

Island Consulting

STEERING YOUR ORGANIZATION IN THE DIRECTION OF SUCCESS

8 June, 2020

Dear Training Manager,

Over the past few days, three training managers have reached out to us and asked how they could use their training program to help people gain tools to successfully navigate the challenging conversations and strong feelings present in our daily lives following the murder of George Floyd, the public protests and resulting riots.

As many of you know, [Island Consulting and Training \(ICT\)](#) has been a leader in diversity training for over a decade, and we are committed to assisting in the creation of workplace cultures of inclusion in law enforcement.

You may not be aware that in 2003, Jamie was the training manager for a department of 600. One of the direct actions the training division committed to under Jamie's leadership was a "Minority Community Training Series". The intention of the training series was inclusion. The series consisted of five courses and when officers completed all five courses, they received a special certificate signed by the Chief.

ICT has long offered a series of courses dedicated to diversity. Most recently, we were asked to create curriculum that meets the mandates of AB2504. Since then many AB2504 sessions have been scheduled utilizing our Live On-Line Training platform. ICT's success supports our 30-year, active commitment to advancing diversity as a proven catalyst of growth and progress – for everyone. Over the years, we have participated in the highest-level diversity training available.

If you are looking for a way to provide staff with immediate, real time understanding and solutions to the current political and sociological events, please contact ICT to schedule any of our courses. Creating strength based, inclusive workplaces today is supported by best practices in training and in these courses, students will have the opportunity to understand the keys to participating in open, inclusive environments where diversity is honored and respected. We specifically recommend:

- [Utilizing Emotional Intelligence to understand Implicit Bias \(8 Hours\)](#)
- [Cultural Competence: Creating Respectful Cross-Cultural Environments \(8 Hours\)](#)
- [Generational Diversity \(8 Hours\)](#)
- [AB2504: LGBT Training for Law Enforcement Professionals \(4 Hours\)](#)

We invite you to consider scheduling high-quality training courses that specifically address issues of inclusion and diversity in support of your department.

We look forward to being of service and invite you to reach out to schedule training for the 2020/2021 training year.

Thank you for your service,

The ICT Team!

D. R. "Jamie" McDermott, MPPA, CEO

Cynthia Cotton, Administrative Support Consultant

Instructor Specialty:

Recently, Jamie spent a year in an intensive Non-Violent Communication (the work of Dr. Marshall Rosenberg) program in Oakland, CA working with many diverse and divergent groups. She has also studied under Roxy Manning, Ph.D. Her work in this capacity exposed her to many of the ways humans express their personal identity. She also learned about the deep complexity of the human-being and how our basic human needs for equality and respect impact our actions. Jamie came to understand that only through a lens of intersectionality, can our goals of healthy workplace environments for all be met. Her study and personal experience bring the "human" factor to these courses.

Cynthia recently completed specialized LGBT+ training and created the curriculum for ICT's AB2504 course. Together, Jamie and Cynthia are committed to assisting departments in providing a safe place for all to work and be. ICT training looks to the basics of human dignity as a map to meet the common goals and mandates of the State of California regarding this topic.

ICT's courses comply with the training regulations put forth by the California Department of Corrections & Rehabilitation, the Corrections Standards Authority, and Standards & Training for Corrections.