

# TEJEDORAS DE LA RED 2024



## La Red means the Latine Network

Build your capacity as a Latine or Latine-serving supervisor working with teams that support Latine birthing parents, infants, and young children.



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

[LaRed@lacocinahome.org](mailto:LaRed@lacocinahome.org)



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## **Weave (verb; to weave)**

To join together a complex story or pattern from a number of interconnected elements and materials.

## **Weaver (noun; a weaver)**

The humans who join together the elements and materials needed to weave a complex story, pattern, or dynamic that, when viewed as a whole, cannot be separated from its individual parts.

**YOU SPOKE. WE LISTENED.**

**NOW LET'S GO AND WEAVE OUR BEST LA RED!**

## **Introducing La Red's next innovation: Tejedoras de La Red**

Tejedoras de La Red, or La Red Weavers in English, is La Cocina's specialized and in-depth training designed for Latine supervisors, mentors and team leads ready to deepen into the technical and practice-specific LiBRC (Liberation-based Reflective Consultation) framework. Born directly out of feedback gleaned during La Red's first cohort, Tejedoras de La Red is the only fully bilingual (Spanish and English), in-depth training on how to skillfully facilitate supervision and/or support groups in which culturally-affirming content and reflective processes must be well balanced with empathic professional support, invitational competencies, and expert facilitation skills that improve the overall health and wellbeing of teams of helpers and their members.



**LA COCINA**





## WHAT WILL LA RED FACULTY COVER AS PART OF TEJEDORAS?

- 1.** We will delve deeply into La Cocina's 12 LiBRC® skills and practice each one in "living" fishbowls that make it possible to give and receive on-the-spot feedback from La Cocina's expert trainers.
- 2.** In addition to La Cocina's LiBRC® skills, faculty expert in group facilitation will teach:
  - Building the group container and establishing the facilitation "contract."
  - Basic and advanced individual and group invitational skills.
  - Identifying and working with comfort, discomfort, and neutrality in group dynamics.
  - Skillfully being with and bridging within-group scapegoating, criticism, gossip, conflict, rescuing, and passive-aggressive dynamics.
  - Skillfully being with and orchestrating silence, single-talkers, no-silence dynamics, and deepening beyond validation.
  - Giving and receiving direct feedback.
  - A liberation-based approach to group democracy and decision-making.
  - Understanding group cohesion in the context of difference(s).
- 3.** Learners enrolled in Tejedoras de La Red will learn in small groups that will weave together didactic and experiential learning so that participants may practice each skill in-vivo and under expert observation.
- 4.** Finally, faculty will weave together both LiBRC®'s Applied Liberation Psychology approach with traditional RSC (reflective supervision & consultation) methods to introduce learners to a facilitator's stance that is effective in 1-1 support interactions, and as part of radically compassionate group supervision and facilitation.



## WHO MAY APPLY TO TEJEDORAS DE LA RED?

- La Red graduates and prior trainers are encouraged to apply.
- Multilingual or Spanish-speaking supervisors, mentors, or team leads who self-identify as Latine or Hispanic, and who direct the work of community helpers who serve Latine or immigrant communities.
- Persons who self-identify as Latine or Hispanic who are actively facilitating more than two groups intended to support the social and emotional health of Spanish-speaking Latine or Hispanic youths, adults and/or families.
- Apply now by completing the [Official Application for the Tejedoras de La Red Program](#).

# PROGRAM REQUIREMENTS AND ENROLLMENT BENEFITS



Trainees must meet participants' eligibility criteria as described above.



Trainees must agree to sign a confidentiality agreement that protects program participants, their supervisees and/or mentees, and the cohort as a whole, and makes it possible for participants to learn and grow.



Program trainees must complete 90% of all program attendance and participation requirements, which include the following online and in-person hybrid schedule of activities:



- **Sixteen content and process online classes (40-direct instruction hours).**

Trainees must participate in at least 13 of these 16 mixed-methods classes to continue their progress in the program, and to move on to paid "internship" opportunities. Participants who must be absent more than three times during the program year will be invited to reapply to the program at a time when making a full commitment is possible for them.



Online classes will generally be held the first Tuesday and Thursday of each month, except in July 2024 and January 2025, when there are no classes. The course kicks-off on Tuesday, April 29, 2024. All Tuesday and Thursday classes will begin promptly at 3:00 p.m. and end at 5:30 p.m. MT.



- **Tejedoras de La Red program participants are required to attend La Red's annual Conferencia from July 11-14 at Tamaya Resort in Santa Ana Pueblo, New Mexico.** This in-person training opportunity constitutes 21-hours of practice-based learning and professional development. Also, the Conferencia marks the spot where Tejedoras program participants will meet and connect with their assigned La Red 1-1 mentees and small group members.



- **Tejedoras are also required to attend the program's final training intensive and group Clausura in-person at La Cocina's Institute in Denver, Colorado.**

This final in-person training series will take place on Thursday, April 10, and Friday, April 11, 2025. La Cocina will host a celebratory closing event on Friday, after all participants have presented their final projects.



In addition to scheduled coursework mentioned above, participants enrolled in **Tejedoras de La Red must also complete and present two practice-based case assignments, including video reviews.** As part of these assignments, cohort members will get to show off their newly minted LiBRC® skills, receive feedback from their peers and program faculty, and give valuable feedback as part of peer-reviews of their colleagues' assignments.



