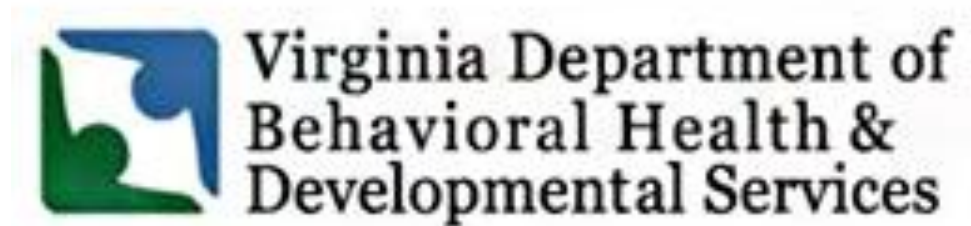


LGBTQ+ Safer Spaces Training & Virtual Action Planning Workshop



Facilitated by:
Ted Lewis, Executive Director
Andrea Leon, Volunteer & Outreach Coordinator



Poll Questions

- Who do you primarily work with?
- What role do you serve within the behavioral health realm?
- How would you rate your personal knowledge of the LGBTQ+ community?
- How would you rate your organization's openness to LGBTQ+ Inclusion?



Agenda for our Time

Start Time	Topic
9:00am	Check-in & Welcome
9:15am	<ul style="list-style-type: none">• Understanding the LGBTQ+ Community• Experiences of LGBTQ+ Youth Related to Behavioral Health• Risk Factors for LGBTQ+ Youth• Protective Factors & Best Practices for Supporting LGBTQ+ Youth• What Allyship Looks Like
11:30am	Break
11:45am	Panel Discussion
12:45pm	Lunch (on your own)
1:45pm	<ul style="list-style-type: none">• Creating Affirming & Inclusive Environments through Policy and Practice• Introduce Virtual Action Planning
2:50pm	Closing & Wrap-Up



Morning Session

Learning Objectives

1. Increase knowledge of **LGBTQ+ identities and terminology.**
2. Increase knowledge of the unique **experiences of the LGBTQ+ youth related to behavioral health.**
3. Identify common **risks and pathways to risk** connected to LGBTQ+ youth.
4. Identify **best practices and protective factors** to support LGBTQ+ youth.
5. Identify **2 types of allyship behavior .**



Reminders for Our Time Together

1. Open your mind to something new today.
2. Prepare yourself for some difficult statistics and realities of LGBTQ+ youth.
3. Everyone makes mistakes, it's ok to mess up!
4. Push yourself to ask questions and engage in dialogue.
5. Remember you are not in this alone, we're on your side!



Understanding the LGBTQ+ Community



LGBTQ+

L – Lesbian

G – Gay

B – Bisexual

T – Transgender

Q – Queer and Questioning



Identities Abound (+)

agender, asexual, aromantic,
bisexual, demiboy, demigirl,
demisexual, gay, gender fluid,
genderflux, genderqueer,
greysexual, homoflexible,
intersex, lesbian, non-binary,
neutrois, pansexual, polysexual,
transgender



Identity Flags

Agender Pride



Asexual Pride



Aromantic Pride



Bisexual Pride



Demiboy Pride



Demigirl Pride



Demisexual Pride



Intersex Pride



Genderfluid Pride



Genderflux Pride



Genderfluxx Pride



Genderqueer Pride



Identity Flags

Lesbian Pride



Neutrois Pride



Nonbinary Pride



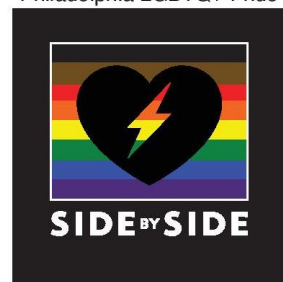
Original LGBTQ+ Pride



Pansexual Pride



Philadelphia LGBTQ+ Pride



Polysexual Pride



Rainbow Pride/LGBTQ+ Pride



Transgender Pride



Homoflexible Pride



Pride Flags



Original Pride Flag (1977)



Modern Pride Flag (1979)



Philadelphia Pride Flag (2017)



Identity Spectrum

SEX ASSIGNMENT



GENDER IDENTITY



GENDER EXPRESSION



SEXUAL ORIENTATION



Identity Spectrum



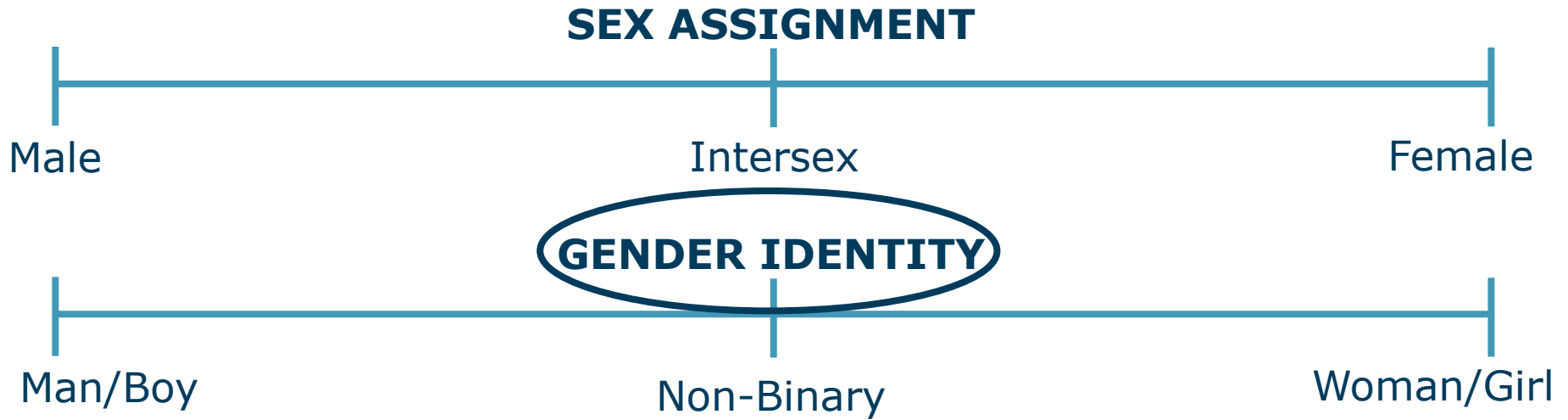
Sex Assignment = Assignment of sex (typically male or female) based solely on external genitalia (penis or vagina).

Intersex = a person whose body does not meet the ideal medical standards of male or female.

