



Pride Center of the Capital Region
Training & Education Services for

K-12 SCHOOLS



OF THE CAPITAL REGION

EMPOWERING OUR COMMUNITY

332 Hudson Ave, Albany, NY 12210

P 518.462.6138 F 518.462.2101

www.capitalpridecenter.org

TABLE OF CONTENTS

| | |
|--|----|
| Introduction | 3 |
| Trainings for Teachers, Administrators, and Support Staff | |
| LGBTQA Youth | 5 |
| Trans* Youth | 6 |
| Dignity for All Students Act (DASA) | 6 |
| Delivering LGBTQA-Affirming Sexual Health Education..... | 7 |
| Presentations for Students | |
| LGBTQA Youth in High School | 8 |
| LGBTQA Youth in Middle School..... | 9 |
| Beyond the Rainbow: Elementary School Series..... | 10 |
| Empowering YOU Through Political & Social Advocacy..... | 11 |
| Trainings and Workshops for Gay-Straight Alliances and Student Groups | |
| Ally Training: Building Alliances..... | 12 |
| Trans* & Gender Nonconforming Inclusion | 13 |
| Creating Safer Schools: What the DASA Means for Students..... | 14 |
| Leadership Development..... | 15 |
| Empowering YOU Through Political & Social Advocacy..... | 16 |
| Understanding & Enacting Consent..... | 16 |
| Sexual Health Education for LGBTQA Youth | 17 |
| Technical Assistance | 18 |
| Center Youth Program | 19 |

Please contact the Pride Center of the Capital Region to request Training & Education Services catalogs for:

Organizations
Businesses & Corporations
Mental Health Providers

Colleges & Universities
Community Groups
Healthcare Providers

** The Pride Center uses the asterisk (*) to reflect the rich diversity of identities and experiences of transgender and gender non-conforming individuals.*

INTRODUCTION

The mission of the Pride Center of the Capital Region is to promote the well-being of all lesbian, gay, bisexual, transgender and queer (LGBTQA) identified people and those affected by discrimination based on gender identity and expression.

Training and education is an essential component in creating safer schools and community spaces for LGBTQA young people in the Capital Region. For over 20 years, the Pride Center of the Capital Region has delivered comprehensive trainings and presentations for K-12 schools, colleges, and youth-serving organizations. In 2014 alone, we reached over 2,000 K-12 students, teachers, school support staff, and administrators. Our staff are experts in providing engaging workshops for students and professional development trainings for adults seeking to improve the educational experience for LGBTQA young people.



INDIVIDUALIZATION

This catalog contains general information about the trainings, presentations, and technical assistance offered by the Pride Center. We have provided descriptions of the content, objectives, and target audience for your convenience. Each training and presentation is then individualized by our professional staff trainers to meet your unique needs. Customized trainings and presentations not found in this catalog are also available by request.



LENGTH OF TRAININGS

This catalog provides the minimum required length for each training and presentation. The Pride Center often receives feedback from audience members expressing the desire for more time. When scheduling a training or presentation, we recommend that you consider requesting more than the required minimum to allow for the greatest impact.



PRIDE CENTER INFORMATION PRESENTATIONS

Each training and presentation in this catalog includes a brief overview of the programs and services available through the Pride Center of the Capital Region. Additionally, our 15-30 minute Pride Center Information Presentations are also available for student groups, teachers, and administrative staff seeking to learn more about the many programs and services we offer.



COST

Please contact the Pride Center to receive a quote for trainings, presentations, and technical assistance. Training fees enable the Pride Center to sustain its vital work in supporting LGBTQA youth and creating safer schools for all students.



REQUEST SERVICES

To make a request or to learn more information, contact the Pride Center of the Capital Region at centeryouth@capitalpridecenter.org or 518-462-6138. You may also visit www.capitalpridecenter.org, click the TRAINING & EDUCATION tab, and complete the online request form.

THE PRIDE CENTER'S SERVICE AREA

Albany, Schenectady, Rensselaer,
Saratoga, Warren, Washington,
Columbia, Greene, Fulton,
Montgomery, and Schoharie counties.



