



*Welcome to*

# Effectively Welcoming LGBTQIA+ Youth Into Our Work

THE TRAINING WILL BEGIN SHORTLY! WHILE YOU'RE WAITING...

**? Icebreaker Question**  
(answer in the chat)

**📝 Survey & Certificate of Completion**  
Available following the training.

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**CALTRIN**  
*California Training Resource Institute*

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# Hi, We're CalTrin!

## Who we are

- The California Training Institute
- Funded by the State of California, Dept. of Social Services, Office of Child Abuse Prevention (OCAP) to support child abuse prevention through professional development and extended learning opportunities.
- Designed for staff of family strengthening and child abuse prevention organizations in California, including Family Resource Centers, Child Abuse Prevention Councils, community-based organizations, and other child and family serving systems.

## What we offer

- Live webinars & small group training
- Virtual, self-paced courses
- Job aids & other resources

This training was made possible with funding from the California Department of Social Services, Office of Child Abuse Prevention. Any opinions, findings, conclusions, and/or recommendations expressed are those of the CABC-CalTrin and do not necessarily reflect the views of the California Department of Social Services.

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# Before We Begin...

## DURING



Access your Notetaking slides now! The link can be found in the chat.



Review interactive features for today's session. Locate the controls on the toolbar at the bottom of your screen.



This presentation is being recorded.



External AI assistants are not allowed in CalTrin trainings due to California privacy laws.

## AFTER



Complete the survey at the end of this webinar to receive your Certificate of Attendance.



A follow-up email will be sent to all participants within two days.

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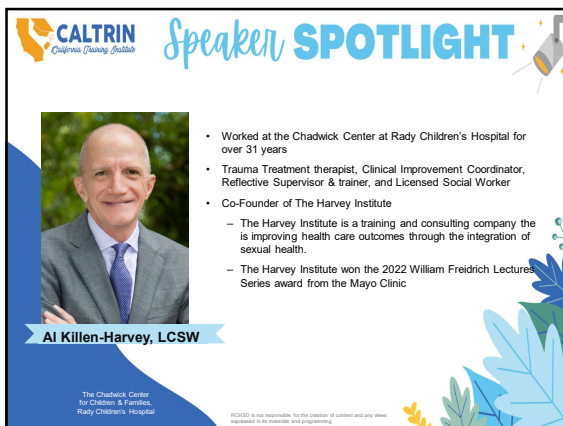
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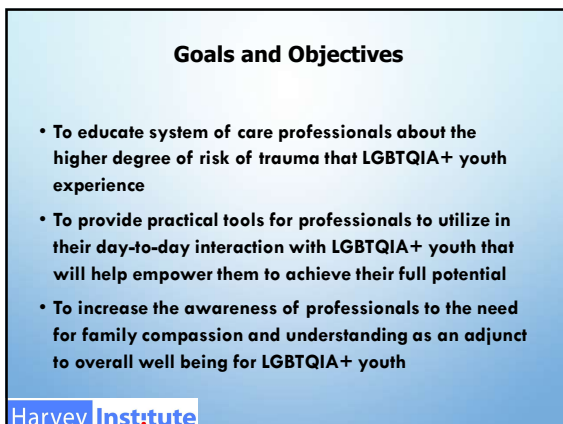
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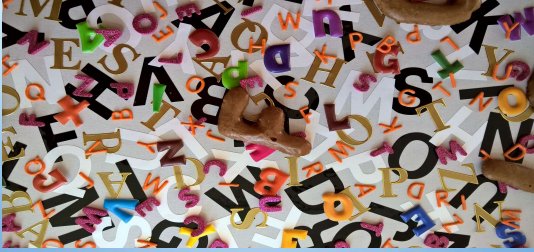
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## Alphabet Soup



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Lesbian  
Gay  
Bisexual  
Transgender  
Queer, Questioning  
Intersex  
Asexual  
2 Spirited

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## Sexual Orientation

- Defined by whom you are emotionally, romantically, erotically and intimately attracted to, for the most part and over a period of time.
- It exists on a continuum of feelings and attractions.
- It is NOT necessarily congruent with behavior.

