

Aster & Petrichor Training & Consulting

About Robin Gow it/fae/he & él y elle



I'm a disabled, autistic, trans author and educator with 10 years of experience conducting trainings and doing education work. I ran my own non-profit, worked as college professor, and developed programming for several LGBTQIA2+ organizations. My poetry and novels have received starred reviews from Publisher's Weekly, Kirkus, and more.

About Rain Black fae/he



I'm an Indigiqueer/Two-Spirit autistic watercolor artist, and forager who earned my bachelor's degrees in Biology, Public Health and Art from Cedar Crest College. I hold a Master of Public Health degree in epidemiology from the University of South Florida. I am a community educator focusing on topics around domestic and intimate partner abuse, queer and transgender justice, and public health. In my spare time, I teach about native plants, forest conservation, and foraging on social media and in person.

Our Approach

We believe understanding histories of systems of oppression can help us trace the roots of how we ended up where we are today. We believe in collaborative leadership, transparency, and radical honesty. Our work is grounded in abolition and anti-racism. We believe it is our lifelong job to unwork racism within ourselves and fight for justice for our queer and disabled communities of color.

RobinGow.Com/Training
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Aster & Petrichor Training & Consulting

Trainings Offered - LGBTQIA2+

LGBTQIA2+ 101

1.5-2 Hours
\$200-500

In this training we'll cover LGBTQIA2+ terminology and concepts, review key biases and assumptions, and reflect on some impacts bias has on the community. Together we'll identify ways to support, affirm, and celebrate LGBTQ+ communities.

Welcoming LGBTQIA2+ Communities

1.5-2 Hours
\$200-500

To welcome LGBTQIA2+ community members, we first need to understand some key affirming practices. This training equips teams to use affirming and supportive language and develop tactics for creating welcoming spaces for the LGBTQIA2+ Community.

Deepening Our Commitment to LGBTQIA2+ Communities

1.5-2 Hours
\$250-500

For teams who want to delve more into the roots of LGBTQIA2+ oppression and histories of our community, this training deepens participant's knowledge bases. Together we'll consider how we can celebrate and center LGBTQIA2+ people in the work we do and in our lives.

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Trainings Offered - LGBTQIA2+

Working Towards Queer Liberation

1.5-2 Hours
\$500-1000

We cannot achieve liberation alone; we need to build connections and have honest conversations within our organizations and teams. This workshop carves our space for us to reflect on how heteronormativity and cisnormativity show up in our work and how to push back against them.

LGBTQIA2+ Health & Healing

1.5-2 Hours
\$300-1000

Research show us that queer people often avoid healthcare for fear of discrimination and even abuse at the hands of systems that are supposed to show us care. This training calls healthcare professionals and providers into difficult conversations about histories of violence towards LGBTQIA2+ people in healthcare and helps equip them with the tools to create more welcoming and affirming spaces.

Substance Use Disorders in the LGBTQIA2+ Community

1.5-2 Hours
\$300-1000

LGBTQ+ people are about twice as likely than non-LGBTQ+ people to have a substance use disorder in their lifetime and yet many of our substance use support and recovery programs don't consider the barriers LGBTQ+ face and unique needs the community has to accessing recovery and care. This training educates on inclusive and affirming recovery approaches.

Supporting Nonbinary Community Members

1.5-2 Hours
\$300-1000

There is no one way to be nonbinary! Nonbinary folks comes from all backgrounds and have a wide variety of identities and expressions. This training is designed to help organizations and groups better welcome and support nonbinary community members and learn more about nonbinary peoples' histories.

Trainings Offered – LGBTQIA2+

Empowering LGBTQIA2+ Survivors

**1.5–2 Hours
\$100–\$500**

LGBTQ+ people experience domestic and intimate partner violence at higher rates than their non-LGBTQ+ peers. This training focuses on how you and your team can support and uplift LGBTQ+ survivors.

Being There: Supporting Youth's Coming Out Journeys

**1 Hour
\$200–500**

Coming out is the process of LGBTQ+ people understanding themselves as part of the community and sharing their identities with others. In this training we'll talk about understanding what "coming out" means for LGBTQ+ youth and how to support youth when "coming out" or letting people in about themselves.

