

# BECOME AN ALLY

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

JUNE 17<sup>TH</sup>, 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:** Jackson County Library  
205 S. Central Ave.  
Medford, OR 97501

**TIME:** 7:30am - 3:00pm PDT\*

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

**COST:** \$299

\*Registration begins at 7:30am, training starts at 8:00am.

Registration includes continental breakfast. A certificate is awarded upon completion once verified, within two business days. 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.

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## AGENDA | 8:00AM – 3:00PM

8:00am .....	OPENING, ABOUT ONE CIRCLE FOUNDATION, MISSION & VISION
8:15am .....	COMMUNITY AGREEMENTS, RESEARCH, THEORY, BEST PRACTICES
9:25am .....	<i>break</i>
9:35am .....	IMPLICIT BIAS: DEFINITIONS, CHARACTERISTICS, CONDITIONS, SCHOOLS
9:50am .....	DISPARITIES, RACE, AND LGBTQ+ YOUTH; A.C.E.S.
10:30am .....	IMPLICIT BIAS IN JUVENILE JUSTICE, THE PRISON POLICY INITIATIVE
11:00pm .....	INTERSECTIONALITY AND GENDER RISKS AND PATHWAYS
11:15pm .....	<i>lunch</i>
12:15pm .....	S.O.G.I.E. HANDBOOK, DEFINITIONS, LGBTQ+ YOUTH IN JUVENILE JUSTICE SYSTEM
1:10pm .....	<i>break</i>
1:20pm .....	DOMINANT NARRATIVES – DEFINITION, EXAMPLES, FEEDBACK LOOPS
1:50pm .....	CIRCLE ACTIVITY – MITIGATING RACIAL AND BIAS LENS
2:30pm .....	ALLYSHIP: TRANSCENDING INCLUSIVE TO EXPANSIVE PRACTICES
2:50pm .....	SUMMARY & CLOSING
3:00pm .....	EVALUATIONS

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	QUANTITY	TOTAL
\$299		
CURRICULA ORDERING (Optional, <a href="http://onecirclefoundation.org/curricula">http://onecirclefoundation.org/curricula</a> )		
1.		
2.		
3.		
TAX:		
(Cost of shipping varies, call for rates. Ships typically within 2 business days of receiving payment or purchase order.) SHIPPING:		
GRAND TOTAL:		

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).