BELONGING CULTURE
Curriculum Roadmap

Belonging Culture Curriculum Roadmap

The Belonging Culture Curriculum Roadmap is designed to help you integrate only the belonging culture component of the Curriculum. (If you were hoping to also incorporate the Asset-based Framework and Skills Attainment components of the Curriculum, please refer back to the [Trainers Guide](#) and select the Full Curriculum Roadmap). Front-loading the belonging sessions during orientation is the ideal approach for delivering this component of the curriculum to your corps members. Using this roadmap, you will facilitate all six belonging training sessions during your orientation period and build upon them with corps members throughout the year through check-ins and journaling.

This will require an estimated time of 540 minutes/9 hours to be added to your orientation schedule.

HOW TO USE THIS ROADMAP

The Belonging Culture Curriculum Roadmap is organized into four main sections associated with a typical service year structure:

- Pre-Service
- Service Year Corps Member Orientation
- Service Year Training Calendar for Months 1-10
- End of Service

Each section includes a suggested timeline and guided steps to ensure successful implementation of the Belonging Culture component of the Curriculum. You will be prompted to conduct a training session, host a check-in, administer an assessment, or suggest a journaling exercise.

ALTERNATIVE PATH

If you are unable to extend your orientation schedule to accommodate these extra hours, we recommend you take the Belonging Culture Alternative Path to implement this curriculum. This option provides you with more flexibility to integrate the Belonging training sessions throughout the entire program year rather than front-loading them during your orientation period. This path does still require 5 hours of dedication orientation time. Look for this Alternative Path icon as you review the roadmap

IDENTIFYING CURRICULUM COMPONENTS

Training sessions, assessments, tools, and other key resources needed for the facilitation of the Belonging Culture component of the Curriculum are included in the session guides and listed throughout this roadmap. They can be identified with the following key:

B= BELONGING CULTURE

C= CROSS CURRICULUM

HELPFUL TIP

There are additional "cross curriculum" resources that you will need to successfully implement the full curriculum across all three components. These resources include the guidance for individual and group check-ins, journaling prompts, and the end of service check-ins.

The following information legend is intended to assist in reviewing and integrating the curriculum into your program.

Here's an example of how the first belonging culture session guide on values, identities, and community agreement would be named:

B1: Session Guide: Values, Identities, and Community Agreement

TIME ESTIMATE

LEARNING OUTCOMES

VIRTUAL MODIFICATION

ACTIVITY

HELPFUL TIP

SESSION GUIDES

INVENTORIES & ASSESSMENTS

CHECK-IN MEETING

JOURNALING

ALTERNATIVE PATH

PRE-SERVICE

For many service year programs, the pre-service period is often a very busy time because your staff is helping your existing corps members finish their service year and identify their next steps, while also recruiting for your next cohort. To ensure your program is prepared to integrate the full curriculum into your next program year, Service Year Alliance recommends mapping out a schedule with targeted dates that will help your program staff prepare for the facilitation of the curriculum with corps members.

Preparing for curriculum integration should begin about six weeks before orientation. During this time you should take the following actions:

- Adjust your orientation schedule by adding two additional days. The components covered during orientation can be incorporated into your existing orientation structure as you see fit

🕐 *Estimated total time for integrating these sessions into your orientation is 9 hours.*

- Identify which members of your staff will facilitate trainings during orientation, so they can review these resources and complete the following Service Year Program Staff training sessions:
    - B0: Resource: DEI Formative Self-Assessment
    - B0: Resource: Glossary

HELPFUL TIP 💡

If you have time, review all of the session guides, training sessions, and resources in advance of the program year.

- As you will see throughout this roadmap, journaling is a key activity in this curriculum. To support your service year corps members throughout their service year, you should introduce journaling to help them reflect and record their experiences while serving. Before beginning orientation and the program year, review the C1: Resource: Journaling to familiarize yourself with this concept and the prompts.

- Individual and group check-ins are another important activity you will engage in throughout the year with your service year corps members. In advance of the program year, review the C2: Resource: Group Check-ins & C3: Resource: Individual Check-ins to familiarize yourself with the suggested check-in schedule and facilitation tips.

ALTERNATIVE PATH

If you are opting to follow the alternative path for this curriculum, please make sure you schedule 5 hours of orientation time to dedicate to the three training sessions that should occur during orientation

SERVICE YEAR CORPS MEMBER ORIENTATION

During your service year corps member orientation, you and your program staff will introduce foundational components for fostering a belonging culture. By participating in training sessions, your service year corps members will be able to complete an assessment that they will build upon throughout their service year.

ESTIMATED TOTAL TIME FOR FACILITATION DURING ORIENTATION:
540 minutes/9 hours

During orientation you and your service year program staff will facilitate the following:

BELONGING CULTURE CURRICULUM

ESTIMATED TOTAL TIME FOR FACILITATION: 550 minutes/9 hours

As your corps members learn about their identity and values, they will increase their understanding about their relationship to others with practical examples of ways to foster a belonging culture in their service year, among their fellow corps members, and in their communities.