Seen and Celebrated: Supporting Youth Choosing Pronouns and Names

**1 Hour
\$200–500**

We know LGBTQIA2+ youth, especially trans and nonbinary youth might change their pronouns and names to fit their expression. This training will talk about ways to support and affirm LGBTQ+ youth when they share their names and pronouns with us.

Queering Sex Ed

**1.5–2 Hours
\$500–1000**

Sex education is lacking for all people but especially for queer folks. This training is geared towards educators and examines the history of heteronormativity and cisnormativity in sexual health information and approaches for queering our understands of sex and sexuality.

Trainings Offered – LGBTQIA2+

Celebrating Chosen Families

1.5–2 Hours
\$250–500

Often our systems prioritize cisgender and heterosexual families with birth children. Not only but especially as queer people, our families can have a variety configurations not recognized or supported. This training will educate attendees on barriers facing chosen families and ways to celebrate unique family structures.

Queerness in the Workplace

1 Hour
\$250–500

LGBTQIA2+ people report higher rates of unemployment than non-LGBTQIA2+ people. This training works to address the roots of this inequity and discrimination through analyzing histories of professionalism and white supremacy and anti-LGBTQ+ bias.

Queering the Sciences

1 Hour
\$300–500

Broadly, the sciences are often deployed to justify anti-LGBTQIA2+ biases and reinforce heteronormativity and cisnormativity. This training explores histories of heteronormativity and cisnormativity in the sciences and helps attendees develop queer approaches to science.

Beyond LGBTQIA+

1.5–2 Hours
\$500–1000

Looking to history, we can see queer and trans people have existed for centuries but most of the words we use as part of the LGBTQIA2+ acronym are fairly recent and mostly rooted in western origins. This training explores historical terminology beyond the LGBTQIA2+ acronym.

Trainings Offered – LGBTQIA2+

Beyond Representation

1 Hour
\$100-300

In this training we explore how to engage with LGBTQIA2+ books beyond conversations of representation and towards deepening our commitments towards equity and justice.

Centering and Celebrating the Trans Community

1 Hour
\$100-300

This training focuses on key approaches to center and celebrate trans community members.

5 Key Places in Local LGBTQ+ History

1 Hour
\$200-300

In this presentation we highlight five important location and their history in the local LGBTQ+ community. We draw on local and national archives and tailor the presentation to the local area.

5 Key Figures in Local LGBTQ+ History

1 Hour
\$200-300

In this presentation we highlight five important figures and their history in the local LGBTQ+ community. We draw on local and national archives and tailor the presentation to the local area.

Trainings Offered – Disability

Creating Neurodivergent Accessible & Inclusive Spaces

2 Hours
\$500-1500

Research tells us about 15-20% of the population is neurodivergent in some way (that's at least 1 in 7 people) and yet we don't often give time and space to consider the ways our workplaces, schools, health care centers, events, and other spaces are designed without neurodivergent people in mind. This training develops approaches to making our world more accessible and inclusive to neurodivergent people

Celebrating Neurodivergent LGBTQ+ People

1.5-2 Hours
\$500-1500

Most supports for LGBTQ+ people don't consider neurodivergence despite the high prevalence of neurodivergent LGBTQ+ people and likewise, most programs for autistic and/or neurodivergent people don't consider the needs and perspectives of LGBTQ+ people. This training will help your team embrace neurodiversity through an intersectional lens.

Queer Disability Justice

1.5-2 Hours
\$1500

This training combines approaches for queer and disabled liberation, examining the shared roots of oppression in ableism and homophobia/transphobia and helping participants develop their tool boxes for unworking these systems in their lives and organizations.

LGBTQIA2+ Mental Health

1.5-2 Hours
\$1000

LGBTQ+ people experience mental health struggles from depression and anxiety to OCD and eating disorders at higher rates compared to our non-LGBTQ+ peers. This training will examine history and causes of LGBTQ+ mental health inequities as well as examining solutions and affirming approaches to LGBTQ+ mental health care.

