Preventing Abuse for LGBTQ+ Identified Children and Youth

André C. Wade

Box Jumper Labs: A Human Services Consultancy, LLC - CEO

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Learning Objectives

- The basics of the LGBTQ competencies.
- Gender and Pronouns.
- LGBTQ children and youth in and out of care.
- LGBTQ children and youth and placement challenges.
- Strategies to identify and support LGBTQ children and youth.
- Working with LGBTQ children and youth in care.

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Alphabet Soup

- L
- G
- B
- T
- Q
- I
- A
- 2S
- SGL
- MSM
- P
- +

Alphabet Soup

Lesbian
Gay
Bisexual/Bi-romantic
Transgender
Questioning/Queer
Intersex
Asexual/Aromantic
2Spirit
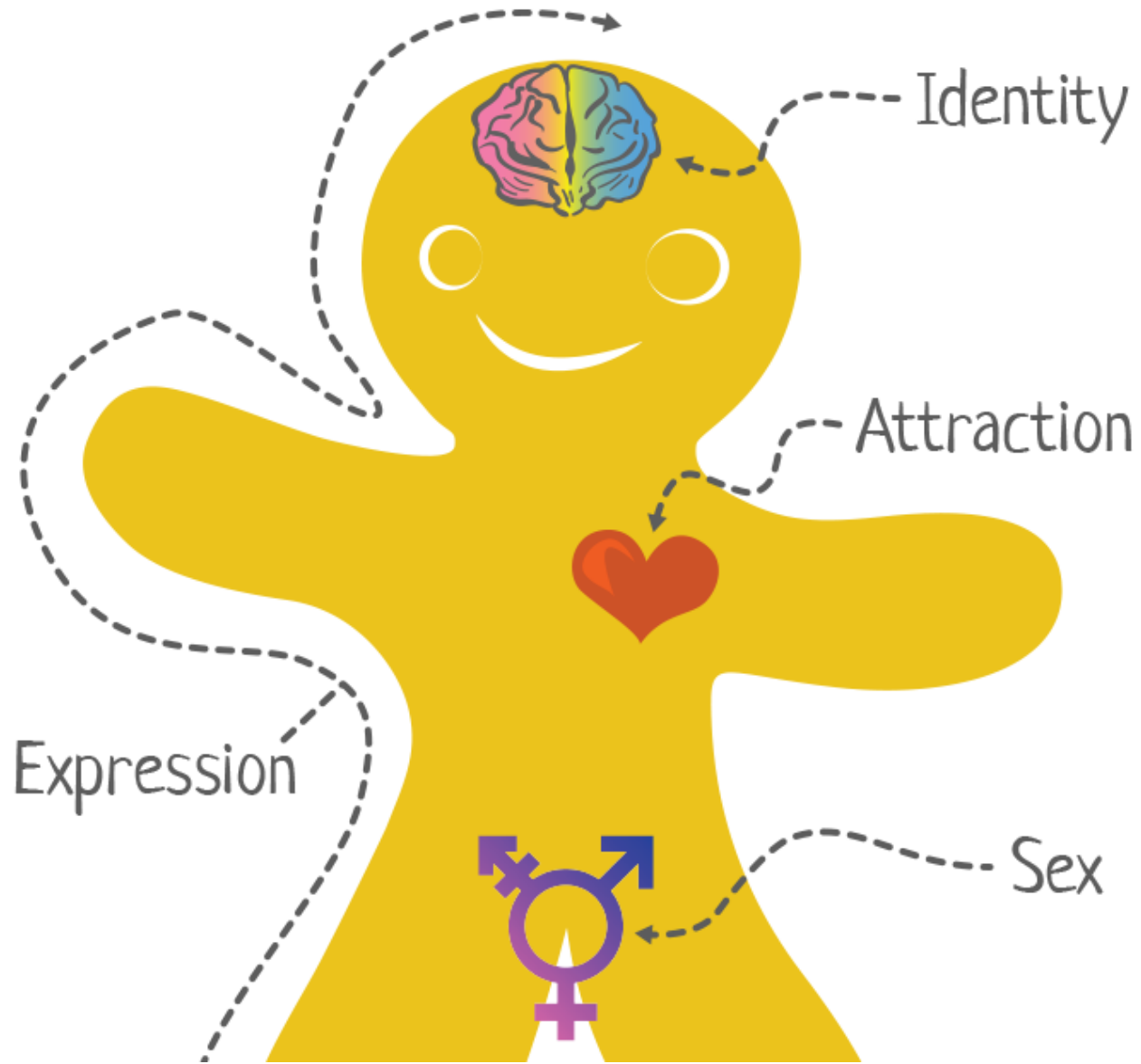Same Gender Loving
Men Who Have Sex w/ Men
Pansexual
+

