

Beyond Intent: Understanding the Impact of Your Words and Actions

Duration: 3.5 hours

Please note: there will be no morning coffee nor lunch provided at this training.

Beyond Intent was developed to bring courthouse staff together to:

- ◆ Understand the benefits of respect, civility, and inclusion as integral to creating a safe, healthy, and inclusive workplace
- ◆ Raise awareness of the dimensions of identity that employees may encounter in their daily interactions with each other
- ◆ Understand the impact of our words and actions on the development of a safe, healthy, and inclusive workplace that respects individual differences and recognized the unique contributions that each person brings
- ◆ Build our capacity to respect individual differences and recognize the unique contributions that each individual can bring to create an inclusive work environment that maximizes the potential of all employees

Following this training, facilitators will meet with local court leadership to assist with implementing and building best practices.

Trial Court personnel attending this training are engaged in an informative, interactive process that encourages them to be *authentic, honest, open, and participatory*.

**OFFICE OF
DIVERSITY, EQUITY,
INCLUSION, AND
EXPERIENCE**

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To schedule, please contact the Judicial Institute at (617) 788-6775.

If you would like to learn more about this training, or are interested in other training programs facilitated by our office, please visit us on our [Courtyard page!](#)