Trainings Offered – **Sex Work and BDSM**

What is Sex Work?

1.5–2 Hours
\$1000

Society is full of assumptions and myths about the sprawling sex work industry. This training defines sex work, agency, and key concept related to sex work as well as crucial approaches to supporting sex workers.

BDSM & Kink in the LGBTQIA2+ Community

1.5–2 Hours
\$1000

The BDSM and LGBTQ+ Community have overlapped and intermingled throughout modern history. This training examines these intertwined histories and provides an overview of LGBTQ+ experiences in BDSM and kink today.

Sex Work in the LGBTQIA2+ Community

1.5–2 Hours
\$1000

LGBTQ+ people are more likely than non-LGBTQ+ people to engage in sex work in one form or another. This training explores the unique forms of bias and discrimination LGBTQ+ sex workers face and tactics for supporting the community.

Barriers to Care for Sex Workers

1.5–2 Hours
\$1000

Criminalization of and discrimination towards sex workers impact our ability to access health care. This training identifies the key barriers sex workers face and examines solutions and affirming practices for supporting sex workers of a variety of different forms and kinds of sex work.



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Trainings Offered – Healing & Safety

Trauma Informed Active Shooter Training

2 Hours
\$500-1000

Most active shooter trainings are developed and taught by police and the criminal legal system and not based in research on such events. This holistic training addresses the trauma associated with gun violence, survival plans and tactics, and strengthens collective safety through planning and knowledge.

Transformative & Restorative Justice for Community Orgs

1.5-2 Hours
\$200-1000

Transformative and Restorative Justice are frameworks that seek to repair harm and transform the conditions that cause harm to occur. This training defines these practices and calls participants to see the roots of the criminal legal system in our organizations.

Implementing Transformative & Restorative Justice Practices

1.5-2 Hours
\$700-1000

Transformative and Restorative Justice are frameworks that seek to repair harm and transform the conditions that cause harm to occur. This workshop is intended for organizations' leaders to explore current policies and practices and rework those practices to incorporate restorative and transformative justice practices.

Building Collective Leadership

1.5-2 Hours
\$200-1000

This workshop is intended for organizations' leaders to reevaluate current organizational charts and hierarchies to develop practices of collective leadership.



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Trainings Offered – Healing & Safety

Safety Planning for Supporting Survivors

2 Hours
\$350-1000

Safety planning is a key component of helping survivors navigate their lives and reclaim their autonomy and find security while escaping or processing abusive relationships. This training is for fellow community members or social services organizations to get equipped with a basic understanding of relationship violence and how to support and assist survivors in safety planning.

LGBTQ+ Safety and Self-Defense

1.5-2 Hours
\$350-1000

This training teaches skills and techniques for avoiding unsafe situations, verbal-de-escalation, safety practices for interacting with police, and basic self-defense techniques for LGBTQ+ folks. Grounded in abolitionist thought, we take an anti-carceral approach to safety and emphasize community care.



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Consulting & Speaking Services

LGBTQI&A

\$50-250/Hour

LGBTQ&A is a dialog space for your organization or group to talk about LGBTQ+ topics with Robin. You will have the option to submit questions it will answer or just hold the Q&A in real time. Questions can be about your organization or group's policies, dynamics, best practices, and more.

Keynote Speaking

**\$250/
30 Minutes**

A keynote involves writing and presenting on an agreed upon topic related to LGBTQ+ identities and/or disability. Robin creates a speech outline to be approached and then a final script to be approved before delivery.

LGBTQIA2+ Diversity, Equity, & Inclusion Plan Development and Consulting

\$50/Hour

Does your organization want to develop and execute a strategic plan for inclusion? This service focuses on crafting a comprehensive plan to establish you as a leader in LGBTQ+ justice.

Diversity, Equity, Inclusion, & Belonging Policy Review

\$50/Hour

An well-written policy is the foundation of equity in an organization. For this service Robin will review and/or draft an inclusive policy for your organization related to LGBTQ+ identities or disability. Example policies could be around bathroom use, non-discrimination, and intimate partner violence.