

Grant Writer's Template

A guide for those seeking funding for
Girls Circle® & The Council for Boys and Young Men® models

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How to Use This Guide

This guide provides information for use in writing grant proposals to implement Girls Circle® and/or The Council for Boys and Young Men®. It includes: *Our Mission, Our Vision, Brief Program Descriptions, Who is the Program Designed for?, Structure, Service Sectors and Settings, Theoretical Foundation, Evidence Based Program, Evidence Based Practices, Additional Outcomes, Training, Continuing Education, Curricula, Sector Specific Needs/ Program Components, Consultation, Quality Assurance, Measurement Tools, Supplies*, and more.

PAGES 1-7: Information relevant to all settings where Girls Circle® and The Council for Boys and Young Men® circles may be implemented.

PAGES 8-21: Additional information pertaining to specific sectors such as schools, justice, mental health, etc. In this section, the guide breaks out the different service sectors, identifies *risks and needs* of youth within that sector, and/or that sector's objectives, then describes the *program strengths* that will reduce risks and provide needs to youth, and/or fulfill sector objectives.

Please note that certain information will apply across multiple sectors, as many youth receive services across multiple sectors (schools, juvenile justice, mental health) simultaneously or over time. Therefore, reading through the entire sector section may provide a more complete description of program strengths applicable to your setting.

Please contact our offices at (415) 419-5119 for further questions or email info@onecirclefoundation.org.

About this Template

Below, you will find information for use in writing grant proposals to implement Girls Circle® and/or The Council for Boys and Young Men®. Please note: One Circle Foundation circle models address service needs and goals for youth across multiple sectors – *juvenile justice, schools, public health, and mental and behavioral health and apply to child/foster services and community based programs as well.* Sector-specific information is provided, and certain information will apply across multiple sectors. This guide includes: *Our Mission, Our Vision, Brief Program Descriptions, Who is the Program Designed for?, Structure, Service Sectors and Settings, Theoretical Foundation, Evidence Based Program, Evidence Based Practices, Additional Outcomes, Training, Continuing Education, Curricula, Sector Specific Needs/ Program Components, Consultation, Quality Assurance, Measurement Tools, Supplies, and more.*



Please contact our offices for further questions or assistance: support@onecirclefoundation.org

Our Mission

One Circle Foundation transforms lives through circles that promote resiliency and healthy relationships through gender relevant and culturally responsive models.

We envision a world where every child and teen has access to a circle to develop positive relationships as the foundation for healthy development. The circle becomes a safe and consistent place for youth to navigate social-emotional challenges and to examine gender norms and cultural conditions to promote healthy adolescent identity formation.

Our Vision

GIRLS CIRCLE	 <p>Girls and young women experience a safe, welcoming and inclusive community that offers caring, support, healthy connections and skills to navigate relational and social-emotional challenges. Buoyed by these strengths, they grow and develop beyond imposed cultural limitations as connected, active, engaged and authentic young women.</p>	BOYS COUNCIL	 <p>The Council for Boys and Young Men is working toward a future where boys and young men develop healthy and diverse masculine identities which allow them to grow as respectful leaders and connected allies in their communities.</p>
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Brief Program Description

GIRLS CIRCLE	<p>Girls Circle is a structured support group for girls from 9-18 years that integrates relational theory, resiliency practices, and skills training in a specific format designed to increase positive connection, personal and collective strengths, and competence in girls. Originally developed in 1995, Girls Circle aims to counteract social and interpersonal forces that impede girls’ growth and development by promoting an emotionally safe setting and structure within which girls can develop caring relationships and use authentic voices.</p>	BOYS COUNCIL	<p>The Council for Boys and Young Men (aka Boys Council) is a strengths-based group approach to promote boys’ and young men’s safe and healthy passage through pre-teen and adolescent years. Boys Council meets a core developmental need for positive relationships, the opportunity to address masculinity definitions and behaviors and to build leadership capacities individually and collectively. Developed in 2008.</p>
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Who is the Program Designed For?

GC

Pre-teen and adolescent girls and young women, and LGBTQ youth who identify with female adolescent development – 9-18 years, regardless of risk level.

BC

Pre-teen and adolescent boys and young men, and LGBTQ youth who identify with male adolescent development – 9-18 years, regardless of risk level.

Structure

GIRLS CIRCLE

- 1 or more sessions per week, depending on setting
- 90 minutes, or may be adapted for school programs
- 8 - 12 sessions or more, OR, in high transition settings (i.e., hospitals, detention, community schools) may be offered in distinct one-session units
- 5 - 10 youth of similar developmental age (or more in classroom adaptations)
- 1 or 2 adult female facilitators, typically¹
- Physically, culturally, and emotionally safe; protected, confidential
- Co-created group guidelines and expectations based in mutual respect, caring, inclusion, confidentiality
- Legal, ethical guidelines

The 6-step Girls Circle format promotes safety, consistency, relationships, a range of expressive opportunities, skill building and empowerment as follows:

1. Opening Ritual
2. Theme Introduction
3. Check-in
4. Activity
5. Sharing of Activity
6. Closing Ritual

BOYS COUNCIL

- 1 or more sessions per week, depending on setting
- 90 minutes, or may be adapted for school programs
- 10 or more sessions or more, OR, as distinct one-session units in high transition settings (i.e., hospitals, detention, community schools)
- 5 - 10 youth of similar developmental age (or more in classroom adaptations)
- 1 or 2 adult male facilitators, typically²
- Physically, culturally, and emotionally safe; protected, confidential
- Co-created group guidelines and expectations based in mutual respect, caring, inclusion, confidentiality
- Legal, ethical guidelines

The 7-step format of The Council for Boys and Young Men promotes safety, consistency, relationships, a range of expressive opportunities, skill building and empowerment as follows:

1. Opening Ritual
2. Theme Introduction
3. Warm Up
4. Check-in
5. Activity
6. Reflection
7. Closing Ritual

¹ Girls Circle and The Council for Boys and Young Men are designed to be gender-specific models. We know that positive male role models can be very important to girls' growth and development, just as positive female role models can be important to boys' growth and development. Yet, girls and boys need places to talk about the pressures of growing up, including pressures and attitudes they experience from the opposite sex. Because many girls won't talk honestly when boys and men are around about their personal concerns, many of which link to their body image or personal experiences, they need female facilitators for circles. The same is true for boys' groups that address male issues. However, an organization's staffing limitations need not prevent them from providing these programs with skilled and caring facilitators no matter their gender/sex.

