



# Joyful Spaces

## Menu of Services

*Joyful Spaces school and nonprofit partnerships provide youth-serving professionals with the support and tools they need to create and sustain radically inclusive spaces for queer, trans, and gender expansive youth.*

Joyful Spaces uses an **"I do, you do, we do"** model to build inclusive environments that persist and sustain after we complete our services. This means partners can expect to engage in sessions where they learn from us, practice with us, and be prepared to apply what they have learned in their own context.

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## Meet your facilitator!



*Erica Castro (they/them)*  
*Joyful Spaces Manager*

"As a liberation-focused activist, former educator, and facilitator, I prioritize an anti-oppressive framework in all that I do in order to support the inclusive space needed to cultivate sacred queer joy."

**Erica@joyasresistance.org**

**"I feel I gained a lot of insight into my ability to step up and better serve our LGBTQ+ students and staff. I feel less worried about saying something wrong, and my worry now lies with the negative impact of not saying anything."**

*"As a gay man who is very recently out, but has spent many years trying to understand myself and my identity, I felt extremely validated by having coworkers express interest in this topic, share their thoughts/feelings about the topic, and express new understandings about aspects of my identity I have spent years learning to understand myself; a lot of what was taught/discussed were things I had to figure out on my own."*

***"This was such a unique training experience that was deeply rooted in the work our org does. The examples and scenarios made a large impact because they were situations that are realistic and our staff may come across in their everyday work. That kind of customization is not common. I was surprised at how comfortable staff became when group discussions arose. I have found smaller groups usually elicits the most interaction and participation, but staff engaged in larger discussion with Erica with a level of comfort I had not seen prior. I am so glad Joy as Resistance offered a safe place for folks to learn in, with the perfect mix of comfort/consistency and pushing people outside of their normal thinking patterns. I would highly recommend these trainings to any organization!"***

## Professional Development Workshop Reviews



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## Professional Development Workshops

Rooted in empathy, accessibility, intersectionality, and collective learning, our workshops provide youth-serving spaces with supportive and customized consultation and facilitation to increase LGBTQIA2S+ inclusion.

### LGBTQIA2S+ Youth Inclusivity 101 - Transformation Begins Within

This workshop is the first in our three-part series and creates the foundation upon which our 201 and 301 trainings will build. 101 covers concepts related to gender and sexuality, and prompts participants to apply key concepts to their own lived experiences. Participants will also focus on the importance of acceptance as it relates to equitable LGBTQIA2S+ youth support.

### LGBTQIA2S+ Youth Inclusivity 201 - Application to Youth Culture

This workshop dives into the roots of gender as a social construct and creates opportunities to explore gender and sexuality beyond the spectrum. Youth-serving professionals will learn about pronouns, practice using gender-affirming pronouns, hear from Denver's queer youth, and critically analyze the impact of harmful language. Participants will begin to apply the concepts they've learned to scenarios, interventions, and advocacy involving young people.



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## LGBTQIA2S+ Youth Inclusivity 301 - Integration into Practice Continuum

This workshop builds on the content of 101 and 201 and supports participants in applying all the concepts they've learned within their own work context (e.g. lesson plans, classroom management, workshops, inclusive policies, workplace culture). Participants will explore scenarios including staff, guardians, and community member interactions. They will create individualized commitments for continued learning/unlearning and explore lingering curiosities in the ongoing pursuit to equitably and sustainably serving LGBTQIA2S+ youth.

### \*Customizing Workshops Beyond the Classroom

We primarily work with schools and nonprofits that provide education-centered programming for youth; however, we also enjoy working with organizations that work beyond this scope, including but not limited to organizations that support LGBTQIA2S+ adults age 25 and up and/or are dedicated to providing therapeutic support to youth.

**If your organization supports queer adults or requires that we customize our trainings and/or scenarios to support beyond the classroom, we charge \$200/hour to adapt our trainings to the needs of your specific community.**



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## Gender & Sexuality Alliance (GSA) Support

### Level 1: GSA Start-Up Support

Level 1 is for schools who are starting or restarting a GSA from scratch. If you are ready to create an ongoing, extra-curricular space for LGBTQIA2S+ students and their allies to find community, this is the option for you and your school. Level 1 provides guiding resources and 4 hours of foundational in-school support for youth and group sponsors to feel confident leading an impactful and sustainable GSA program.

### Level 2: GSA Tune-Up Support

Level 2 provides your GSA leadership with tailored support to continue growing and sustaining a successful program. Many GSA's face opportunities for growth at some point in their development, and we often address challenges related to leadership turnover, inconsistent attendance, intragroup conflict, inconsistent support from administration or classmates, or low recruitment. Level 2 provides your GSA leadership with 4 hours of tailored support to continue growing and sustaining your GSA successful program.

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## Inclusive Practices Assessment

Our three part Inclusive Practices Assessment service supports schools and youth-serving organizations who are committed to making their spaces more supportive of LGBTQIA2S+ youth. Our facilitated process helps leaders understand the strengths and areas for growth within their school or organization to improve outcomes for their community. The resulting data from an audit with the leadership team, a school/org site visit, and separate focus groups with students and educators/staff then guides leaders in following our recommendations for tending to the gaps in LGBTQ+ inclusivity within programming, policy, and school/org culture.

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## Responsive Coaching

This service is for youth-serving professionals who are seeking support with situation-specific instances involving the LGBTQIA2S+ youth that they serve. Support can look like educational tools, resources such as a gender support plan, or advice on how to approach the situation with the youth and/or your colleagues.

**We offer 30 minute free consultations, no contract needed.  
Consultation beyond this time is \$200/hour.**

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## Pricing

We offer three tiers of pricing based on your budget size and financial capacity. We ask that partners choose the tier that fits the best.

### Tier 1

is for partners who cannot afford to pay full cost. This tier is likely a good fit for Title I schools and nonprofits whose budgets are \$500,000 or less. We are able to subsidize hard costs through the generous support of key donors.

### Tier 2

is for those who are able to pay the amount that delivering the service costs Joy as Resistance. This tier is likely a good fit for schools with limited budgets and nonprofits whose budgets are between \$500,000 and \$1 million.

### Tier 3

is a good fit for those who can afford market rate for these services. This pricing tier emphasizes the actual value of our expertise, time, and support, and ultimately allows us to sustainably provide these important services. This tier is likely a good fit for school districts and nonprofits whose budgets are over \$1 million.



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	Deliverables	Subsidized (Tier 1)	At cost (Tier 2)	Market rate (Tier 3)
LGBTQIA2S+ Youth Inclusivity 101	One 2 hour workshop	\$700	\$950	\$1,200
LGBTQIA2S+ Youth Inclusivity 201	One 2 hour workshop	\$700	\$950	\$1,200
LGBTQIA2S+ Youth Inclusivity 301	One 2 hour workshop	\$700	\$950	\$1,200
GSA Level 1: Start-up Support	Four 1 hour facilitated group meetings to develop student buy-in & foundational guidance	\$450	\$850	\$1,300
GSA Level 2: Tune-up Support	Four 1 hour facilitated group meetings to develop student leadership, group mission, & community impact	\$400	\$800	\$1,200
Inclusive Practices Assessment	5 hours of audit, site visit, focus groups & data + action plan report	\$1,000	\$1,450	\$2,100