

RISE TRAIN THE TRAINER



Training & Coaching
Intensive (TCI) T4T
Program Overview

RISE Training & Technical Assistance (TTA)

Overview



For over 15 years, RISE has been one of the leading, national providers of SOGIE (sexual orientation, gender identity, and gender expression) training and technical assistance (TTA) connected to you in systems of care. Through the Los Angeles LGBT Center's ("the Center") groundbreaking, federally funded RISE (Recognize Intervene Support Empower) initiative, RISE developed and tested a new service model that reduces the number of LGBTQ+ youth in long-term foster care and helps them find loving, permanent homes as well as the groundbreaking RISE study in partnership with the UCLA Williams Institute¹. RISE does that, in part, by working with the youth, parents, caregivers and professionals to combat the biases that too frequently result in the mistreatment and abuse of LGBTQ+ youth and by reforming policies and practices to respond to the unique needs of LGBTQ+ youth.

Now a self-sustaining program, RISE continues its complementary, parallel approaches of building capacity with agencies across the country which serve LGBTQ+ youth in systems of care (child welfare, juvenile justice, mental health, education, etc.) and adults who support them (caregivers and professionals), as well as localized services which provide individualized support and case management to youth in those systems. Using federally evaluated, evidence-informed practices, RISE has maintained its role as a leading team of experts serving the dynamic and diverse needs of youth in care and the adults who support them.

RISE has trained more than 10,000 individuals across over 400 agencies in sectors including child welfare, juvenile probation, mental health, homeless services, social services, human services, and education. RISE has been used nationally including: Los Angeles County Department of Children and Family Services (DCFS), Los Angeles County Juvenile Probation Department, Los Angeles County Department of Mental Health (DMH), Los Angeles County Office of Education (LACOE), Santa Clara County Department of Children and Family Services, California Department of Social Services (CDSS), Kern County Department of Human Services, Fresno County Department of Social Services, Montgomery County Maryland Department of Health and Human Services, and the New York State Office of Children and Family Services.

The national RISE TTA program is a part of the Los Angeles LGBT Center. The Center has cared for, championed and celebrated LGBTQ+ individuals and families in Los Angeles and beyond since its founders first began providing services in 1969. Today, the Center provides services for more LGBTQ+ people than any other organization in the world.

The Need



Lesbian, Gay, Bisexual, Transgender, Queer, and Questioning (LGBTQ+) youth have long been considered an invisible population in systems of care. Jurisdictions throughout the United States typically lack services and resources that meet the unique needs of this population. Public and private stakeholders are also often unaware of the institutional and individual barriers to permanency for LGBTQ+ youth. Moreover, staff responsible for the safety and wellbeing of our community's youth too often demonstrate the same biases that contribute to the poor health, mental health, and permanency outcomes experienced by LGBTQ+ youth.

LGBTQ+ children and youth in systems of care face unique challenges and barriers that impact their safety, well-being, and permanency outcomes. These challenges can present as family/caregiver rejection, harassment, neglect, and abuse. Simultaneously, LGBTQ+ children and youth are often subjected to similar forms of discrimination and bias perpetuated by resource parents and staff/providers. These experiences are reflected by the disparate number of LGBTQ+ children and youth who are pushed out of the traditional education setting, experience homelessness, enter and stay in systems of care, and who are at an increased risk for negative health and mental health outcomes as a result.

These service disparities continue despite the extreme overrepresentation of LGBTQ+ youth in systems of care. For example, at least 30%² of youth in the child welfare system identify as lesbian, gay, bisexual, or questioning with BIPOC youth making up at least 90% of the LGBTQ+ foster youth population. A study by the Administration for Children and Families found that nearly 40%³ of LGBTQ+ youth were forced from their homes due to their sexual orientation or gender identity. However, across the country, many children and youth's services professionals receive no training on supporting LGBTQ+ youth, their caregivers, and other staff.

RISE Training & Coaching Intensive (TCI)



RISE has developed the TCI program aka train the trainer (T4T) for potential and existing trainers, coaches, and subject matter experts or "holders" working for public and private agencies. This program focuses on the skills and knowledge needed to deliver the RISE Program's evidence-informed core training on LGBTQ+ Preparedness but is highly adaptable for other sectors. The 5-day Intensive is based upon strengths-based, best practices for supporting LGBTQ+ youth, including principles for effective communication.

At the core of RISE training, is the belief that with skilled, thoughtful, and targeted interventions, LGBTQ+ youth can achieve permanency and positive outcomes in safe and loving homes. The Intensive is geared towards “Helping Professionals” including but not limited to: social workers, probation officers, clinicians, educators, and homeless services, amongst others.

RISE offers organizations and the general public training opportunities to become ‘RISE Community Facilitators.’ Upon successful completion of the initial T4T and post-training requirements, the individual is eligible to teach the RISE training to members of their organization. Only the RISE Program can train individuals to become a RISE Community Facilitator.

Program Overview



Following registration, participants will join a cohort in a five-day training program and follow up technical assistance. The first day will be the RISE training, where participants experience the core training and will learn the core competency areas from the perspective of a participant. The following four days will include supplemental content for facilitator development and consists of a combination of lecture, breakout groups, group exercises, coaching, and student teaching.

The TOI is a 5-day, 40-hour course and is designed to be completed in its entirety. Any associated fees are inclusive of the five-day training, one co-train session, ongoing coaching and technical assistance, and non-exclusive use of RISE training materials. RISE Community Facilitators will be given access to an online drive with the most up to date materials, program updates, and opportunities to connect with other trainees and RISE Community Facilitators.