Tejedoras de La Red program participants will earn valuable income by providing 1-1 LiBRC support and group facilitation to La Red's 2024-2025 cohort members. Considered the Tejedoras de La Red capstone internship, this activity is attached to compensation in the amount of \$75 per hour. The requirements of this training activity consist of:

- Providing monthly 1-1 support to at least two La Red program participants starting in July 2024.
- Facilitating two monthly 90-minute LiBRC® reflective supervision groups starting in July 2024.
- In all, Tejedoras may qualify for as much as \$300 in monthly compensation from supporting La Red cohort members!



Once Tejedoras de La Red are cleared to begin their internship with La Red trainees, they will be required to participate in monthly 1-1 and small group LiBRC® supervision groups led by expert program faculty. Designed for Tejedoras to practice receiving the support they are training to give, and founded on La Cocina's social and emotional support needs pyramid, this requirement allows Tejedoras de La Red to fully immerse themselves in their work with La Red's 2024-2025 cohort, an activity that qualifies them for additional monthly compensation.

**In all, Tejedoras de La Red may earn up to \$5,850 for rigorous training in LiBRC® and for successfully meeting the requirements of their program internship!** This remarkable approach to learning, teaching, and providing support is La Red de La Cocina—the only Latine-centered capacity building program in the U.S. that is both a professional network and a community of practice comprised of Latine supervisors, mentors, and trainers who seek to codesign reflective affinity spaces that re-humanize supervision and consultation.



# PROGRAM BENEFITS AT-A-GLANCE

- 1.** 112 direct professional training hours.
- 2.** Convenient online and in-person hybrid model.
- 3.** Experiential practice-based learning seamlessly woven with didactic content.
- 4.** “Live” faculty and peer-initiated feedback as part of online fishbowls and in-person small groups.
- 5.** Exclusive training in La Cocina’s proprietary LiBRC® skills and framework.
- 6.** Two video-review case assignments and presentations followed by live faculty observation(s) and peer supported feedback.
- 7.** “Healer, heal thyself” model centers 1-1 and small group LiBRC® support for all Tejedoras at the start of their internship in July 2024.
- 8.** La Red internship compensation is up to \$5,850 depending on each participant's involvement in the program's internship(s).
- 9.** Full scholarships include program tuition and travel accommodations costs. In all, a value of over \$10,000 in professional development, training, conference and direct travel costs.



## TEJEDORAS DE LA RED 2024-2025 CALENDAR AT A GLANCE

DATE	TRAINING TITLE & TYPE	HOURS AWARDED
February 20	Applications open at noon.	N/A
April 3	Applications close at noon.	N/A
April 11	2024-2025 Tejedoras de La Red cohort announced.	N/A
April 30	First Tejedoras online training from 3:00-5:30 p.m. MT	2.5
May 2	Second Tejedoras online training from 3:00-5:30 p.m. MT	2.5
June 4	Online training from 3:00-5:30 p.m. MT	2.5
June 6	Online training from 3:00-5:30 p.m. MT	2.5
July 11	Begin Weaving La Red 2024 Conferencia at Tamaya Resort in Santa Ana Puebla, NM. Tejedoras meet in person at Tamaya from 2:00-4:30 p.m.	2.5
July 12	Attend 2024 Conferencia in New Mexico.	8
July 13	Attend 2024 Conferencia in New Mexico.	8
July 14	Attend 2024 Conferencia in New Mexico.	2.5
August 6, 2024 to February 6, 2025	Online training sessions every first Tuesday and Thursday of the month from 3:00-5:30 p.m. MT	35
August 2024 to July 2025	Attend monthly 1-1 and group LIBRC sessions at a time and dates to be determined during the Conferencia in July 2024.	30
April 10, 2025	In-person video review project presentations and closing training session 1, from 9:00 a.m. to 5:00 p.m. at La Cocina's training center in Denver, Colorado.	8
April 11, 2025	In-person video review project presentations and closing training session 1, from 9:00 a.m. to 5:00 p.m. at La Cocina's training center in Denver, Colorado.	8
<b>TOTAL NUMBER OF DIRECT INSTRUCTION HOURS TO GRADUATION IN JULY 2025</b>		<b>112 TOTAL INSTRUCTION HOURS</b>

# HOW TO APPLY

1. Review the program requirements and be honest about whether or not you can commit.
2. Complete our online [Tejedoras de La Red Program Application](#), making sure you reserve between 30-40 minutes to complete and submit your application before the April 5 deadline.
3. Still have questions? Connect with us over email at [LaRed@LaCocinaHome.org](mailto:LaRed@LaCocinaHome.org).

Are you ready to weave the power of La Red into your professional helper role? Then Tejedoras de La Red is the program for you!  
Space is very limited, so apply now.

*"La generosidad siempre es el mejor camino."*  
-Jorge González Moore

Tejedoras de La Red would not be possible without the generous support of our funding partners.



[www.lacocinahome.org](http://www.lacocinahome.org)  
[LaRed@LaCocinaHome.org](mailto:LaRed@LaCocinaHome.org)



As a nonprofit corporation, we greatly appreciate the financial support of sponsors, donors and/or organizations who value our network approach to building collective social and emotional health and wellbeing. If you love what we do, give to La Cocina or consider sponsorship levels that create big collective impacts. Click [here](#) and give now.