

# Setting the Foundation for LGBTQ Inclusion

Webinar Series for National CASA/GAL for Children September 8, 2020

#### Housekeeping...

- · All lines are muted
- · You can submit questions via Control Panel
- · You can chat with webinar hosts and attendees
- · Closed captions are available
- Audio
  - Access audio via your Telephone or your computer's Speakers.
  - Choose your preference via Zoom's "Audio Setting" function.
- If at any point you lose connection, e-mail <a href="mailto:acaf@hrc.org">acaf@hrc.org</a>
- · Please complete the post-test

#### Handouts:

- · The slide deck for this webinar
- · ACAF Glossary of Terms
- · Caring for LGBTQ Children & Youth
- · How to Be an Ally



**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

#### **Today's Presenter**

#### **Karey Scheyd**

(pronouns: she/her)

ACAF Master Trainer & Consultant



**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

.

## This webinar is brought to you by All Children – All Families.



**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

.

# Email <u>acaf@hrc.org</u> to enroll in the 2020-2021 participation process!



**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

5

#### **Four-Part Series**

Setting the Foundation 9/8

LGBTQ Volunteer Engagement 9/10

Advocating for LGBTQ Youth 9/23

Advocating in Education System 10/6

#### Today's Agenda

Welcome & Introduction

Key Terms & Concepts

LGBTQ Youth, Adults& Families and Child Welfare

Creating A Welcoming Environment

**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

.

## Participation is Encouraged!

- Don't forget...
  - Ask questions
  - Answer polls
  - Complete post-test



**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

#### Let's Take A Couple Polls

#### Have you have worked with LGBTQ youth?

- Yes
- No
- Not sure

#### Have you have worked with LGBTQ volunteers?

- Yes
- No
- Not sure



**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

#### Why does **SOGIE** matter?

- Why does it matter to YOU if the individuals you work with are:
  - Straight, gay, lesbian, or bisexual?
  - Cisgender, gender expansive, or transgender?
- What difference does knowing this information about people make to your practice?
- What are the practice implications of NOT knowing this information?

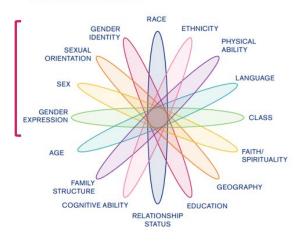
Sexual Orientation, Gender Identity and Expression

**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

## **Dimensions of Identity**

#### **DIMENSIONS OF IDENTITY**



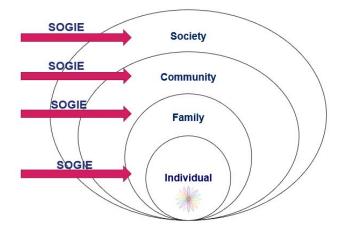
**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

11

#### **SOGIE** in Context





**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

#### **SOGIE Matters**

Having accurate information about SOGIE is...

- Essential to...
  - Developing and implementing individual case plans
  - · Making stable, loving placements
  - Achieving safety, permanency, and well-being
- Mandated by the Administration on Children & Families and a commitment of leading child welfare organizations.







**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

13

#### Let's Take A Quiz!

## LGBTQ is an acronym related to which of the following concepts?

- Sexual orientation
- Gender identity
- · Sexual orientation and gender identity
- I don't know



**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.



Part 1:

## **Key Terms & Concepts**



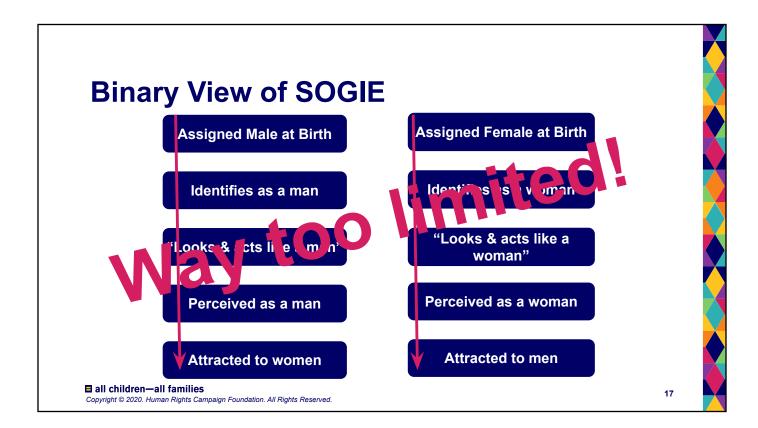
### **Key Concepts**

Gender Binary vs. Spectrum

**Sexual Orientation** 

Gender Identity

Gender Expression



#### **Sexual Orientation**

A person's **emotional, romantic and sexual attraction** to another person.

#### **Sexual Orientation**

A person's **emotional, romantic and sexual attraction** to another person.

Lesbian
Gay
Bisexual
Straight
Asexual
Pansexual

**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

19

#### **Gender Identity**

A person's internal sense of being male, female, or a blend of both or neither.

**■** all children—all families

#### **Gender Identity**

A person's internal sense of being male, female, or a blend of both or neither.

Male Female Genderqueer Bi-gender Agender

**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

21

#### **Gender Identity (Related Terms)**

Two key terms related to gender identity:

### Cisgender

Sex Assigned At Birth



**Gender Identity** 

**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

#### **Gender Identity (Related Terms)**

Two key terms related to gender identity:

#### **Transgender**

Sex Assigned At Birth



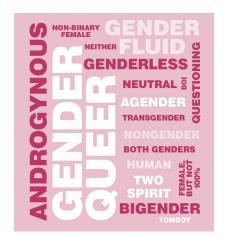
**Gender Identity** 

**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

23

#### **Gender Identities**



**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

Source: Human Rights Campaign (2012)

#### **Language Tips**

**Best Practice:**



- Transgender
- Trans



- Transgender<u>ed</u>
- "Tranny"
- A transgender (transgender is an adjective not a noun)

**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

25

#### **Gender Expression**

Refers to the ways in which people show their gender to others through clothing, haircut, roles and activities, etc.

**■** all children—all families

#### **Gender Expression**

Refers to the ways in which people show their gender to others through clothing, haircut, roles and activities, etc.

Masculine
Feminine
Androgynous
Butch/Femme
Gender Expansive
Gender Non-Conforming

**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

27

# LGBT

# LGBT

### sexual orientation

**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

29

# LGBT

gender identity

**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.



**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.



Stands for: Queer and/or Questioning Can relate to: Sexual Orientation and/or Gender Identity

**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

# Does **everyone** have a sexual orientation and gender identity and expression?

**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

33

# Does **everyone** have a sexual orientation and gender identity and expression?



#### **Beyond The Binary**

There are some places where people really do look at being nonbinary as a joke, but I'm not in any way ashamed of myself...My message to young queer and nonbinary people is to not let society cookie-cut you... You don't need to be like everyone else to live. We can be ourselves - colorful, happy, or dark — and be at peace.





There are some days where I wake up and I'm feeling really feminine, so I put on a full beat and wig. There are some days where I feel very feminine and I just have on a regular hat, no makeup, jeans, and a sneaker. For me, gender doesn't have anything to do with presentation. It's how you feel on the inside and where the spectrum lies that day.

Aja (24) and Eddie (25) from Out Magazine's 2019 Issue on Nonbinary Femmes

**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

Source: Anderson, T. (2019)

35

#### **Handout!**



#### ACAF Training Series Glossary of Terms

Ally: A person who is not LGBTQ but shows support for LGBTQ people and promotes equality in a variety of ways.

Androgynous: A term used to describe someone who identifies and/or presents as neither distinguishably masculine nor feminine.

Asexual: A term used to describe a person who does not experience sexual attraction. Biphobia: Prejudice, fear or hatred directed toward bisexual people.

Bisexual: A person emotionally, romantically or sexually attracted to more than one gender though not necessarily simultaneously, in the same way or to the same degree.