***Approximately 1 in every 2,000 births annually**



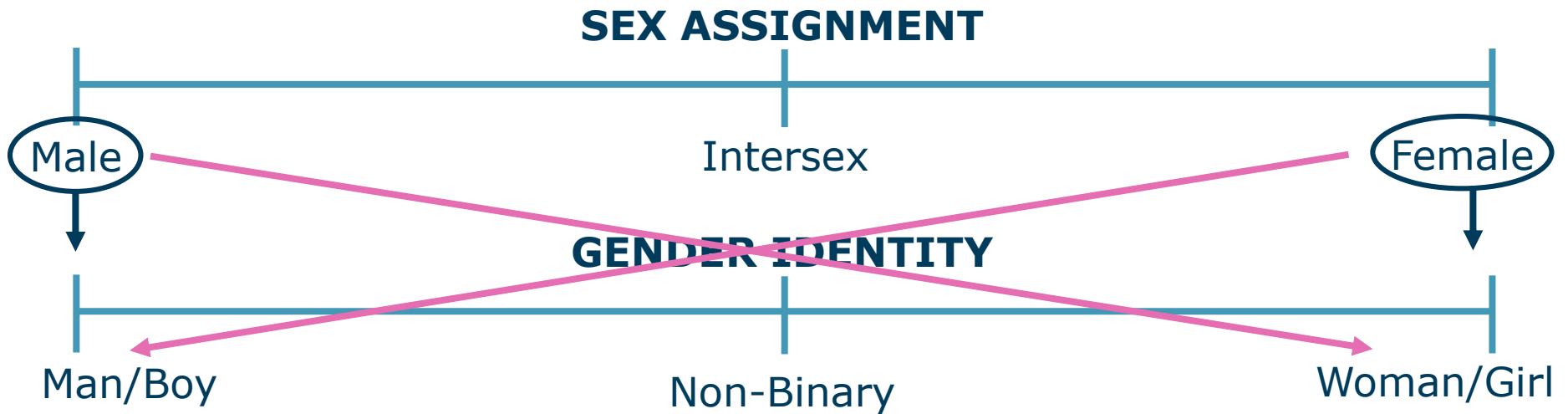
Identity Spectrum



Gender Identity = A person's personal internal understanding of who they are in regards to gender.



Identity Spectrum



**Cisgender = Gender Identity Aligns
with Sex Assignment.**

**Transgender = Gender Identity does
not Align with Sex Assignment**



Identity Spectrum

SEX ASSIGNMENT

Male

Intersex

Female

GENDER IDENTITY

Man/Boy

Non-Binary

Woman/Girl

Transwoman / Transgirl / MTF

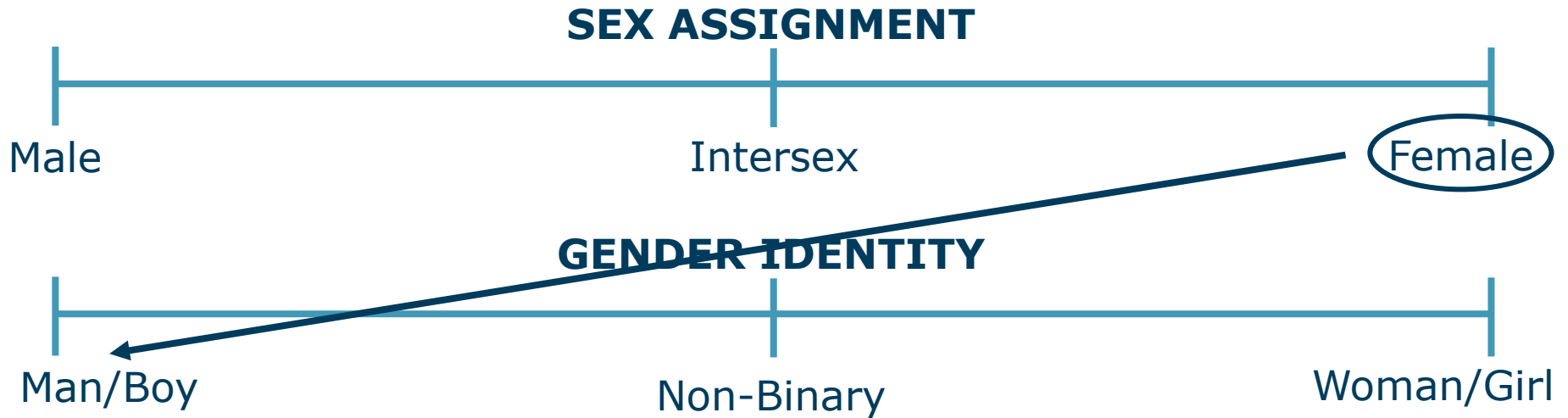


Laverne Cox

- Assigned male at birth
- Identifies as a woman
- Uses she/her pronouns
- Goes by Laverne



Identity Spectrum



Transman / Transboy / FTM

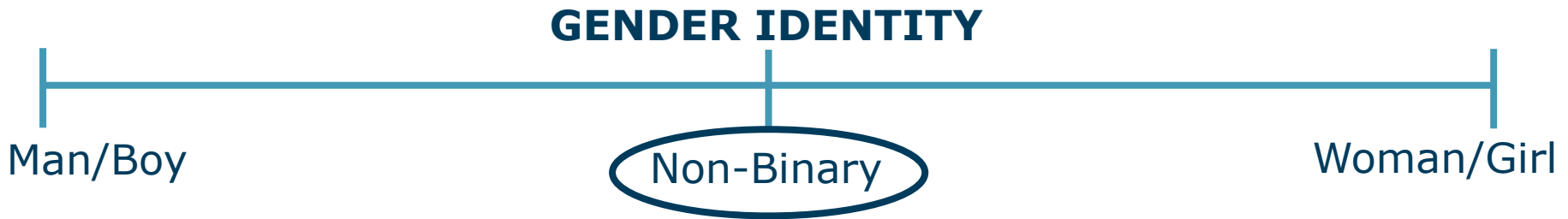


Kylar Broadus

- Assigned female at birth
- Identifies as a man
- Uses he/him pronouns
- Goes by Kylar



Identity Spectrum

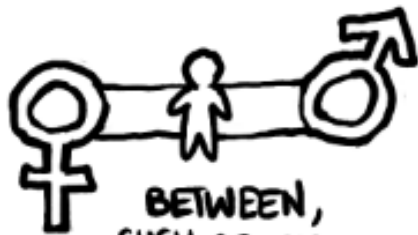


Non-Binary = Refers to individuals who do not identify as man or a woman. There are many different terms used by non-binary people to describe their identity.



Non-Binary Identities

SOME WAYS TO IDENTIFY IN RELATION TO THE BINARY



BETWEEN,
SUCH AS ON
A SPECTRUM



BACK AND
FORTH



ON TOP OF



ENCOMPASSING



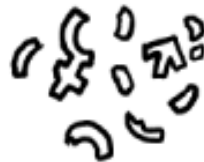
DEPENDING ON
WEATHER



BOTH



A WHOLE
BUNCH



BITS OF EACH



ONE OF THEM,
SOMETIMES

BUT ALSO, VERY
IMPORTANTLY,



- NEITHER
- A DIFFERENT GENDER(S) ENTIRELY
- NOT EVEN ON THE SAME PAGE DUDE

THIS IS **NOT** A COMPLETE LIST! THERE ARE ACTUALLY **ONE MILLION BAZILLION** WAYS TO DO IT.



How young is too young to know you're transgender?

Children understand their own gender identity as young as 3-4 years of age.

