

# Training Course Outline



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

7.5 HOURS OF INSTRUCTION (CREDITS VARY)

This Training will provide a comprehensive course on *Mitigating Gender and Racial Bias: Intersectionality and Allyship*. The training explores the impacts of gender and racial bias on youth, families, organizations and communities. It will consider the dominant narratives that further disparities in safety, education, physical and mental health, and opportunity for those who live at the intersections of discriminated identities such as gender, race, age, ethnicity, culture, sexual orientation, and gender identity. Through an exploration of implicit bias, participants will recognize how internal and often hidden assumptions around gender and race will harm relationships and add further trauma and disconnection for youth and adults with intersectional identities. The training ultimately promotes 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*®, *The Council for Boys and Young Men*® and *Unity Circle*.

Participants across all youth-serving sectors will learn foundational principles for inclusive and expansive culturally responsive programming. The training provides knowledge and skill- building to promote healthy youth development, empathy, and allyship for youth of color and LGBTQ+ identities. Content and activities are designed to reduce gender and racial bias and to build resilience and effectiveness within organizational culture and youth services. Training presentation includes current trends, statistics, national reports, research, youth testimonials and evidence-based modalities.

This is an experiential and interactive training that utilizes lecture, role play, demonstration, video, small group discussion, activities, and brainstorming to stimulate participants' learning and skills development. Trainers provide strengths-based, relationship-focused techniques and best practices that create a safe and positive learning environment.

The subject matter relates to the scope of practice for service providers in education, behavioral health, juvenile justice, drug and alcohol services, public health, child welfare, and community-based services.

# Training Objectives

As a result of this training, participants will be able to:

1. Define terms: a) SOGIE: (Sexual Orientation, Gender Identity and Expression), implicit bias as it relates to gender and race, intersectionality, and allyship.
2. Describe the recent conditions and 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.
3. Identify and explore implicit bias and intersectionality within the context of race and gender, and examine dominant narratives within the culture and their impact.
4. Gain strategies for mitigating gender and racial bias through inclusive and expansive practices that honor and respect a range of identities
5. Identify the theoretical foundation and best practices in youth programming and organizational culture to build connection, trust, and engagement to mitigate gender and racial bias with individuals, families, groups, organizations, schools and communities.
6. Assess and develop actionable short-term goals for mitigating gender and racial bias and promoting allyship within their respective youth serving sectors.
7. Promote allyship, safety, belonging, and respect for all youth and staff.

# Agenda

## ***Opening***

Facilitator Introductions, Site Logistics, About One Circle Foundation, Mission & Vision

## ***Introduction, Research, Theoretical Foundation***

Research identifying One Circle Foundations evidence based models. Identify the theoretical foundation and best practices in youth programming and organizational culture to build connection, trust, and engagement to mitigate gender and racial bias with individuals, families, groups, organizations, schools and communities. Community Agreements will be created to promote safety and bonding.

*Group Ice Breaker, The Bump, Community Agreements, The Cold Within Video*

## ***Implicit Bias***

Explore implicit bias, recommendations and practices for what it means to be an ally for youth of color and LGBTQ/GNCT youth. Through lecture and effective activities, individuals will be invited to critically think through their personal biases, identify biases within education, juvenile justice and the community and assess the needs within their communities and organizations. Through identifying needs individuals will be able to begin the process of implementing affirming and expansive practices within their organizations.

## ***ACES***

Review Adverse Childhood Experiences (ACEs) and the tremendous impact on future violence victimization and perpetration. Multiple ACE's make children and adults at higher risk for impaired cognitive and social development, as well as for drug abuse, unintended pregnancy, depression, PTSD, and even higher rates of injury and/or suicide.

*Video: Florida Police Arrest*

## ***Intersectionality***

Defining Intersectionality: How social identities apply to race, gender, gender expression, age, ethnicity, health, etc.

*Video on Intersectionality; Experiential Activity Practicing Affirming and Expansive Approaches to Intersectionality*

## **SOGIE**

Understanding terminology, language and varied definitions of sexuality, gender identities, and gender expression. Exploring Implicit Bias and how LGBTQ/GNCT youth experience that bias. Research on how youth have been affected in our communities, our workplaces and in Juvenile Justice

*Youth Video Clip*

## ***Dominant Narratives***

Sharing and identifying the dominant cultural narratives and how they are enforced. Individuals will engage in activities to consider dominant narratives that are present in their lives or in their workplaces

*Activity: Investigating the Dominant Narrative*

## ***Circle Experience***

High level review of One Circle Foundation Circle Principles and best practices for circles to promote a small group experience within the context of building and practicing affirming and expansive practices

*Small Groups Review, Dialogue, Explore and Share Further on Training Material*

## ***Transcending Inclusive to Expansive & Allyship***

Identify the difference between being inclusive and expansive. Gain strategies for mitigating gender and racial bias through inclusive and expansive practices that honor and respect a range of identities. Will identify ways of being an ally.

*Small Group Activity Considering Multiple Identities, How We View Others, and How to Promote Allyship*

## ***Closing***

De-Brief, Closing Activity, Evaluations, and Certificates of Completion