The Council for Boys and Young Men model emphasizes the need for positive male role models in boys' lives. Especially during teen years, boys benefit from male role models who can show care, attention, empathy, and strengths in an emotionally safe setting. Nevertheless, the reality is that the vast majority of those who work with youth are women. When male facilitators are not available, we strongly recommend including another adult or young adult male as a positive role model who can participate with the female facilitator as a supportive co-facilitator or peer mentor where possible. When female facilitators are unable to include male role models, we encourage facilitators to state the obvious and to bring in the voices of adult males as much as possible through articles, stories, songs and literature.

² See footnote above.

Service Sectors & Settings

All youth-serving settings, especially vulnerable populations in:

- Schools [4th-5th graders in Elementary; Middle and High schools through 12th gr; Charter; Community; Alternative]
- Juvenile Justice [Across continuum of care, diversion, detention, supervision, secure, residential, aftercare]
- Child Services; Foster Youth, Transitional Age Youth (TAY)
- Mental Health; Behavioral Health
- Public Health
- Community Based Programs
- After School Programs
- Recreation Departments; Camps; Outdoor Adventure
- Faith communities
- Neighborhoods, Family settings

Theoretical Foundation & Research-Based Components

GIRLS CIRCLE

Relational-Cultural Theory³ & integrates complementary approaches:

- Resiliency Theory; Strengths/Assets-based
- Female Responsive; Female Identity development
- Gender-Transformative: critically explores cultural norms, stereotypes
- Preventative *and* Restorative
- Adolescent Brain Development
- Trauma-Informed, Trauma-Responsive
- Motivational Interviewing
- Rites of Passage
- Positive Youth-Development

BOYS COUNCIL

Relational-Cultural Theory & integrates complementary approaches:

- Resiliency Theory; Strengths/Assets-based
- Male Responsive; Masculinity Identity development
- Gender-Transformative: critically explores cultural norms, stereotypes
- Preventative *and* Restorative
- Adolescent Brain Development
- Trauma-Informed, Trauma- Responsive
- Motivational Interviewing
- Rites of Passage
- Positive Youth Development

Evidence-Based Program

GIRLS CIRCLE

Yes.

Girls Circle® demonstrated effectiveness in reducing delinquency/reducing recidivism for girls.⁴ Girls Circle is the *first* ever gender-specific program to have demonstrated effect on reducing delinquency in rigorous evaluation sponsored by the OJJDP (Gies, 2015).

Currently being evaluated in rigorous design study at University of Oregon in partnership with Clackamas County Juvenile Services and schools in Clackamas County, OR.

BOYS COUNCIL

Research-based; two completed studies show promising findings (See Additional Outcomes section below).

Rigorous evaluation is underway at:

1. University of Oregon in partnership with Clackamas County Juvenile Services and schools in Clackamas County, OR, and
2. The CDC in partnership with the State of New York Health Department, Cornell University and multiple sites in NY State.

³ Miller, J. B. (1976). *Toward A New Psychology of Women*. Boston: Beacon Press.

⁴ Gies, S., Cohen, M., Edberg, M., Bobnis, A., Spinney, E., & Berger, E. (2015). *The Girls Circle: An evaluation of a structured support group program for girls*. Final report. Prepared for the Office of Juvenile Justice and Delinquency Prevention, Office of Justice Programs. Bethesda, MD: Development Services Group See: <http://www.onecirclefoundation.org/docs/Research-GC-DSG-2015.pdf>

Evidence-Based Practices

GC

- Strengths-Based Approach^{5, 6, 7}
- Motivational Interviewing⁸
- Gender-Transformative

BC

- Strengths-Based Approach
- Motivational Interviewing
- Gender Transformative^{9 and 10}

Additional Outcomes from Pre-Post Evaluations

GIRLS CIRCLE

Increases:

- School Attachment
- Educational Expectation
- Educational Aspirations
- Social Support
- Positive Body Image
- Self-efficacy
- Communicating with Adults
- Use of Condoms (if sexually active)

Decreases:

- Number of Sex Partners (if sexually active)
- Alcohol and Drug Use
- Self-Harm

Find all reports under Research at www.onecirclefoundation.org

BOYS COUNCIL

Increases:

- School Engagement
- Educational Goals
- Confidence in Avoiding Fighting
- Ethnic Pride and Tolerance for Diversity
- Conflict Skills

Reduces:

- Aggression
- Rigid/ harmful beliefs about male identity sometimes referred to as “Man Box”, such as you must “*be tough; don’t show feelings; don’t ask for help; dominate (physically, sexually, etc.)*.”

Find all reports under Research at www.onecirclefoundation.org

⁵ Clark, M. (2001), Change-Focused Youth Work: The Critical Ingredients of Positive Behavior Change Journal of the Center for Families, Children & the Courts, Vol. 3, 59-72.

⁶ Galassi, J. (2008). Strengths-Based School Counseling and the ASCA National Model. Professional School Counseling, , 12(2), 176-181. Retrieved from EBSCOhost.

⁷ Saleebey, D. (ed.) (2002), The Strengths Perspective in Social Work Practice . 3rd Edition. NY: Longma

⁸ Miller, W., & Rollnick, S. (2002). *Motivational Interviewing: Preparing People for Change*. Second Edition. New York: Guilford Press.

⁹ Dworkin, S.L., Treves-Kagan, S. & Lippman, S.A., *Gender Transformative Interventions to Reduce HIV Risks and Violence with Heterosexually-Active Men: A Review of the Global Evidence*. AIDS and Violence AIDS Behav (2013) 17: 2845. doi:10.1007/s10461-013-0565-2.

¹⁰ Gender Transformative Interventions are emerging health approaches that examine gender norms and aim to shift to more gender equitable norms, and have shown desired effects to reduce health risk behaviors.

Training

GIRLS CIRCLE

Girls Circle Facilitator Training:

A comprehensive course on the Girls Circle model for participants of all experience levels sets the foundation for implementing female responsive programming via Girls Circle support groups. *Workshop facilitators use an experiential model of learning to include lecture, demonstration, group discussion, case studies, simulation, small group interaction, and brainstorming to stimulate participants' learning.*

Two-day training \$360 per person.

Or, for contract trainings, \$11,500 for 20-25 participants. \$350 for additional participants.

