**Training Self-Reflection Questions: Session 3**

* 1. How do you incorporate relevant, trauma- and survivor-informed content and culturally responsive lenses into your trainings?
  2. Do your trainings include sensationalized content, images, stories, links, etc. (e.g., chains, handcuffs, hands over a mouth, images from Backpage, fences, a person looking through a window as if trapped, or law enforcement case file photos)?
  3. How are you [implementing adult learning principles](https://www.ovcttac.gov/downloads/resourceLibrary/General/FINAL_HT_Rubric_Adult_Learning_Factsheet_508c_11112021_JA.pdf) during your trainings?
  4. What makes an effective trainer? How do you select and assess your trainers? Have you established evaluation criteria or training for the trainers?
  5. Are your trainings evaluated? If yes, how often? How are you adjusting your training to incorporate evaluation feedback/findings?
  6. Are your evaluations accessible (e.g. language or visual access)?
  7. Do your virtual and in-person trainings look different or contain different activities? What are the differences?
  8. How do you incorporate accessibility considerations for virtual and in-person trainings (e.g. translated material, large print, closed captioning, ramps, lighting)?
  9. How is your training reviewed (e.g. by partners, subject matter experts with lived experience, community partners, other staff)? Do the reviewers reflect diverse victim demographics and experiences?
  10. How is your training reviewed (e.g. by partners, subject matter experts with lived experience, community partners, other staff)? Do the reviewers reflect diverse victim demographics and experiences?
  11. What are three areas of opportunity for your organization’s development and delivery of training?