



all children  
all families

# TRAINING SERIES

## About the Training Series

The All Children – All Families Training Series consists of two levels of content. Level I includes foundational material important for all staff members to receive. Level II covers advanced material geared towards program and direct service staff members who work with LGBTQ children, youth and families.

### **LEVEL I**

#### **Setting the Foundation: LGBTQ Competency in Child Welfare**

6 credit hours via NASW

This critical first session in the All Children – All Families training series 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.

### **LEVEL II**

#### **Best Practices for Serving LGBTQ Parents**

6 credit hours via NASW

Prerequisite: *Setting the Foundation or equivalent*

This session in the All Children – All Families training series outlines the essential agency policies and practices that are welcoming to LGBTQ prospective parents. Trainers will explore specific, practical strategies for recruiting families from the LGBTQ community, conducting non-biased, LGBTQ-competent home assessments, confidently engaging in discussions with children about being placed in LGBTQ-headed families, and navigating challenges and pitfalls in the process of matching LGBTQ parents with waiting children.

#### **Best Practices for Serving LGBTQ Youth in Foster Care**

6 credit hours via NASW

Prerequisite: *Setting the Foundation or equivalent*

This session in the All Children – All Families training series provides child welfare professionals with a deeper understanding of LGBTQ youth today, emphasizing the three pillars of child welfare: safety, permanency, and well-being. Participants practice the skills necessary to discuss and assess sexual orientation, gender identity, and gender expression with young people, advocate for the educational and health care needs of LGBTQ youth, and ensure affirming placements for LGBTQ youth.

#### **Delivered by Experts**

All trainings are led by one or more All Children – All Families Master Trainers, each of whom possess expertise in child welfare and LGBTQ competency.

#### **Designed to Measure Impact**

Pre- and post-tests measure baseline competency as well as changes in knowledge, skills, and attitude.

#### **Tailored to Your Needs & Budget**

All Children – All Families customizes the training series based on the needs of individual agencies and service providers. The cost of training varies by agency and location. Costs routinely include the following: compensation for trainer time, trainer travel expenses, and material and administrative fees.

#### **Schedule Your Training Today**

To inquire about training for your organization or group, visit [hrc.im/acaf-training](http://hrc.im/acaf-training).



*The training was excellent and really provided some concrete skills for social workers to use when working with LGBTQ clients as well as basic ways of sensitively interacting with LGBTQ individuals in their personal lives and communities.” – Training Participant*

*The Human Rights Campaign Foundation’s All Children - All Families project has guided child welfare agencies across the U.S. in transforming practice with LGBTQ youth and parents for more than a decade. To take advantage of the program’s innovative resources and practice improvement model on behalf of your agency, visit [hrc.org/acaf](http://hrc.org/acaf).*

Learn more at [hrc.im/acaf-training](http://hrc.im/acaf-training).