Certificate upon completion of full training.

Mother-Daughter Circle Facilitator Training:

A training for facilitators serving mothers and female caregivers and girls 9-18. Applies the evidence-based Girls Circle model to a parent-child, female-responsive program.

1 Day, 6.5 CE's. \$275. Includes Mother-Daughter curricula.

One Circle Foundation is a sole source provider of Girls Circle Facilitator Training.

BOYS COUNCIL

The Council for Boys and Young Men Facilitator Training:

A comprehensive course on the program model The Council for Boys and Young Men, for participants of all experience levels and sets the foundation for implementing a dynamic strengths-based group approach to promote boys' and young men's safe and healthy passage through pre-teen and adolescent years. The training incorporates a relational-cultural framework and masculinity research practices to help participants build on boys' abilities and create opportunities for resiliency and healthy relationships in boys' and young men's lives. *Workshop trainers use an experiential model of learning to include lecture, demonstration, group discussion, case studies, simulation, small group interaction, and brainstorming to stimulate participants' learning.*

Two-day training \$360 per person, or, for contract trainings, \$11,500 for 20-25 participants. \$350 for additional participants.

Certificate upon completion of full training.

One Circle Foundation is a sole source provider of trainings for The Council for Boys and Young Men Facilitator Training.

Continuing Education

GIRLS CIRCLE

13 CE's. Approved provider by NASW (In NASW approved states); OH-CSWMFT Board; CA-STC for Corrections, CA-RN; for CAADAC counselors; Approved provider by the California Association of Marriage and Family Therapists to sponsor 13 CE Hrs. for LMFTs, LCSWs, LPCCs, and/or LEPs. One Circle Foundation maintains responsibility for this program/course and its content

For Mother-Daughter Circle Facilitator Training: 6.5 CE's. Approvals – same as above.

1 College Credit through Sonoma State University for Girls Circle, apply at training

BOYS COUNCIL

13 CE's. Approved provider by NASW (In NASW approved states); OH-CSWMFT Board; CA-STC for Corrections, CA-RN; and for CAADAC counselors; Approved provider by the California Association of Marriage and Family Therapists to sponsor 13 CE Hrs. for LMFTs, LCSWs, LPCCs, and/or LEPs. One Circle Foundation maintains responsibility for this program/course and its content.

Curricula

GIRLS CIRCLE

A manual and 13 fully developed activity guides provide step-by-step sessions for implementation.

Girls Circle Facilitator Manual – Foundational theory, structure, principles and practices of the Girls Circle Model. The Manual is included with training registration, OR, can be purchased separately for \$104.

- Thirteen Activity Guides* containing 8-12 sessions per guide. Address a wide range of topics such as friendships, body image, relationships, setting boundaries, coping skills, alcohol, marijuana, family substance use, communication, assertiveness, goals, dreams, self care, and more.
- For a full list with descriptions, visit Curricula at www.onecirclefoundation.org
- A week-by-week overview of themes and activities for all guides can be found at www.onecirclefoundation.org
- Step by step, fully developed with gender-relevant themes, discussions and activities, recommended ages per each guide.
- Flexible and adaptable to range of populations/settings.
- Prices range from \$116 to \$168 per guide, or \$1635. (10% discount) for full set of Girls Circle guides.
- Programs can offer all sessions from one guide, or select sessions from wide array of material according to the needs, strengths and interests of the participating girls and young women. In high transition settings, sessions can be offered as independent units.
- ***Family component:** Mother-Daughter Circle: Heart of the Matter is an 8-session guide to be lead by two facilitators and up to 12 pairs of mothers or female caregivers and daughters, 11-18 years.
- ***For Latinas:** Mind, Body, Spirit for Latinas/ Mente, Cuerpe y Espritu para Latinas is a curriculum in English and Spanish and culturally adapted for Latinas.

BOYS COUNCIL

A manual and 6 fully developed activity guides provide step-by-step sessions for implementation.

The Council for Boys and Young Men Facilitator Manual – Foundational theory, structure, principles and practices of the model. Included with training registration OR can be purchased separately for \$104.

- Six Activity Guides in total, including:
- Five guides containing ten sessions per guide, including a two-guide set (Men of Honor) AND
- One guide with 18 sessions, integrating nature-based sessions to explore significant themes further in ecological approach.
- Two guides geared for 9-14 year olds
- Four guides geared for teen years.
- Topics relevant to male youth development, such as: school, power and status, teamwork, bullying, masculinity beliefs, emotional expression, competition, standing up as allies, respecting boundaries, conflicts, diversity, substance use, relationships w/girls, homophobia, and more.
- Flexible and adaptable to range of populations/settings.
- Programs can offer all sessions from one guide, or select sessions from wide array of material according to the needs, strengths and interests of the participating boys/young men. In high transition settings, sessions can be offered as independent units.
- For full list of Activity Guides with descriptions, visit www.onecirclefoundation.org
- Prices range from \$147-\$221 per guide, or \$368 for the two-guide Men of Honor Set, and complete set of curricula including manual for \$1,020. (Discount of 10%).

Consultation

All phases including: planning, training, implementation, adaptations for special populations or settings, facilitator learning communities, evaluation, quality assurance & fidelity, specific populations and more. Available by arrangement.

Quality Assurance Tool

GIRLS CIRCLE

Yes.

Available inside Girls Circle Facilitator Manual. For evaluations, a similar tool for quantifying and scoring is available by request.

One Circle Foundation can provide guidance on maximizing quality assurance and fidelity processes for optimal results.

BOYS COUNCIL

Yes.

Available inside Facilitator Manual.

One Circle Foundation can provide guidance on maximizing quality assurance and fidelity processes for optimal results.

Measurement Tools

GIRLS CIRCLE

Yes. For purchase, replicable within organization as per copyright.

Girls Circle® Evaluation Tool Kit and **Younger Girls Survey.**

Survey in English and Spanish.

Includes Consent Form, Instructions for Administering and Scoring.

BOYS COUNCIL

Yes. **The Council for Boys and Young Men® Evaluation Packet.**

Tools are surveys and sub-surveys of public domain instruments. Consent Forms, Instructions included.

Available at no charge.

Supplies

Initial supplies (paper, tape, markers/art supplies, etc.) range in costs. Estimated approximately 100. +/- for a ten-week program, bulk purchases reduce costs significantly for subsequent programming. Additionally, snacks are highly recommended for after school programs. A PDF Overview for each guide lists supplies required to estimate costs.