TRAINING & EDUCATION SERVICES ARE DESIGNED FOR A VARIETY OF AUDIENCES, INCLUDING:

- Gay Straight Alliances
- Health Classes
- Large Student Assemblies
- School Administrators
- School Support Staff
- Student Clubs and Teams
- Teachers

THE PRIDE CENTER ENGAGES OVER 200 SCHOOL DISTRICTS, AS WELL AS PRIVATE AND CHARTER SCHOOLS, INCLUDING:

- Albany City Schools
- Brunswick–Brittonkill Central Schools
- Cobleskill–Richmondville Central Schools
- Coxsackie–Athens Central Schools
- Darrow School
- Fort Plain Central Schools
- Hoosic Valley Central Schools
- Hawthorne Valley Waldorf School
- Hudson City Schools
- Lake George Central Schools
- Mayfield Central Schools
- Saratoga Springs
- Schenectady City Schools
- Schuylerville Central Schools
- Troy City Schools
- Whitehall Central Schools

TRAININGS FOR TEACHERS, ADMINISTRATORS, AND SUPPORT STAFF

To equip schools with the skills needed to provide affirming educational environments for LGBTQA students and comply with the Dignity for All School Act (DASA), the Pride Center offers trainings for teachers, school administrators, and support staff. We provide a comprehensive toolkit to assist schools in their commitment to implementing inclusive anti-bullying policies and creating safer environments for all students.

LGBTQA YOUTH

Recommended Length: 1.5–2 hours

Objectives:

- Understand concepts of sexual orientation and gender identity.
- Increase knowledge of challenges experienced by LGBTQA youth in and out of the classroom.
- Identify effective techniques for working with LGBTQA youth.
- Increase confidence in addressing issues of homophobia, heterosexism and transphobia.

Young people are coming out as LGBTQA at an earlier age now more than ever before. Studies show that harassment, bullying and intolerance are creating hostile environments for LGBTQA youth to learn and grow. This interactive training addresses sexual orientation and gender identity, the messages we receive and how those messages paint our experience. Learn about specific challenges that LGBTQA people face like coming out, healthy development, accessing appropriate care and navigating other systems that the LGBTQA community have historically been excluded from. Heterosexism, homophobia and transphobia will also be explored.

TRANS* YOUTH

Recommended Length: 1.5–2 hours

Objectives:

- Understand concepts of gender identity and gender expression.
- Become familiar with language and terminology relevant to trans* and gender non-conforming (GNC) young people.
- Increase knowledge of challenges experienced by trans* and GNC youth in and out of the classroom.
- Learn effective techniques for working with trans* and GNC students.
- Identify resources to support school's work with trans* and GNC students.

This interactive training addresses gender identity and expression, transgender identity, and the unique experiences of trans* students. Attention will be given to the challenges faced by trans* and gender non-conforming (GNC) youth and what schools can do to create safer, more affirming educational environments for trans*/GNC students.

“The Pride Center is an invaluable resource to our high school community. Their trainings help us cultivate an environment that is safe and accepting for EVERYONE. They are helpful, flexible, and willing to tailor trainings to meet our specific needs.”

–Teacher, Shenendehowa High School

DIGNITY FOR ALL STUDENTS ACT (DASA)

Recommended Length: 1.5–2 hours

Objectives:

- Increase understanding and compliance of the Dignity for All Students Act (DASA).
- Learn tools for intervention in cases of student or staff discrimination and/or harassment.
- Identify best reporting practices for DASA compliance.
- Enhance existing remediation plan for students and staff.

Through our Safe Schools Coalition, we are proud to bring a comprehensive training session for teachers and administrators on the Dignity Act that was implemented in July of 2012. We have worked with over 100 schools in the Capital Region to support their compliance with the law and discuss best reporting practices, practical tools for schools, and more! This training also highlights challenges LGBTQA young people face and how to create a more supportive environment in your school.

DELIVERING LGBTQA-AFFIRMING SEXUAL HEALTH EDUCATION

Audience: Health Teachers

Recommended Length: 1–3 hours

Recommended Prerequisite: LGBTQA Youth

Objectives:

- Identify sexual health disparities among LGBTQA young people.
- Recognize barriers to sexuality education experienced by LGBTQA youth.
- Become familiar with LGBTQA-affirming language and approaches for sexuality education.
- Learn how to adapt existing curriculum to be inclusive of LGBTQA students.
- Improve confidence in providing sexual health education to LGBTQA students.

Comprehensive sexuality education is a key component in meeting the current and future sexual health needs of young people. Many LGBTQA youth lack sexual health education that is reflective of their experiences and identities. This training will equip health educators with tools for developing and adapting sexual health curriculum to empower LGBTQA young people in making healthier sexual choices. *Variation available for Trans*-Affirming Sexuality Education.*

“The Pride Center has helped us have dialogues with our students that are sometimes hard for us to have on our own. In a time when we see LGBTQ youth attempting suicide at an alarming rate, I know the Center has helped students of mine through some tough times.”

