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.
### ONLINE TRAINING

<table>
<thead>
<tr>
<th>Training Duration</th>
<th>Estimated Cost</th>
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</thead>
<tbody>
<tr>
<td><strong>60-75 Min Workshop (ONLINE)</strong></td>
<td>1 Facilitator</td>
</tr>
<tr>
<td>Up to 30 participants</td>
<td>$500</td>
</tr>
<tr>
<td>More than 30 participants</td>
<td>-</td>
</tr>
<tr>
<td><strong>2-Hour Training (ONLINE)</strong></td>
<td>1 Facilitator</td>
</tr>
<tr>
<td>Up to 30 participants</td>
<td>$750</td>
</tr>
<tr>
<td>More than 30 participants</td>
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</tr>
<tr>
<td><strong>6-Hour Training (ONLINE)</strong></td>
<td>1 Facilitator</td>
</tr>
<tr>
<td>Up to 30 participants</td>
<td>-</td>
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<tr>
<td>More than 30 participants</td>
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### IN-PERSON TRAINING

*(Limited availability due to COVID-19.)*

<table>
<thead>
<tr>
<th>Training Duration</th>
<th>Estimated Cost</th>
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<tbody>
<tr>
<td><strong>6-Hour Training (IN-PERSON)</strong></td>
<td>1 Facilitator</td>
</tr>
<tr>
<td>Up to 30 participants</td>
<td>$2000</td>
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<tr>
<td>More than 30 participants</td>
<td>-</td>
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*Includes travel costs for trainers.*

### TRAINING OF FACILITATORS PROGRAM

*(Available virtually and in-person.)*

<table>
<thead>
<tr>
<th>Training &amp; Implementation Support</th>
<th>Estimated Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Facilitation</td>
<td>Cost TBD based on specific requests</td>
</tr>
<tr>
<td>Travel Expenses (if applicable)</td>
<td></td>
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<tr>
<td>Pre- and Post-Training Implementation Support</td>
<td></td>
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</table>

<table>
<thead>
<tr>
<th>Participant Materials</th>
<th>Estimated Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Training module PowerPoints</td>
<td>Cost TBD based on specific requests</td>
</tr>
<tr>
<td>Facilitator’s Guide</td>
<td></td>
</tr>
<tr>
<td>All Children – All Families materials, resources and videos via online portal</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Program Licensing Fee</th>
<th>Estimated Cost</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Cost TBD based on specific requests</td>
</tr>
</tbody>
</table>
## 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
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.
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.
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.

<table>
<thead>
<tr>
<th>“SETTING THE FOUNDATION”</th>
<th>CHILD WELFARE WORKER TRAINING</th>
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</thead>
<tbody>
<tr>
<td>TRAINING</td>
<td>ACTIVITY</td>
</tr>
<tr>
<td>#0</td>
<td>Facilitator Orientation (3 hour)</td>
</tr>
<tr>
<td>#1</td>
<td>Worker Training (Facilitators observe Expert Trainers)</td>
</tr>
<tr>
<td>#2</td>
<td>TOF Day 1 (How to Facilitate the Worker Training Day)</td>
</tr>
<tr>
<td>#3</td>
<td>TOF Day 2 (Facilitator Teach-Backs on Worker Training Material)</td>
</tr>
<tr>
<td>#4-#9</td>
<td>Worker Co-Trainings</td>
</tr>
</tbody>
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<table>
<thead>
<tr>
<th>“BUILDING SAFETY &amp; TRUST”</th>
<th>FOSTER PARENT TRAINING</th>
</tr>
</thead>
<tbody>
<tr>
<td>DAY</td>
<td>ACTIVITY</td>
</tr>
<tr>
<td>#10</td>
<td>Facilitator Orientation (3 hour)</td>
</tr>
<tr>
<td></td>
<td>Foster Parent Training (Facilitators observe Expert Trainers)</td>
</tr>
<tr>
<td>#11</td>
<td>TOF Day 1 (How to Facilitate the Foster Parent Training Day)</td>
</tr>
<tr>
<td>#12</td>
<td>TOF Day 2 (Facilitator Teach-Backs on Foster Parent Training Material)</td>
</tr>
<tr>
<td>#13-18</td>
<td>Caregiver Co-Trainings</td>
</tr>
</tbody>
</table>