Sector Specific Risks & Needs

Juvenile Justice

GC

YOUTH RISK/NEED: Overcome a Sense of Victimization

PROGRAM STRENGTHS: Facilitators share power and control in a balanced and safe way with girls, so that girls get to talk, pace themselves, and participate in decision-making. Activities assist girls to develop healthy boundaries.

GIRLS CIRCLE

YOUTH RISK/NEED: Overcome Family Fragmentation

PROGRAM STRENGTHS: Girls Circles reach girls ages 9-18. Positive social connections with peers and adult female role models reduce isolation and increases girls' sense of support and resources. Role play and direct experiences promote healthy Interactions between girls and their caregivers.

Paths to the Future includes a session focused on mother-daughter relationships, and *My Family My Self* respectfully explores family strengths and challenges. Some activities in Girls Circle's *Mind Body Spirit for Latinas* guide support conversations between parents and daughters.

Parent outreach and simultaneous parent programming can enhance outcomes.

An eight-week Mother-Daughter curriculum additionally strengthens family relationships.

GIRLS CIRCLE

YOUTH RISK/NEED: Reduce Recidivism

PROGRAM STRENGTHS: Girls Circle has demonstrated effectiveness in reducing delinquency. (Gies, et al, 2015.) Relationships built in Girls Circles and sense of social responsibility are the factors that motivate girls to achieve and reduce the risk for unhealthy behaviors.

BOYS COUNCIL

YOUTH RISK/NEED: Family Functioning

PROGRAM STRENGTHS: The Council for Boys and Young Men reaches boys ages 9-18.

Positive relationships with peers and adult male role models promotes belonging, a sense of family, and a place to receive support for stressors that often stem from home, family.

Participating boys and parents feedback in pilot study and case reports have identified improvements in family bonding.

BOYS COUNCIL

YOUTH RISK/NEED: Reduce Recidivism

PROGRAM STRENGTHS: *Unknown at this time. Evaluation underway.*

YOUTH RISK/NEED: Achieve Self-efficacy

PROGRAM STRENGTHS: Girls gain a richer understanding of how they are perceived by others beyond their physical appearance, and can see themselves in a new light. Girls feel nurtured and respected.

Activities reinforce girls' interests, talents, and strengths and resources.

YOUTH RISK/NEED: Female/Gender-Responsive**PROGRAM STRENGTHS:**

- When girls are away from the perceptions, attitudes, and pressures that they experience around boys, they are free to explore their own individual views and experiences along with those of other girls. Other gender-specific needs:
- Gender intersects with race, culture, and class to impact girls in unique ways. Girls find commonalities and support where there had been assumptions, stereotypes, and, additionally for girls of color, systemic bias; girls overcome barriers to develop strengths in relationships and female identity.
- Sexual abuse rates are higher for girls than boys, and a history of sexual abuse is a predictor of recidivism risk for girls, regardless of prior legal involvement or behavior problems.¹² Girls Circle equips girls with the safe environment and safe relationships to reduce isolation, find needed resources, and support healthy coping skills.

(Cont'd)

YOUTH RISK/NEED: Skills Development:

- **Social Skills**
- **Emotion Identifying**
- **Problem solving**
- **Educational goal setting**
- **Goal achieving skills**
- **Impulse control**
- **Anger & conflict management skills**

PROGRAM STRENGTHS: Pilot study showed improvement in intended direction in educational goals and in use of conflict skills.

Curriculum guides offer wide array of skill building in emotion identification, communication, listening, teamwork, conflict skills, relationship and safety skills, and goal setting.

YOUTH RISK/NEED: Male/Gender Responsive

PROGRAM STRENGTHS: More rigid Masculinity definitions/"man box" beliefs are associated with risks for offending include physical violence, school disengagement or school suspensions/expulsions, family problems, substance abuse, impulsivity, mental health disorders, sexual violence and more.

The Council for Boys and Young Men provides protective forum to examine these beliefs while expressing core values based in respect.

- Study of incarcerated youth showed decreases in rate of adherence to rigid/harmful masculinity beliefs for participating The Council for Boys and Young Men members.

This targeted approach also de-constructs harmful stereotypes/myths about girls, women, LGBTQ people, to reduce harm.

¹² Conrad, Placella, Tolou-Shams, Rizzo and Brown. Law Hum Behav. 2014 August; 38(4): 305-314. doi:10.1037/lhb0000062

- Girls enter the juvenile justice system for different reasons than boys, primarily for status offenses related to conflicts at home, but are held in secure settings more frequently and have more lengthy placements. Their needs differ, and the programs designed for youth in the justice system have typically not been designed for girls.
- Differences exist in mental health needs of girls, including higher rates of PTSD, depression, and anxiety, Girls Circle offers peer support, emotional regulation and coping skills, protective factors to enhance strengths and resources and reduce risks.

GIRLS CIRCLE

YOUTH RISK/NEED: Youth of Color, Minority & Marginalized Youth

PROGRAM STRENGTHS: African American girls, Latinas, and tribal youth have higher rates of school suspensions and are over-represented in the justice system.

Disparities in school-to-prison pipeline punishments and zero tolerance policies have impacted girls of color negatively with effects on education, mental health, court involvement, and economic domains.¹³

Girls Circle has been effectively implemented with girls across diversities of ethnicity, race, and socio-economics. The strengths-based and restorative program honors cultural differences and traditions and builds healthy relationships preventing and reducing risks, diverting girls away from the school to prison pipeline, eliciting strengths and assets to address and overcome barriers and increase student engagement and educational aspirations.

BOYS COUNCIL

YOUTH RISK/NEED: Youth of Color, Minority & Marginalized Youth

PROGRAM STRENGTHS: More than 70% of students arrested or sent to law enforcement from schools are youth of color.

This program is well received by boys of color, boys in gangs, rural youth as well as urban youth, youth in poverty, and more.

The program emphasizes relationship, connection, equity for all.

When facilitators share in and can represent common cultural experiences, the intended impacts can be even greater.

- Positive ethnic identity has increased in intended directions in pilot study.

¹³ Morris, M., 2016, *Pushout: The Criminalization of Black Girls in Schools*

YOUTH RISK/NEED: Protective Factors

PROGRAM STRENGTHS: Strengths-Based focused. Assets identification and building. These four elements that promote resiliency - high expectations, caring relationships, meaningful participation, positive cultural identity – are integral to the principles, structure, content and practices of the model.