By the age of 6, most children's gender identity is constant and independent of external features.

Persistent / Insistent / Consistent



Social vs. Medical Transition

Social

- Using a name and pronoun that aligns with their gender identity
- Possibly changing outward appearance (clothing, chest binders, breast forms, etc.)
- Internally and/or publicly claiming a gender different from their sex assignment

Medical*

- Using hormone blockers to delay puberty
- Using hormone replacement therapy (HRT)
- Having surgery to alter chest/breasts
- Having surgery to alter internal and/or external reproductive organs

**Medical transition is a conversation for medical professionals only.*



Identity Spectrum

SEX ASSIGNMENT



GENDER IDENTITY



GENDER EXPRESSION



Gender Expression = The way we express our gender, in terms of how we outwardly meet the cultural norms and expectations associated with masculinity or femininity.



Gender Identity vs. Expression

Transboy (Identity)

- Assigned female at birth
- **Identifies as a boy**
- Could express himself in any number of ways

Tomboy (Expression)

- Assigned female at birth
- Identifies as a girl
- **Expresses herself in ways we associate with boys (masculine)**





Ciswomen



GENDER EXPRESSION

Masculine



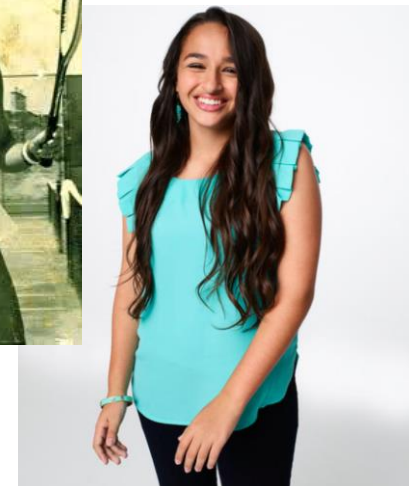
Androgynous



Transwomen



Feminine

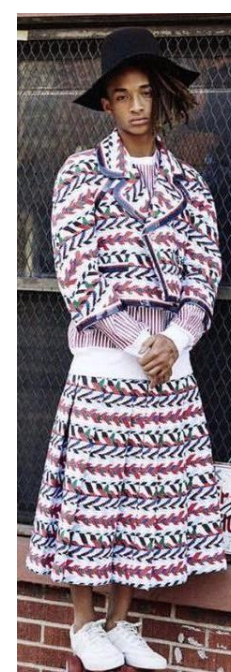


Ciswomen: Diane Keaton, Gladys Bentley, Janelle Monáe, Taraji P. Henson, Portia de Rossi

Transwomen: Eli Erlick, Mara Keisling, Laura Jane Grace, Marsha P. Johnson, Renee Richards, Jazz Jennings



Cismen



GENDER EXPRESSION

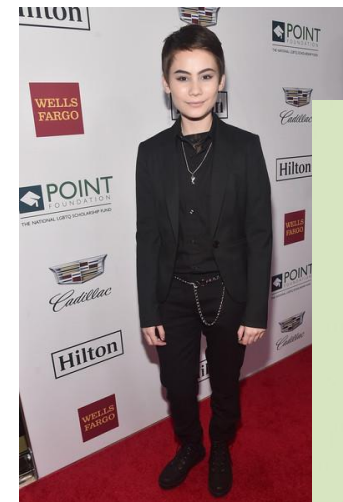
Masculine



Androgynous



Transmen



Feminine



Cismen: Dwayne Johnson, Ricky Martin, Jared Leto, Prince, Jaden Smith, Ezra Miller
Transmen: Chaz Bono, Billy Tipton, Mack, Ian Alexander, Rae Spoon



GENDER EXPRESSION



Key Takeaways:

1. Gender expression does not always align with a person's gender identity.
2. Youth who express themselves outside the norm are most likely to be targeted with violence or harassment.
3. Feminine men and transgender women, are the most likely group within the LGBTQ+ community to face violence and harassment.



Identity Spectrum

SEX ASSIGNMENT



GENDER IDENTITY



GENDER EXPRESSION



SEXUAL ORIENTATION



Poll Question

The term “sexual orientation” refers to:

- A. Feelings
- B. Behaviors
- C. Both



How young is too young to know your sexual orientation?

Some youth report having same-gender crushes earlier, but not necessarily the language to describe what they are feeling

Most youth start to understand same-gender attraction during the onset of puberty, typically middle school years (ages 11-14)



Identity Spectrum



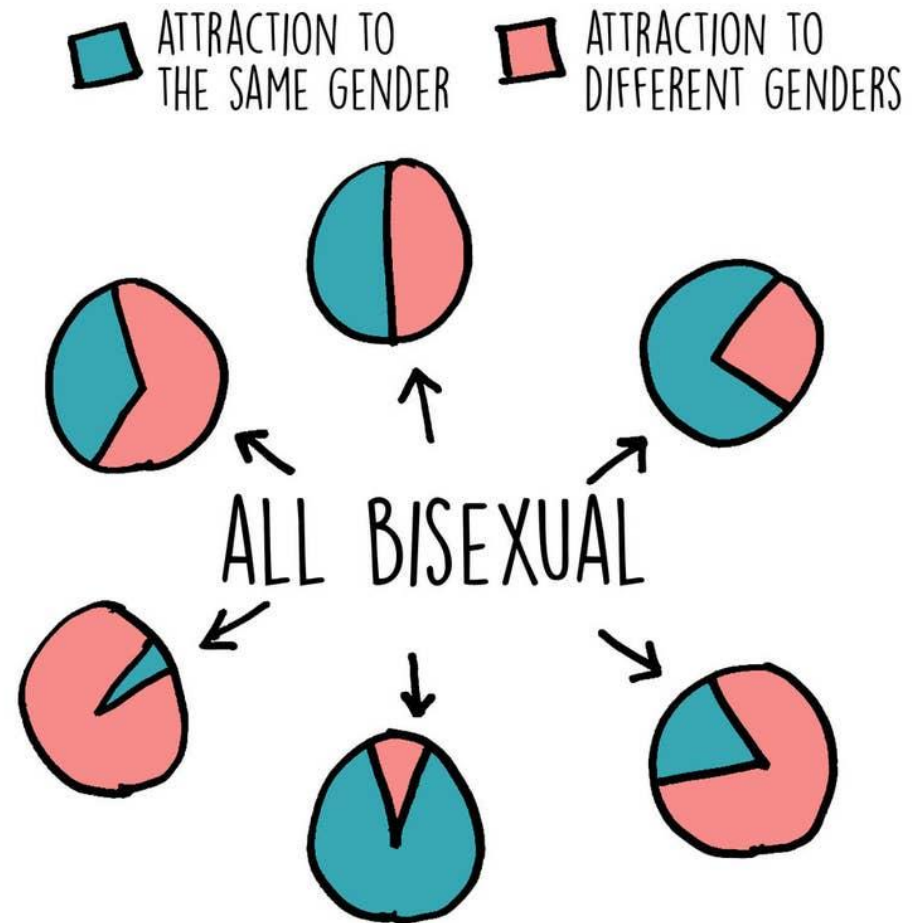
Bisexual = Being attracted to people of more than one gender

Pansexual = Attracted to a person regardless of gender. (Allows for more than 2 gender options).

