



**all children  
all families**

## **All Children – All Families *Online* Training Program: Overview & Cost Estimates**

### **Purpose:**

This document outlines details for All Children – All Families (ACAF) training, including deliverables provided by ACAF, expectations of organization and estimated costs.

### **ACAF Online Training Deliverables:**

- Engaging online training conducted *via Zoom Meeting*; including use of web cam by facilitator and attendees, slide and video sharing, chat, polls and breakout groups
- Expert Facilitator(s) – two facilitators required for content longer than 2 hours and/or participant groups larger than 30
- One 60 minute planning call with expert facilitator(s) to ensure training meets current needs of agency
- Content tailored to specific policies and current needs of agency wherever possible
- Handouts
- Online Evaluation Form
- Report out of evaluation data
- Recording of Training (if hosted by ACAF's Zoom)

### **Organization Manages:**

- Communication to staff members re: registration, day-of logistics and expectations (including use of web cam)
- Providing the following information to ACAF for planning purposes: estimate of number of participants, relevant organization policy, notes related to current needs and organization climate
- Providing final information at least two days prior to training including exact number of participants (not to exceed estimate), description of roles and/or other relevant information for facilitator(s)

### **Next Steps:**

- Please review the training cost details on the next page of this proposal and confirm training request via email or [submit a training inquiry](#) if you haven't already done so.
- ACAF will put together a formal proposal based on your specific request.
- Once proposal is accepted, ACAF will initiate the contracting process and send a contract for review ASAP (can take up to 3 weeks depending on general counsel office bandwidth).
- If training dates are within three months, ACAF will initiate the process of identifying expert trainers and potential training dates.

## TRAINING COST ESTIMATES

<b>ONLINE TRAINING</b>	<b>Estimated Cost</b>	
<b>60-75 Min Workshop (ONLINE)</b>	<b><u>1 Facilitator</u></b>	<b><u>2 Facilitators</u></b>
Up to 30 participants	\$500	\$1000
More than 30 participants	-	\$1000
<b>2-Hour Training (ONLINE)</b>	<b><u>1 Facilitator</u></b>	<b><u>2 Facilitators</u></b>
Up to 30 participants	\$750	\$1500
More than 30 participants	-	\$1500
<b>6-Hour Training (ONLINE)</b>	<b><u>1 Facilitator</u></b>	<b><u>2 Facilitators</u></b>
Up to 30 participants	-	\$3000
More than 30 participants	-	\$3000

<b>IN-PERSON TRAINING</b> (Limited availability due to COVID-19.)	<b>Estimated Cost*</b>	
<b>6-Hour Training (IN-PERSON)</b>	<b><u>1 Facilitator</u></b>	<b><u>2 Facilitators</u></b>
Up to 30 participants	\$2000	\$4000
More than 30 participants	-	\$4000
<i>*Includes travel costs for trainers.</i>		

<b>TRAINING OF FACILITATORS PROGRAM</b> (Available virtually and in-person.)	<b>Estimated Cost</b>
<b>Training &amp; Implementation Support</b> <ul style="list-style-type: none"> <li>• Facilitation</li> <li>• Travel Expenses (if applicable)</li> <li>• Pre- and Post-Training Implementation Support</li> </ul>	Cost TBD based on specific requests
<b>Participant Materials</b> <ul style="list-style-type: none"> <li>• Training module PowerPoints</li> <li>• Facilitator's Guide</li> <li>• All Children – All Families materials, resources and videos via online portal</li> </ul>	Cost TBD based on specific requests
<b>Program Licensing Fee</b>	Cost TBD based on specific requests



## TAILORED WORKSHOP & TRAINING TOPIC EXAMPLES

### Serving LGBTQ Parents

- LGBTQ Parent Recruitment
- Facilitating LGBTQ-Inclusive Parent Training
- Matching with LGBTQ Parents
- Supporting & Serving Trans & Non-Binary Parents

### Serving LGBTQ Youth

- Affirming Placements
- Healthcare Advocacy
- School-Based Advocacy
- Supporting Trans & Non-Binary Youth
- Supporting Bi+ Youth

