



Kelsey Pacha Consulting

Consultant and educator working for change for LGBTQ people and their allies.

Kelsey Pacha is a queer-identified transman who has worked with marginalized populations for 15+ years in a variety of settings. He is a graduate of Northwestern University and holds an M.A. in Religion and Psychology, a Master of Divinity, and a Certificate in Sexuality and Religion from Pacific School of Religion (Berkeley, CA.) He offers LGBTQ inclusivity and cultural humility trainings for corporations, clinicians, non-profits, schools, faith communities, and other providers. He has developed curricula for LGBTQ youth programs, faith communities, and presented at conferences across the country. Kelsey serves as the Board President of *Trans Bodies, Trans Selves*, which publishes a 649-page resource guide by and for transgender and gender expansive communities. He is the Religion and Spirituality chapter author and Survey Editor for the second edition of the book, to be released in December 2021. He regularly writes, edits, and reviews LGBTQ and spirituality-related content.

Kelsey Pacha Consulting Training Offerings 2021-22

Kelsey offers the following trainings for corporate offices, providers, educators, and direct service professionals. Each training's objectives are modified for your specific audience. Contact Kelsey at kelsey@kelseypachaconsulting.com for full training summaries beyond title and learning objectives.

Each of the LGBTQ/Gender & Pronoun trainings are available for specific populations, including:

- *for the Workplace*
- *for Educators*
- *for Clinicians*
- *for Providers Working with Youth with Disabilities/Dual-Diagnosed Youth, with Veterans*
- *for Parents*
- *for Faith Leaders*

LGBTQ 101 or Gender/Pronoun 101 (Minimum 2 hours, or full day up to 8 hours)

Participants will:

1. Become familiar with terms that refer to various sexuality and gender identities, and discern the differences between sexuality and gender.
2. Learn about three dimensions of sexuality (attraction, identity, and behavior) and reflect on their own experiences with sexuality.
3. Learn about three dimensions of gender (identity, biology, and expression) and reflect on their own experiences with gender.
4. Practice using neopronouns and roleplaying what to do when someone is misgendered.
5. Learn about barriers faced by the LGBTQ community as they access services within multiple systems.
6. Develop best practices regarding gender and sexuality based on professional role.

LGBTQ 201 or Gender/Pronoun 201 for Providers (Minimum 2 hours to half day 4 hours)

1. Review terms that refer to various sexuality and gender identities, frameworks for understanding gender and sexuality, and pronoun best practices.
2. Explore the connections between LGBTQ-supportive (provider/workplace) environments and outcomes.
3. Define intersectionality and LGBTQ-specific microaggressions.
4. Discuss best practices for implementing CA laws that protect LGBTQ people.
5. Collaborate on a case study in small groups and consider barriers for LGBTQ clients.
6. Complete a Personal Inventory detailing changes they can make in their individual and organizational professional context to be inclusive to LGBTQ colleagues, clients, and other stakeholders.

What's Your Pronoun? Neopronouns & Pronoun Best Practices in Action (5 hours, NEW)

1. Define neopronouns, nonbinary pronouns, and gender-neutral pronouns.
2. Become familiar with research about use of neopronouns, focusing on youth, as well as the individual and social impacts of using someone's correct pronouns.



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3. Explore the history of gender-neutral pronouns in English & genderless pronouns in languages other than English.
4. Practice using neopronouns and roleplay how to intervene when someone is misgendered.
5. Learn a 5-step process for asking someone about their pronouns and roleplay.

Understanding LGBTQ Communities Across Generations (6 hours, NEW)

1. Discuss sexuality and gender frameworks used to articulate LGBTQ identities and examine how these have evolved throughout the 20th century-today.
2. Define six generational cohorts (Silent Generation, Baby Boomer, Generation X, early & late millennials, Generation Y, Generation Z) and their approaches to technology, communication, the economy, & personal identities.
3. Explore the impact of various social phenomena & key historical moments for LGBTQ people on each generation using video case study.
4. Analyze tensions & misunderstandings between generations about LGBTQ identities.
5. Apply learning to each person's professional role through roleplay.

Confronting White Supremacy & Racist Microaggressions for White Providers (8 hours, NEW)

1. Define racism, whiteness, white privilege, white culture, & white supremacy.
2. Review the cycle of oppression as one model describing how individual incidents create inequity.
3. Take the Harvard Implicit Bias Test and practice reflection on one's biases with others.
4. Define white fragility and practice identifying & sharing about white fragility.
5. Become familiar with the concept of microaggressions and learn to recognize and respond to racist microaggressions in their context.
6. Roleplay a) intervening when exposed to a racist microaggression and b) taking responsibility when called in after committing a racist microaggression.

