



San Diego Pride

TRAININGS & SERVICES (2025)

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 LGBTQIA+ community is supported and understood. San Diego Pride provides subject matter expertise on the LGBTQIA+ 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: Jack Henry & Associates, SONY, Bishop’s School, Jewish Family Service of San Diego, Job Corps of San Diego, Mesa College, mental health providers, and educators and school administrators. All training types include both lecture and interactive activity in the curriculum.

Trainings 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 training _____	\$ 1,750.00 USD
60-minute Panels _____	\$ 1,800.00 USD <i>(up to 4 panelists)</i>
90-minute training _____	\$ 3,000.00 USD
2-hour training _____	\$ 3,500.00 USD
3-hour training _____	\$ 5,000.00 USD
One-on-one Coaching _____	\$ 500.00 USD per session
Consulting _____	\$ 750.00 USD per session
Recording Fee _____	\$ 500.00 USD
LGBTQIA+ Professional Speakers _____	Varies; please inquire
Organizational Assessment _____	Varies; please inquire
Organizational Data Equity: SOGIESC Data Consulting _____	Varies; please inquire
Consultation - Training Development _____	Varies; please inquire
Organizational Consultation _____	Varies; please inquire
One-on-One Coaching _____	Varies; please inquire
Training of Trainers / Training of Facilitators _____	Varies; please inquire
LGBTQIA+ Professional Speakers (Keynotes, etc) _____	Varies; please inquire

**These fees are estimates based on a corporate setting and a set training structure; all trainings are custom-built for each client. Fees for nonprofit organizations or small businesses may be negotiable.*

**Bundling services together may reduce the per-service fee amount.*

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TRAINING TYPES & ASSOCIATED FEES

In-Person Trainings:

Each in-person training is limited to 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.

Virtual Trainings:

Platform may be provided by either San Diego Pride or the client.

There is no attendance limit for virtual trainings. Where appropriate, Pride staff will work with training clients to determine appropriate capacity for virtual trainings.

Virtual trainings may be offered as 60- or 90-minute sessions.

Hybrid Trainings:

The in-person limit of 50 applies for in-person attendees of hybrid trainings; no capacity limit will be placed on virtual attendees.

NOTE: This training type is *only* available for lecture-style trainings.

Recording of Hybrid and Virtual Trainings:

A recording fee will apply for clients wishing to record the session for future use.

Clients will agree to only use the recorded training for *one calendar year* following the date of service.

TRAINING TOPICS & SERVICES

- LGBTQIA+ 101 – Basic Cultural Humility, Inclusivity, and Skills
- LGBTQIA+ 201 – Advanced Inclusivity and Cultural Humility
- Subject-Specific Training (*topics vary*)
- LGBTQIA+ Panels of Experts and Community Members
- Organizational Assessment
- Organizational Data Equity: Sexual Orientation, Gender Identity/Expression & Sex Characteristics (SOGIESC) Data Collection & Use
- Consultation - Training Development
- Organizational Consultation
- One-on-One Coaching
- Training of Trainers / Training of Facilitators
- LGBTQIA+ Professional Speakers (Keynotes, etc)

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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DESCRIPTIONS OF TRAININGS

LGBTQIA+ 101 – Basic Cultural Humility, Inclusivity, and Skills (60 min, 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 LGBTQIA+ people. San Diego Pride tailors all curriculum to the trainees' field and/or LGBTQIA+ communities served.
- **THIS TRAINING IS APPROPRIATE FOR:** Audiences that are new to LGBTQIA+ inclusivity, and/or are seeking to standardize the level of knowledge in their organization.
- **OUTLINE:**
 - **Standard Curriculum:**
 - Sex vs Gender vs Sexual Orientation
 - Terminology: Developing a Common Language
 - Pronouns
 - History of the LGBTQIA+ community
 - Cultural context, current landscape, and systems of oppression/privilege
 - Being an Active Ally (individual and/or corporate allyship)
 - **Tailored Curriculum:**
 - Up-to-date research on the field and/or community served (e.g. customer service, LGBTQIA+ families, people in incarceration, LGBTQIA+ youth, etc)