Girls Circle promotes development of strengths as group members and individuals in skills such as voicing ideas, empathy, humor, self-pacing, self-monitoring, participation, activism and social concern, participation, shared time for quieter participants, creative and dramatic arts/activities, fun and playful learning, verbal and nonverbal activities, critical thinking skills, assertiveness, pros and cons, safe behaviors, self care, positive body image, healthy activities, planning, perspective taking, inclusion, open minds, non-judgment, body awareness, awareness of thoughts and emotions and behaviors.

YOUTH RISK/NEED: Trauma-Informed

PROGRAM STRENGTHS: Yes.

Integrates strategies based on neuroscience, attachment, empathy – especially caring, supportive, listening and avoiding re-traumatization; recognizes PTSD influences on emotional management development, decision making, and social-emotional development; recognizes differences in experiences of trauma for girls and young women – gender-relevant trauma esp. sexual abuse and assault, sexual harassment, domestic violence, neglect, intimate partner violence; Applies client-centered principles, choice, shared decision making/control, empowerment; promotes resiliencies; nonhierarchical.

YOUTH RISK/NEED: Protective Factors

PROGRAM STRENGTHS: Strengths-Based focused. Assets identification and building. These four elements that promote resiliency – high expectations, caring relationships, meaningful participation, positive cultural identity – are integral to the principles, structure, content and practices of the model.

Builds assets both individually and collectively to reduce risk and increase skills and resources.

YOUTH RISK/NEED: Trauma-Informed

PROGRAM STRENGTHS: Yes.

Integrates strategies based on neuroscience, attachment, empathy; recognizes PTSD influences on cognitive development, impulse control, decision making, and social-emotional development; recognizes male-relevant trauma esp. physical abuse, domestic violence, neglect, premature responsibilities.

Recognizes “Gender Role Strain” – addresses the pressures on male youth to act tough and avoid showing vulnerability. Challenges rigid and harmful masculinity myths that harm male development.

Avoids shaming boys for emotional expression or vulnerability; Applies client-centered principles, choice and control, stress-reducing experiential activities including having fun, shared perspective taking, team building.

YOUTH RISK/NEED: Cultural Humility, Cultural Responsiveness

PROGRAM STRENGTHS: Girls Circle curricula and format are inclusive, reflective of cross cultural and indigenous practices, and culturally adaptive to the communities where offered. Model allows for cultural traditional practices and traditions as relevant to participants. Invites, welcomes all populations including marginalized and minority youth. Sites can “make the group their own” while maintaining fidelity by adhering to the core principles, format, and practices of the model.

Facilitators acknowledge participants’ diverse life experiences, knowledge, customs, and styles, traditions. When facilitators share the cultural life experiences of youth, benefits increase all the more.

Studies indicate significant increases in girls’ health across ethnicities.¹⁴

Honoring Our Diversity, Expressing My Individuality, and Relationships with Peers Activity Guides have explicit content on diversity strengths.

YOUTH RISK/NEED: Restorative Justice Approach

PROGRAM STRENGTHS: Girls Circle aligns with the core principles of Restorative Justice – valuing relationships, respect for all voices and experiences, accountability to self, other and community, and healing.

Girls Circle is a relational-cultural program that creates safety and builds and restores relationships by harnessing strengths, providing respect and a listening environment and promoting skills to identify, reflect and communicate experiences amongst participants. Respect and other relational intentions and behaviors evoke restorative and healing experiences motivated by relationships and community support– through use of honesty, perspective-taking, self-expression, listening.

(Cont’d)

YOUTH RISK/NEED: Cultural Humility, Cultural Responsiveness

PROGRAM STRENGTHS: Curricula and format are inclusive and reflective of cross cultural and indigenous practices. Model allows for enhanced cultural traditional practices and traditions as relevant to participants.

Studies indicate significant increase in boys’ school engagement across ethnicities.¹⁵

Enhances understanding, acceptance, pride and breaking down barriers between groups.

YOUTH RISK/NEED: Restorative Justice Approach

PROGRAM STRENGTHS: The Council for Boys and Young Men aligns with the principles of Restorative Justice- valuing relationships, offering respect to all, accountability to self, others, and community, and healing.

The program offers culturally appropriate practices that promote safety and prevent or reduce conflict before it happens, and, compliments restorative programs.

Accountability is promoted through group norms and relationships.

Even opposing gang members overcome false assumptions while finding commonalities with one another.

(Cont’d)

¹⁴ Steese, Dollette, et al (Adolescence, 2006); and Irvine, et al, www.onecirclefoundation.org/research-GC.aspx

¹⁵ Gray, Braun, Mankowski, et al, 2009, www.onecirclefoundation.org/research-TC.aspx

Accountability is built into the structure of the circle, beginning with development of group agreements by participants and by their application during sessions. Girls develop social problem solving skills, especially by listening and sharing as well as through targeted skill building for communication, emotional expression, and develop optimism that relationships can heal and that, amongst girls, relationships can be a resource of genuine support, friendship, healing, and repair.

Respectful environments engage youth to reflect, express themselves, develop empathy, and aspire toward positive leadership in the community. The Boys Council experience offers human concern and compassion, avoids humiliation or shaming for mistakes, creates opportunities for learning self-management and pro-social skills. Boys realize that healing is desirable and possible for individuals, the council participants, and the community.

GIRLS CIRCLE

YOUTH RISK/NEED: Decrease Substance Abuse

PROGRAM STRENGTHS: Examines motivations, behaviors and effects of substances with girls and young women specifically. Motivational interviewing discussions and activities encourage girls to explore and resolve ambivalence about their risk behaviors.

Wise & Well, My Family, My Self, and Paths to the Future address substance abuse and provide decision making processes.

BOYS COUNCIL

YOUTH RISK/NEED: Decrease Substance Abuse

PROGRAM STRENGTHS: Motivational interviewing discussion methods and experiential activities encourage youth to explore and resolve ambivalence about their risk behaviors. Examination of rigid masculinity norms and harmful beliefs associated with substance use to restore risks, such as “holding your liquor makes you more of a man.”

Men of Honor and *Journey of the Great Warrior* include specific sessions on substance abuse and decision-making.

