations of Disability Justice

**Recommended time: 2.5-4hrs**

### **Description:**

This workshop provides 101 level content for participants to explore Disability Justice. What does it mean? How do we differentiate it from the Disability Rights Movement? Attendees will learn to articulate the Principles of Disability Justice, learn some basics of how DJ manifests in organizational settings, and explore resources that support further learning.

**Objectives:** Increase participant understanding of disability justice 101, ways it is applied in organizational settings, and resources for further learning.



## Disability Justice

### Disability Justice in Practice

**Recommended time: 2.5-4hrs**

**Description:**

Participants will learn about concrete strategies for incorporating Principles of Disability Justice within an organization. This is an opportunity to delve more deeply into how those principles can live and breathe in our community spaces.

**Objectives:** Deepen your understanding of how to incorporate disability justice principles in organizational settings and community spaces.

### Beyond Accommodations

**Recommended time: 3-4hrs**

**Description:**

We will explore accommodations, and how to conceptualize limitations and care needs beyond limited baseline legal disability frameworks. Together we will endeavor to realign our orientation to ourselves, each other, our personal and collective needs, and how we build a collective vision toward an accessible future.

**Objectives:** Discuss how to address limitations and care need accommodations, beyond the legal disability frameworks, and explore personal and collective visioning for an accessible future.

### A NOTE ON DISABILITY JUSTICE

Disability Justice goes beyond accommodations and legal requirements or rights. It is a concept developed and defined by Disabled people with its own philosophy, principles, and history. It's important in our equity journey to not forget the intersection of Disability when designing organizational policies and procedures, as well as physical spaces.



# Customized Support

## Developed in Collaboration



### Staff Retreats

UPRISE will work with your team to build a relationship focused staff retreat. In our design we will incorporate training, facilitate conversations specific to your organization's goals, and design several interactive relationship building opportunities for your staff. Design will be specific to your needs and will result from conversation and assessment. Your staff retreat will be an opportunity to strengthen relationships, work through long-term processes, and grow together. When we close, we hope your team will leave with a feeling of rejuvenation to do the work and feel more connected.

### Assessment, Evaluation, and Design

UPRISE will provide an organization-wide equity assessment based on a multi-layered approach that looks at the intersections of identity and power to give us a more robust picture of where your organization is at in your equity journey and where your team envisions going. Our assessment tools include but are not limited to: a strengths and challenges assessment, an equity focused survey, policy review, focus groups, organizational interviews, and other facilitated spaces that can help your organization be more aligned with your equity goals. This alignment will help build more equitable infrastructure from policy to programming and will positively impact your organization's next DEI steps.

### Strategic Planning

Strategic Planning can be a daunting experience. Having outside support to move your organization, agency, or business through assessment, making meaning of the assessment data, and ultimately crafting a work or strategic plan to support forward motion can take the stress off staff and help build capacity and momentum for your team. UPRISE can support your organization's strategic plan by guiding the process for gathering a planning committee, facilitating group processes, and co-building infrastructure pieces that offer grounding in your communal journey towards equity. Strategic planning can also come with a lot of moving pieces. Our team makes sure to offer tools, strategies, and resources that are accessible to co-design this process and move through it with you, together.

## Healing and Restoration Circles

Part of our collective work in moving closer to liberation is honoring the fact that we are all in need of healing. Healing Circles can support a team that has been through a crisis or traumatic experience (e.g. losing an ED suddenly, instances of racism in the workplace, losing a participant, etc.). They can help support communication and healing between team members when trust is broken. Building trust, relationship, and healing into our workplace culture means more efficiency, a more job-satisfied staff, and more opportunities to grow together. We understand that none of this work happens outside of relationship. Having strong relationships that attend to both the personal and the professional parts of who we are in the world makes for a stronger and more connected team. Healing Circles can sometimes be a one-time experience, or a long-term process improvement plan.

## Consultation and Coaching

Consultation can be used for problem solving, brainstorming, or thought partnering for specific situations that may be happening in your community. Together, we can explore options and the feelings that can sometimes come up for us during this type of work. Consultation time can be a great time to get coaching and support as a leader or to support staff in having a space to share freely and problem solve outside of hierarchical structures. Over the course of our contracted time together, consultation and coaching time can be used to support having difficult conversations, being a thought partner on addressing specific policies, unpacking situations, and supporting your staff.

## Facilitation

Facilitation is one of the pillars to our work. Facilitation offers third party guidance, focus, and flow whether that be for trainings, workshops, retreats, or internal organization or committee meetings. Trauma informed and anti-bias facilitation also allows us to interrupt bias and encourages having hard conversations that aren't served through in-house facilitation. Our philosophy for facilitation aligns with Popular Education models, characterized by a flattening of power differentials between facilitator and participant, and emphasizes creating shared knowledge and understanding together through communal meaning making and collaborative decision making.

2019



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