

The Lens of Diversity and Inclusion in Leadership Training and Development

Lens of Diversity and Inclusion in Leadership Training and Development: This presentation will focus on the practical application of a Diversity and Inclusion lens in leadership training and development. Discussions around how the importance of an overall commitment to D and I work influences day to day operations and training will be prioritized. Specific examples include career path conversations, awareness of individual staff and program goals, a commitment to overcoming barriers to access and growth and the importance of transparency and intentionality will be included.

Presenters:



Tara Sagor, CAGS, LMHC; Director of Training and Trauma Response

Tara Sagor is the Director of Training and Trauma Response for Justice Resource Institute. She received her Certificate of Advanced Graduate Studies in Counseling Psychology from Lesley University where she is currently an adjunct professor in their graduate department. She has 14 years of experience within residential programs in various roles across departments including educationally, clinically and within the residential milieu. She has spent the majority of her professional career working with adolescents and their caregivers at Glenhaven Academy, a facility specializing in the treatment of complex trauma. She has also worked within inpatient settings and for child advocacy centers. She is trained in Sensory-Motor Arousal Regulation Treatment (SMART), Neurofeedback and Trauma-focused CBT. She has led multiple training initiatives and implementation teams to establish high standards of trauma-informed treatment within programs both internally and through her role as a consultant.



Deborah Jackson, LICSW; **Clinical Training and Development Specialist**

Deborah Jackson is the Clinical Training and Development Specialist for JRI. She received her Masters in Social Work from the University of Michigan and has an LICSW. Ms. Jackson started as a clinician at ICS, a JRI program in Rhode Island, and over the course of 13 years rose to the Program Director position before joining the corporate training department. Ms. Jackson is intensively trained in DBT and the Skills System. She has extensive knowledge in working with adolescents and adults with sexually inappropriate/offending histories and individuals with Intellectual Disabilities. Ms. Jackson also holds an adjunct faculty position at Simmons University and a lecturer position at University of Rhode Island.