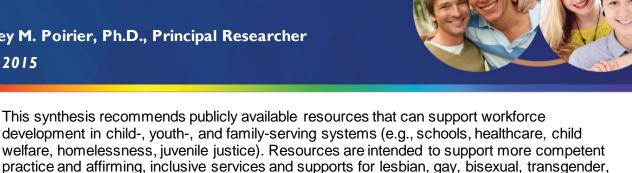


Recommended LGBTQ Children, Youth, and Families Cultural Competence Tools, Curricula, and Resources

provides an overview of standards in these ten areas:

Jeffrey M. Poirier, Ph.D., Principal Researcher May 2015



and questioning (LGBTQ) children, youth, and families. The resources in this synthesis align with 10 standards of care described in *Improving* Emotional and Behavioral Outcomes for LGBT Youth: A Guide for Professionals (Fisher, Poirier, & Blau, 2012). These standards provide a framework for improving outcomes and the wellbeing of LGBTQ young people. The second resource in the synthesis, a strategic planning tool,

1	Assessment & Improvement	6	Practices to Affirm Identity
2	Nondiscrimination Policies	7	Peer Connections
3	Workforce Development	8	Family Connections
4	Forms & Data Collection/Sharing	9	Community Services
5	Safe, Supportive Environments	10	Community Outreach

This synthesis excludes websites, resources not accessible online, and webinars, unless printed resources are limited in a particular topical area. As a workforce development tool, this synthesis is not primarily intended to share direct resources for families and youth themselves. However, given the importance of systems providing LGBTQ children, youth, and families with access to such resources as a strategy to provide inclusive, responsive services and supports. several resources for families and youth are included at the end.

This summary will be updated on a quarterly basis. Please look for updates at tapartnership.org/COP/CLC/lgbtqi2s.php. For suggested additions to this summary, please email jpoirier@air.org. Also, to be added to an LGBTQ youth and families listsery and receive biweekly updates with resources, research, and news, email listserv@listserv.air.org with a blank subject line. In the body of the email, write SUBSCRIBE LGBTQ Youth.

The synthesis begins with the American Institutes for Research's planning tool and then organizational/individual assessments. These are followed by curricula for in-person trainings and for online learning modules. Professional practice standards, guidelines, briefs, and tips are then shared, organized by system or topical area. The synthesis includes a summary of state policies, and concludes with examples of direct resources for families and youth.

Planning Tools

- A Blueprint for Using Data to Reduce Disparities/Disproportionalities in Human Services and Behavioral Health Care (2013, Technical Assistance Partnership for Child and Family Mental Health, American Institutes for Research)
- Improving Policies and Practices for LGBTQ Children and Youth: A Strategic Planning Tool (2015, American Institutes for Research)

Assessment Tools

- All Children All Families Agency Self-Assessment [child welfare] (n.d., Human Rights Campaign Foundation)
- Health Center Management Readiness and Staff Assessments [free for health centers only—request by email]
 (n.d., The Fenway Institute, The National LGBT Health Education Center)
- Promoting Cultural Diversity and Cultural and Linguistic Competency: Self-Assessment Checklist for Personnel Providing Services and Supports to LGBTQ Youth and Their Families (2012, National Center for Cultural Competence)
- True Inclusion Assessment [homelessness service providers] (n.d., True Colors Fund)

Training Curricula, Workshops, and Learning Modules

Child Welfare Curriculum

Reaching Higher: A Curriculum for Foster/Adoptive Parents and Kinship Caregivers Caring for LGBTQ Youth Facilitator Guide

(2014, National Center for Child Welfare Excellence)

This <u>curriculum</u> was developed to help foster, kinship, adoptive, and guardianship parents enhance their skills in providing direct care for LGBTQ (lesbian, gay, bisexual, transgender, and questioning) youth. Designed for full-day facilitation, the modules in this curriculum will provide participants with information about the importance of improving child welfare practice with and care for LGBTQ youth, including the impact and scope of LGBTQ youth in the foster care system; help participants to assess their own values and beliefs to identify strategies for balancing personal views with professional or caregiver responsibilities; and increase competency in using accurate and culturally appropriate terminology. The curriculum includes nine modules:

- 1. Introductions and Workshop Overview
- 2. Let's Look at the Facts
- 3. Packing My Suitcase
- 4. Talking the Talk

- 6. Nuts and Bolts
- 7. Supporting Youth in the Process of Coming Out
- 8. Advocacy and Community Connections

