

# BECOME AN ALLY

## MITIGATING GENDER AND RACIAL BIAS: INTERSECTIONALITY AND ALLYSHIP TRAINING

DECEMBER 7-8, 2020 ONLINE



**This new and timely training explores the impacts of gender and racial bias on youth, families, organizations and communities.** It considers dominant narratives and disparities for youth at the intersections of discriminated identities such as gender, race, age, ethnicity, culture, sexual orientation, and gender identity and explores implicit bias and assumptions around gender and race that impede positive outcomes in services for those with intersectional identities.

**THIS EXPERIENTIAL TRAINING PROMOTES RELATIONAL, STRENGTHS-BASED, CULTURALLY RESPONSIVE AND EXPANSIVE PRACTICES AND SKILLS TO DEVELOP ALLYSHIP AND TO MITIGATE GENDER AND RACIAL BIAS WITHIN AN ORGANIZATION'S YOUTH DEVELOPMENT FRAMEWORK** including One Circle Foundation's (OCF) program models – Girls Circle and The Council for Boys and Young Men.

**A Workshop for Adults Across All Sectors** including Education, Community Based Programs, Juvenile Justice, Mental and Behavioral Health, Child Welfare, Violence Prevention, Substance Abuse and Gang Prevention Programs, Faith Based Settings, and more

**Training Outline:** Theoretical Framework; Definitions and Terms; Disparities for Youth of Color and LGBTQ+ Youth; Implicit Bias and Dominant Narratives; Intersectionality, Race and Gender; Inclusive, Culturally Responsive and Expansive Best Practices for Programming and Services with Intersectional Youth, Strategies to Reduce Bias and Promote Allyship; Actionable Goals for Reducing Gender and Racial Bias

**Credits Offered:** This course has been approved for 7 CE Hrs by NASW: MGRB #886445495-3286. Approved by CA-STC for Corrections, 7.5 hours. Course meets the qualifications for 7.5 hours of continuing education credit for LMFTs, LCSWs, LPCCs and/or LEPs as required by the California Board of Behavioral Sciences. One Circle Foundation is approved by the California Association of Marriage and Family Therapists to sponsor continuing education for LMFTs, LCSWs, LPCCs and/or LEPs, Approved Provider #132313. One Circle Foundation maintains responsibility for this program/course & its content. CEU's Pending OH-CSWMFT.

**LOCATION:** Zoom Online Meeting (Link Provided After Registration)

**TIME:** Day 1: 8:00am - 12:30pm CST  
Day 2: 8:00am - 12:00pm CST

**HOSTED BY:**  
ONE CIRCLE FOUNDATION

**COST:** \$285

Handouts will be emailed to registrant prior to Day 1. Attendance required both days and a certificate is awarded by email upon completion once verified. Attendees will receive a coupon at the training for 15% off curricula, valid for 30 days beginning on Day 2. Not redeemable with previous purchases. For a scholarship application, see:

[www.onecirclefoundation.org/scholarships.aspx](http://www.onecirclefoundation.org/scholarships.aspx)

For the course outline visit the training page of our website:

[www.onecirclefoundation.org/trainings.aspx#mgrb](http://www.onecirclefoundation.org/trainings.aspx#mgrb)

For information on our instructors, visit:

[www.onecirclefoundation.org/trainers.aspx](http://www.onecirclefoundation.org/trainers.aspx)

For full training policies, accreditation, and disability accommodations visit our website:

<https://onecirclefoundation.org/policies.aspx>

For addressing grievances, please write to:

[info@onecirclefoundation.org](mailto:info@onecirclefoundation.org)

REGISTER AT [WWW.ONECIRCLEFOUNDATION.ORG](http://WWW.ONECIRCLEFOUNDATION.ORG) OR CALL (415) 419-5119



One Circle Foundation is a San Francisco Bay Area nonprofit organization which promotes resiliency and healthy development in youth, adults, and communities. We train, consult, and equip service providers across all youth sectors locally and internationally with research-based circle program models, best practice approaches, and manual-guided curricula. Girls Circle®, The Council for Boys and Young Men®, and Women's Circle® integrate evidence-based practices with cross-cultural traditions and caring relationships.

