



San Diego Pride

TRAINING INSTITUTE (2026)

ABOUT OUR TRAINING INSTITUTE

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. SD Pride has 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 etc.) are available upon request.

FEE SCHEDULE

60-minute training _____	\$ 1,750.00 USD
60-minute Panels _____	\$ 1,800.00 USD
	(up to 4 panelists)
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
Organizational Assessment _____	Varies; please inquire
Organizational Data Equity: SOGIESC Data Consulting _____	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 75 people. Additional fees may apply for a higher number of trainees.

Fees may vary depending on distance traveled to the 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 75 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
- One-on-One Coaching
- 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)

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 moves 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
 - 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
 - International LGBTQIA+ Rights and Equality
 - Criminal Justice and the LGBTQIA+ Community
 - LGBTQIA+ Inclusivity for Educators
 - 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
 - LGBTQIA+ People with Disabilities and Access Needs
 - Mental Health & the LGBTQ Community
 - LGBTQIA+ Health Care Providers
 - LGBTQIA+ People in the Workplace
 - LGBTQIA+ Community Organizers
 - 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.

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 coach, and may include education, practice, and tailored support.
- o **FEE SCHEDULE:** \$500 per session

TO SCHEDULE A TRAINING

- For additional information, please email brock@sdpride.org

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