Butch: Commonly used to refer to masculinity displayed by a female but can also refer to masculinity displayed by a male.

Closeted: A term used to describe an LGBTQ person who has not disclosed their se prientation or gender identity.

**■** all children—all families

36 Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.



Part 2:

# LGBTQ Youth, Adults & Families and Child Welfare



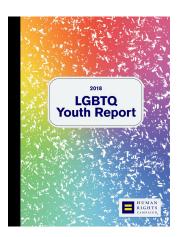
#### **LGBTQ Youth**

- What does research tell us about the experiences and identities of LGBTQ youth?
- What barriers to care do LGBTQ youth face in child welfare?



#### **HRC National Surveys of LGBTQ Youth**

- In 2012 & 2017, HRC conducted national surveys of LGBTQ youth in the U.S.
  - 2012: 10,030 respondents2017: 12,000 respondents
- Ages 13-17
- Full reports available at www.hrc.org/resources/2018-lgbtq-youth-report



**■** all children—all families

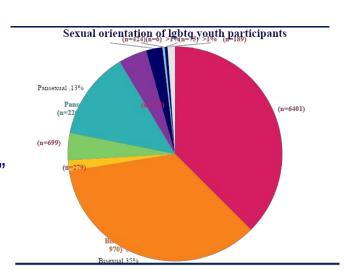
Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

Source: Human Rights Campaign (2017)

39

#### **Sexual Orientation**

62% of 2017 respondents identified as a sexual orientation other than "gay" or "lesbian."



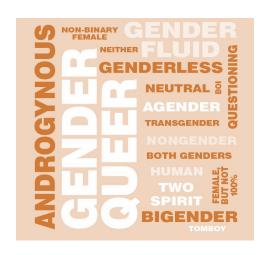
**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

Source: Human Rights Campaign (2017)

#### **Gender Identity**

Nearly 25% of 2017 respondents checked a gender identity outside of the binary of male/female.



■ all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

Source: Human Rights Campaign (2017)

41

## Research on SOGIE Development: "Are they too young to know?"

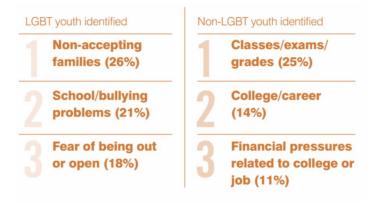
#### SO: In one study of lesbian, gay, and bisexual youth:

- 75% recalled feeling "different" in childhood
  - Usually between ages 4 and 12 (age 8 on average)
- Most first identified as LGB between 12 and 16 years old
  - Average age 14 for both boys and girls

#### GI: In one study of transgender youth:

- Average age of "talking about gender being different" was 5 for trans girls and 8 for trans boys
- Not uncommon to do so as early as 2-3 years old

#### **Most Important Problems**



■ all children—all families Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

Source: Human Rights Campaign (2012)

43

#### **Experiences of LGBTQ Youth**

- LGBTQ youth are disproportionately victims of...
  - Bullying
  - Harassment
  - Family Rejection
- LGBTQ youth are overrepresented in...
  - Runaway and homeless youth population
    - Up to 40%
  - Foster care system
    - Up to 30%
  - Juvenile justice system
    - Estimated 15%

# Why LGBTQ Youth Enter Child Welfare System

- The same reasons as non-LGBTQ youth:
  - Neglect
  - Abuse
  - Drug/Alcohol Use by Parents
  - And....
- Family Rejection because of LGBTQ status

#### Then...

Too often LGBTQ youth experience additional bias, abuse, discrimination and rejection while they are in care.