Asexual = Having no sexual attraction.

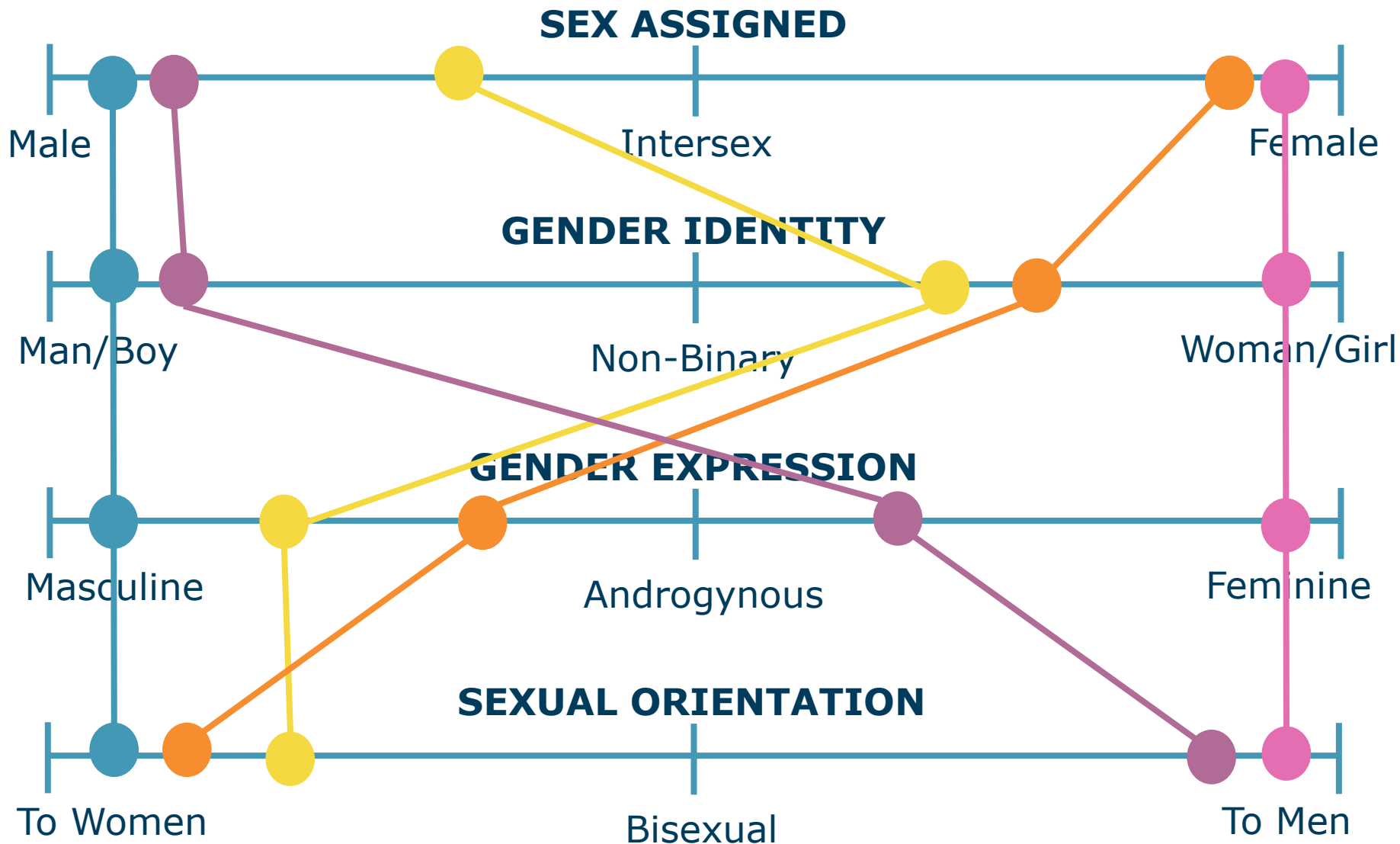


Bisexuality Explained



Identity Spectrum

PLOT YOURSELF



Identity Spectrum

Male

Man/Boy

Masculine

To Women

**THE
GENDER
BINARY**

Female

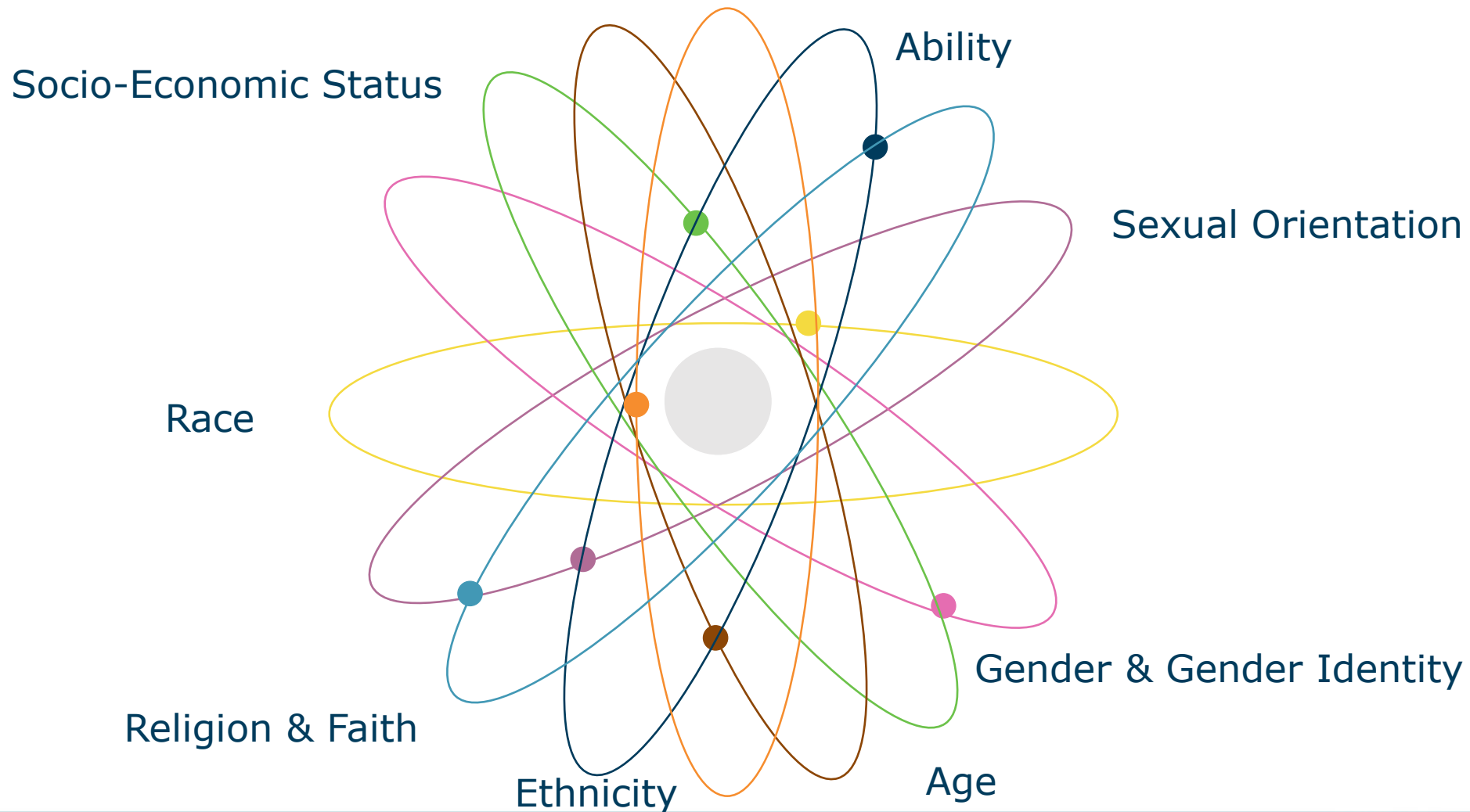
Man/Girl

Feminine

Men



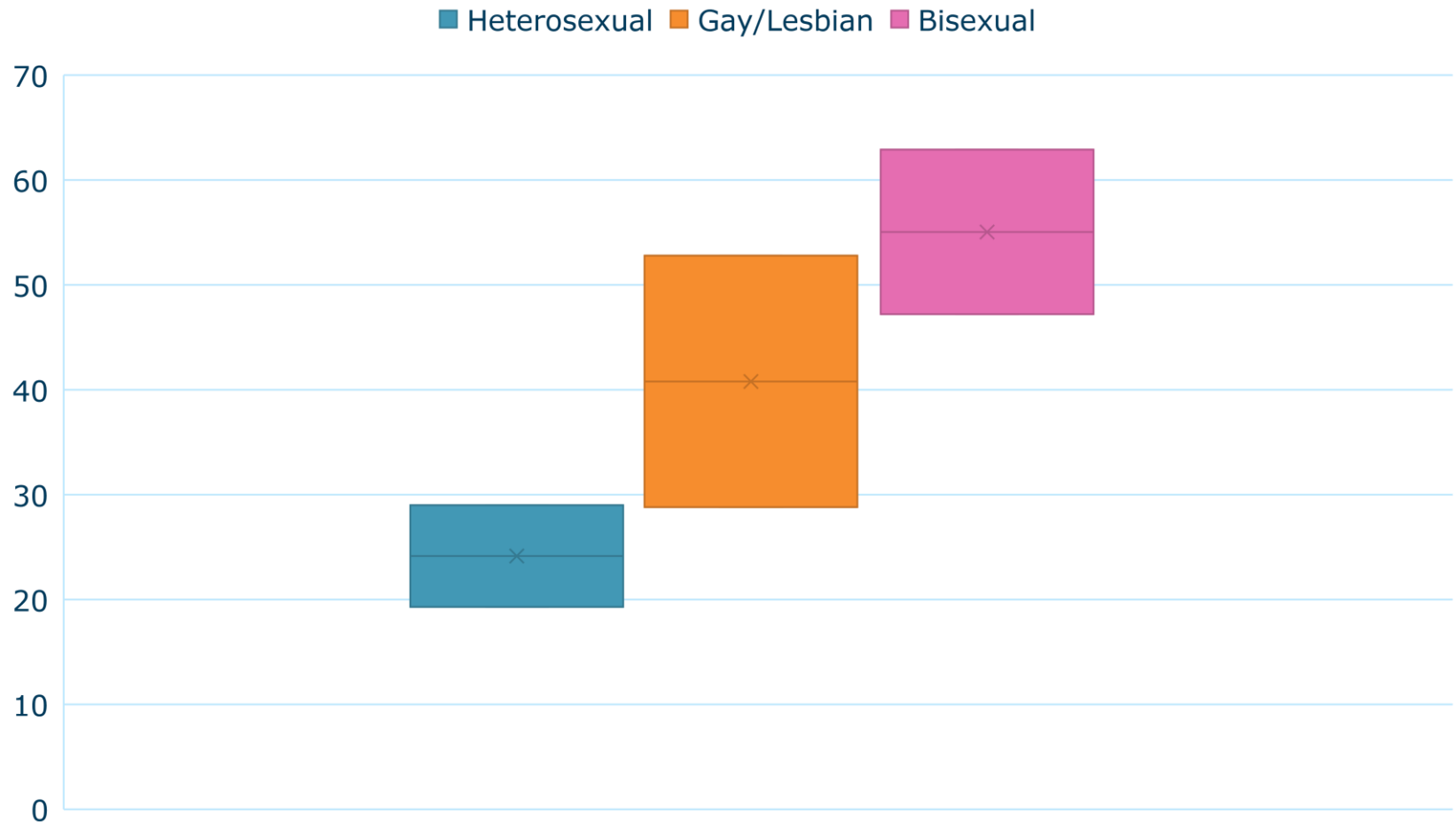
Identity is Complex & Intersecting



Experiences of LGBTQ+ Youth Related to Behavioral Health



Percentage of students who reported having felt sad or hopeless



LGBTQ+ Youth & Mental Health

- LGBTQ+ people are 1.5-2.5 times more likely to deal with anxiety and depression at some point in their life.
- Transgender and gender non-conforming youth are 30% more likely to experience depression



LGBTQ+ Youth & Risk

Suicide	Self-Harm	Homelessness
Lesbian, gay, and bisexual youth are 3-5 times more likely to attempt suicide	Lesbian, gay, and bisexual youth are 3 times more likely to engage in self-harm	Nationally, 40% of youth experiencing homelessness identify as LGBTQ+
42% of transgender people will attempt suicide in their lifetime	Between 20-45% of transgender people engage in self-harm behavior	In Richmond, 35% of youth experiencing homelessness identify as LGBTQ+
70% of youth at Side by Side have seriously considered suicide in the last 6-months	42% of youth at Side by Side report engaging in self-harm behaviors	
Sources: The Trevor Project, National Center for Trans Equality, Side by Side youth Surveys	Sources: Decamp & Bakken 2016, Pardoe & Trainor 2017, Side by Side Youth Surveys	Sources: The Williams Institute, Advocates for Richmond Youth



LGBTQ+ Youth & Substance Abuse

- The odds of substance use for **lesbian, gay, and bisexual youth were, on average, 190% higher than heterosexual youth** and substantially higher within some subpopulations of LGB youth (**340% higher for bisexual youth and 400% higher for girls**)
- **56% of transgender students reported having used alcohol** compared to 38% of their cisgender peers.



