

# BECOME AN ALLY

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

JUNE 17, 2024 MEDFORD, OR



**This timely training explores the impact of gender and racial bias on youth, families, organizations, and communities.** It addresses dominant narratives and disparities affecting youth with intersecting identities, including gender, race, age, ethnicity, culture, sexual orientation, and gender identity. The training examines how implicit bias and assumptions related to gender and race hinder positive outcomes in services for individuals with intersectional identities and provides strategies to reduce bias, foster safe and inclusive relationships, and improve outcomes for youth, families, and communities.

**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 – Unity Circle™, Girls Circle®, and The Council for Boys and Young Men®.

**A Workshop for Adults Serving Youth Across All Sectors** including Education, Community Based Programs, Juvenile Justice, Mental Health, Child Services, Violence Prevention, Substance Abuse, Public Health, Faith Based Settings, and more

**Course 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:** Program approved by the National Assoc. of Social Workers, Prov. No. 886445495, Approval No. 886445495-2857: 7 Hrs. | 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, One Circle Foundation maintains responsibility for this program/course and its content. Approved Provider #132313: 7.5 CE's. 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. | Approved by the OH-CSWMFTB, 7.25 hours continuing education. This course meets the Ethics requirement for the OH-CSWMFTB, #MCST11208279.

**LOCATION:** 205 S. Central Ave.  
Medford, OR 97501

**TIME:** 8:00am - 3:00pm PDT

**HOSTED BY:**  
Equity and Community Care Phoenix  
Talent Schools

**COST:** \$299

Handouts will be provided to registrant upon arrival. Attendance is required 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. Not redeemable with previous purchases.

For a scholarship application, see:  
[www.onecirclefoundation.org/scholarships](http://www.onecirclefoundation.org/scholarships)

For the course outline visit the training page of our website:  
[www.onecirclefoundation.org/mgrb-course](http://www.onecirclefoundation.org/mgrb-course)

For information on our instructors, visit:  
[www.onecirclefoundation.org/instructors](http://www.onecirclefoundation.org/instructors)

For full training policies, accreditation, cancellations, and disability accommodations visit our website:  
[www.onecirclefoundation.org/accreditation](http://www.onecirclefoundation.org/accreditation)

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



# MITIGATING GENDER & RACIAL BIAS: INTERSECTIONALITY AND ALLYSHIP TRAINING LEARNING OBJECTIVES & SCHEDULE

## LEARNING OBJECTIVES

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

- Identify two disparities experienced by youth of color and LGBTQ+ youth related to rigid gender norms, racial bias, and discriminatory practices
- Define the terms "implicit bias," "intersectionality," and "dominant narratives" within the context of race and gender
- Explain the components of the acronym SOGIE (Sexual Orientation, Gender Identity, and Expression)
- Name two practices that demonstrate allyship for intersectional youth and families
- Summarize three best practices in youth programming and organizational culture that foster connection and mitigate gender and racial bias
- Develop two action steps to reduce gender and racial bias and promote allyship with youth, families, and/or communities

This course addresses harmful social conditions that hinder youth development and authentic connections with service providers. It includes discussions on racism, discrimination, violence, homophobia, and transphobia, which may evoke emotional challenges or discomfort at times. Trainers will provide advance notice on intense material and strive to create a safe, empathetic, brave, and considerate training environment for all participants.

## DAY 1 | 8:00AM – 12:30PM

8:00am	WELCOME; AGENDA; COMMUNITY AGREEMENTS, ACTIVITY
8:50am	<i>break</i>
9:00am	PURPOSE OF TRAINING; THEORETICAL FOUNDATION OF O.C.F. MODELS & PRACTICES
9:30am	IMPLICIT BIAS
10:30am	DISPARITIES FOR YOUTH OF COLOR & LGBTQ YOUTH; ACES
11:05am	<i>break</i>
11:15am	IMPLICIT BIAS IN THE JUVENILE JUSTICE SYSTEM
11:45am	INTERSECTIONALITY
12:15pm	REVIEW, QUESTIONS & ANSWERS, CLOSING

## DAY 2 | 8:00AM – 12:00PM

8:00am	OPENING; AGENDA; DEBRIEF OF DAY; ICEBREAKER
8:20am	SOGIE DEFINITIONS; GENDER EXPANSIVE STRATEGIES
8:50am	GENDER RISK & 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 EXPANSIVE PRACTICES
11:25pm	RECOMMENDATIONS & ACTIONABLE STEPS FOR MITIGATING GENDER & RACIAL BIAS
11:40pm	SOGIE HANDBOOK TOOLS & RESOURCES TO INCREASE CONNECTION

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

TRAINING (circle one): GIRLS CIRCLE • THE COUNCIL FOR BOYS & YOUNG MEN • MGRB-IA • MOTHER-DAUGHTER CIRCLE

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

LICENSE TYPE (circle one): NONE • LCSW • LEP • LMFT • LPCC • PSYCHOLOGIST • OTHER \_\_\_\_\_

LICENSE # \_\_\_\_\_

EMAIL \_\_\_\_\_ PHONE \_\_\_\_\_

ORGANIZATION \_\_\_\_\_

ADDRESS \_\_\_\_\_

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

SECTOR (circle one): CHILD WELFARE • C.B.O. • EDUCATION • GOVERNMENT / POLICY • JUVENILE JUSTICE • PUBLIC / MENTAL HEALTH • TRIBAL PROGRAMS • OTHER \_\_\_\_\_

REGISTRATION FEES – ATTENDANCE REQUIRED BOTH DAYS	QUANTITY	TOTAL
\$299		
<b>CURRICULA ORDERING</b> (Optional, <a href="http://onecirclefoundation.org/curricula">http://onecirclefoundation.org/curricula</a> )		
1.		
2.		
3.		
	<b>TAX:</b>	
(Cost of shipping varies, call for rates. Ships typically within 2 business days 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 NAME (if different): \_\_\_\_\_

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

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

SEND REGISTRATION FORM AND FEES PAYABLE TO:

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

EMAIL: [INFO@ONECIRCLEFOUNDATION.ORG](mailto: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 event. A \$50 administrative fee will be charged for rescheduling within two weeks of training. Rescheduling can only be accommodated one time as a courtesy. We cannot offer refunds within (two) weeks of the training and appreciate your understanding. No shows do not qualify to be rescheduled or refunded. For more information visit [www.OneCircleFoundation.org](http://www.OneCircleFoundation.org).