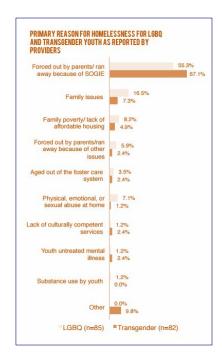
■ all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

45

## Among LGBTQ Homeless Youth...

- Most cited reason for being homeless:
  - Forced out by parents/ran away because of SOGIE



■ all children—all families Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

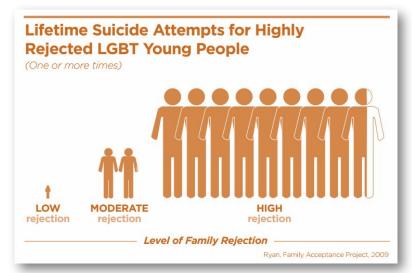
#### **Abuse & Rejection In Care**

- And a LA-based study found...
  - 12.9% of LGBTQ youth reported being treated poorly in foster care compared to 5.8% of non-LGBTQ youth
  - LGBTQ youth had a greater average number of placements and likelihood to have been placed in congregate care

**■** all children—all families Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

Sources: Wilson, B.D.M., Cooper, K., Kastanis, A., & Nezhad, S. (2014) 47

#### Response Is Key

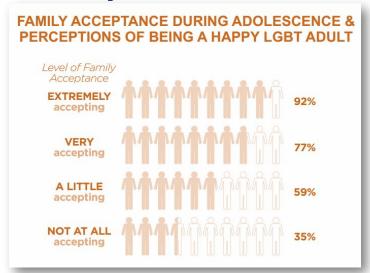


**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

Source: Ryan, C. (2009)

#### Response Is Key



■ all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

Source: Ryan, C. (2009)

49

## **Rejecting Behaviors**

- · Hitting, slapping or physically hurting child
- Verbal harassment or name-calling
- Excluding LGBT youth from family events and activities
- · Blocking access to LGBT friends, events and resources
- Blaming child when they are discriminated against
- Pressuring child to be more (or less) masculine or feminine
- Telling child that God will punish them
- Telling child that you are ashamed of them or how they look or act will shame the family
- Making child keep their LGBT identity a secret in the family and not letting them talk about their identity with others

**■** all children—all families

#### **Accepting Behaviors**

- Talking with child about their LGBT identity
- Expressing affection when child tells you or when you learn that child is LGBT
- Support child's LGBT identity even though you may feel uncomfortable
- Advocate for child when they are mistreated because of LGBT identity
- · Require that other family members respect LGBT child
- Bring child to LGBT organizations and events
- · Connect child with LGBT adult role model
- Work to make congregation LGBT-supportive or find supportive faith community
- Welcome child's LGBT friends and partner to home, family events and activities
- Support child's gender expression
- Believe child can have a happy future as an LGBT adult

■ all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

Source: Ryan, C. (2009)

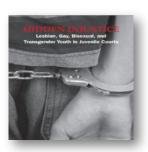
51

#### **Access Resources Online**





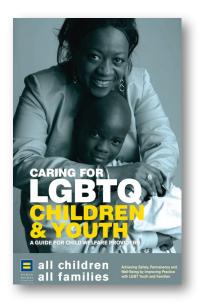




www.hrc.org/acaf-resources

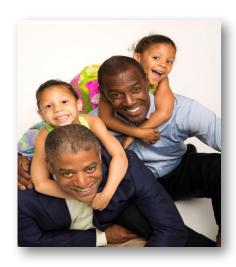
**■** all children—all families

#### **Handout!**



■ all children—all families Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

#### **LGBTQ Adults & Parents**



**■** all children—all families Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.



#### The Facts on LGBTQ Parenting

- There are an estimated 3 million LGBTQ parents raising 6 million children in the U.S.
- LGBTQ families live in every county, and same-sex couples in states with the least legal protection are most likely to be raising children (e.g, UT, TX, TN).

Nearly 40 years of social science research tell us that children raised by LGBTQ parents are doing just fine.

**Every major professional association** dedicated to the health and well-being of children and families supports LGBTO parenting.