5. Affirming Engagement With LGBTQ Youth

9. Closing and Evaluation

Child Welfare Curriculum

Reaching Higher: Increasing Competency in Practice With LGBTQ Youth in Child Welfare Systems (2014, National Center for Child Welfare Excellence)

This <u>curriculum</u> was developed to improve service delivery for LGBTQ youth and their families. The curriculum was designed to increase the competence of all types of child welfare staff, such as those providing child protection services; foster care, kinship care, guardianship, and adoption services; and permanency planning and transitional living services. The curriculum is meant to enhance the skills of child welfare staff working with LGBTQ youth, regardless of where the youth reside or the legal status of the case. This curriculum seeks to provide basic skills for supporting LGBTQ youth in all types of out-of-home situations. The curriculum includes nine modules:

- 1. Introductions and Workshop Overview
- 2. Let's Look at the Facts
- 3. Packing My Suitcase
- 4. Talking the Talk
- 5. Affirming Engagement With LGBTQ Youth
- 6. Nuts and Bolts
- 7. Supporting Youth in the Process of Coming Out
- 8. Advocacy and Community Connections
- 9. Closing and Evaluation

Child Welfare Toolkit

Getting Down to Basics: Tools to Support LGBTQ Youth in Care (2012, Child Welfare League of America & Lambda Legal)

The 18 chapters in this **toolkit** offer practical tips and information to ensure that LGBTQ youth receive the support and services they deserve from adults and organizations who provide out-of-home care:

- 1. Basic Facts About Being LGBTQ
- 2. Information for LGBTQ Youth in Care
- 3. Families Supporting an LGBTQ Child
- 4. Caseworkers With LGBTQ Clients
- 5. Foster Parents Caring for LGBTQ Youth
- 6. Congregate Care Providers Working With LGBTQ Youth
- 7. Attorneys, Guardians ad Litem & Advocates Representing LGBTQ Youth
- 8. Working With Transgender Youth
- 9. Keeping LGBTQ Youth Safe in Juvenile Justice & Delinquency Placements

- 10. Working With Homeless LGBTQ Youth
- 11. Faith-Based Providers Working With LGBTQ Youth
- 12. Basic LGBTQ Policies, Training & Services for Child Welfare Agencies
- 13. Recommendations for Training & Education on LGBTO Issues
- 14. What the Experts Say: Position & Policy Statements on LGBTQ Issues From Leading Professional Associations
- 15. LGBTQ Youth Resources
- 16. Teaching LGBTQ Competence in Schools of Social Work
- 17. Combating Misguided Efforts to Ban Lesbian & Gay Adults as Foster & Adoptive Parents
- 18. LGBTQ Youth Risk Data

Child Welfare Train-the-Trainer

Moving the Margins: Training Curriculum for Child Welfare Services With LGBTQ Youth in Out-of-Home Care (2009, National

Association of Social Workers and Lambda Legal)

This <u>train-the-trainer manual</u> for implementing the *Moving the Margins: Curriculum for Child* Welfare Services With Lesbian Gay, Bisexual, Transgender, and Questioning Youth in Out-Of-Home

Care includes a 101 and a 201 section, each with multiple modules covering a variety of issues and skill-building activities. Modules address the following:

- 1. LGBTQ Youth in Out-of-Home Care (including working definitions, values clarification, and a learning lab)
- 2. Issues for Youth in Out-of-Home Care (including identification of issues; increasing providers' sensitivity and enhancing their skills; addressing confidentiality; enhancing knowledge and skills to intervene with biological, adoptive, and foster parents; addressing differential treatment in child welfare agencies; and addressing the needs of transgender youth)

Health Care Learning Modules

Learning Modules 2.0: Updated and Interactive (May 2015, The Fenway

Institute, The National LGBT Health Education Center)

These <u>learning modules</u> are designed to help clinicians and other health care professionals improve the quality of care for LGBT patients in health centers and other health care organizations. Modules are offered in two formats: (1) interactive, online, self-guided learning and (2) slides that can be adapted for teaching LGBT health to others. Free continuing medical education and continuing education units are available for completing each module:

- 1. Achieving Health Equity for LGBT People
- 2. Caring for LGBTQ Youth in Clinical Settings
- 3. Improving Health Care for Transgender People