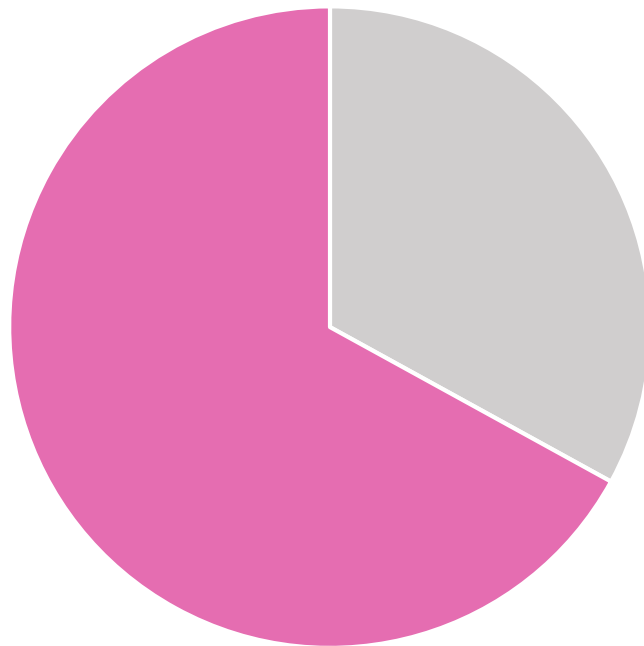
The Opioid Crisis in LGBTQ+ Communities

Past Year Misuse of Prescription Pain Relievers among Sexual Minority and Sexual Majority Adults Aged 18 or Older by Age and Sex



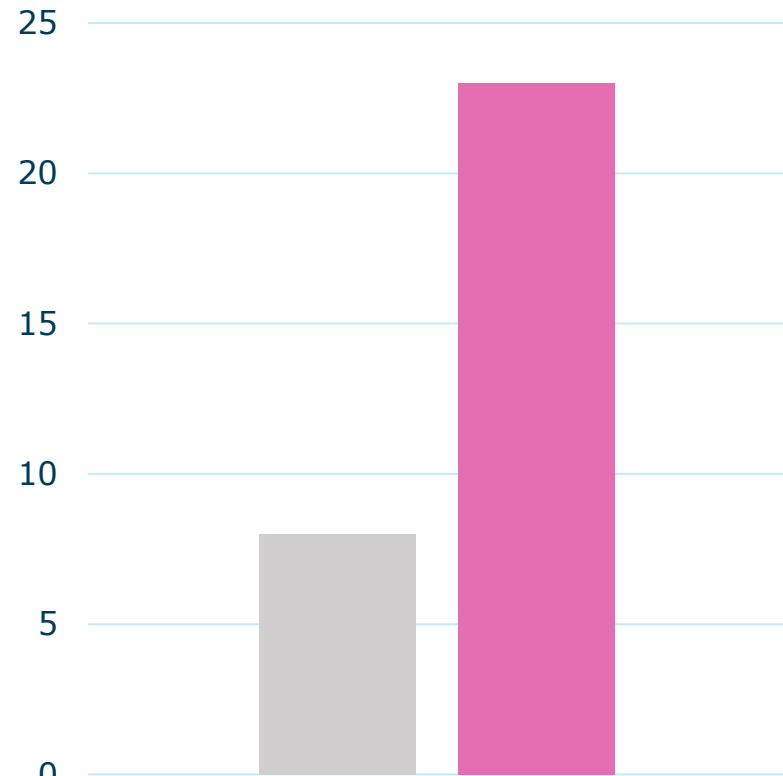
Trying to “Change” LGBTQ+ Youth

LGBTQ+ Youth who reported someone attempted to convince them to “change” their sexual orientation or gender identity.



- No attempt to "convince" to change
- Attempt to convince to "change"

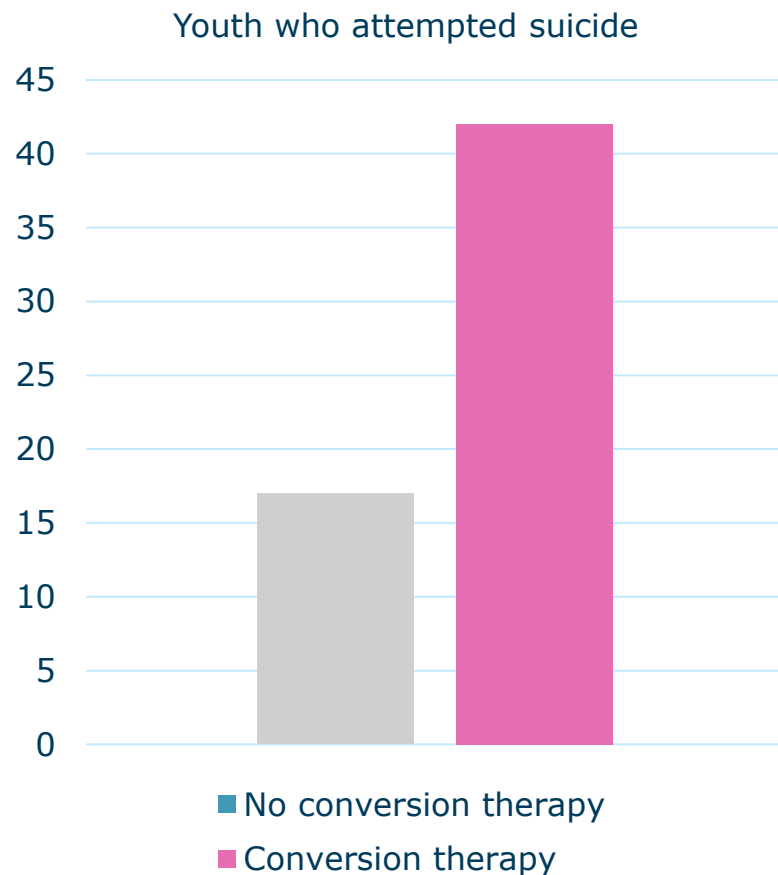
Youth who attempted suicide.



- No attempt to convince to "change"
- Attempt to convince to "change"



“Conversion” or “Reparative” Therapy



"I believe I owe the gay community an apology for my study making unproven claims of the efficacy of reparative therapy. I also apologize to any gay person who wasted time and energy undergoing some form of reparative therapy because they believed that I had proven that reparative therapy works."