3.8 million LGBTQ millennials are considering expanding their families in the coming years.5

**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

Source: : HRC Foundation & Clark University (2019), Family Equality Council (2019), Gates, G.(2013) 55

#### **Potential Strengths of LGBTQ Community**

Deep exploration of identity

Coping with experiences of discrimination, marginalization, unfair treatment

The importance of being accepted wholly

Experiences of family conflict and loss

Creation of support networks and family-like communities

Coping with experiences of shame around identity

Forging path in absence of LGBTQ elders or role models

**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.



Part 3:

# Creating An LGBTQ Welcoming Environment



# Three Behaviors That <u>Do Not</u> Convey a Welcoming Environment

- Overt and covert hostility
- Well-meaning but off-putting language
- Omission/silence

#### **Overt Hostility**

#### Also known as:

Obvious Homophobia Biphobia, or Transphobia

Examples?

**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

59

### **Overt Hostility**

(Obvious homo/bi/transphobia)

- "The F-word" or "D\*ke"
- "That's so gay"
- "Tr\*nny"
- "He-She"
- Refusing to use the correct name/ pronoun

#### **■** all children—all families

#### **Covert Hostility**

#### Also known as:

Subtle Homophobia, Biphobia, or Transphobia

Examples?

**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

.

## **Covert Hostility: Youth**

(Subtle homo/bi/transphobia)

- Preferential treatment for straight/cis youth
- Naming LGBTQ youth "hard to place"

■ all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

#### **Covert Hostility: Parents**

(Subtle homo/bi/transphobia)

- Homestudies moved to the bottom of the stack
- "Throw-away families" for "throw-away kids"

■ all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

63

### **Well-Meaning But Off-Putting Language**

#### Also known as:

Heterocentrism, Cissexism or Outdated language

Examples?

■ all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

#### **Off-Putting Language**

"Heterocentrism" and "Cissexism"

"Do you have a boyfriend/husband?"

**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

65

### **Off-Putting Language**

"Heterocentrism" and "Cissexism"

"Do you have a boyfriend/husband?"

"Are you dating/seeing anyone?"
"Do you have a partner/co-parent?"

**■** all children—all families

#### **Off-Putting Language**



**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

Source: Qmunity (2012)

#### **Off-Putting Language**

"Gender-affirming language"

"He's a boy but he feels like a girl." (about a trans girl)

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

#### **Off-Putting Language**

"Gender-affirming language"

"He's a boy but he feels like a girl."

(about a trans girl)

"She's a girl who was assigned male at birth."

**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

69

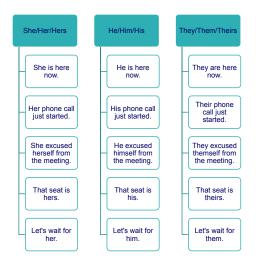
#### **Off-Putting Language**

OUTDATED	BEST PRACTICE	
Homosexual	Gay or lesbian	
Sexual preference	Sexual orientation	
Lifestyle	Sexual orientation, gender identity	
Alternative family	LGBTQ family	

**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

#### **Pronoun Etiquette**



**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

-

## **Pronoun Etiquette**

- Use someone's chosen (preferred) name and pronouns unless asked not to for specific reasons (e.g., safety or privacy).
- When you don't know someone's pronouns:
  - If you don't know, ask.
  - You can (and should) avoid using pronouns for someone when you don't know them. Just use their name!
- If/when you make a mistake:
  - · Apologize and move on.
  - · Gently correct others who mis-gender someone

**■** all children—all families

#### **Language Best Practice Tips**

Speak up against homo/bi/transphobia.

Use the words your clients use.

Remember the importance of context and intent

Terms vary throughout the LGBTQ community.

Not all words are okay for non-LGBTQ people to use.

**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

73

#### Other Kinds of Language

- Tone and body language matters!
- Messages about our feelings and attitudes are communicated:
  - Only 7% through spoken words
  - 38% through the way the words are spoken
  - 55% through facial expressions

Action	Message
Avoiding eye contact, looking away	Discomfort, dishonesty, disinterest
Crossing arms	Defensiveness
Lack of acknowledgement	Uneasiness, concern
Fidgeting, tapping	Boredom, nervousness, anxiety, impatience

**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

#### "Tolerate" vs. "Welcome"

Tolerate	Welcome
Assumes there's something wrong with you that needs to be tolerated	Assumes you are fine just the way you are
"We don't discriminate on the basis of sexual orientation or gender identity."	"We welcome and encourage LGBTQ people to apply."