**Read more on our Models & Research at [www.OneCircleFoundation.org](http://www.OneCircleFoundation.org).**



# MITIGATING GENDER AND RACIAL BIAS TRAINING

## LEARNING OBJECTIVES AND SCHEDULE

### COURSE OBJECTIVES

AS A RESULT OF THIS TRAINING, PARTICIPANTS WILL BE ABLE TO:

- Define the term: SOGIE (Sexual Orientation, Gender Identity and Expression)
- Describe at least two conditions or disparities for youth of color and LGBTQ+ youth as reviewed in research and statistics for increased understanding of the effects of rigid gender norms, racial bias and barriers, and discriminatory practices
- Define the terms: implicit bias, intersectionality, and dominant narratives within the context of race and gender and describe two ways that intersectional youth have been impacted in youth services by dominant narratives
- Describe three strategies for mitigating gender and racial bias through inclusive and expansive practices that honor and respect a range of identities
- Identify three best practices in youth programming and organizational culture to build connection and to mitigate gender and racial bias
- Identify three actionable short-term goals for mitigating gender and racial bias and promoting allyship within their respective youth serving sectors
- Define allyship with regard to services for intersectional youth and families

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### DAY 1 – 8:00 AM – 12:30 PM

8:00AM.....	WELCOME; AGENDA; ZOOM/ONLINE PLATFORM ORIENTATION; ICEBREAKER; COMMUNITY AGREEMENTS
8:50AM.....	<i>break</i>
9:00AM.....	PURPOSE OF TRAINING; THEORETICAL FOUNDATION OF ONE CIRCLE FOUNDATION MODELS AND PRACTICES
9:30AM.....	IMPLICIT BIAS
10:30AM.....	DISPARITIES FOR YOUTH OF COLOR AND LGBTQ YOUTH; ACES
11:05AM.....	<i>break</i>
11:15AM.....	IMPLICIT BIAS IN JUVENILE JUSTICE
11:45AM.....	INTERSECTIONALITY
12:15PM.....	WRAP UP AND CLOSING

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### DAY 2 – 8:00 AM – 12:00 PM

8:00AM.....	OPENING; AGENDA; DEBRIEF OF DAY; ICEBREAKER
8:20AM.....	SOGIE DEFINITIONS; GENDER EXPANSIVE STRATEGIES
8:50AM.....	GENDER RISK AND PATHWAYS INTO JUVENILE JUSTICE
9:15AM.....	DOMINANT NARRATIVES
9:55AM.....	<i>break</i>
10:05AM.....	CIRCLE ACTIVITY
10:45AM.....	ALLYSHIP
10:50AM.....	<i>break</i>
11:00AM.....	TRANSCENDING INCLUSIVE TO EXPANSIVES
11:25PM.....	RECOMMENDATIONS FOR MITIGATING GENDER AND RACIAL BIAS
11:40PM.....	SOGIE HANDBOOK AND OCF RESOURCE

TRAINING DATE \_\_\_\_\_ LOCATION \_\_\_\_\_

TRAINING MODEL (GIRLS CIRCLE / THE COUNCIL / MGRB / MOTHER-DAUGHTER CIRCLE) \_\_\_\_\_

NAME \_\_\_\_\_ TITLE \_\_\_\_\_

ORGANIZATION \_\_\_\_\_

TYPE OF PROGRAM (i.e. SCHOOL, JUVENILE JUSTICE, etc.) \_\_\_\_\_

ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_ STATE/PROV. \_\_\_\_\_ ZIP/PC \_\_\_\_\_ COUNTRY \_\_\_\_\_

DAYTIME PHONE \_\_\_\_\_ CELL PHONE \_\_\_\_\_

EMAIL \_\_\_\_\_

REGISTRATION FEES – ATTENDANCE REQUIRED BOTH DAYS	QUANTITY	TOTAL
\$285		
<b>CURRICULA ORDERING</b> (Optional, <a href="http://onecirclefoundation.org/materials.aspx">onecirclefoundation.org/materials.aspx</a> )		
1.		
2.		
3.		
(Tax only applies to curricula shipped to California. Rate: 8.5%) <b>TAX:</b>		
(The cost of shipping curricula varies, call for rates. Ships within 48 hours of receiving payment or purchase order.) <b>SHIPPING:</b>		
<b>GRAND TOTAL:</b>		

**PAYMENT METHOD:** Check# \_\_\_\_\_ P.O.# \_\_\_\_\_ Credit Card Type (all accepted) \_\_\_\_\_

**CREDIT CARD#** \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_ **EXP:** \_\_\_\_/\_\_\_\_ **CVS#:** \_\_\_\_\_

**BILLING ADDRESS** (if different): \_\_\_\_\_

**SIGNATURE:** X \_\_\_\_\_

SEND REGISTRATION FORM AND FEES PAYABLE TO:

**ONE CIRCLE FOUNDATION | 734 A STREET, SAN RAFAEL, CA 94901**

FAX: **(415) 448-5459** | EMAIL: **INFO@ONECIRCLEFOUNDATION.ORG** | CALL: **(415) 419-5119**

PURCHASE ORDER MUST BE SENT WITH REGISTRATION FORM. Registration and payment must be received by two weeks before the training. A \$50 administrative fee will be charged for cancellations within two weeks of training. No refunds within one week of the training. For more information visit [www.OneCircleFoundation.org](http://www.OneCircleFoundation.org).