–Teacher, Averill Park High School

PRESENTATIONS FOR STUDENTS

Working directly with students in classrooms, during after-school activities, and in large assemblies, the Pride Center offers a variety of presentations to address issues of bullying and the needs of LGBTQA youth in schools. These presentations are facilitated by Pride Center staff and our Center Youth Action Team, a diverse group of young people who share their stories and facilitate dialog on how to make schools more welcoming to all students.

LGBTQA YOUTH IN HIGH SCHOOL

Audience: High School Students

Recommended Length: 1-2 hours

Objectives:

- Understand concepts of sexual orientation and gender identity.
- Become familiar with challenges faced by LGBTQA young people.
- Identify supportive resources for selves, other LGBTQA youth, and allies.
- Increase confidence in addressing issues of homophobia, heterosexism, and transphobia in schools and community.

Many people have the best of intentions of being an ally to LGBTQA individuals, but don't know how to turn their good intentions into action. Conducted by Pride Center staff and Center Youth Action Team members, this is an interactive training will addresses sexual orientation and gender identity, specific challenges LGBTQA people face like coming out, health, relationships, school and work. We'll also discuss ways to improve your school environment for LGBTQA students and teachers, recommend LGBTQA-themed curriculum, plus much more.

LGBTQA YOUTH IN MIDDLE SCHOOL

Audience: Middle School Students

Recommended Length: 1–2 hours

Objectives:

- Understanding and appreciating differences.
- Community building/team building exercises.
- Identify supportive resources for selves, other LGBTQA youth, and allies.
- Increase confidence in addressing issues of homophobia and transphobia in schools and community.

LGBTQA youth are coming out earlier and earlier, and many individuals aren't aware of available resources or the support they can find within their schools, friendships, or family. This interactive training will ask participants to learn more about their fellow classmates and see that many times, we are more similar than we are different. Creating community within schools is one of the most effective ways to decrease the social isolation experienced by many LGBTQA youth.

“[The Pride Center] has helped foster a community in our school where many students have an opportunity to be comfortable in their identities, aren't afraid to ask questions and definitions, and learn more about making our school a more accepting place.”

–Student at school assembly, 16, Doane Stuart School

BEYOND THE RAINBOW: ELEMENTARY SCHOOL SERIES

Audience: Elementary School Students

Recommended Length: 45 minutes

Objectives:

- Discover books and other resources that reflect LGBTQA families and people.
- Increase awareness of LGBTQA families and individuals.
- Reduce social isolation of children with LGBTQA family members.

Our elementary school workshop runs differently than our other trainings, in that we engage with students by sharing stories and engaging in book talks about topics related to LGBTQA issues. These books will talk about LGBTQA families, have LGBTQA characters, model healthy relationships, and focus on self-esteem, healthy body image, self-expression, and more.

EMPOWERING YOU THROUGH POLITICAL & SOCIAL ADVOCACY

Audience: Middle and High School Students, Gay-Straight Alliances

Recommended Length: 1-1.5 hours

Recommended Prerequisite: Ally Training; Building Alliances

Objectives:

- Identify strategies to engage administration to get their projects off the ground.
- Become familiar with laws and policies meant to protect the LGBTQA community.
- Improve social media and public relations literacy.
- Enhance critical thinking and problem-solving skills.

This training features inspiring high school leaders who are working on the front lines to create change in their communities. By offering success stories, sharing challenges, and brainstorming what YOU can do, we hope that you, too, can take action and stand up for equality in your school. This is an INTERACTIVE workshop; get ready to ask questions and participate! We want to empower you to be that catalyst for change. You'll also learn about discrimination and harassment faced by members of the LGBTQA community, and then what unity can look like in the face of adversity.

TRAININGS AND WORKSHOPS FOR GAY-STRAIGHT ALLIANCES AND STUDENT GROUPS

Many schools throughout the Capital Region have Gay Straight Alliances (GSAs) or a student group that particularly focuses on the LGBTQA community. Through an assortment of hands-on workshops, presentations, and panel discussions, Pride Center staff and members of our Center Youth Action Team work to provide technical assistance to these student groups. This support may be in the form of valuable referrals to national and local resources; leadership development; trainings specially geared to enhance the impact a GSA has on changing a school's climate; as well as capacity-building, such as fundraising and increasing student participation.

ALLY TRAINING: BUILDING ALLIANCES

Recommended Length: 45 minutes–1.5 hours

Objectives:

- Discover books and other resources that reflect LGBTQA families and people.
- Increase awareness of LGBTQA families and individuals.
- Reduce social isolation of children with LGBTQA family members.