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### Sexual Orientation

- **Gay/lesbian:**  
A person who forms their primary loving, emotional, erotic, intimate and social connects with someone of the same sex role assignment
- **Pansexual:**  
Sexual attraction towards people of any sex role assignment or gender identity
- **Asexual:**  
A sexual orientation in which the person experiences no sexual attraction and little if any sexual desire

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### Gender

- **Gender Identity:**  
An inner psychological sense of oneself as a male, female, both, neither or something else. This refers to the gender with which one identifies regardless of one's sex role assignment
- **Gender Expression:**  
The communication of gender through behaviors (e.g. mannerisms, dress, speech patterns, etc.) and appearance. Societal definitions of gender can greatly influence these communications

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### Gender

- **Transgender:**  
An umbrella term that describes people whose gender identity or gender expression differs from expectations associated with the sex assigned to them at birth.
- **Cisgender:**  
A person whose gender identity matches their sex role Assignment

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**Gender**

- **Genderqueer:**  
A person who does not subscribe to conventional gender distinctions but identifies with neither, both or a combination of male and female

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**Gender**

- **Intersex:**  
Persons who are born with chromosomal and/or reproductive differences. They may have an extra or missing chromosome, have some elements of both male and female reproductive systems or have genitals that do not appear clearly male or female at birth.

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**Sexual Orientation/Gender**

- **Sexual fluidity/gender fluidity:**  
The idea that our attractions and/or our sense of gender is not static and can change over time or related to circumstances

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Culture

- **2 Spirited:**  
A term used by SOME native American/Alaskan natives/Indigenous people to describe variations in sexual orientation and or gender identity
- **Latinx/Latine:**  
A gender neutral or non-binary alternative to Latino or Latina

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Risk Factors

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Suicide

- **41% of LGBTQ respondents seriously considered attempting suicide in the past twelve months (and 14% actually attempted suicide)**

TREVOR PROJECT NATIONAL SURVEY ON LGBTQ YOUTH MENTAL HEALTH-2023

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### Homelessness



- **28% of LGBTQ have experienced homelessness, been kicked out of their homes or runaway**

Trevor Project National Survey on LGBTQ Youth Mental Health-2023

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### Emotional Stressor

- **15% OF LGBTQ YOUNG PEOPLE REPORTED BEING THREATENED WITH OR SUBJECTED TO CONVERSION THERAPY**

Trevor Project National Survey on LGBTQ Youth Mental Health-2023

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### Emotional Stressors

- **NEARLY 2 IN 3 LGBTQ YOUNG PEOPLE SAID THAT HEARING ABOUT POTENTIAL STATE OR LOCAL LAWS BANNING PEOPLE FROM DISCUSSING LGBTQ PEOPLE AT SCHOOL MADE THEIR MENTAL HEALTH A LOT WORSE.**

Trevor Project National Survey on LGBTQ Youth Mental Health-2023

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**Risk > Disproportionality**

- LGBTQ youth were found to be twice as likely as their heterosexual peers to be arrested and detained for status offenses and other nonviolent offenses



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**Risk Factors**  
**Juvenile Justice**

The percent of American Indian and Black LBQ girls (Cis and Transgender) in the Juvenile Justice system is 24% higher than in the general population

The Williams Institute, 2022

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**Emotional Stressors**

**Racism**  
**Misogyny**  
**Transphobia**  
**Ableism**

Including within the LGBTQIA+ community

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## Family Response



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Rejection



Risk

- Youth who experienced a moderate level of family rejection were 1.5 times more likely to use illegal substances than those who experienced little to no rejection; youth experiencing high levels of family rejection were 3.5 times more likely to use these substances.

Family Acceptance Project

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## Family Support System

- Does the family know that sexual identity is an issue for the client?
- How has the family responded to other diversity issues amongst family members
- Safety issues
- Legal/ethical issues
- Family Acceptance Project Findings (SFSU)

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## Family Acceptance Project



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## The impact of positive family acceptance

- Slight change in acceptance = Large change in risk
- Can cut the risk in half!
- Focus on child/youth not on religious values or beliefs
- If there is limited family or caregiver support, help them make positive connections to reduce risk

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## Creating a Welcoming Environment



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Organizational Culture

- Policies of your organization
  - Formal
  - Informal
- Practices of your organization
  - Forms
  - Intake Procedure
  - Language

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Creating a Welcoming Environment

Safe Person -  
Safe Space

This is a place where  
gay, lesbian, bisexual,  
transgender and  
two-spirited people are  
welcomed & supported.

