



San Diego Pride

TRAININGS & SERVICES

ABOUT OUR TRAININGS & SERVICES

In all areas of life and in all environments – work, school, family, home, arts, culture, leisure, etc – it is important that the LGBTQ+ community is supported and understood. San Diego Pride provides subject matter expertise on the LGBTQ+ community, with each training’s curriculum tailored to suit the specific client. We have trained a wide array of businesses, schools, service providers, and agencies in the San Diego region, including Job Corps of San Diego, Jack Henry & Associates, Mesa College, mental health providers, San Diego County educators, and school administrators, San Diego Sheriff’s Office, and the San Diego Police Department. All training types include both lecture and interactive activities in the curriculum. Training types may be offered in-person or virtually via videoconferencing platforms. Additional services (organizational assessments, professional speakers, and training of trainers) are available upon request.

FEE SCHEDULE

60-minute Panels _____	\$1600 (up to 4 panelists)
60-minute training (<i>subject-specific</i>) _____	\$1500
90-minute training _____	\$2250
2-hour training _____	\$2750
3-hour training _____	\$4000

**These fees are estimates based on a corporate setting and a set training structure; all trainings are custom-built for each client.
Each in-person training is capped at 30 people; each virtual training is capped at 50 people. Additional fees may apply for a higher number of trainees.
Fees may vary depending on distance traveled to training site for in-person trainings.
Fees for nonprofit organizations or small businesses may be negotiable.*

TRAINING TYPES & SERVICES

- LGBTQ+ 101 – Basic Cultural Humility, Inclusivity, and Skills
- LGBTQ+ 201 – Advanced Inclusivity and Cultural Humility
- Subject-Specific Training
- LGBTQ+ Panels of Experts and Community Members
- Organizational Assessment
- Training of Trainers
- LGBTQ+ Professional Speakers

Founded in 1974, San Diego Pride is a 501(c)3 nonprofit organization whose mission is: Fostering pride, equality, and respect for all lesbian, gay, bisexual, and transgender communities locally, nationally, and globally. www.sdpride.org

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LGBTQ+ 101 – Basic Cultural Humility, Inclusivity, and Skills (90 min or 3 hrs)

- **DESCRIPTION:** The basic 101 training provides an overview of basic terminology, an explanation of implicit bias, and covers a brief history and current cultural landscape for LGBTQ+ people. San Diego Pride tailors all curriculum to the trainees' field and/or LGBTQ+ communities served.
- **THIS TRAINING IS APPROPRIATE FOR:** Audiences that are new to LGBTQ+ inclusivity, and/or are seeking to standardize the level of knowledge in their organization.
- **OUTLINE:**
 - **Standard Curriculum:**
 - Terminology: Developing a Common Language
 - History of the LGBTQ+ community
 - Implicit Bias
 - Cultural context and systems of oppression/privilege
 - Spectrum of gender
 - Pronouns
 - Being an Ally (general)
 - **Tailored Curriculum:**
 - Up-to-date research on the field and/or community served (e.g. customer service, LGBTQ+ families, people in incarceration, LGBTQ+ youth, etc)

*The LGBTQ+ 101 training may be completed in 90 minutes but a 3-hour training is recommended as it provides deeper opportunities for trainee growth and understanding.
Virtual trainings will be capped at 90 minutes per session.*

LGBTQ+ 201 – Advanced Inclusivity and Cultural Humility (3 hours)

- **DESCRIPTION:** The Advanced Inclusivity and Cultural Humility training includes an in-depth exploration of the LGBTQ+ community. Advanced trainings begin with a brief review of standard curriculum (terminology, pronouns, gender spectrum), then move into activities related to active allyship, theories and practices of organizational change, and an explanation of intersectionality as it relates to the LGBTQ+ community.
- **THIS TRAINING IS APPROPRIATE FOR:** Audiences that have completed San Diego Pride's 101-level training AND/OR for audiences that are ready for advanced training, as determined upon assessment.
- **OUTLINE:**
 - **Review of Standard Curriculum:**
 - Basic Terminology, Pronouns, Gender Spectrum
 - **Advanced Curriculum:**
 - Active Ally Training (interactive)
 - Opportunities and Barriers in Organizational Change
 - Intersectionality of Oppressions

Subject-Specific Training (60-90 Minutes)