### Special Topics

- Discussing SOGIE with Youth
- Trans & Non-Binary Inclusion
- Intersectionality in Practice

### Serving LGBTQ Volunteers

- LGBTQ Volunteer Recruitment
- Facilitating LGBTQ-Inclusive Volunteer Training
- Matching with LGBTQ Volunteers

### Serving LGBTQ Youth

- Affirming Placements
- Healthcare Advocacy
- School-Based Advocacy

### For Leadership

- Executive Briefing on LGBTQ Inclusion
- Creating an LGBTQ-Inclusive Workplace
- Navigating Resistance



## TRAINING OVERVIEW: ONLINE 6-HOUR ‘SETTING THE FOUNDATION’ FOR STAFF

This training equips child welfare professionals with a comprehensive foundation of knowledge on LGBTQ+ youth and families and their experiences within the child welfare system. Participants will explore key concepts and terminology, research on LGBTQ+ families and experiences of LGBTQ+ youth in foster care, as well as the steps every child welfare professional can take to welcome and affirm LGBTQ+ youth and families within the walls of their agencies and beyond.

### Opening: Welcome, Introduction & Expectations Setting

Length: 45 to 60 Min

Learning Objectives:

- Explore how and why SOGIE matters to the work of child welfare.
- Discuss shared values, expectations and mandates as professionals and their connections to LGBTQ competency.
- Explore intersectionality and what it means to bring an intersectional lens to LGBTQ-inclusion.

### Module 1: SOGIE Concepts & Identity

Length: 45 to 60 Min

Learning Objectives:

- Improve participants’ knowledge of and comfort with appropriate terminology re: LGBTQ and SOGIE issues.
- Distinguish between sexual orientation, gender identity and gender expression.
- Explain the limitations of the gender binary.
- Explore ways for workers to respond to clients from a place of "openness" when discussing SOGIE.

### Module 2: Exploring Early Messages & Unconscious Bias

Length: 45 to 60 Min.

Learning Objectives:

- Explore the underlying messages of participants’ earliest memories related to LGBTQ people and SOGIE.
- Encourage participants to acknowledge their own beliefs, values and assumptions in relation to LGBTQ people.
- Explain the connection between early messages and unconscious bias / the ways early messages can help or hinder participants in performing their professional roles and responsibilities.
- Reflect on participants’ roles as messengers and what current messages LGBTQ youth and parents are receiving in their practice setting.

### **Module 3: Experiences of LGBTQ Youth & Adults (Case Studies)**

Length: 60 Min

Learning Objectives:

- Explore main challenges faced by LGBTQ youth and LGBTQ parents through case studies that are child welfare specific.
- Understand the ways that barriers faced by LGBTQ community are often rooted in misconceptions.
- Identify ways to respond effectively to misconceptions about LGBTQ people.

### **Module 4: Rolling Out the Welcome Mat**

Length: 40 to 50 Min

Learning Objectives:

- Identify language and behavior that individuals can adopt to ensure they are creating a welcoming environment for LGBTQ youth and adults.
- Identify concrete next steps for advocating for and improving practice with LGBTQ youth and families at the organizational level.
- Explore “Coming Out” as a concept, as well as the importance of family and worker response.

### **Closing: Ongoing Learning & Allyship**

Length: 30 to 50 Min.

Learning Objectives:

- Identify concrete next steps for being an “active ally” to the LGBTQ community.
- Reflect on participants’ learning, feeling and calls to action from the day.



## TRAINING OVERVIEW: ONLINE 3-HOUR “BUILDING SAFETY & TRUST” FOR CAREGIVERS

This caregiver training covers key information that all caregivers need to know in order to build safety and trust with LGBTQ+ youth. In addition to hearing the stories of LGBTQ+ youth, topics include research on the importance of providing affirming homes for these youth, as well as concrete tips for how to be affirming.