Increasing Family Acceptance Among Religious Caregivers Caring for LGBTQ Youth (8 hours, NEW)

1. Learn about LGBTQ youth and their involvement in religious/spiritual communities, paying attention to other identities that may intersect with religious/spiritual perspectives.
2. Discuss health-related outcomes related to religiosity, family rejection, family acceptance, and building resilience for LGBTQ youth.
3. Identify our own beliefs and values re: religion, spirituality, and LGBTQ identities and how they may affect our work with religious clients and families.
4. Become familiar with how religious/spiritual traditions can support family acceptance and positive outcomes for youth and families.
5. Become familiar with non-violent communication as one tool to support increasing family acceptance.
6. Learn one conversational rubric for approaching conversation with rejecting caregivers.
7. Apply learning through roleplay.

Spiritual Trauma, Abuse, and Mental Health Among LGBTQ People (8 hours, may be two 4-hour sessions)

1. Learn about LGBTQ people and religious involvement.
2. Become familiar with the concept of spiritual trauma and various negative theological messages about being LGBTQ in the five major world religions.
3. Identify connections between these messages and negative mental health outcomes.
4. Reflect on their own relationship to religion and spirituality to reduce bias.
5. Collaborate on a case study exploring the interaction between faith, mental health, and LGBTQ identities.
6. Develop best practices to address religious and spiritual concerns in their individual provider context.

Restorative Practices for Healing from Spiritual Trauma Series (Six 4-hour sessions, co-facilitated, NEW)

Please contact Kelsey directly to see training summaries for all six sessions.



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Advocating for Trans & Gender Expansive Youth in Educational, Social Services, & Family Systems (6 hours)

1. Review the three dimensions of gender (identity, biology, and expression) and distinguish between transgender, gender nonconforming, and gender creative children.
2. Define Gender Dysphoria and Gender Identity Disorder (DSM-5) and how these diagnoses relate to access to gender-affirming resources for children.
3. Define social, medical, and legal transition.
4. Review research on how to support trans and gender expansive children's resiliency.
5. Learn about the history and context of laws targeting trans youth and children, especially in relation to use of public spaces.
6. Review laws protecting transgender and gender expansive children in the child welfare, education, and social services systems in CA.
7. Discuss community and clinical resources for caregivers of gender questioning children, and providers who work with them.
8. Practice roleplays to advocate for trans and gender expansive clients.

Supporting Trans and Gender Expansive Youth 11 & Under (8 hours)

1. Compare and contrast four models of gender identity development and analyze them in context.
2. Distinguish between transgender, gender nonconforming, and gender creative children.
3. Explore the concept of social transition and its impact on gender questioning children.
4. Review ten federal and state laws that protect trans and gender expansive children and youth.
5. Review implementation of laws providing for social and medical transition among children and youth in the child welfare system.
6. Complete three video case studies illustrating the difference between transgender, gender nonconforming, and gender creative children.
7. Discuss community and individual resources for caregivers of gender questioning children.

Name & Gender Changes and LGBTQ Discrimination in Educational, Child Welfare, & Social Systems (6 hours)

1. Test their knowledge about laws that protect LGBTQ youth in care in CA.
2. Discuss laws that protect LGBTQ youth in the child welfare and educational systems in CA.
3. Learn about name and gender change processes and resources to support youth clients if they are pursuing a name and/or gender change.
4. Learn how to fill out name and gender change paperwork, how to file a discrimination complaint within the CA public school system, and how to make a report against mental health providers and child welfare system workers.

Understanding Body Size Myths & Fatphobia for Providers Working with Youth (5 hours, NEW)

1. Define foundational terms related to body size and fatphobia.
2. Take Harvard IAT on body size.
3. Analyze research on body size, weight, and their respective relationships to overall health, specifically in children and adolescents.
4. Explore the history of Body Mass Index (BMI) and its use in health care, as well as its relationship to white supremacy and systemic discrimination.
5. Become familiar with Healthy at Any Size (HAES) principles and identify how to apply this framework to youth clients.
6. Explore best practices to support overall health and well-being for youth clients.
7. Apply learning to roleplay re: navigating harmful body-based messages to children from caregiver(s) and providers.

