



## Continuing Education Curriculum & Learning Objectives

<b>Communication Solutions™</b>	<b>2 days</b>
Communication Solutions™ Student Version	1 day

### Brief Overview

Our unique approach to interaction and education is based on a communication model that effectively engages the entire community by including all viewpoints. This model of communication, infused in all our work, teaches you how to be authentic and openly share beliefs and fears often withheld in public discussions. Powerful communication tools will give you access to breakthroughs and the opportunity to produce results, even in the face of disagreement.

### Learning Objectives:

- 1) Communicate effectively on the topics of gender and orientation in a manner that facilitates open, authentic communication, rather than conflict or confrontation.
- 2) Create an environment where people authentically respond with emotion, share beliefs, and reveal fears usually withheld in public discussions.
- 3) Overcome positions of right vs. wrong and provide ways to generate actions and produce win/win results.
- 4) Ameliorate the emotional reactions of youth and families who are dealing with concerns around gender and orientation.
- 5) Engage in purposeful dialogue that is not based on a need to agree, but instead connects people to the common purpose of keeping youth safe.
- 6) Develop your public speaking abilities while increasing the impact you have with your audience, particularly in situations when there is no consensus or when emotionally charged topics are discussed.
- 7) Have an opportunity to create action plans to make a difference for youth and families in your community at the interpersonal or institutional levels.

## Communication Consultation Session

### Brief Overview

Communication sessions provide targeted, skillful listening and feedback to address specific breakdowns and opportunities within your organization and community. Our clients often report these sessions are useful before enrolling additional participants in their organization in the educational work of YES Institute.

### Learning Objectives

Objectives will vary based upon your needs. Feedback and engagement with your key stakeholders will allow us to clarify your purpose and intended goals.

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## Essentials of Gender & Orientation™

1 day

### Brief Overview

This introductory course is ideal for professionals and families who are new to gender and orientation topics and who are exploring new knowledge and conversations on these topics. Myths, facts, and stereotypes regarding sexual orientation and gender are covered. This course is also ideal for those seeking a condensed 1-day version that includes highlights from across the 3-day Gender/Orientation Series™.

### Learning Objectives

- 1) Address fears and misinformation that lead to adverse outcomes for youth and adults impacted by the topics of gender and orientation.
- 2) Engage in an in-depth conversation on gender and orientation that analyzes popular notions, real life experiences, and the gap between the two.
- 3) Review and discuss the distinctions between the binary and continuum models of gender.
- 4) Examine the concept of transgender and assess the challenges faced by people who wish to pursue a gender transition, and the impact transitioning youth and adults can have within an organizational setting.
- 5) Utilize an opportunity to create action plans for youth and families impacted by these topics at the interpersonal and/or institutional levels of your organization.

## **Gender Continuum**

**1 day**

Gender/Orientation Series™ Part 1

### **Brief Overview**

Gender is at the very core of our being and relationships—the starting point of who we are, who we think we are, and who we and others think we should be. Gender Continuum deconstructs the concept of gender as binary and offers new views that expand our ability to think about gender. Information and education about transgender youth is the most urgent and needed request today from schools, parents, and other organizations.

### **Learning Objectives**

- 1) Address fears and misinformation that lead to adverse outcomes for youth and adults impacted by the topics of gender and orientation.
- 2) Review the major social movements of the last century that have rapidly redefined expectations for femininity and masculinity in today's society.
- 3) Recognize how the pervasive female/male binary construct affects perceptions, interactions, and equitable treatment for all people.
- 4) Identify actions to create caring environments that accommodate the continuum of all young people's experiences around gender and orientation.
- 5) Review the latest knowledge on intersex bodies which brings new questions to our paradigm of how we define and assign biological sex.
- 6) Examine the concept of transgender and assess the challenges faced by people who wish to pursue a gender transition.
- 7) Critically analyze social and legal complexities resulting from the growing recognition of intersex and transgender human experiences.
- 8) Utilize an opportunity to create action plans for youth and families impacted by these topics at the interpersonal and/or institutional levels of your organization.

## **Deciphering the Matrix of Orientation**

**1 day**

Gender/Orientation Series™ Part 2

### **Brief Overview**

After completing Gender Continuum, participants arrive at a new place of inquiry—often with more questions than answers. The labels “gay,” “lesbian,” “bisexual,” and “heterosexual” have stood unexamined for a long time. These quick categorizations, succinct and finite, have cost us the opportunity to really learn about orientation. This course poses the question, “What *is* orientation?”. Inquiry allows participants to uncover just how little we know the answer to this question. The purpose of this course is to examine the concept of orientation so it can be understood for what it is, and what it is not.

### **Learning Objectives**

- 1) Engage in reflective conversation on sexual orientation that analyzes popular concepts, real life experiences, and the gap between the two.
- 2) Investigate the rapid changes in the terminology used to label identities based on concepts of orientation.
- 3) Learn about and explore developmental systems theory – a new theoretical perspective on biological development which includes and takes into account the continuum of genetics and environment.
- 4) Explore the concept of transgender and gender transitioning youth and the risk factors facing this population.
- 5) Examine the function of gender attribution and the psychological and social assumptions underpinning this concept.
- 6) Distinguish between sexual orientation and gender expression.
- 7) Utilize an opportunity to create action plans for youth and families impacted by these topics at the interpersonal and/or institutional levels of your organization.