GC

YOUTH RISK/NEED: Continuum of Care

PROGRAM STRENGTHS: Girls Circle is successfully implemented across all levels of services – prevention/diversion; detention; supervision, residential, secure, and aftercare. Safe, consistent Girls Circle program across services assures greater relational and restorative outcomes.

GIRLS CIRCLE

YOUTH RISK/NEED: Spanish Speakers

PROGRAM STRENGTHS: One 12 session Girls Circle Activity Guide – *Mind Body Spirit for Latinas (Mente Cuerpo y Espiritu para Latinas)* – is available in Spanish and English and culturally adapted for Latinas.

NOTE TO GRANT WRITERS: If your organization serves native Spanish speakers, consider the capacity and expertise in delivering Spanish language services to assure to include Spanish speaking youth, and/or communicate with their Spanish speaking families. Facilitators with expertise in both monolingual Spanish and English, and who can relate to Latino/Hispanic cultural experiences, can greatly increase responsiveness to Spanish-speaking youth populations.

BOYS COUNCIL

YOUTH RISK/NEED: Spanish Speakers

PROGRAM STRENGTHS: Spanish language curricula not available currently; however, activity guides are implemented successfully, engaging culturally and ethnically diverse youth. Spanish speaking and culturally responsive facilitators provide greater impact for native Spanish speaking youth.

NOTE TO GRANT WRITERS: If your organization serves native Spanish speakers, consider the capacity and expertise in delivering Spanish language services to assure to include Spanish speaking youth, and/or communicate with their Spanish speaking families. Facilitators with expertise in both monolingual Spanish and English, and who can relate to Latino/Hispanic cultural experiences, can greatly increase responsiveness to Spanish-speaking youth populations.

YOUTH RISK/NEED: Overcoming Transportation and Geographic Obstacles

NOTE TO GRANT WRITERS: Transportation is a significant barrier for many youth. Will your circle be held within a local school or neighborhood setting? Is there a safe transportation system or process to assist with attendance? Consider how to maximize attendance by reducing transportation and geographic barriers or consider a budget for transportation to eliminate any barriers.

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Schools: Youth Risks/Needs & School Objectives

YOUTH RISK/NEED: School Engagement

PROGRAM STRENGTHS: Girls Circle connects peers and adults with positive relationships, motivating girls to attend school and identify academic and social goals.

Studies consistently demonstrate significant increases in attachment to school.

Expressing My Individuality, Who I Am, My Family My Self, and Paths to the Future guides include specific sessions on dreams and setting goals.

YOUTH RISK/NEED: School Engagement

PROGRAM STRENGTHS:

- Evaluation demonstrated significant increases in boys' School Engagement.
- Self-efficacy related to Educational Goals improved.

All sessions are based on strengthening relationships which strengthen school engagement. Two sessions in *Men of Honor* specifically address Engaging in Education.

YOUTH RISK/NEED: Educators and Health Care Providers Need to recognize signs of mental health needs and direct students to appropriate services.¹⁶

PROGRAM STRENGTHS: Regular opportunity for brief one on one check ins where capacity exists, and identification of possible concerns and can direct students to services and provide referrals more efficiently. Students are more likely to indicate needs to a trusted facilitator and/or group once a relationship has been established. Small group settings provide opportunity for observation and increased student-staff connection.

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¹⁶ Gray, Braun, Mankowski, et al, 2009, www.onecirclefoundation.org/research-TC.aspx

GIRLS CIRCLE

YOUTH RISK/NEED: Positive Behavioral Intervention & Supports

PROGRAM STRENGTHS: Girls Circle promotes healthy bonding and emotional well-being, which leads to improved decision making and behaviors. When girls’ emotional stress is lowered, and self-awareness and sense of connection increased, behaviors improve. Positive behavior is motivated by positive peer and adult-student relationships.

GIRLS CIRCLE

YOUTH RISK/NEED: Social Emotional Learning (SEL)

Students learn specific skills in self-awareness, emotion identification, listening, empathy, emotional identification and expression, self-regulation, interpersonal communication skills, decision-making skills. Students are motivated to attend when relationships are caring and consistent, and topics are relevant and applicable to their daily lives.

GIRLS CIRCLE

YOUTH RISK/NEED: Safe Environment and Positive School Climate

PROGRAM STRENGTHS: Girls Circle prioritizes physical, emotional, relational/ social safety. Its core objectives are to create safe environments where girls can grow in all facets of development, with safe relationships as the operative, motivating agent. Changes cultures inside circles and beyond the circles into classrooms and school environments.

Helps resolve bullying and relational aggression, as prevention and intervention. Gets at roots of significant percentage of bullying - adherence to rigid definitions about female, male and/or non-conforming youth in appearance, style, behavior.

Format, facilitator approach, and content of curricula address, promote and reinforce healthy peer interactions.

Serves as an excellent routine component to anti-bullying comprehensive planning. Supports key environmental messages that aim to prevent bullying. Acts as follow up and consistent carry through of assembly-based and one time empowerment programs and activities.

(Cont'd.)

BOYS COUNCIL

YOUTH RISK/NEED: Positive Behavioral Intervention & Supports

PROGRAM STRENGTHS: See left column. Boys are motivated by respectful interactions with adults, genuine interest, relevant topics, consistency, and diverse and experiential activities to learn to self-monitor and self-correct behavior. Pro-social skills and behaviors are fostered as social-emotional needs are met.

BOYS COUNCIL

YOUTH RISK/NEED: Social Emotional Learning (SEL)

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BOYS COUNCIL

YOUTH RISK/NEED: Safe Environment and Positive School Climate

PROGRAM STRENGTHS: Prioritizes physical, emotional, relational/social safety. Aims to improve social-emotional climate amongst the group and to develop skills and strategies to address social climate generally.

Male identity and definitions examined to increase positive social interactions, challenge dominance and control over others in relationship, while incorporating healthy team and individual competition and intensity.

Format, approach, and content address healthy peer interactions. Peer group experiences build upon acceptance and reject exclusion, humiliation, and making assumptions/stereotyping.

Helps resolve bullying and relational aggression. Gets at roots of significant percentage of bullying – adherence to rigid definitions about female, male and/or non-conforming youth in appearance, style, behavior.

(Cont'd.)

Girls gain strength of voice, skills and knowledge to address social concerns effectively and authentically. Power is acquired through leadership in peer activities and social-emotional strengths, removing motivation for power through exclusion.