**The LGBTQIA+ 101 training may be completed in 60 or 90 minutes. For in-person trainings, a 3-hour training is recommended for best results in trainee growth and understanding.*

LGBTQIA+ 201 – Advanced Inclusivity and Cultural Humility (60 min, 90 min, or 3 hrs)

- **DESCRIPTION:** The Advanced Inclusivity and Cultural Humility training includes an in-depth exploration of the LGBTQIA+ 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 LGBTQIA+ 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 / Privilege

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

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

- **DESCRIPTION:** The LGBTQIA+ Panels of Experts and Community Members training type offers a variety of voices from the LGBTQIA+ community. San Diego Pride trainers will coordinate and moderate a panel of up to 4 LGBTQIA+ 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 LGBTQIA+ community and are seeking to supplement their current knowledge with expertise from those with lived experience.
- **SUBJECT MATTERS AND COMMUNITIES REPRESENTED MAY INCLUDE** (but not limited to):
 - LGBTQIA+ People of Color
 - LGBTQIA+ Youth
 - LGBTQIA+ Elders / Seniors
 - Transgender, Non-Binary, and Gender Nonconforming Identities
 - Sexual Violence & LGBTQIA+ Communities
 - LGBTQIA+ People with Disabilities and Access Needs
 - Mental Health & the LGBTQ Community
 - LGBTQIA+ Health Care Providers

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- o LGBTQIA+ History
- o LGBTQIA+ People in the Workplace
- o LGBTQIA+ Community Organizers
- o International LGBTQIA+ Advocates (**virtual only*)
- o Other subjects or communities may be available; please inquire

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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:** Please inquire.

ORGANIZATIONAL EQUITY: SEXUAL ORIENTATION, GENDER IDENTITY/EXPRESSION & SEX CHARACTERISTICS (SOGIESC) DATA

- o **DESCRIPTION:** Incorporating sexual orientation and gender identity/expression and sex characteristic (SOGIESC) data into your organizational operations does not have a one-size-fits-all application. San Diego Pride will work with organizations to assess their goals and needs, provide information about the importance of incorporating LGBTQIA+ SOGIESC data into everyday organizational operations, and offer suggestions for incorporating SOGIESC data in both internal human resources practices and external client-facing opportunities.
- o **FEE SCHEDULE:** Varies. Please inquire.

CONSULTATION - TRAINING DEVELOPMENT

- o **DESCRIPTION:** We can provide subject matter expertise and adult pedagogy guidance for organizations or trainers that are developing their own trainings. San Diego Pride will work with you to tailor our support to your needs, whether through developing slide decks or lesson plans for you to implement or providing feedback and guidance on your training materials. Note: this service does *not* include presenting the materials to your audience(s).
- o **FEE SCHEDULE:** Varies. Please inquire.

ORGANIZATIONAL CONSULTATION

- o **DESCRIPTION:** This service is tailored for organizations seeking LGBTQIA+ subject matter expertise on specific issues facing the organization. Unlike a full organizational assessment, these consultations will focus on single issues or areas of concern. This may include providing guidance and advice on responding to incidents or concerns,

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offering support on specific internal processes or procedures, or other time-limited and discrete issue areas.

- o **FEE SCHEDULE:** Varies. Please inquire.

ONE-ON-ONE COACHING

- o **DESCRIPTION:** Leaders looking to improve their cultural humility and understanding of the LGBTQIA+ community, movement, and issues may benefit from one-on-one coaching with one of San Diego Pride's subject matter experts. Coaching sessions will be responsive to the goals determined by Pride and the coachee, and may include education, practice, and tailored support.
- o **FEE SCHEDULE:** \$500 per session

TRAINING OF TRAINERS

- o **DESCRIPTION:** This service may be provided to organizations that seek to empower qualified individuals to offer LGBTQIA+ 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 LGBTQIA+ 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:** \$3,000/person; Bi-Annual Trainer Recertification: \$500/person

LGBTQIA+ 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

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TO SCHEDULE A TRAINING

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

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