- Robert Spitzer



Check-In

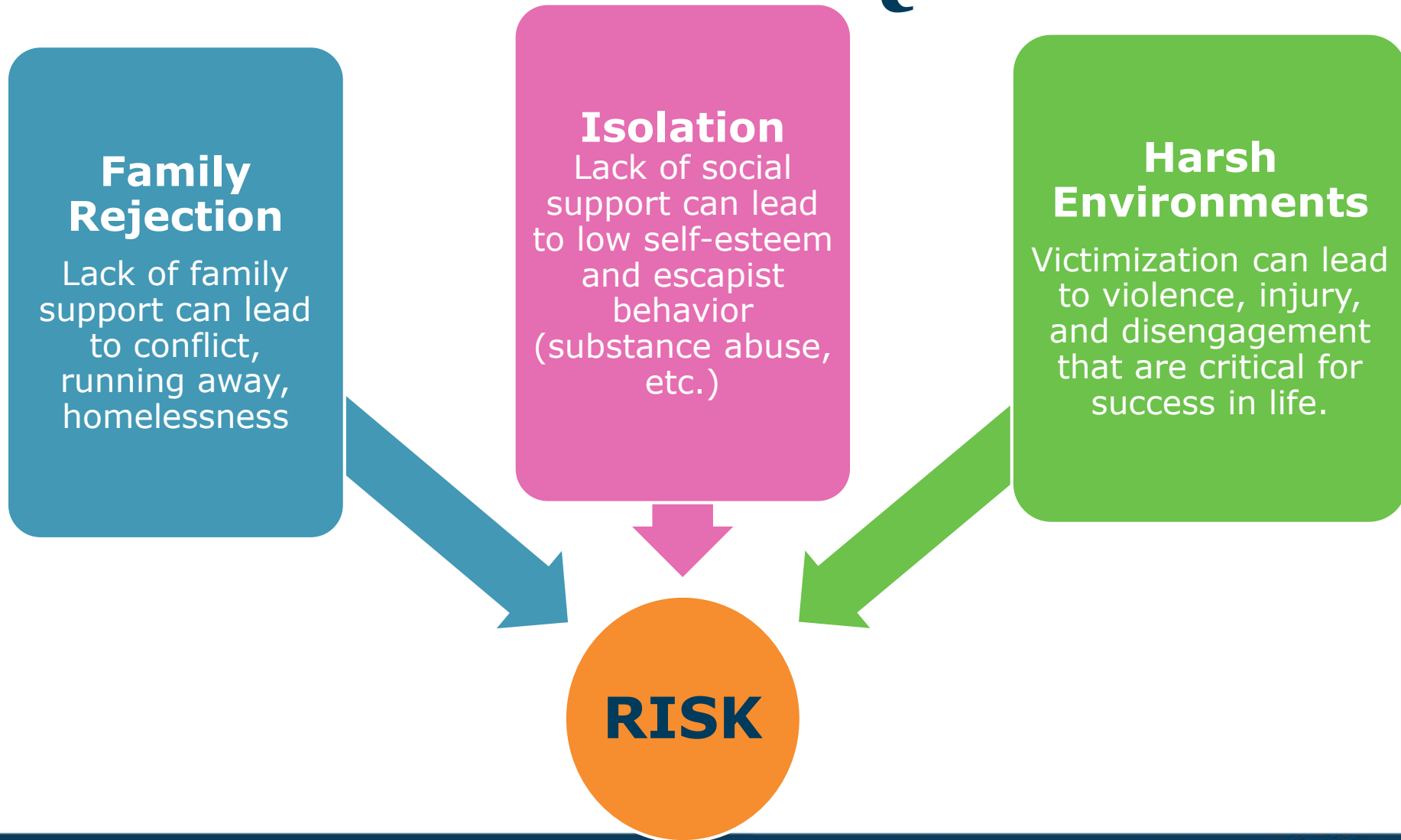
Q&A Time



Risk Factors for LGBTQ+ Youth



3 Most Common Pathways into Risk for LGBTQ+ Youth



Family Rejection: What does this look like?

Studies show that when families exhibit these behaviors, it drastically increases the risk for mental health problems, including depression and suicidal ideation, among LGBTQ+ youth.

- Excluding youth from family and family activities
- Blocking their access to LGBTQ+ friends, events & resources
- Blaming the child when they are discriminated against because of their identity
- Pressuring the child to be more (or less) masculine or feminine
- Telling the child that God will punish them because they are LGBTQ+
- Telling the child that the family is ashamed of them or that how they look or act will shame the family
- Making the child keep their identity a secret in the family and not letting them talk about it



Five Dimensions of Isolation Among LGBTQ+ Youth

1. **Recognition that self is different:** recognizing that your experience isn't typical often creates initial feelings of isolation.
2. **Social Isolation:** not able to talk to anyone about their identity.
3. **Emotional Isolation:** feeling separated (emotionally) from important networks, like family.
4. **Cognitive Isolation:** lack of LGBTQ-specific information or role models. Or, much of the information they are exposed to is negative and harmful, and thus only reinforces the feeling of isolation.
5. **Concealment of Identity:** pressures to be "like everyone else" and conform to others' expectations.



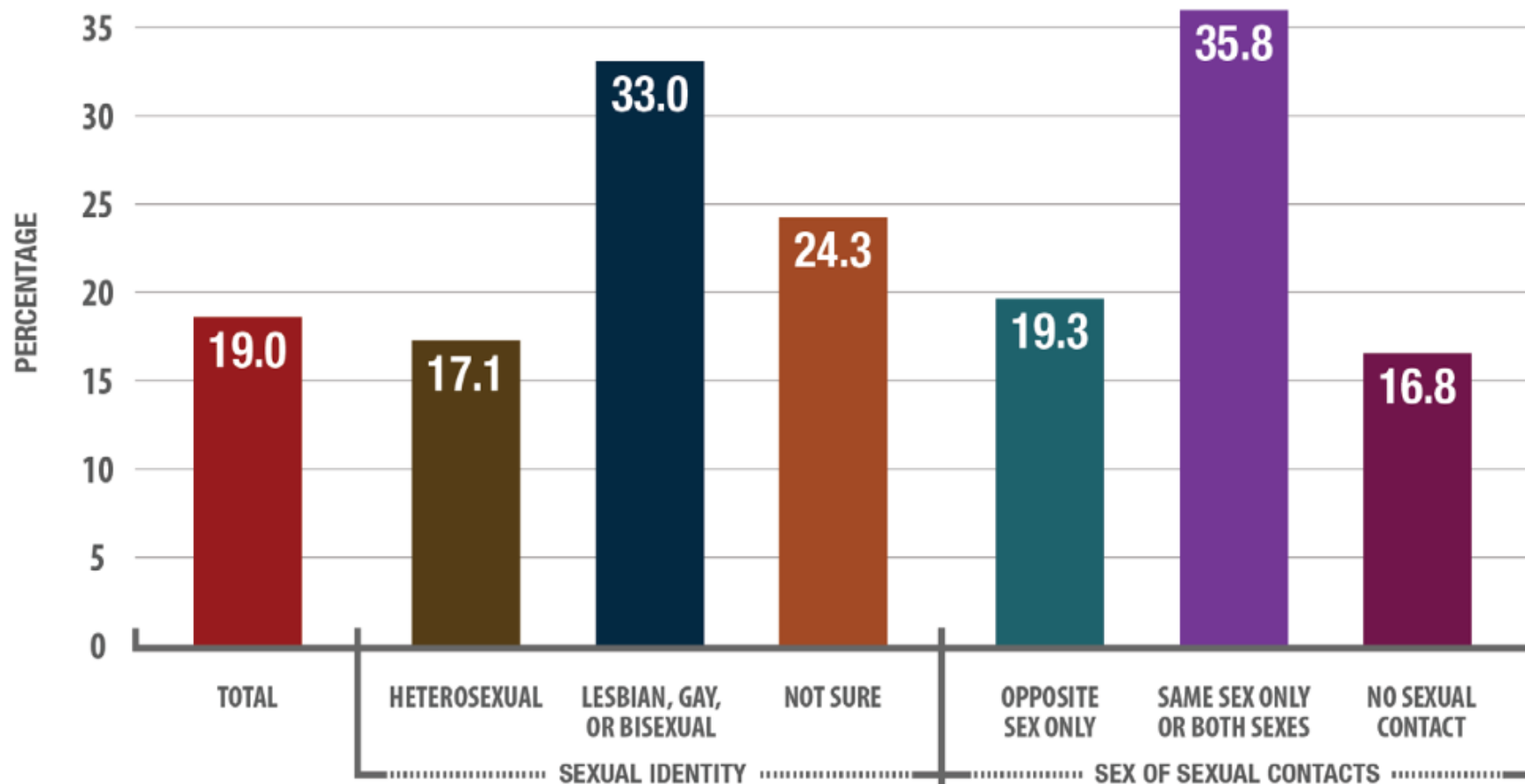
Harsh Environment – What does it look like?