When the participant has completed the five-day training with proficiency as verified by the RISE Team, they are a “provisionally-certified” RISE Community Facilitator (PRCF). Participants must sign an Intellectual Property Agreement with The Los Angeles LGBT Center regardless of the agreement made with the employing/sponsoring agency (if there is a sponsoring agency). As a provisionally-certified RISE Community Facilitator (PRCF) must:

- Deliver at least one (1) RISE Training per calendar year;
- Present the RISE training using the standard materials provided upon certification;
- Utilize the RISE training evaluation;
- Attend at least two of the three (2:3) SOGIE Office Hours offered on a monthly basis within 3 months of certification; and,
- Discretionary: A video of a segment of training may be required dependent on student teaching segment and course performance.

The PRCF will be fully certified upon completion of the requirements above. The certification is for a period of 2 years. If the certified RISE Facilitator wishes to maintain certification, they are required to pay the material use fee and complete six (6) hours of additional training and technical assistance offered through RISE.

Privileges & Maintenance



Once provisionally certified, PRCFs are granted access to a variety of materials designed to help develop and present the program, including:

- **Access to Digital Materials:** program materials and resources needed to teach and promote the RISE Training, including course slide deck, handouts and exercises, evaluation tools, certificate of completion, and adaptable templates for the marketing and promotion of trainings.
- **Access to Continued Mentoring and Technical Assistance:** Monthly, group SOGIE Office Hours and individualized (1:1) coaching and TA with the RISE Team, who will respond to needs related to the delivery of trainings, agency implementation, etc. They will also be available to help connect PRCFs with others who share areas of specialization.

In addition, RISE Community Facilitators are expected to adhere to the following:

- While are free to exercise creativity when contextualizing content in local settings, they may not otherwise alter course materials without written permission and modification support from the RISE Team. The RISE Team welcomes and encourages questions or concerns related to the fidelity of the RISE model and curriculum.
- It is encouraged that evaluations are completed from each course participant, particularly for anyone receiving a certificate of completion. In addition, it is requested that facilitator(s) provide the number of individuals trained every quarter, so that RISE and your organization can develop information of the training impact for each community facilitator trained. A document will be provided to track the numbers of people trained.
- The certified RISE Community Facilitator (RCF) is independent of RISE/The Los Angeles LGBT Center and may only provide the RISE training to their sponsoring agency. If no sponsoring agency, the certified RCF may not charge for the trainings conducted, less the cost of materials, space usage, etc. ("at cost").
- RISE certifies individuals as facilitators, not agencies, to provide the training. If the RCF leaves the agency that sponsored their training and paid their fees, the person must contact RISE to arrange an independent agreement separate from the sponsoring agency.
- Respect the privacy of course participants, colleagues, clients, and others, including the responsibility to protect personal information acquired from registration data. The future use of personal stories or experiences shared by participants, without explicit permission from these persons, is strictly prohibited.
- **Covenant Not to Compete:** RISE Community Facilitators agree that at no time during the execution of the RISE training will they engage in any business activity which is competitive with the Program.
- **Non-solicitation:** During the term of certification, and for a period of one (1) year immediately thereafter, trainees agree not to solicit any client or independent contractor of the Program on behalf of any other business enterprise, nor shall trainees induce any client or independent contractor associated with the Program to alter, terminate, or breach an employment, contractual, or other relationship with the Program.

About the RISE Team



RISE training faculty represent diverse educational and professional backgrounds including social work, marriage and family therapy, gender studies, training and coaching, and law. Most training faculty have direct-service experience working with LGBTQ+ youth in group homes, placement facilities, social services, survivor services, and/or juvenile justice systems. Combined, training faculty have over 50 years of experience. The team also draws on the day-to-day experiences of clients and staff, uniquely situated within the world's oldest and largest LGBTQ+ social service agency. This allows for evergreen learning, updating, and responsiveness with immediate access to information about trending needs, field developments, etc.

Sample Course Outline



Day	Topics
Pre-Work	• Participants will receive and review the RISE curriculum prior to the class start date. • Personal and Agency Assessment
Day 1	• Delivery of RISE Foundational Training
Day 2	• Supplemental Modules: ◦ Embracing Gender Creativity: Responding to the Needs of Gender Expansive Youth ◦ Culturally Responsive Care: Applying an Intersectional Approach
Day 3	• Supplemental Modules: ◦ Setting the Climate for Training ◦ Investigating Compounded Dynamics Impacting LGBTQ+ Youth
Day 4	• Student Teaching Demonstrations • Supplemental Modules: ◦ Supporting Vicarious Resilience
Day 5	• Supplemental Modules: ◦ Leading with Values & Addressing Institutional Culture

¹Wilson, B. D. M., Cooper, K., Kastanis, A., & Nezhad, S. (2014). Sexual and gender minority youth in foster care: Assessing disproportionality and disparities in Los Angeles. Los Angeles, CA: The Williams Institute, UCLA School of Law.

²Baams, L., Wilson, B. D. M., & Russell, S. T. (2019). LGBTQ youth in unstable housing and foster care. *Pediatrics*, 143(3), Article e20174211.

³DeChants, J.P., Green, A.E., Price, M.N., & Davis, C.K. (2021). Homelessness and Housing Instability Among LGBTQ Youth. West Hollywood, CA: The Trevor Project.