### Opening: Welcome, Introduction & Expectations Setting

**Length:** 30 Min

**Learning Objectives:**

- Build rapport and shared expectation setting with training participants (i.e., guiding principles and group agreements).
- Review the agenda, “housekeeping” announcements and post-test plan.
- Explore how and why SOGIE matters to foster parents.
- Explore shared values, expectations and mandates as foster parents and their connections to LGBTQ competency.
- Encourage participants to set their own personal goal for the training experience.
- Explore intersectionality as a theory of oppression and a framework to guide our efforts to affirm LGBTQ youth.

### Part 1: Building Your SOGIE Vocabulary

**Length:** 20 Min

**Learning Objectives:**

- Improve participants’ knowledge of and comfort with appropriate terminology re: LGBTQ and SOGIE issues.
- Distinguish between sexual orientation, gender identity and gender expression.
- Explain the gender binary as the root of bias and stigma faced by LGBTQ communities as well as its link to other systems of oppression.
- Emphasize the importance of remaining open while doing our best to keep up.

### Part 2: Exploring Early Messages

**Length:** 35 Min.

**Learning Objectives:**

- Explore the underlying messages of participants’ earliest memories related to LGBTQ people and SOGIE.
- Encourage participants to acknowledge their own beliefs, values and assumptions in relation to LGBTQ people.
- Explain the connection between early messages and unconscious bias / the ways early messages can help or hinder participants in performing their roles and responsibilities.
- Reflect on participants’ roles as messengers and what current messages youth are receiving from them.

### Part 3: Building Safety & Trust

**Length:** 55 Min

**Learning Objectives:**

- Provide accurate information about the diversity of LGBTQ youth identities and experiences, including the latest research on LGBTQ youth in foster care.
- Present coming out/living openly as a lifelong and individual experience.
- Explore Family Acceptance Project research (i.e., Acceptance can lead to positive outcomes for LGBTQ youth. Rejection can lead to negative outcomes for LGBTQ youth.)
- Explore ways for caregivers to respond to youth from a place of "openness" when discussing SOGIE, learning unfamiliar concepts and navigating the evolving nature of language in this area.
- At a minimum: do no harm.

### Closing: Ongoing Learning & Allyship

**Length:** 25 Min

**Learning Objectives:**

- Identify concrete ways to welcome and affirm LGBTQ youth.
- Identify concrete next steps for being an “active ally” to the LGBTQ community.
- Reflect on participants’ learning, feeling and calls to action from the day.

## TRAINING OF FACILITATORS OVERVIEW

The Training of Facilitators (TOF) program builds the capacity of organizations to deliver LGBTQ+ content to staff and caregivers. Over multiple days, the TOF equips prospective facilitators to deliver All Children – All Families training content. Prospective facilitators begin by observing training as participants and then complete classroom instruction with ACAF Expert Trainers. Prospective facilitators conduct teach-back presentations and receive feedback from ACAF Expert Trainers to ensure a firm grasp of content and teaching methods. Following completion of full program and achievement of baseline fidelity levels, participants conduct co-trainings with expert trainers as a final step to full certification to deliver content to organization’s specific training audience.

The schedule below is one example of a rollout for an organization building cohorts for both staff training and caregiver training.

“SETTING THE FOUNDATION” CHILD WELFARE WORKER TRAINING		
TRAINING	ACTIVITY	# Participants
#0	Facilitator Orientation (3 hour)	Up to 20 Facilitators
#1	Worker Training (Facilitators observe Expert Trainers)	30 (including 20 Facilitators)
#2	TOF Day 1 (How to Facilitate the Worker Training Day)	Up to 20 Facilitators
#3	TOF Day 2 (Facilitator Teach-Backs on Worker Training Material)	Up to 20 Facilitators
#4-#9	Worker Co-Trainings	180 workers

“BUILDING SAFETY & TRUST” FOSTER PARENT TRAINING		
DAY	ACTIVITY	# Participants
#10	Facilitator Orientation (3 hour)	Up to 20 Facilitators
	Foster Parent Training (Facilitators observe Expert Trainers)	30 caregivers
#11	TOF Day 1 (How to Facilitate the Foster Parent Training Day)	Up to 20 Facilitators
#12	TOF Day 2 (Facilitator Teach-Backs on Foster Parent Training Material)	Up to 20 Facilitators
#13-18	Caregiver Co-Trainings	180 caregivers