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Sexual Orientation & Gender Identity & Expression (SOGIE)

- Sexual Orientation - An emotional, romantic or sexual attraction to people.
  - Bisexual
  - Asexual
  - Pansexual
- Gender Identity - One's concept of self as male, female, a blend of both, or neither – how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth.
  - Pronouns
  - Gender non-conforming
  - Gender Diverse
  - Cisgender
- Transgender - An umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth.

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Intersex

- Intersex people are born with sex characteristics that don't fit the typical definitions of 'male' or 'female.' Someone who is intersex may not necessarily identify as LGBTQ.

- Someone who is born intersex is assigned male or female at birth.

- About 1/100 people are born intersex in the U.S.

- XY = (male) XX = (female) XXY

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Gender Pronouns

Please note that these are not the only pronouns. There are an infinite number of pronouns as new ones emerge in our language. Always ask someone for their pronouns.

Subjective	Objective	Possessive	Reflexive	Example
She	Her	Hers	Herself	She is speaking. I listened to her. The backpack is hers.
He	Him	His	Himself	He is speaking. I listened to him. The backpack is his.
They	Them	Theirs	Themself	They are speaking. I listened to them. The backpack is theirs.
Ze	Hir/Zir	Hirs/Zirs	Hirself/Zirself	Ze is speaking. I listened to hir. The backpack is zirs.

Activity

Heterosexuality and Cisgender Privilege

LGBTQ Children and Youth

- Coming Out or Being "Outted"
  - Levels and Stages of
  - Study: 30% of LGBTQ youth reported physical violence from family member after coming out.
- Family Acceptance or Family Rejection
  - Degrees of
- Community Acceptance or Community Rejection
  - Degrees of
- Risky Behaviors
  - Substance use, abuse, addiction
  - Unsafe sexual practices
  - Running away
  - Suicide ideation or attempts

LGBTQ Youth: Placement Challenges

- Non-Acceptance of Caregivers
  - 26% of LGBTQ youth leave their families because of conflicts with their identity.
- Lack of training by foster parents and caregivers
- Poor understanding of LGBTQ issues
- Multiple placement disruptions
  - 78% of LGBTQ youth were removed or ran away from their foster placements as a result of hostility toward their SOGI.

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Strategies

- Examine your biases
  - Trainings
  - On-line: Implicit Association Test (IAT)
- Examine your organization's commitment to diversity, inclusion, equity and inclusion
- Cultural Competency v. Cultural Humility trainings
  - Staff
    - Case managers comfortable with talking to parents and family about sexual orientation and gender identity.
  - Caretakers
  - Partners and Providers
  - Asking the question - SOGI
  - Data management

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Strategies

- Policies and Procedures
  - Asking the Question
  - Data Management
  - Privacy and Confidentiality
  - Uniformity
    - Jack and Jill
    - Transgender
- Learning/ Education Opportunities
- Welcoming and Inclusive Programs, Services, Supports
  - Family Acceptance – Pivot at The Center
  - Community Resources
- Advocacy

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Stats

- At school, LGBTQ you are more twice as likely to be harassed/called names than their non-LGBTQ peers. (51% vs. 25%)

- LGBTQ Youth are more likely than their non-LGBTQ peers to report not having an adult they can talk to. (29% vs. 17%)

- 20-40% of youth experiencing homelessness identify as LGBTQ.

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Creating a Welcoming and Inclusive Environment

- Training
- Organizational policies and procedures
- Marketing
- Inclusive forms and documents
- Symbols
- Extracurricular activities
- Celebrate Pride Month - June
- Resources

Interventions

- Family Acceptance based programming to help families struggling with accepting their LGBTQ identified children.

- Trained welcoming and inclusive staff and providers
  - Know the question of SOGI

- LGBTQ tailored programs, services and events

- Case managers ask all clients and families about sexual orientation and gender identity of children/young people.

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Resources

- The Human Rights Campaign (national)
- The Gay and Lesbian Community Center of Southern Nevada
- The Trevor Project (national)
- The Child Welfare League of America (national)
- Gender Justice
- Transgender Action Group
- Trans Pride

Thank You

?uestions