Ally

- Posters, showing racially and ethnically diverse, same-sex couples, individuals and/or families
- Books/magazines with the words gay, lesbian, bisexual and transgender visible
- LGBTQIA+ friendly stickers or symbols posted in offices or on doors or bulletin boards (rainbow flag, HRC symbol, etc.)
- A universal, gender inclusive or gender neutral restroom

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Know LGBTQIA+  
resources

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Resources

- GLSEN : Gay, Lesbian, Straight Educators Network
  - National organization for advocacy and information to promote safer schools.
  - [www.glsen.org](http://www.glsen.org)
- GSA Network: Gay, Straight Alliance Network: Youth-led organization to provide networking and support for GSAs
  - [www.gsanetwork.org](http://www.gsanetwork.org)

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Resources

- National Child Traumatic Stress Network (NCTSN)
  - [www.nctsn.org](http://www.nctsn.org)
  - SOGIE committee
  - Sexual Health committee

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Resources



*The Trevor Helpline*  
866.4.U.TREVOR  
FOR LGBT AND QUESTIONING YOUTH  
FREE AND CONFIDENTIAL, 24/7

- The Trevor Project: A national 24-hour, toll free confidential suicide hotline for LGBTQIA+ youth
  - <http://www.thetrevorproject.org/>
  - 866-4-U-Trevor (866-488-7386)

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## Standards of Care for Transgender People

- World Professional Association for Transgender Health (WPATH) [www.wpath.org](http://www.wpath.org)
- Vision to bring together diverse professionals dedicated to developing best practices and supportive policies worldwide that promote health, research, education, respect, dignity, and equality for transgender and gender variant people in all cultures.

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## Resources

- Family Acceptance Project : (FAP) is a community research, intervention and training initiative to study the impact of family acceptance and rejection on the health, mental health and well-being of lesbian, gay and bisexual and transgender (LGBT) youth
  - [familyproject.sfsu.edu](http://familyproject.sfsu.edu)
- Parents and Friends of Lesbians and Gays : National organization for education, advocacy and support for families and friends of LGBT persons. Chapters are available in all states – check website for local chapters and educational materials for families
  - [www.pflag.org](http://www.pflag.org)

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THE NATIONAL LGBTQ SCHOLARSHIP FUND

- Point Foundation (Point) is the nation's largest scholarship-granting organization for lesbian, gay, bisexual, transgender, and queer (LGBTQ) students of merit. Point promotes change through scholarship funding, mentorship, leadership development, and community service training.

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<https://williamsinstitute.law.ucla.edu>

- A think tank at UCLA Law dedicated to conducting rigorous, independent research on sexual orientation and gender identity law and public policy.

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### Resources

- The Equity Project - an initiative to ensure that lesbian, gay, bisexual and transgender (LGBT) youth in juvenile delinquency courts are treated with dignity, respect, and fairness:  
<http://www.equityproject.org>
- Lambda Legal:  
[www.lambdalegal.org](http://www.lambdalegal.org)

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### Resources

- HRC :The Human Rights Campaign is America's largest civil rights organization working to achieve gay, lesbian, bisexual and transgender equality
  - [www.hrc.org](http://www.hrc.org)
- Child Welfare League of America: Children's advocacy organization active in lobbying and humanitarian projects in the US.
  - [www.cwla.org](http://www.cwla.org)
- National Center of Lesbian Rights: A legal center with a primary commitment to advancing the rights and safety of lesbians and their families
  - [www.nclrights.org](http://www.nclrights.org)

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### Resources

- **Children of Gays Everywhere: (COLAGE) National organization for children of LGBT parents**
  - [www.colage.org](http://www.colage.org)
- **Family Equality Council: National organization to provide advocacy and support for LGBT parents and their families**
  - <http://www.familyequality.org>

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### Core Practice Concepts In Working With LGBTQIA+ Youth



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**Thanks for joining us!**

### WHAT'S NEXT?

- Survey and certificate in the chat now
- Follow-up email with resources within two days
- Watch your inbox for the next issue of *CalTrin Connect*



**Stay Connected for More Free Training & Resources!**

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