Learning Outcomes for the Belonging Culture Curriculum

- Learn practices to foster belonging environments that will enable your corps members to show up authentically
- Explore approaches to being civically, socially, and culturally responsive leaders
- Develop ways to promote and strengthen anti-racist restorative practices and gender inclusive environments

HELPFUL TIP

If you have not yet reviewed the B0: Resource: Glossary & B0: Resource: DEI Formative Self-Assessment, take a few moments to do so before beginning these sessions

ASSESSMENT

In advance of your first Belonging Culture training session, distribute the B0: Resource: DEI Formative Self-Assessment to your corps members. Be sure to plan for 30 minutes to complete this assessment, and collect it at the end of orientation

BELONGING CULTURE CURRICULUM

Use the Belonging Culture Curriculum session guides to facilitate trainings with your corps members. These guides provide a link to the training sessions and the recommended prep work to facilitate each training:

B1: Session Guide: Values, Identities, and Community Agreements
EST. TIME: 110 MINUTES

B2: Session Guide: Belonging Spaces - Brain Science of Belonging
EST. TIME: 110 MINUTES

B3: Session Guide: Centering Voice
EST. TIME: 65 MINUTES

B4: Session Guide: Being Culturally Responsive
EST. TIME: 80 MINUTES

B5: Session Guide: Anti-Racist Restorative Practice
EST. TIME: 100 MINUTES

B6: Session Guide: Creating Gender Inclusive Environments
EST. TIME: 85 MINUTES

HELPFUL TIP

The DEI Formative Self-Assessment may require some reflection. We recommend introducing the tool at the beginning of the session and allowing your corps members to complete it throughout orientation. It's important that you collect it at the end of orientation! Administering the DEI Formative Self-Assessment as a pre- and post-service assessment will enable you and your corps members to develop a baseline and observe areas for growth from the start of the service year to the end of the service year. You will administer the same assessment at the end of the service years.

ALTERNATIVE PATH

If you are utilizing the Alternative Path, you should only conduct the first three Belonging sessions (est. time 5 hours). The other three sessions will be incorporated into the Service Year Training Calendar.]

SERVICE YEAR TRAINING CALENDAR

Now that you have laid a foundation with your service year corps members about the value of a belonging culture, you will begin building blocks that will strengthen your service year corps members' experience, their understanding of themselves, and their relationship to others.

The Service Year Training Calendar is a suggested implementation timeline to assist you and your service year program staff in incorporating the Belonging Culture component of the Curriculum over a nine month program year. This calendar was designed with flexibility to enable you to facilitate the remaining training sessions if you selected the Alternative Path, lead intentional individual and group check-ins, and promote journaling with your corps members.

	TRAINING SESSION	JOURNALING	CHECK-IN
Month 1		Use the C1: Resource: Journaling to suggest journal prompts for further reflection with your corps members.	Use the guidance in C3: Resource: Individual Check-ins to facilitate your first individual check-in meeting with each corps member.
Month 2	Use B4: Session Guide: Becoming Culturally Responsive training session during this time period. 🕐 ESTIMATED TOTAL TIME FOR FACILITATION: 80 minutes/1.2 hrs	Use the C1: Resource: Journaling to suggest journal prompts for further reflection with your corps members.	

	TRAINING SESSION 📖	JOURNALING 📜	CHECK-IN
Month 3		Use the C1: Resource: Journaling to suggest journal prompts for further reflection with your corps members.	
Month 4	Use B5: Session Guide: Anti-Racist Restorative Practice training session during this time period 🕐 ESTIMATED TOTAL TIME FOR FACILITATION: 100 minutes/1.6 hrs	Use the C1: Resource: Journaling to suggest journal prompts for further reflection with your corps members.	Use the guidance in C3: Resource: Individual Check-ins to facilitate an individual check-in meeting with each corps member.
Month 5		Use the C1: Resource: Journaling to suggest journal prompts for further reflection with your corps members.	
Month 6		Use the C1: Resource: Journaling to suggest journal prompts for further reflection with your corps members.	Use the guidance in C2: Resource: Group Check-ins to facilitate a mid-year group check-in.

	TRAINING SESSION 📖	JOURNALING 📄	CHECK-IN
Month 7	Use B6: Session Guide: Creating Gender Inclusive Environments training session during this time period. 🕐 ESTIMATED TOTAL TIME FOR FACILITATION: 60 minutes/1 hour	Use the C1: Resource: Journaling to suggest journal prompts for further reflection with your corps members.	
Month 8		Use the C1: Resource: Journaling to suggest journal prompts for further reflection with your corps members.	Use the guidance in C3: Resource: Individual Check-ins to facilitate an individual check-in meeting with each corps member.
Month 9		Use the C1: Resource: Journaling to suggest journal prompts for further reflection with your corps members.	

HELPFUL TIP 💡

For AmeriCorps grantees, consider also using the individual check-ins to facilitate your program's required Mid-Term Corps Member Performance Evaluations.

END OF SERVICE

As the service year comes to an end, there are a few final pieces of content to incorporate into your programming. This time should be used to create spaces that will help your corps members reflect on and discuss their shared service year experience, while also elevating barriers and challenges that can be solved collaboratively.

To accomplish this, you will engage your corps members in a final group discussion. There are three proposed group check-in sessions detailed in the C4: Resource: End of Service Group Check-ins. For purposes of this roadmap, you should only follow the guidance for the Belonging components. Each starts with the post-service assessment for each component of the curriculum and ends with question prompts for the group discussion

ESTIMATED TIME: 90 MINUTES

Redistribute the following resources for corps members to complete the End of Service Assessment portion:

- B0: Resource: DEI Formative Self-Assessment

Service Year Alliance is working to make a year of paid, full-time service – a service year – a common expectation and opportunity for all young Americans. We envision a future in which national service is part of growing up in America. As we enter a new era for national service fueled by recent investments in AmeriCorps, we are focused on ensuring these expansions are successful and set the stage for future growth of the field. We identify opportunities for shared recruitment and data systems to tackle some of the biggest challenges facing our sector. Finally, we foster collaborative approaches to demonstrate the impact of service years as an experience that transforms lives, strengthens communities, and fuels civic renewal at scale. Learn more about our work at ServiceYearAlliance.org.

Find Us Online: ServiceYearAlliance.org

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SERVICE YEAR℠