Our elementary school workshop runs differently than our other trainings, in that we engage with students by sharing stories and engaging in book talks about topics related to LGBTQA issues. These books will talk about LGBTQA families, have LGBTQA characters, model healthy relationships, and focus on self-esteem, healthy body image, self-expression, and more.

TRANS* & GENDER NONCONFORMING INCLUSION

Recommended Length: 45 minutes–1.5 hours

Objectives:

- Understand concepts of gender identity and gender expression.
- Become familiar with language and terminology relevant to trans* and gender non-conforming (GNC) young people.
- Increase knowledge of challenges experienced by trans* and gender non-conforming (GNC) youth in and out of the classroom.
- Identify resources to support GSA's work with trans* and GNC students.
- Create a plan for trans* and GNC inclusion for GSA, school, or other student group.

Make your student group more inclusive of trans and gender non-conforming people! Learn about the unique challenges trans* and GNC people face, terminology, navigating bathrooms and other gendered spaces, and hear personal stories of trans* and GNC youth. Find the "T" in your student group today!

"When the Center Youth Action Team comes to our school, students in the GSA are actually excited to listen and be educated. I see the positivity the Team leaves in my school after a visit. I am certain that the future of the Capital Region is much brighter, as long as the Team is visiting schools and enriching students."

–Student at GSA training, 18, Troy High School

CREATING SAFER SCHOOLS: WHAT THE “DIGNITY FOR ALL STUDENTS ACT” MEANS FOR STUDENTS

Recommended Length: 45 minutes–1.5 hours

Recommended Prerequisite: Ally Training

Objectives:

- Increase understanding of the Dignity for All Students Act (DASA) and student rights.
- Become familiar with school’s policies and procedures for DASA.
- Improve confidence in self-advocacy techniques.
- Identify “up-stander” strategies for intervention in cases of student or staff discrimination and/or harassment.

Want to make your school a safe place for LGBTQA students and teachers? This training will address the implementation of the Dignity for All Students Act (DASA) and what you can do as a student to advocate for your rights. Learn how to use effective storytelling techniques to change your school climate as well as up-stander behaviors that can make all the difference. We can also help you better understand your school’s policies and procedures around student conduct.

LEADERSHIP DEVELOPMENT

Recommended Length: 1-2 hours

Objectives:

- Identify strategies for creating a succession plan for graduating leadership.
- Learn ways to recruit new members to student group.
- Develop skills for engaging with other student groups to create lasting partnerships.
- Increase confidence in communicating with faculty and administration.
- Enhance public speaking skills.

Learn how to capitalize on the experiences of past GSA leaders, and create a plan for the future success of your group. This training is very interactive! Gear up to brainstorm ways to recruit members, share challenges and successes, and get valuable tips on public speaking and professionalism (great for your student group and your future)!

“It is amazing how [youth] can be empowered when they know that someone cares, which is exactly what the Pride Center does for the youth in our community. Thank you!”

-Teacher, Stillwater High School

EMPOWERING YOU THROUGH POLITICAL & SOCIAL ADVOCACY

Audience: Middle and High School Students, Gay–Straight Alliances

Recommended Length: 1–1.5 hours

Recommended Prerequisite: Ally Training: Building Alliances

Objectives:

- Identify strategies to engage administration to get their projects off the ground.
- Become familiar with laws and policies meant to protect the LGBTQA community.
- Improve social media and public relations literacy.
- Enhance critical thinking and problem–solving skills.

This training features inspiring high school leaders who are working on the front lines to create change in their communities. By offering success stories, sharing challenges, and brainstorming what YOU can do, we hope that you, too, can take action and stand up for equality in your school. This is an INTERACTIVE workshop; get ready to ask questions and participate! We want to empower you to be that catalyst for change. You'll also learn about discrimination and harassment faced by members of the LGBTQA community, and then what unity can look like in the face of adversity.

UNDERSTANDING & ENACTING CONSENT

Recommended Length: 1.5–2 hours

Objectives:

- Define and redefine consent—to question and broaden collective and individual ideas about consent
- Enhance critical thinking around consent and not coercion; applies to other aspects of life too
- Equip participants with examples of how to be more proactive in creating safe, consensual spaces
- Improve communication with peers and self–confidence in navigating difficult conversations

K-12 Schools

- Increase knowledge of relationship dynamics, power, privilege, and social norms
- Foster space for healthy conversations, deep thinking, and implementation of safety

This workshop provides participants tools to engage in healthy consent when navigating the variety of relationships we form with other people (ie. romantic, sexual, platonic, etc.) Students will learn how to recognize and communicate boundaries, practice giving and identifying consent versus non-consent, and discuss power and privilege as it relates to communication and consent. This workshop acknowledges and addresses that some participants may have experienced trauma and strives to be a safe space for individuals to receive resources (though it will not be focused on trauma, there is access to support if needed).