- Almost 90% of LGBTQ+ youth hear anti-LGBTQ+ comments regularly at school and 25% hear these remarks from school staff
- More than ¼ of LGBTQ+ youth report physical harassment in schools
- Over ½ (63%) of LGBTQ+ youth report discrimination in their schools
- Only 18% of LGBTQ+ students report being taught positive things about LGBTQ+ people in school classes



PERCENTAGE OF HIGH SCHOOL STUDENTS WHO

WERE **BULLIED AT SCHOOL** IN THE PAST YEAR,
BY **SEXUAL IDENTITY** AND BY **SEX OF SEXUAL CONTACTS**, UNITED STATES, YRBS, 2017



Protective Factors & Best Practices for Supporting LGBTQ+ Youth



Key Protective Factors

What Side by Side knows that works!

1. Trusted and caring adults
2. Knowledgeable community
3. Seeing themselves represented positively in their community
4. Connecting with other LGBTQ+ youth and strong allies
5. Emotional support through coming out process



Best Practices

1. Training for staff
2. Affirming policies and practices including inclusive non-discrimination policy
3. GSAs – Gender & Sexuality Alliances and connection with other LGBTQ+ youth
4. Practices that address anti-LGBTQ+ harassment from other youth and adults
5. Resources available for youth and families



Using a Trans Youth's Chosen Name is Suicide Prevention

Transgender youth who were called by their chosen name consistently at school, home, work, and with friends experience...

- 71% fewer symptoms of severe depression,
- 34 decrease in reported thoughts of suicide,
- 65% decrease in suicidal attempts.



“Transgender Broken Arm Syndrome”

- “When doctors allow themselves unduly to see a patient’s trans status as so exceptionally confounding that they fail to arrive at a timely and appropriate diagnosis or course of treatment, prompting an exasperated ‘can we please just fix the broken arm?’” – Jo McKillop
 - Type 1 – Trans as Distraction: spends time asking questions about transition instead of dealing with the issue presented
 - Type 2 – Trans as Cause: the issue presented is caused by someone being transgender



What Allyship Looks Like



Side by Side's 10 Tips for Adult Allyship

1. Listen without judgement
2. Believe youth when they tell you who they are
3. Use the youth's name and pronoun they are most comfortable with
4. Think thoughtfully of sharing youth information with parents and family
5. Don't assume the youth's LGBTQ+ identity is their priority



Side by Side's 10 Tips for Adult Allyship

6. Be aware of the warning signs for suicidality and self-harm
7. Share positive stories, media, and history of LGBTQ+ people
8. Check-in on their coming out process and allow them to come out on their terms
9. Connect youth to LGBTQ+ resources like Side by Side
10. Continue to treat the youth with love and support!



BREAK

Please add any questions you have in the Q&A box and we will follow-up after the break around 11:45am.



PANEL



LUNCH BREAK



Afternoon Session

Learning Objectives

1. Develop a **sample policy for including LGBTQ+ youth fully in your context** using key ally tools
2. Describe what a **safe and inclusive environment** for LGBTQ+ clients consist of.
3. Design a **personal professional action plan** that incorporates inclusive practices
4. Identify **resources** for future support and education.



Creating Affirming & Inclusive Environments through Policy and Practice



New Laws in Virginia

- **SB 245** - Ends conversion therapy on minors and bans use of state funds for conversion therapy on minors.
- **SB 868** - Prohibits discrimination in public accommodations, employment, credit, and housing based on sexual orientation and gender identity.
- **HB 618** - Adds gender, gender identity, disability, and sexual orientation to categories of hate crimes
- **SB 246** - Requires the DMV to offer a "non-binary" gender option for Driver's Licenses and IDs. Denoted as an "X" marker.
- **SB 657** - Easier for trans people to obtain a new birth certificate with updated name and sex.
- **SB 161** - Protect trans kids! Requires the Dept. of Education to create model policies on the treatment of transgender students in public schools.



Addressing Systemic Oppression

Heterocentrism

(Ideology)



Heterosexism

(System)



Homophobia

(Individual)



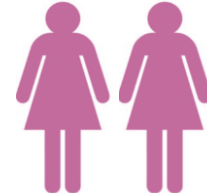
Example of Heterosexism

Question: On college campuses why don't we have men and women share bedrooms? What are we afraid might happen?

College Goal: Ensure no roommates ever engage in sexual activity with each other.



Action: All men in the Blue Dorm
and all women in the Pink Dorm.



- Assumes everyone is heterosexual
- Assumes everyone is cisgender
- Assumes there are only two genders



Areas to Consider for Affirming LGBTQ+ Policies

- Welcome areas & Intake Process
- Client Records & Attendance Sheets
- Medical Records and Case Notes
- Locker Rooms and Bathrooms
- Gendered Language (Boys & Girls)
- Dress Codes
- Housing Individuals



Virtual Action Planning



Developing Your Action Plan (Small Groups)

Who	What	When	How
1. You as an individual	Set goals that include specific actions, changes to policy or practice, that can be done.	Create a timeline of when you are able to take steps towards achieving your goals.	Questions to ask yourself?
2. Your role within the agency			- Who else needs to be involved?
3. The agency as a whole			- What resources do I need to accomplish my goal? - How will I know I've succeeded?



Check-In

Q&A and Action Planning Next Steps



Resources

- Sent to Your CSB:
 - Tool Kit
 - LGBTQ+ Affirming Stickers
 - Pronoun Buttons
- Local Resources:
 - Side by Side (www.sidebysideva.org)
 - PFLAG Find Local Chapters (www.pflag.org)
 - He She Ze & We (www.heshezeandwe.org)
 - Equality Virginia (www.equalityvirginia.org)
 - Virginia Anti-Violence Project (www.virginiaavp.org)



LGBTQ+ Affirming



This sticker denotes an individual who supports and affirms the LGBTQ+ community.

- National Resources
 - The Trevor Project (www.thetrevorproject.org)
 - GLSEN (www.glsen.org)
 - GSA Network (www.gsanetwork.org)
 - Gender Spectrum (www.genderspectrum.org)
 - National Center for Transgender Equality (www.transequality.org)
 - Human Rights Campaign (www.hrc.org)
 - National Black Justice Coalition (www.nbjc.org)