When girls' relationship needs are being met in healthy ways sanctioned and valued by peers, relational aggression loses steam and has no particular group value.

Likewise, girls' mental health is enhanced when social support, acceptance, inclusion, and non-judgment are experienced within a peer group.

Friendship and Relationship with Peers guides promote sisterhood and skills to address gendered conflicts that can shift into bullying and relational aggression.

Wise & Well guide includes two sessions on cyber-safety, becoming allies, and the positive use of social media.

GIRLS CIRCLE

YOUTH RISK/NEED: Alternative to Exclusionary Punishment

PROGRAM STRENGTHS: Constructive, safe, pro-social and strengths-based program to develop non-academic life skills necessary for overall school success.

The program can be offered as a genuine disciplinary approach – that is, one where student *learning* and growth is anticipated. Provides educational/experiential opportunity for skills-based learning and healthy relationship building and engages students in positive experience on school site.

Especially important for youth of color and marginalized youth that experience higher rates of exclusionary discipline and school push-out. Constructive, pro-social program to address root problems, needs or challenges that are interfering with school.

Acts as component and reinforcement of anti-bullying comprehensive planning. Supports key environmental messages that aim to prevent bullying. Acts as follow up and consistent carry through of assembly-based and one time empowerment programs and activities.

- In qualitative component of Pilot Study, participants told stories of realizing that someone they had previously rejected, excluded, judged, or mocked, was okay and subsequently bullying or taunting subsided in and out of group. Additionally, case stories describe participants taking steps outside of The Council for Boys and Young Men to reduce other bullying in their environments.

Growing Healthy, Going Strong and *Standing Together* (for 9-14 years) and *Men of Honor* (13-18 years) address bullying and root causes and promote empathy, respect and understanding while building allies and leadership.

BOYS COUNCIL

YOUTH RISK/NEED: Alternative to Exclusionary Punishment

PROGRAM STRENGTHS: See left column.

Masculinity beliefs about manhood challenged and re-considered, such as “not cool to be smart/succeed in academics/ school” myth.

YOUTH RISK/NEED: Restorative Practices, Conflict resolution

PROGRAM STRENGTHS: Restorative principles and practices provide girls opportunity to address conflicts at their roots – frequently but not always involving perceived betrayals over boys or romantic interests. Girls share experiences, listen, clarify misperceptions or gain understandings and restore relationships.

Girls show increases in peer selection and satisfaction.

Relationship building, skills, and repairs are central to curricula across all sessions.

All curricula promote healthy conflict skills via circle approach and circle guidelines; additionally, *Friendship*, *Relationship with Peers*, and *Paths to the Future* offer specific skill building tools.

YOUTH RISK/NEED: Mentorship, Role Models, Leadership development

PROGRAM STRENGTHS: Facilitators provide mentorship and role modeling at a group level. Positive relationships between caring adults and youth. Peers become experienced social-emotional supports.

Girls Circle studies have shown increases in attachment to adults (Irvine, Roa, 2007, 2010).

YOUTH RISK/NEED: Restorative Practices, Conflict resolution

PROGRAM STRENGTHS: Restorative principles and practices provide boys opportunity to address conflicts or incidents at their roots --- often related to perceived disrespect, false assumptions, end harm, accountability, and relationship repair.

Structured format offers listening, empathy, understanding of others' experiences, and for those youth not directly involved, they benefit as witnesses of individual and community healing.

- Evaluation demonstrated that Avoiding Fights, Ethnic Pride and Conflict Skills improved in intended direction

The Council for Boys and Young Men is designed to promote healthy relationships, and all curriculum guides promote use of conflict skills; additionally, *Living a Legacy* and *Men of Honor* offer specific skill building tools.

YOUTH RISK/NEED: Mentorship, Role Models, Leadership development

PROGRAM STRENGTHS: See left column.

Boys and young men often have few male role models within the education system. The Council for Boys and Young Men promotes bonds and mentoring at a group level. Seeing men/facilitators like them in positions of leadership is inspiring and motivating, as youth experience support, and witness and learn respectful manhood.

Throughout the curricula, activities invite youth through activities, reflection and discussions to demonstrate respectful manhood, caring, being allies. In the *Living a Legacy* guide, one session addresses role models specifically, and in a culminating session boys are invited to write a letter to a younger boy, eliciting guidance and wisdom from the boy/young man.

GIRLS CIRCLE

YOUTH RISK/NEED: Classroom, Pull Out, or After School

PROGRAM STRENGTHS: Site-specific application based on stakeholders' program goals and capacities. School "saturation" has been successfully piloted in one large U.S. semi-urban middle school district.¹⁷

GIRLS CIRCLE

YOUTH RISK/NEED: Stepping Up students - preparing for next level of school; Special populations, i.e. SED, Hearing Impaired, Autistic, Foster Youth, Transitional Age Youth (TAY), Children of Incarcerated Parents, Pregnant and Parenting Teens, Youth in Transition, Crisis and Grief counseling, etc.

PROGRAM STRENGTHS: Girls Circles are held in small group environments, and can also be utilized as a format for high transition, one time transitioning, or short-term programs. The program is beneficial with special populations because of its particular focus on supportive relationships. Circle format provides consistent structure and opportunity for shared experiences, support, leadership, skills building, resource development, reductions of isolation, sisterhood, esteem building.

Qualitative information has been very positive across various populations. Girls have reported feeling increased understanding and esteem through listening, bonding, sharing, and having their experiences better understood, their concerns effectively addressed, or strategies effectively developed.¹⁸

BOYS COUNCIL

YOUTH RISK/NEED: Classroom, Pull Out, or After School

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BOYS COUNCIL

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PROGRAM STRENGTHS: Qualitative information reveals positive experiences thus far. In one facility in which boys and young men are attending school, Council groups, and other programming while in custody of a state department of youth services, facilitators state that those young men who are participating find the program to be more interesting as the topics address issues of concern not previously provided and which prepare them for next steps. The degree to which the young men know and trust the facilitator has been as important as the structure and content of the material of the groups. Whether foster youth, youth in work programs, special developmental needs or transitional youth, the model is flexible and adaptive to youth needs.