SEXUAL HEALTH EDUCATION FOR LGBTQA YOUTH

Recommended Length: 45 minutes–1 hour

Objectives:

- Enhance knowledge of HIV/STI transmission, testing, and healthcare.
- Identify strategies to reduce harm and increase health.
- Increase confidence in self-advocacy and partner communication.
- Improve body image and self-confidence.

Comprehensive sexuality education is a key component in meeting the current and future sexual health needs of young people. This workshop provides sexual health education for LGBTQA students that is reflective of their identities and in an environment that feels comfortable to ask the questions more relevant to their experiences and bodies. Pride Center staff trained in sexual health education will provide culturally appropriate information to empower LGBTQA young people in making healthier sexual choices in their lives. The workshop is tailored to maintain individual school district sexual education guidelines. *This is available as a one-time workshop or a series of workshops.*

TECHNICAL ASSISTANCE

In addition to delivering trainings and workshops, the Pride Center of the Capital Region offers technical assistance specifically designed for your school. This professional assistance service will enable school administration, teachers, or other support staff to offer the best support possible for its LGBTQA individuals. Each plan is customized to best meet the needs of the individual school.



"SAFE SCHOOLS" TECHNICAL ASSISTANCE

We offer an assessment of your school's policies and procedures, professional staff development opportunities, student group involvement, etc., and work with your school to develop a safer and affirming environment for students and faculty to thrive. Projects may include:

- Policies and procedures (i.e. Title IX, Dignity for All Students Act, NYSED Guidelines to Support Trans* and Gender Non-Conforming Students, etc.)
- Student handbook
- Gender neutral facilities on campus
- Professional development for staff
- Curriculum development
- Creation of a Gay-Straight Alliance



"SAFE SCHOOLS" ASSESSMENT AND IMPLEMENTATION ASSISTANCE

For creating a safer, more inclusive school climate, experienced Pride Center staff conduct an evaluation of a school's multiple components, such as policies, physical environment, and curriculum. We then work collaboratively with the school to develop and implement a plan for addressing areas for improvement.

CENTER YOUTH PROGRAM

This program of the Pride Center works with lesbian, gay, bisexual, trans*, queer, questioning, asexual youth and their allies, ages 18 and under. The Center Youth Program provides a variety of offerings to best meet the educational, social, and support needs of LGBTQA youth in the Capital Region.



YOUTH GROUPS

These drop-in peer groups are designed LGBTQA youth throughout the Capital Region. Through education, advocacy, and support, these groups provide safe and empowering spaces for ALL youth.



ALBANY YOUTH ORGANIZING (AYO) DROP-IN SPACE

AYO is a weekly drop-in space that works to provide support, community, and empowerment for youth ages 18 and under. Each Friday from 3-9pm, youth can stop by the Pride Center (332 Hudson Avenue, Albany) to participate in workshops, a community meal, fun activities, as well as take advantage of free HIV testing, case management, homework help, and more.



CENTER YOUTH ACTION TEAM

Designed to encourage youth leadership, this unique program provides youth with training and speaking opportunities to help make schools safer while developing a sense of confidence and pride in their identities.



YOUTH IN POWER: SUMMER LEADERSHIP CAMP

Our camp provides a welcoming, supportive, safe, and fun summer camp experience for youth, ages 18 and under. Youth who attend camp are empowered to explore their passions, identities, and more by participating in workshops, activities, and projects presented through a social justice lens.



SOCIAL OPPORTUNITIES

Building positive relationships is essential to all youth, but for LGBTQA youth, many times opportunities are limited. The Pride Center coordinates a variety of special events throughout the year to give LGBTQA youth and their allies the opportunity to connect with one another. These events include an Annual Alternative Prom, Frostbite Ball, Youth BBQs, and more!



FAMILY & FRIENDS SUPPORT GROUP

This group provides a space for parents, friends, and family of LGBTQA people to support one another, share resources, and discuss experiences of supporting LGBTQA loved ones.

NON-PROFIT
US POSTAGE
PAID
PERMIT #798
ALBANY, NY



332 Hudson Ave, Albany, NY 12210
P 518.462.6138 F 518.462.2101
www.capitalpridecenter.org

**PRIDE CENTER OF
THE CAPITAL REGION**

Training & Education Services

**To request a training, presentation,
or technical assistance:**

Call 518-462-6138

Email centeryouth@capitalpridecenter.org