



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

Purpose:

The All Children – All Families (ACAF) training, is an evidence-informed training that helps agency staff build knowledge and skills to serve LGBTQ+ youth, families, and caregivers. The training has been evaluated by Innovations Institute at the University of Connecticut School of Social Work. The data show that this training leads to increased knowledge of LGBTQ+ topics and improved attitudes and affirming behaviors towards LGBTQ+ people.



What participants will receive:

- Engaging and interactive training conducted in-person or via Zoom Meeting.
- 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)

ONLINE TRAINING	Estimated Cost
6-Hour Training (ONLINE)	2 Facilitators
Up to 30 participants	\$3000
More than 30 participants	\$4000

IN-PERSON TRAINING	Estimated Cost*
6-Hour Training (IN-PERSON)	2 Facilitators
Up to 30 participants	\$4000
More than 30 participants	\$5000

**Includes travel costs for trainers.*

Training Overview: Online 6-Hour Training

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.

Training Overview: Online 6-Hour Training

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 Caregiver Training

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.

Training Overview: Online 3-Hour Caregiver Training

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.

How do I get the ACAF training to my organization?

To implement the ACAF training in your agency, please email the National Quality Improvement Center on Tailored Services, Placement Stability, and Permanency for LGBTQ2S Children and Youth in Foster Care at SOGIECENTER@UConn.edu.