

**ENSURING THE SAFETY, PERMANENCY
AND WELL-BEING OF LESBIAN, GAY,
BISEXUAL, TRANSGENDER AND
QUESTIONING (LGBTQ) YOUTH IN
CARE OF CHILD WELFARE SYSTEMS**


San Francisco October 22, 2014
Sacramento November 20, 2014



Presenters

Rob Woronoff, MS
202.607.0615
robworonoff@hotmail.com

Darryn Green
661.472.1988
darryn.green@gmail.com



Training Objectives

- Approach the topic of LGBTQ youth in child welfare systems with cultural humility
- Learn about the concepts and terminology related to SOGIE, and examine common myths
- Increase understanding of the legal and professional standards governing child welfare services to LGBTQ youth
- Examine the objectives of safety, permanency and well-being as they apply to LGBTQ youth

Cultural Humility Embraces:

- a willingness to **openly assess oneself**
- acceptance of **one's limitations**
- acknowledging **gaps in one's knowledge**
- openness to new & **contradictory** ideas

Cultural Humility Involves:

- a) A lifelong process
- b) Serious self-reflection and self-critique
- c) A commitment to respecting different viewpoints
- e) Engaging with others from a place of learning
- f) An attitude that acknowledges that culture is individual & can only be understood individually

Culturally Humble Practice:

“Those who practice cultural humility work to **increase self-awareness** of their own biases and perceptions and engage in a **life-long process of self reflection** about how to put these aside and **learn from clients.**”

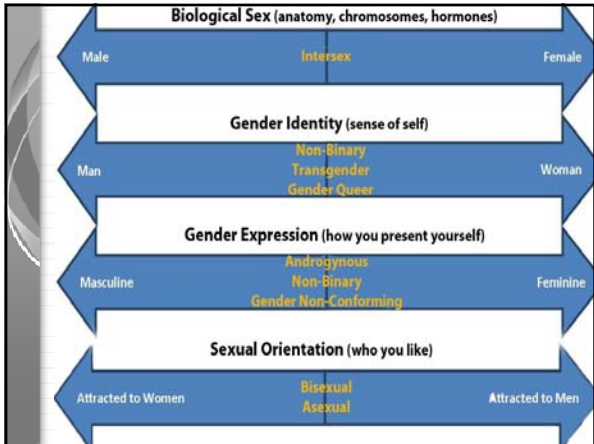
(Tervalon & Murray-Garcia, 1998)

**CWLA/LAMBDA REGIONAL
LISTENING FORUMS**

YOUTH QUOTES

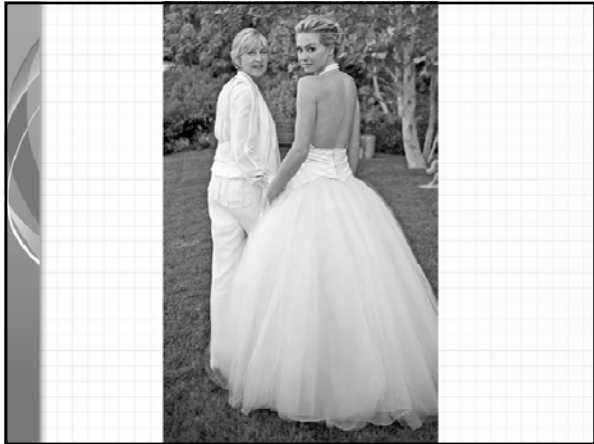
Sexuality & Gender

Sexuality includes:	Gender includes:
1. Sexual orientation	1. Birth sex
2. Sexual identity	2. Gender identity
3. Sexual behavior	3. Gender expression









“Let us not forget that this great nation was founded by a bunch of men wearing wigs.”






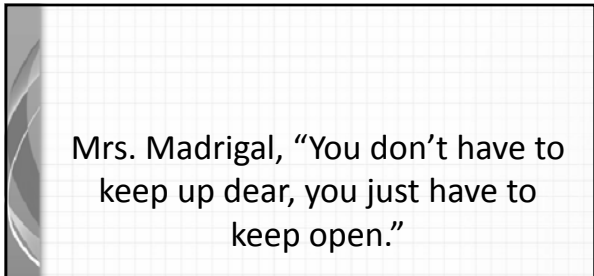




RE-TEACHING GENDER AND SEXUALITY



**TERMINOLOGY
EXERCISE**



Mrs. Madrigal, "You don't have to
keep up dear, you just have to
keep open."

Context and intent:

A father is asked, "Have you ever set your son on fire?"
He responds, "Yeah, a few times. He loved it."

Huh?

Digital Stories:

- Captain

The Impact of Silence

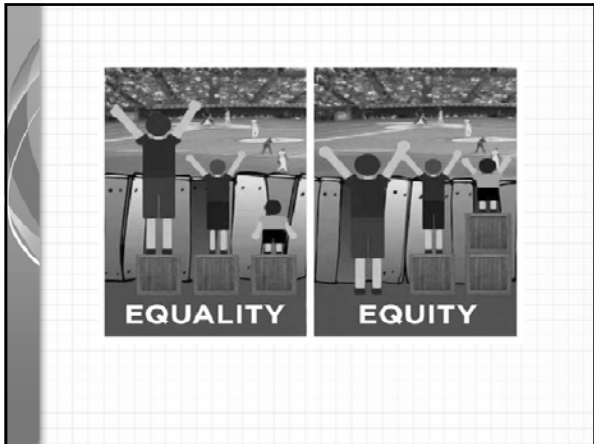
What does it feel like to have a secret?