Juvenile Justice Training Curriculum

Toward Equity: A Training Curriculum for Understanding Sexual Orientation, Gender Identity, and Gender Expression, and Developing Competency to Serve LGBT Youth in the Juvenile Justice System (May 2015, Equity Project)

"Toward Equity" provides comprehensive, interactive training lessons designed to increase competence about sexual orientation, gender identity, and gender expression, while providing practitioners with increased knowledge, tools, and resources for working with LGBT youth in the juvenile justice system. This curriculum includes a trainer's guide and six lessons:

- 1. Understanding Sexual Orientation, Gender Identity, and Gender Expression
- 2. Dismantling Bias and Fostering Equity
- 3. Enhancing Communication and Building Trust With LGBT Youth
- 4. Reducing Risk and Promoting Protection
- 5. Ensuring Safety and Equity in Secure Settings
- 6. Respecting and Supporting Transgender Youth

Suicide Prevention Workshop

Suicide Prevention Among LGBT Youth: A Workshop for Professionals Who Serve Youth (2011, Substance Abuse and Mental Health Services

Administration [SAMHSA] Suicide Prevention Resource Center)

This <u>workshop kit</u> can help staff in schools, youth-serving organizations, and suicide prevention programs take action to reduce suicidal behavior among LGBT youth. Topics include suicidal behavior among LGBT youth, risk and protective factors for suicidal behavior, strategies to reduce the risk, and ways to increase cultural competence in school and agencies. The kit contains materials needed to host a workshop: a Leader's Guide, sample agenda, PowerPoint presentations (in PDF), a sample script, and handouts. The workshop includes lectures, small group exercises, and group

discussion. All of these can be adapted to meet the needs of various audiences.

Professional Practice Standards, Guidelines, Briefs, and Tips

Being an Ally

Guide to Being a Straight Ally (2007, Parents, Friends and Families of Lesbians and Gays)

Child Welfare

- All Children—All Families Benchmarks of LGBT Cultural Competency (n.d., Human Rights Campaign Foundation)
- Breaking the Silence: LGBTQ Youth Tell Their Stories, A Tool for Training Care
 Providers on Working Effectively with LGBTQ Youth [free DVD and Resource CD)
 (n.d., National Center for Lesbian Rights [NCLR])
- CWLA Best Practice Guidelines: Serving LGBTQ Youth in Out-of-Home Care (2006, Child Welfare League of America)
- Ensuring Competent Residential Interventions for Youth with Diverse Gender and Sexual Identities and Expressions (2014, American Association of Children's Residential Centers)
- <u>Expanding Resources for Children III: Research-Based Best Practices in Adoption by</u>
 <u>Gays and Lesbians</u> (2011, Evan B. Donaldson Adoption Institute)
- Guidelines for Managing Information Related to the Sexual Orientation & Gender Identity and Expression of Children in Child Welfare Systems (2013, Family Builders et al.)
- In-Home Resources for Families of LGBTQ Youth (n.d., National Resource Center for In-Home Services)
- Lesbian, Gay, Bisexual, Transgender, and Questioning Youth in Foster Care [information memorandum] (2012, U.S. Department of Health and Human Services, Administration on Children, Youth and Families)
- Model Anti-Harassment and Nondiscrimination Policy for Child Welfare or Juvenile Justice Agencies (2006, NCLR)
- The Model Standards Project: Creating Inclusive Systems for LGBT Youth in Outof-Home Care (2006, Legal Services for Children & NCLR)
- A Place of Respect: A Guide for Group Care Facilities Serving Transgender and Gender Non-Conforming Youth (2011, NCLR, Sylvia Rivera Law Project)
- Safe & Respected: Policy, Best Practices, & Guidance for Serving Transgender & Gender Non-Conforming Children and Youth Involved in the Child Welfare,
 Detention, and Juvenile Justice Systems (2014, New York City Administration for Children and Families)
- <u>Tips for Child Welfare Professionals: Talking About LGBT-Headed Families</u> (2012, National Resource Center for Permanency and Family Connections)

