all children
all families

Participating in All Children – All Families

Participating in All Children - All Families will give you and your organization the resources and technical assistance needed to make significant progress toward your goal of improving practice with LGBTQ children, youth and families.

Annual Cycle

All Children - All Families engages with agencies on an annual cycle beginning in May of each year. An interested agency can request to participate at any time and the ACAF team will be in touch to connect the agency with available resources given where the timing falls within the annual cycle. In order to be eligible for formal recognition for participation, an agency must begin the process before the end of September.

In May, participants are given access to a customized Agency Self-Assessment tool (completed online) which helps them measure their current level of LGBTQ inclusion. The assessment focuses on seven key policy and practice benchmarks. Participating agencies that demonstrate a minimum level of LGBTQ inclusion will be formally recognized at the end of the annual cycle and celebrated throughout the year as benchmarks are met.

In addition to the assessment, ACAF provides group-based technical assistance sessions to facilitate learning among participating agencies as they work toward benchmarks. These TA sessions are organized around the seven key policy/practice areas and offered August through March during the annual cycle. Participating agencies also enroll staff members in All Children - All Families Webinar Series to provide professional development opportunities specific to LGBTQ inclusion.

Participating agencies are recognized at three levels of inclusion, depending on the extent to which they have implemented LGBTQ inclusive policies and affirming practices.

Participation Process

The information below outlines the main process points that All Children - All Families participants will follow during the year-long engagement with the project. See page 3 for a visual representation of these points.

Team Building & Preparation

All Children - All Families encourages agencies to select a team of staff members who will collaborate on leading the organization's participation process. Depending on an agency's size, this could be as small as a two-person team, or as large as a 15-person steering committee (for larger, public agencies). Before beginning the process, this team should be identified.

Next, ACAF encourages agencies to familiarize these staff leads with the participation process by reviewing available web resources and attending an "All Children - All Families Participation: Keys To Success" webinar to ensure you are up-to-date on what it means to engage in the project.

This webinar will identify the highest priority next steps for participating agencies, including: strategizing around your organization's ACAF online learning participation and discussing your goals for achieving one of the three tiers of recognition.

Register for a "Keys to Success" webinar today.

Leadership Engagement

Ensuring buy-in from leadership is essential to any organizational change efforts. To assist in this important step, All Children - All Families provides an "Executive Briefing" tailored to agency leaders. All participating agencies are required to have at least one senior leader attend a briefing during the participation process (no later than November).

Register for the Executive Briefing webinar today. Note that executives at agencies that received "Leader" recognition from ACAF in the past should register for this tailored version of the executive briefing.

Policy & Practice Self-Assessment

Each participating agency receives a unique link for the All Children - All Families online Agency Self-Assessment. This tool guides an agency's review of All Children - All Families' key policy and practice benchmarks. It is recommended that agencies complete their self-assessment no later than August and, at a minimum, that the first thorough review of the assessment is completed before any group-based technical assistance sessions. Work on the assessment is completed by February of each year, at which point All Children - All Families will work with agencies to finalize the tier of recognition met for that year's cycle. This process will include opportunities to further discuss policy and practices, provide updates to ACAF, and be informed of the agency's final tier status (by end of March).

Read more about the Agency Self-Assessment

Review Benchmarks

Policy & Practice Implementation

After an agency has completed its self-assessment, necessary policy and practice changes will be clear. Throughout this stage, All Children – All Families resources (e.g. model policies, group technical assistance sessions, etc.) are available to assist in implementing the improvements necessary to achieve the benchmarks.

Group Technical Assistance

All Children - All Families leads group technical assistance (TA) sessions for all participating agencies. These sessions are focused on specific benchmarks and serve as an opportunity for agencies to learn from their peers as they navigate the work of LGBTQ capacity building. These TA sessions begin in August and run through January of each annual cycle.

Learn more about group-based technical assistance sessions

Online Learning Participation

A key component of All Children - All Families participation is the professional development available to agency staff through the project's annual webinar series. Participating agencies will be required to meet specific participation goals and ACAF will help monitor progress. It is recommended that agencies begin their work toward these goals early in the process. Webinars are offered from August through March.

More on ACAF webinar series

Annual Engagement Announcement

Each year All Children – All Families will celebrate engaged agencies publicly and highlight examples of innovation. This recognition occurs throughout the annual cycle in various ways, and a formal announcement is made in May.

Participation Process (2018-2019)

KEY PROCESS POINTS	Jun 18	Jul 18	Aug 18	Sep 18	Oct 18	Nov 18	Dec 18	Jan 19	Feb 19	Mar 19	Apr 19	May 19
Team Building & Preparation		★										
Leadership Engagement						★						
Policy & Practice Self-Assessment									★			
Policy & Practice Implementation										★		
Group Technical Assistance								★				
Online Learning Participation										★		
Tiers Finalized & Announcement												★