¹⁷ Tampa School District and community-based provider OPBI have implemented a "school saturation" program in which all sixth grade girls receive Girls Circle during first trimester "wheel" and optional continuing programming in Spring trimester. All sixth grade boys receive The Council for Boys and Young Men in same school saturation approach. Results have shown significant increases in school engagement, and other positive program goals. See OPBI website for contact information: www.opbi.org

¹⁸ See Case Studies, i.e. Trillium School

YOUTH RISK/NEED: LGBTQ Youth Responsive

PROGRAM STRENGTHS: Girls Circle is inclusive and accepting of diverse sexual orientations and identities, and honors the dignity of all members. Youth who identify with female adolescent development are welcome. Studies show significant positive experiences for LGBTQ youth. LGBTQ youth are known to have increased risks for mental health and substance abuse and benefit from safe spaces and safe relationships.¹⁹

YOUTH RISK/NEED: LGBTQ Youth Responsive

PROGRAM STRENGTHS: The Council for Boys and Young Men is inclusive and accepting of diverse sexual orientations and identities of participants. Youth who identify with male adolescent development are welcome. Masculinity beliefs when rigid and unchallenged lead to harm to boys, young men, and their communities.

By examining cultural norms and beliefs, boys find and develop acceptance for diversity in male sexual orientation and identity.

Pilot studies show increased acceptance of diversity.²⁰

Men of Honor – Two-set activity guide includes content to promote acceptance, question homophobic attitudes, and examine rigid masculinity norms that harm youth, their families, and communities and promote empathy and understanding for their LGBTQ brothers and become respectful allies.

Public Health

YOUTH RISK/NEED: Pregnancy and HIV/STI Prevention

PROGRAM STRENGTHS: Mind Body Spirit and Paths to the Future Activity Guides provide opportunity to increase awareness and decision making skills. Circle format compliments other specific curricula targeting pregnancy prevention as integrated approach.

- *Girls in Girls Circle increased use of condoms.* (Gies, et al, 2015)
- *Girls in Girls Circle had fewer sex partners* (Gies, et al, 2015)

YOUTH RISK/NEED: Pregnancy and HIV/STI Prevention

PROGRAM STRENGTHS: International research on men's public health programs that incorporate gender-transformative components (address gender equity and examine rigid masculinity beliefs) have demonstrated men's increased use of protection to prevent pregnancy and the spread of sexually transmitted infections.²¹

Two sessions in *Men of Honor*, Part 2, specifically address healthy and safer sex decisions and behaviors.

¹⁹ Irvine, et al, (see above)

²⁰ Gray, et al (see above)

²¹ Dworkin, et al, 2013. (see endnote ix)

YOUTH RISK/NEED: Dating Violence, Intimate Partner Violence

PROGRAM STRENGTHS: Girls explore healthy boundaries, discuss gender norms and gender expectations, consider personal boundaries and preferences, and develop communication skills, especially assertiveness to express themselves. Girls also explore power dynamics, patterns of healthy and problematic relationships, safety. Specific sessions address healthy relationships, partner safety, rights, and setting boundaries in relationships in *Relationships with Peers*, *My Family*, *My Self* and *Paths to the Future*.

YOUTH RISK/NEED: Violence – Physical

PROGRAM STRENGTHS: Girls Circle promotes healthy relationships within the circle and develops skills that girls apply in their relationships with family members, authority figures, peers, dating partners, and more. Every guide incorporates skills relevant to emotional awareness, communication and prosocial behaviors.

For Activity Guides with particular focus on girls' healthy conflict resolution, see: *Friendship* [peers], *Relationship With Peers* [peers; partners], *Paths to the Future* [family, partners, authority figures], *Mother-Daughter Circle* [female caregivers and daughters].

YOUTH RISK/NEED: Dating Violence, Intimate Partner Violence

PROGRAM STRENGTHS: All curricula promote respectful manhood, challenges and re-thinks rigid “man box” definitions (i.e., dominance, control) that harm boys and all those in their relationships. Engage boys in empathy, responsibility, and respectful interactions.

Two Sessions in *Growing Healthy, Going Strong* address male and female roles and expectations; *Living a Legacy* addresses healthy relationships in one session specifically. Two sessions in *Men of Honor* specifically address relationships and partner safety with women and girls.

The CDC has awarded a grant to researchers at Cornell University to study the effects of The Council for Boy and Young Men program in partnership with the NY State Department of Health to prevent and reduce sexual violence. The four year study will conclude in 2020.

YOUTH RISK/NEED: Violence – Physical

PROGRAM STRENGTHS: All guides examine risks, motivation, definitions/beliefs of manhood, and experiences of power, status, respect, conflict avoidance and conflict resolution, and alternatives to violence.

Nonviolent respectful leadership is a central aim of the Men of Honor set as well as throughout the whole Boys Council program.

Mental Health & Behavioral Health

GIRLS CIRCLE

YOUTH RISK/NEED: Depression, Mood Disorders, Anxiety, ADHD, PTSD, Substance Abuse

PROGRAM STRENGTHS: Relationships are fundamental to health and mental health. Circle reduces isolation.

- Decreases in self harm
- Decreases in substance abuse, specifically, less drinking in girls of color

Circle format and approach offer stress reducing elements: predictability, choices, and structure to promote security and empowerment applicable to varied populations.

Totality of program offers support, healing, connection, reductions in stress.

Body Image promotes healthy self image (associated with better mental health).

Mind, Body, Spirit promotes awareness of connection between body, thoughts, emotions, behaviors and self-care.

Wise & Well offers one session specifically on Girls and mental health and busting the stigma.

Mother-Daughter Circle strengthens protective bonds of parent/child relationship.

BOYS COUNCIL

YOUTH RISK/NEED: Depression, Mood Disorders, Anxiety, ADHD, PTSD, Substance Abuse

PROGRAM STRENGTHS: Reduces isolation. Not alone, not weird. Supportive. Kind.

Stress reducing elements: Circle format and approach offer predictability, choices, and structure to promote security and empowerment applicable to varied populations.

Resources made available.

Reflective activities and application questions at end of each session encourage personally motivating action steps to improve situations within their control (re: school work, attendance, substances, family relationships, etc.).

Structure and activities in program provide practice with impulse control, thinking through behaviors, self-reflection, empathy, decision making, etc. Assists youth with behavioral symptoms of PTSD, anxiety, depression, ADHD, other mood disorders.

The program as a whole invites boys through direct discussions, experiential activities, or by role modeling, to recognize their emotions, thoughts, behaviors, beliefs, options, and opportunities to live in a way that each one can personally respect in/of himself, which promotes intrinsic self worth, leadership, motivation.