	 Twenty Things Supervisors Can Do to Support Workers to Competently Practice with LGBTQ Children, Youth, and Families (n.d., National Resource Center for Permanency and Family Connections) Working With Lesbian, Gay, Bisexual, Transgender and Questioning/Queer Youth (2012, National Resource Center for Permanency and Family Connections) Working with Lesbian, Gay, Bisexual, and Transgender Families in Adoption (2011, Children's Bureau Child Welfare Information Gateway)
Cross-System	 10 Standards of Care: Improving Services for LGBT Young People [interactive video] (2014, American Institutes for Research) A Guide for Understanding, Supporting, and Affirming LGBTQ12-S Children, Youth, and Families [508 compliant; also available in Spanish] (2014, American Institutes for Research) Providing Services and Supports for Youth Who Are Lesbian, Gay, Bisexual, Transgender, Questioning, Intersex or Two-Spirit (2008, National Center for Cultural Competence) Una guía para entender, apoyar y alentar a los niños, jóvenes y familias LGBTQ12-S [Spanish] (2015, American Institutes for Research) Working With Lesbian, Gay, Bisexual, Transgender and Questioning/Queer Youth (n.d., Minnesota Department of Human Services)
Families	 Knowledge Network for Systems of Care Television: Supporting Families With LGBTQ Youth [video] (2014, U.S. Department of Health and Human Services [HHS], Substance Abuse and Mental Health Services Administration [SAMHSA]) A Practitioner's Resource Guide: Helping Families to Support Their LGBT Children (2014, HHS, SAMHSA) Supportive Families, Healthy Children: Helping Families With Lesbian, Gay, Bisexual & Transgender Children [also available in Chinese and Spanish] (2009, Family Acceptance Project) Supportive Families, Healthy Children: Helping Latter-Day Saint Families With Lesbian, Gay, Bisexual & Transgender Children (2012, Family Acceptance Project)
Gender	 Fact Sheet: Gender Diversity and Transgender Identity in Adolescents (2014, American Psychological Association [APA]) Fact Sheet: Gender Diversity and Transgender Identity in Children (2014, APA) Transgender and Nongender Identity, A Youth Digital Story [video] (2012, American Institutes for Research)

Healthcare

- Affirmative Care for Transgender and Gender Non-Conforming People: Best <u>Practices for Front-Line Health Care Staff</u> [available in Spanish] (2013, The Fenway Institute)
- Clinical Skills for the Care of Transgender Individuals [webinar] (2013, Gay and Lesbian Medical Association [GLMA])
- Creating a Welcoming and Safe Environment for LGBT People and Families [webinar] (2012, GLMA)
- Healthcare Equality Index: Promoting Equitable and Inclusive Care for Lesbian,
 Gay, Bisexual, Transgender Patients and Their Families (2014, Human Rights Campaign Foundation)
- How to Gather Data on Sexual Orientation and Gender Identity in Clinical Settings (2012, The Fenway Institute)
- Improving the Health Care of Lesbian, Gay, Bisexual, and Transgender People:
 Understanding and Eliminating Health Disparities (n.d., The Fenway Institute)
- Providing Welcoming Services and Care for LGBT People: A Learning Guide for Health Care Staff (2014, The Fenway Institute)
- Understanding the Health Needs of LGBT People: An Introduction [webinar] (2012, GLMA)

Homelessness

- Best Practices for Meeting the Needs of Lesbian, Gay, Bisexual, Transgender and Questioning Homeless Youth (2010, Larkin Street Youth Services)
- National Recommended Best Practices for Serving LGBT Homeless Youth (n.d., Lambda Legal et al.)
- <u>Larkin Street Stories</u> [video series] (2011, SAMHSA Homelessness Resource Center)
- <u>Lesbian, Gay, Bisexual, and Transgender Youth: An Epidemic of Homelessness</u> (2006, The National Gay and Lesbian Task Force Institute & National Coalition for the Homeless)
- Toolkit for Practitioners/Researchers Working With Lesbian, Gay, Bisexual,
 Transgender, and Queer/Questioning Runaway and Homeless Youth (2012, National Resource Center for Permanency and Family Connections)
- Transitioning Our Shelters: A Guide to Making Homeless Shelters Safe for Transgender People (2003, The National Gay and Lesbian Task Force Institute & National Coalition for the Homeless)