- **DESCRIPTION:** A subject-specific training includes a curriculum that focuses solely on a specific subject matter related to the LGBTQ+ community.
- **THIS TRAINING IS APPROPRIATE FOR:** Audiences with a basic understanding of the LGBTQ+ community, seeking to deepen their knowledge of specific demographics or issues pertaining to LGBTQ+ people.
- **SUBJECT MATTER EXPERTISE INCLUDES** (but is not limited to):
 - Racial Justice & LGBTQ+ Community
 - LGBTQ+ Youth
 - LGBTQ+ Elders / Seniors
 - Transgender, Non-Binary, and Gender Nonconforming Identities
 - Sexual Violence & LGBTQ+ Communities
 - Accessibility & Disability Justice in the LGBTQ+ Community
 - Civic Engagement (Voting, Community Organizing) in the LGBTQ+ Community
 - Mental Health & the LGBTQ Community
 - Healthcare Access for LGBTQ+ People
 - LGBTQ+ History
 - International LGBTQ+ Rights and Equality
 - Criminal Justice and the LGBTQ+ Community
 - LGBTQ+ Inclusivity for Educators
 - Trans-Inclusive Feminism
 - Other subjects may be available; please inquire

LGBTQ+ Panels of Experts and Community Members (60 minutes)

- **DESCRIPTION:** The LGBTQ+ Panels of Experts and Community Members training type offers a variety of voices from the LGBTQ+ community. San Diego Pride trainers will coordinate and moderate a panel of up to 4 LGBTQ+ experts and/or community members to offer expert and experiential education. Panels may be tailored to a specific subject or demographic.
- **THIS TRAINING IS APPROPRIATE FOR:** Audiences with a basic understanding of the LGBTQ+ community and are seeking to supplement their current knowledge with expertise from those with lived experience.
- **SUBJECT MATTERS AND COMMUNITIES REPRESENTED MAY INCLUDE** (but are not limited to):
 - LGBTQ+ People of Color
 - LGBTQ+ Youth
 - LGBTQ+ Elders / Seniors
 - Transgender, Non-Binary, and Gender Nonconforming Identities
 - Sexual Violence & LGBTQ+ Communities
 - LGBTQ+ People with Disabilities and Access Needs
 - Mental Health & the LGBTQ Community
 - LGBTQ+ Health Care Providers
 - LGBTQ+ History
 - LGBTQ+ People in the Workplace
 - LGBTQ+ Community Organizers
 - International LGBTQ+ Advocates (**virtual only*)
 - Other subjects or communities may be available; please inquire

OTHER SERVICES OFFERED

ORGANIZATIONAL ASSESSMENT

- o **DESCRIPTION:** Expert assessment of current organizational landscape, including policies and work environment. Each organizational assessment is uniquely tailored to the client and includes a 360-degree review of the organization; San Diego Pride may consider things such as organizational policies and procedures in all areas of operation, organizational environment and landscape, interpersonal dynamics, and power structures. The final product includes the results of the assessment and suggestions for organizational next steps.
- o **FEE SCHEDULE:** Begins at \$10,000

TRAINING OF TRAINERS

- o **DESCRIPTION:** This service may be provided to organizations that seek to empower qualified individuals to offer LGBTQ+ Inclusivity trainings year-round. Trainees will receive a certification at the end of their 10-hour training, which will expire after one calendar year. Trainees must then be recertified by San Diego Pride.
NOTE: This is only available as an add-on to another training.
- o **FEE SCHEDULE:** \$7,500/person; Annual Trainer Recertification: \$1,000/person

TRAINING OF FACILITATORS

- o **DESCRIPTION:** This service may be provided to organizations and/or employee resources groups within corporations that seek to empower qualified individuals to lead LGBTQ+ discussion groups within their organizations. Trainees will receive a certification at the end of their 3-hour training, which will expire after two (2) calendar years. Trainees must then be recertified by San Diego Pride.
NOTE: This is only available as an add-on to another training.
- o **FEE SCHEDULE:** \$2,000/person; Bi-Annual Trainer Recertification: \$500/person

LGBTQ+ PROFESSIONAL SPEAKERS

- o **DESCRIPTION:** San Diego Pride will provide a relevant, qualified, and experienced professional speaker for events based on requested topic(s) and/or themes.
- o **FEE SCHEDULE:** Varies; inquire for specific rates

TO SCHEDULE A TRAINING

- Fill out our **Training Inquiry form** at www.SDPride.org/Trainings
- For additional information, please email training@sdpride.org