Exploring Identity Development Models for Youth with Multiple Identities (8 hours)



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1. Review Jean Piaget's Theory of Cognitive Development and Eric Erickson's Stages of Psychosocial Development as a foundation to evaluate several identity development models.
2. Become familiar with Sue et. al's Stages of Racial Identity Development Model, Cass' Model of Gay and Lesbian Development, Bem's Gender Schema Theory and Kohlberg's Stages of Moral Development.
3. Identify cognitive and psychosocial contexts that may influence a young person's identity development.
4. Complete case studies that illustrate the complex interaction between a person's multiple identities and generate a case plan to best support that young person's healthy identity development.

Religious and Spiritual Competency for Professionals (6 hours)

1. Define religious and spiritual competency.
2. Review research related to the importance of religious/ spiritual matters and their intersection with overall health and well-being.
3. Review APA-recommended religious and spiritual competency principles.
4. Complete a self-assessment for religious/spiritual bias.
5. Develop best practices based on the intersectional needs of clients from various faith traditions.

Mindfulness & Self-Regulation Skills for System-Involved Youth (3 hours, NEW)

1. Define self-regulation, dysregulation, and window of tolerance.
2. Discuss developmental and mental health factors that may influence how dysregulation manifests.
3. Define mindfulness.
4. Explore mindfulness practices that can help youth regulate in their departmental context.
5. Practice embodying three mindfulness activities throughout the training, and coaching a young person to use one or more activities to regulate.

Bias, Power, & Privilege (minimum 2 hours-8 hours)

1. Reflect on their unique combination of identities (age, ability, ethnicity, socioeconomic status, family status, education, immigration status, race, religion, gender, and/or sexual orientation) and develop empathy for people who do not share the same combination of identities.
2. Define implicit bias, stereotypes, and discrimination.
3. Practice recognizing discrimination in their professional context and explore ways to intervene.
4. Define power and privilege, and discuss how they manifest in the audience's context.
5. Learn how to reflect on their privilege, question stereotypes, and interrupt discrimination in our context.
6. Brainstorm ways we can be allies to colleagues, clients, and in our communities, including how to respond to hate incidents.

Confronting Microaggressions (minimum 2 hours-4 hours)

1. Define intersectionality & recognize how their identities interact to create relative privilege or marginalization.
2. Define three types of microaggressions and perform exercises to recognize each in context.
3. Understand how microaggressions can undermine professional (supervisory, customer service, therapeutic, etc.) relationships.
4. Roleplay how to respond to microaggressions in the audience's particular context.

Power, Privilege, and Interrupting the Cycle of Oppression (8 hours)

1. Reflect on their unique combination of identities.
2. Define intersectionality and recognize how their identities interact to create relative privilege or marginalization.
3. Become familiar with the concept of microaggressions and learn to recognize them in context.
4. Define stereotypes, implicit bias, discrimination, power, privilege, institutional oppression, and internalized oppression.



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5. Learn how these elements interact to create the cycle of oppression, and how the cycle impacts individuals' health, well-being, productivity, and job satisfaction.
6. Learn how to recognize their own privilege, question stereotypes, and interrupt discrimination in their work and in larger society.
7. Learn strategies to support clients or colleagues in recognizing and resisting internalized oppression, including practicing non-violent communication, critical consciousness, and harm reduction.

Preventing Clinical Bias for Providers Working with Youth in Social Systems (6 hours)

1. Reflect on their unique combination of identities and develop empathy for people who do not share the same combination of identities.
2. Define intersectionality and recognize how their identities interact to create privilege or marginalization in relation to their clients.
3. Define implicit bias, power, and privilege.
4. Explore four therapeutic models (Client-Centered, Critical Race Theory, Person-in-Environment, and Trauma-Informed Care) to reduce bias and empower clients.
5. Apply these four frameworks to a case study.
6. Consider three interventions to reduce the harm inherent to adult/child and client/therapist dynamics.

Train the Trainer: Information Delivery and Content-Building Skills for Providers, Part 1 (12 hours, 2 sessions)

1. Learn how to identify learning objectives and create a sample agenda.
2. Learn tips for creating an effective slide deck, and how to best leverage visual and verbal information.
3. Practice answering difficult questions through active listening and non-violent communication.
4. Practice recognizing and responding to microaggressions through roleplay.
5. Embodiment leading various activities designed to facilitate learning.
6. Create an evaluation based on learning objectives.