



all children
all families

TRAINING OF FACILITATORS

The Human Rights Campaign Foundation's All Children – All Families (ACAF) Training of Facilitators program is designed for public and private child welfare agencies seeking to build their internal capacity to deliver LGBTQ competency training. Using foundation-level content from the All Children – All Families Training Series, ACAF Master Trainers provide intensive instruction and coaching on delivering LGBTQ competency training material. Agency leaders are encouraged to carefully choose prospective facilitators based on their proficiency in training delivery and LGBTQ competency. Facilitators' performances are evaluated during and after training to ensure ongoing fidelity to the ACAF training material.

About the Training

“Setting the Foundation: LGBTQ Competency for Child Welfare Professionals”

Training delivery time: 6 hours

Module 1: Key Terms & Concepts & the Impact of Language

Improve participants' knowledge of and comfort with terminology and concepts related to sexual orientation, gender identity, and gender expression (SOGIE).

Module 2: Exploring Early Messages & Unconscious Bias

Acknowledge the connection between the messages participants have received about LGBTQ people and unconscious biases that can impact their ability to perform their professional roles and responsibilities.

Module 3: Facilitating and Responding to Disclosures of SOGIE

Build empathy for the LGBTQ community and learn guidelines, strategies and skills for responding to disclosures of SOGIE.

Module 4: Experiences of LGBTQ Youth & Parents in Child Welfare

Provide accurate information about the diversity of LGBTQ youth today, identify barriers LGBTQ youth face in out-of-home care, and explore ways to effectively respond to common misconceptions about LGBTQ youth. Learn the facts about LGBTQ parenting in the U.S., identify main challenges faced by LGBTQ parents in child welfare systems, and explore ways to effectively respond to common misconceptions about LGBTQ parents.

Module 5: Rolling Out the Welcome Mat to LGBTQ Youth & Parents

Identify language and behaviors to avoid in order to create a welcoming environment for LGBTQ youth and parents, and provide concrete next steps for being an “active ally” to the LGBTQ community.

Learn more at hrc.im/acaf-training.



TRAINING OF FACILITATORS PROGRAM: STEP BY STEP	ESTIMATED COSTS*
<p>Application & Assessment All prospective Facilitators complete a program application as well as a Baseline Assessment (pre-test) to measure current LGBTQ knowledge and practice experience.</p>	N/A
<p>Participate in Training & Observe ACAF Mater Trainers Two ACAF Master Trainers deliver the 1-day “<i>Setting the Foundation: LGBTQ Competency for Child Welfare Professionals</i>” training to up to 50 participants (including up to 12 Prospective Facilitators).</p>	\$3,000.00
<p>Training of Facilitators Classroom Instruction Two ACAF Master Trainers deliver 2-day Training of Facilitators to up to 12 Prospective Facilitators. All Prospective Facilitators receive feedback from ACAF Master Trainers as well as their peers.</p> <p>Day 1: Training of Facilitators</p> <ul style="list-style-type: none"> ▪ Module-by-module breakdown and instruction on content, common challenges in the training room, and resources to learn more ▪ Q&A and Teach-Back assignments <p>Day 2: Training of Facilitators</p> <ul style="list-style-type: none"> ▪ Teach-Back Presentations ▪ Feedback and evaluations ▪ Action planning 	\$10,000.00
<p>Facilitator Observation by ACAF Master Trainers (Recommended) ACAF Master Trainers observe each Prospective Facilitator as they deliver the ACAF training material to agency staff. The ACAF Master Trainers then debrief the training with Prospective Facilitators and provide coaching on areas for growth.</p>	\$2,000.00
<p>Training Booster - 1 Day (Recommended) ACAF Master Trainers provide a 1-day “booster” training after all Prospective Facilitators have had experiences delivering the training without an ACAF Master Trainer. Booster includes the following activities:</p> <ul style="list-style-type: none"> ▪ Review evaluations from trainings completed ▪ Facilitators share experiences and present challenges ▪ Role-plays to build skills around challenging scenarios 	\$4,500.00
<p>Ongoing Support & Coaching (Recommended) ACAF provides ongoing support and coaching to Facilitators, as needed.</p>	TBD

**Includes professional services for ACAF Master Trainer(s), travel and out-of-pocket costs and administrative and materials fees.*