



Adjusted Systemic Lens (working title) Class

Are you a Marriage and Family Therapist looking to help the field of mental health become more inclusive and affirming of LGBTQIA+ youth? Denver Family Institute is the place for you!

Position Overview:

Denver Family Institute is seeking an Instructor for the Queer Youth program (working title) for the Adjusted Systemic Lens class. The Queer Youth program is a specialized six-month program that trains clinicians in affirming practices when working with queer youth and their systems. Students in this program will engage in a total of 15 courses, while integrating their learning with clinical practice. The program culminates in a Capstone Presentation where students present a case that represents the integration of their learning. [Here is a draft overview of the Queer Youth program.](#) This program is designed to help fill the need for strength-based, youth-focused clinical training and affirming care for LGBTQ+ youth and their families.

This is a contracted position for one six-hour course that runs once per program cycle. We anticipate that the program cycle will run once per year. There may be the opportunity for contract renewal based on performance, student evaluations, and the success of the program. Instructors are expected to both develop the class based on draft objectives and preliminary research and teach the class.

All Queer Youth program faculty members are required to attend faculty meetings that include a meeting before the program begins, one meeting during the six-month program, and a wrap-up meeting after the program is concluded. Faculty may be invited to attend a meeting of supervisors and instructors for DFI's two year certificate program.

With support from Caring for Denver Foundation, DFI has been able to spend the last year developing this program. We are not aware of any training opportunity like this one when it comes to the depth of specialized content, DFI's experiential approach to teaching and learning, and the clinical application/integration.

Course Description:

Adjusted Systemic Lens is a six-hour course designed to teach students family therapy methods that take the position of affirming the identities and lived experience of queer



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individuals, particularly queer youth. The draft version of the objectives of this class are as follows:

1. Identify a strong clinical stance and values regarding working with queer youth
2. Integrate this stance into family therapy interventions
3. Demonstrate skills in family therapy both with relational and non-relational clients

Because this class is new, the course instructor is expected to develop the course description, syllabus, and course curriculum, in addition to facilitating the course. This process will be done collaboratively with the Queer Youth Faculty Workgroup and other instructors of the Queer Youth Program.

Key Outcomes and Deliverables:

- 1) Design and develop a live, virtual six-hour course that fits cohesively with the vision, values, and evidence-base of the six-month queer youth training program
- 2) Present one to three drafts of the course syllabus and content to the Queer Youth Faculty Workgroup and Project Lead; integrate feedback and revise syllabus in between sessions (utilizing the Project Lead and/or Faculty workgroup as a resource as needed).
- 3) Finalize syllabus and all course materials no later than two months prior to the start of the course.
- 4) Develop and establish evaluation criteria to assess mastery (or emerging mastery) of the content
- 5) Facilitate the course synchronously with a cohort of students/practitioners
- 6) Provide feedback to students and respond to any follow up questions that may come up outside of the class
- 7) Attend a “wrap-up” meeting after the program has concluded to share feedback, key learning/takeaways that will guide the continued development of this program
- 8) Support with the marketing and promotion of the Queer Youth program

Estimated Timeline (subject to change):

- April 2024: Fill all contracted teaching positions for the Queer Youth program
- May - June 2024: Contractor submits/presents 1-3 curriculum drafts to the faculty workgroup and Queer Youth team for feedback and revisions
- July 2024: Course materials, syllabus, and curriculum are finalized
- August 2024: Prep for course facilitation
- September 2024 - March 2025: Queer Youth program is underway - contractor will facilitate course according to the sequence within the six-month program



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- March 2025: Engage in “wrap-up” meeting after the first round of this program has concluded to share feedback that will guide the continued development of this program

About Denver Family Institute:

Denver Family Institute (DFI) is a private, nonprofit organization that exists to strengthen relationships in our community through quality marriage and family therapy (MFT) training and services. The provision and continuous improvement of these services is the core mission of DFI.

To achieve this mission, we provide marriage and family therapy training, consultation to community agencies, and relational therapy to families, couples, and individuals regardless of income. Our focus is on strength-based, systemic therapy, rooted in multicultural, social justice, and ethical principles and practices congruent with the values of our accrediting body and the Mission of the American Association of Marriage and Family Therapy.

At Denver Family Institute, we recognize the central importance of relationships in the well being of individuals, couples, families, and communities. Additionally, we honor the diversity in relationships and of individuals in our world. We welcome students, faculty and clients from all cultures, lifestyles, and backgrounds. We have a clear non-discrimination policy and [commitment to social justice](#) in our program. Denver Family Institute was established in 1982 and is a COAMFTE accredited program

Denver Family Institute is a registered 501(c)3 in the state of Colorado.

Requirements:

- Clinical license (Pre-licensure will be considered on a case-by-case basis; certain courses may require or give high preference to licensure in the state of Colorado)
- Systemic lens and approach to mental health
- Minimum of 5 years of clinical experience (Post-Graduate)
- Demonstrated experience and expertise in working with the LGBTQIA+ (queer) communities, particularly youth
- Experience presenting virtual content using modalities and techniques that are inclusive and responsive to diverse learning styles and abilities
- In depth content knowledge and expertise in the course subject matter
- Demonstrated commitment to anti-racism and social justice



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- Proficient computer skills and ability to navigate platforms including Google Classroom, Zoom, Powerpoint, among others

Preferred Qualifications:

- Prior Teaching/Presentation Experience
- License in Marriage and Family Therapy (LMFT)
- Additional and relevant certifications, memberships, and education (e.g.: WPATH certification)

As part of our organizational commitment to equity and social justice, we believe that lived experience is a form of expertise, in addition to formal education and credentials. In the field of mental health and Marriage and Family Therapy, we acknowledge there is a lack of representation of people from low-income backgrounds, as well as Black, Indigenous and People of Color and that this pattern is due to a lack of access rooted in systemic racism and oppression. We therefore encourage individuals with identities and lived experiences that mirror DFI's intended client population and those facing the greatest barriers to mental health services to apply for teaching positions and Denver Family Institute.

Compensation & Benefits:

Compensation for the scope of work and deliverables included in this post is \$4050 for both development and teaching of the class, at \$135 per hour for an estimated 30 hours of work.

Payment breakdown:

1. Presentation of class (6 hours of instruction): \$810
2. One-time payment to develop the class (estimated hours for curriculum development and revision is 24 hours total): \$3,240

The course syllabus and all materials related to the assigned course will become the property of DFI after they are created.



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To Apply:

We will accept applications until all contracted teaching positions are filled. Priority will be given to applications received by April 1, 2024.

To apply, please submit the following to august@denverfamilyinstitute.org:

- Cover letter that includes what your goal of the course would be and why you would be a good fit for the Queer Youth Program. Please include
- An example of curriculum that you have developed (examples can include a powerpoint presentation or syllabus)
- Resume or CV
- A five minute minimum video clip of a presentation you have provided or class you have taught. If your clip is longer than five minutes, please indicate which portion you would like us to view

The example of curriculum and video clip will be used for interview purposes only.