Laws in California



AB 458
Foster Care Nondiscrimination Act

- The right to fair and equal access to services, placement, care, treatment and benefits
- The right to NOT to be subjected to discrimination or harassment on the basis of actual or perceived SO/GI



California Student Safety & Violence Prevention Act
AB 537/SB 777

- Protects students and employees in California public schools against discrimination or harassment based on
 - Sexual orientation
 - Gender identity
 - Gender nonconforming appearance or behavior

AB 394
The Safe Place to Learn Act

Requires CA Department of Education to:

- Monitor whether school districts comply with Student Safety and Violence Prevention Act of 2000
- Make available resources that address bias-motivated discrimination and harassment in schools
- Develop model handout describing schools' obligations to address bias-related discrimination and harassment

The School Success and Opportunity Act
AB 1266

- Requires schools to permit students to participate in sex-segregated programs, activities and facilities *consistent with their gender identity* regardless of the gender listed in their school records.

AB 1172
Conversion Therapy

- Prohibits licensed therapists in CA from administering conversion therapy to any person under the age of 18
- #BornPerfect -- campaign to end conversion therapy

LGBT Competency Training
AB 1856 and 868

- *Cultural competency and sensitivity relating to, and best practices for, providing adequate care to LGBT youth* in training of:
 - Group home administrators
 - Foster parents and relative caregivers
 - Family law judges and bench officers
 - Dependency court judges and bench officers
 - Dependency attorneys for children
 - CASAs

Core Objectives

- Safety
- Permanency
- Well-being



Ensuring the Safety of LGBTQ Youth in Care

- What makes someone feel safe?
- What are some safety concerns for LGBTQ youth in care?
- What can child welfare practitioners do to ensure the safety of LGBTQ youth in care?



Street Child by Justin Reed Early

San Diego Study

Child Welfare Journal Article

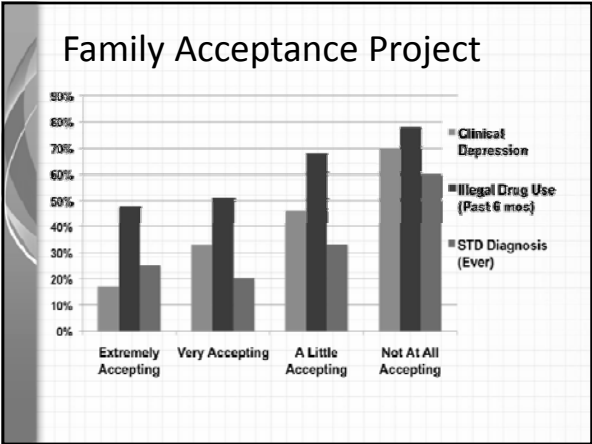
National Alliance to End Homelessness Best Practice Guide

Digital Stories:

- George
- Darryn

Ensuring Permanency for LGBTQ Youth in Care

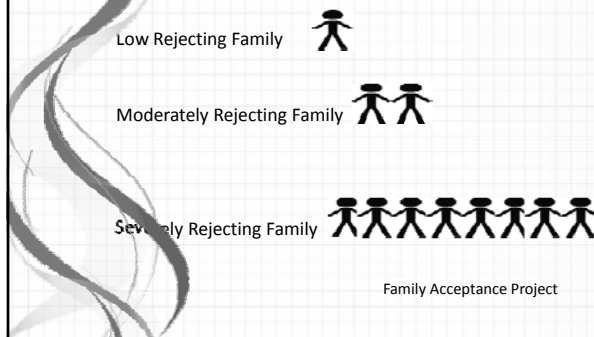
- What do we mean by “permanency?”
- What role can child welfare practitioners play in ensuring permanency for LGBTQ youth?



Family Acceptance Project: Optimism

Family Acceptance	See a Future as a Happy LGBT Adult
Family Extremely Accepting	92%
Family Very Accepting	77%
Family A Little Accepting	59%
Family Not at All Accepting	35%

Lifetime Suicide Attempts



(Family Acceptance Project 2009)

Behaviors that help

- Talk with your child about their SO/GI
- Advocate for your child when he or she is mistreated
- Express affection when you learn your child is LGBT
- Require that family members respect your child

Behaviors to avoid

- Pressuring your child to be more of less feminine or masculine
- Telling your child that God will punish them
- Blaming your child when they are mistreated
- Making your child keep their LGBT identity a secret



Foster Parent Survey

1. Would you be willing to care for an LGBTQ youth?
2. Have you ever attended a training about LGBTQ youth in out-of-home care?
3. If yes, do you feel as though you have sufficient information to be able to provide a safe and stable home for LGBTQ youth?
4. Would you be willing to attend training (or additional training) on the needs of LGBTQ youth?
5. Are you currently aware of, or connected to, supportive services for LGBTQ Youth?
6. What types of support do you think you would need in order to care for LGBTQ youth?

Permanency

- Engage families to increase acceptance
- Decrease reliance on group care
- Work with youth to identify permanent connections
- Increase and diversify LGBT affirming placements
- Train and support caregivers

Always My Son

ENSURING WELL-BEING OF LGBTQ YOUTH HOME, SCHOOL & COMMUNITY

School

Risk Factors	Protective Factors
<ul style="list-style-type: none"> • School-based victimization increases risk <ul style="list-style-type: none"> – Truancy – School failure – Depression – Low self esteem – Lack of positive peer connections 	<ul style="list-style-type: none"> • Safe and affirming schools increase well-being <ul style="list-style-type: none"> – School engagement – Academic success – Positive peer relations – Hope for the future

Community

Risk Factors	Protective Factors
<ul style="list-style-type: none"> • Isolation • Rejecting faith community • Biased politicians and laws • Anti-LGBT violence or harassment • Lack of LGBT affirming space • Lack of local role models 	<ul style="list-style-type: none"> • Anti-discrimination laws and policies • Openly LGBT community leaders • Affirming congregations • LGBT Community Center • Pride events • Public protest against anti-LGBT incidents