## **Being & Belonging**

**1 day**

Gender/Orientation Series™ Part 3

### **Brief Overview**

This course delves into the many ways youth may feel they do not belong and the impact this has on physical and mental well-being. Consequences such as rejection, self-injurious behaviors, violence and suicide, are explored and highlighted. Participants will gain access to generating powerful dialogue and create action plans that can prevent the source of these consequences. The purpose of this course is to reveal the critical impact of gender and orientation on healthy development of youth.

### **Learning Objectives**

- 1) Further clarify distinctions between the body, gender, and orientation, and identify ways these separate aspects of experience relate to one another.
- 2) Examine research and videos addressing gender and orientation through the lens of being and belonging.
- 3) Review Maslow's Hierarchy through the concepts of being and belonging.
- 4) Critically examine what is at the core level of "being" in the human experience.
- 5) Review the latest research on "cutting" trends and other self-harming behaviors among distressed youth and appropriate ways to respond.
- 6) Review emerging research on student bullying and what is necessary for schools and communities to successfully intervene.
- 7) Observe the rules by which we determine membership and note the consequences of not belonging.
- 8) Utilize an opportunity to create action plans for youth and families impacted by these topics at the interpersonal and/or institutional levels of your organization.

## **Masculinity Distinguished**

**1 day**

### **Brief Overview**

In this course, you will explore the dictates imposed on people who seek to be viewed and experienced as masculine. Unlike the typical view of gender as concerning women, or “women vs. men”, this course is devoted to the singular exploration of masculinity. Masculinity is traditionally viewed simply as the predominant position of privilege and power. This course looks beyond that view and examines the constraints and expectations of the illusive “ideal male.” Multidisciplinary research from across biology, psychology, sociology and even economics are utilized in examining exactly what is required to “be a man” in today’s world.

### **Learning Objectives**

- 1) Review the chronology of masculine archetypes over the past century to examine the context from which current norms of masculinity are derived.
- 2) Distinguish the three primary admonishments by which all men and those seeking expression as masculine face in our culture.
- 3) Learn how students perceive their own and others masculinity in today's schools and community settings.
- 4) Recognize the link between our inherited notions of masculinity and the consequences for youth today.
- 5) Critically analyze portrayals of masculinity in popular culture and media.
- 6) Examine the oppositional relationship between masculinity and femininity expectations and the impact this relationship has on masculine identity.
- 7) Create new possibilities and definitions for masculine expression that go beyond rigid notions of binary gender.
- 8) Explore new possibilities and healthy ways to define and model masculine expression.
- 9) Utilize an opportunity to create action plans for youth and families impacted by these topics at the interpersonal and/or institutional levels of your organization.

## A Communication Called Bullying

1 day

### Brief Overview

This course is an examination of the phenomenon we call "bullying" viewed through the lens of communication. Children who are bullied are more likely to avoid school, more likely to drop out, and have lower academic achievement, including lower achievement in math and reading. Children who report using bullying behaviors are over three times as likely to have multiple criminal convictions by their early twenties. What is being communicated by the bully, the victim, the bystanders, and the helpless overseers charged with stopping behaviors no one has any solutions for? What do we hear? Does what we hear affect how we respond? Can our responses become more effective if our listening is more attuned to the communication being delivered? These and other questions are explored. Participants have the opportunity to redefine the context around bullying, shifting the focus from reacting to examining and addressing bullying at its source. This course includes leading research by top bullying experts in the US.

### Learning Objectives

- 1) Gain a perspective on bullying that facilitates prevention and intervention, instead of reaction.
- 2) Locate the source of bullying in specific student interactions to effectively address the root of conflicts.
- 3) Review Maslow's Hierarchy of Needs through the concepts of being and belonging.
- 4) Redefine the context of bullying in order to respond to conflicts with win/win lasting solutions rather than "quick fixes".
- 5) Access and engage local community resources on bullying prevention.
- 6) Examine the leading research on bullying that applies to educational providers, nursing, mental health therapy and social work contexts.
- 7) Utilize an opportunity to create action plans for youth and families impacted by these topics at the interpersonal and/or institutional levels of your organization.

## Leadership in Action

**1 day**

### Brief Overview

Many begin new projects with great ideas, lots of passion, and tremendous effort. However, people become inhibited by fear or stopped by obstacles. Some are highly effective in one area, but not in others, and don't know why. This course provides the keys to getting in action, producing results, and being an extraordinary leader. The guiding principles and lessons learned that have made YES Institute a successful and thriving nonprofit for 20 years are shared.

### Learning Objectives

- 1) Learn and critically analyze 10 foundational principles of leadership.
- 2) Be able to distinguish organizational “wants vs. needs” as it relates to strategic goals of your project or mission.
- 3) Clarify and hone the wording of your vision, mission and purpose statements.
- 4) Learn the distinction between “selling” vs. “enrolling”.
- 5) Discover a new model for dealing with disagreement and conflict by reviewing the foundational concepts of YES Institute’s Communication Solutions™ course.
- 6) Explore best practices with working with a Board of Directors and how leaders can cultivate more leaders.
- 7) Learn about YES Institute’s approach to “the ask”, providing access to surpassing fundraising or capital investment goals for your program or initiative.
- 8) Learn how leaders can and need to create certainty and action, even in an uncertain environments.