**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

75

#### **Omission/Silence**

"As a gay person,
I'm scanning that environment
for safety,
for a welcome mat. If I don't
see it, I'll assume I'm not
welcome."

- Gerald P. Mallon

■ all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.



### **How To Be An Ally**

- Listen
- Speak out
- Respect confidentiality
- Recognize diversity
- Continue learning





■ all children—all families Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

#### **Handout!**

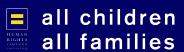


**■** all children—all families

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.

79





## Thank you!

Webinar Series: hrc.im/acaf-webinars Monthly E-Newsletter: hrc.im/field-forward

Project Email: acaf@hrc.org
Web: www.hrc.org/acaf

#### **Works Cited**

- D'augelli, A. R., Grossman, A. H., & Starks, M. T. (2008). Gender atypicality and sexual orientation development among lesbian, gay, and bisexual youth: Prevalence, sex differences, and parental responses. Journal of Gay & Lesbian Mental Health, 12(1-2), 121-143
- Durso, L. & Gates, G. Serving Our Youth: Findings from a National Survey of Service Providers Working with Lesbian, Gay, Bisexual, and Transgender Youth who
  are Homeless or At Risk of Becoming Homeless. (Los Angeles: The Williams Institute with True Colors Fund and The Palette Fund, 2015). Report.
- Feinstein, R., Greenblatt, A., Hass, L., Kohn, S., & Rana, J. Justice for All?. (New York: The Lesbian and Gay Youth Project of the Urban Justice Center, 2001). Report.
- · Gates, G. Gallup Special Report: New Estimates of the LGBT Population in the United States. (Los Angeles: The Williams Institute, 2013).
- · Human Rights Campaign. Growing Up LGBT in America: HRC Youth Survey Report. (2012). Report.
- Juvenile Justice Blog. (North Carolina:, University of North Carolina, 2012). Image. Available at: http://juvenilejusticeblog.web.unc.edu/.
- Keo-Meier, C., Pardo, S., Olson, J., & Sharp, C. (2015, June). Results from the Trans Youth Family Allies (TYFA) Research Study of Parents of Trans Youth. Talk presented at the Philadelphia Transgender Health Conference, Philadelphia, PA.
- Mitchum, P. & Moodie-Mills, A., Beyond Bullying: How Hostile School Climate Perpetuates the School-to-Prison Pipeline for LGBT Youth. (Washington, DC: Center for American Progress, 2014). Report.
- Qmunity. Gender Neutral Language Sheet. (2012). Available at:. https://qmunity.ca/resources/gender-neutral-language-sheet/.
- Ryan, C. Family Acceptance Project: Goals & Aims. Web presentation to the National Resource Center for In-Home Services. (lowa City: University of Iowa School of Social Work's National Resource Center for In-Home Services, 2009). Presentation.
- Tobia, J. I'm GenderQueer Please Stop Asking Me When I'm 'Really' Going to Transition. MTV News: 2015. Available at: http://www.mtv.com/news/2428003/genderqueer-transition-trans-awareness/.
- Wilson, B.D.M., Cooper, K., Kastanis, A., & Nezhad, S. (2014). Sexual and Gender Minority Youth in Foster Care: Assessing Disproportionality and Disparities in Los Angeles. Lost Angeles: The Williams Institute, UCLA School of Law.
- Woronoff, R. et al. Out of the Margins: A Report on Regional Listening Forums Highlighting the Experiences of LGBTQ Youth in Care. (Washington, DC: The Child Welfare League of America, 2006). Report.

**■** all children—all families

81

Copyright © 2020. Human Rights Campaign Foundation. All Rights Reserved.