Answers to Your Questions About Individuals With Intersex Conditions (2006, APA) Intersex Conditions/ Clinical Guidelines for the Management of Disorders of Sex Development in **Disorders of Childhood** (2006, Intersex Society of North America) Sex **Development** Juvenile Hidden Injustice: Lesbian, Gay, Bisexual, and Transgender Youth in Juvenile Courts (2009, Legal Services for Children, National Juvenile Defender Center, and NCLR) **lustice** • Improving Services for Youth Who Are LGBT in Juvenile Justice Systems (2014, The National Evaluation and Technical Assistance Center for the Education of Children and Youth Who Are Neglected, Delinquent or At-Risk) • The Legal Rights of Lesbian, Gay, Bisexual, and Transgender Youth in the Juvenile Justice System (2006, NCLR) Model Policy & Practice Guidelines for Providing Non-discriminatory Services to **LGBT Youth in Juvenile Justice Facilities** (2008, NCLR) The Model Standards Project: Creating Inclusive Systems for LGBT Youth in Outof-Home Care (2006, Legal Services for Children & NCLR) Safe & Respected: Policy, Best Practices, & Guidance for Serving Transgender & Gender Non-Conforming Children and Youth Involved in the Child Welfare, Detention, and Juvenile Justice Systems (2014, New York City Administration for Children and Families) Legal LGBT Youth in Juvenile Court: Practice Tips for Juvenile Defenders (2013, The Equity Project) Opening Doors for LGBTQ Youth in Foster Care: A Guide for Lawyers and Judges (2008, American Bar Association) Mental Health Appropriate Therapeutic Responses to Sexual Orientation (2009, APA) Enhancing Cultural Competence: Welcoming Lesbian, Gay, Bisexual, Transgender, Queer People in Mental Health Services (2nd Edition) (2007, Planned Parenthood Mid-Hudson Valley, Inc., et al.) Guidelines for Psychotherapy With Lesbian, Gay, and Bisexual Clients (2011, APA) LGBTQ Youth and Sexual Abuse: Information for Mental Health Professionals (2014, The National Child Traumatic Stress Network) ■ Talking About Suicide and LGBT Populations (n.d., Movement Advancement Project et al.)

Schools Back-to-School Guide for Creating LGBT-Inclusive Environments (2013, Gay, Lesbian & Straight Education Network [GLSEN]) Beyond the Binary: A Toolkit for Gender Identity Activism in Schools (2004, Gay-Straight Alliance Network et al.) Building Support for Schools That Openly Affirm the Diversity of Sexual Orientation and Gender Identity: A Communications and Community Organizing Guide (2014, Groundspark) Gay-Straight Alliances: Common Legal Questions and Answers (2003, NCLR) Just the Facts About Sexual Orientation and Youth: A Primer for Principals, Educators, and School Personnel (2008, Just the Facts Coalition) LGBT-Inclusive Curriculum Guide for Educators (2014, GLSEN) Ready, Set, Respect! GLSEN's Elementary School Toolkit (2012, GLSEN et al.) • Safe Schools/Respect Our Differences [poster series, available in Spanish] (n.d., National Association of School Psychologists) Safe Space Kit: A Guide to Supporting LGBT Students in Your Schools (2013, GLSEN) Strengthening the Learning Environment: A School Employee's Guide to Gay, Lesbian, Bisexual, and Transgender Issues, 2nd Edition (2006, National Education Association) • Think B4 You Speak Educator's Guide for Discussing and Addressing Anti-Gay Language Among Teens (2008, GLSEN) Welcoming Schools Starter Kit (n.d., Human Rights Campaign Foundation) What Do You Know? Six to Twelve Year-Olds Talk About Gays and Lesbians [video and facilitation guide] (2012, Human Rights Campaign Foundation) What Do You Say to 'That's So Gay' & Other Anti-LGBTQ* Comments? (2015, National Education Association, Human Rights Campaign Foundation) Trauma • Safe Spaces. Safe Places: Creating Welcoming and Inclusive Environments for Traumatized LGBTQ Youth [video and video resource guide] (2015, The National Child Traumatic Stress Network) **Two-Spirit** Standards of Care for LGBTQ, Intersex, and Two-spirit American Indian/Alaska Native Youth (2013, National Indian Child Welfare Association) American Indian/ Understanding the Health and Wellness Needs of Two-Spirit Youth and Other Tribal Youth with LGBT Identities and the Provision of Care Within Systems of Alaskan Care [webinar] (2010, Technical Assistance Partnership for Child and Family Mental Health) **Native**

Synthesis of State Policies

■ State Policies Concerning LGBTQ Youth (2014, get R.E.A.L)

Resources for Families and Youth		
Families	 Proud Mom Part I—Early Years [video] (2013, Out Proud Families) 	
	■ Proud Mom Part II—Elementary School Years [video] (2013, Out Proud Families)	
	 Proud Mom Part III—Middle and High School [video] (2013, Out Proud Families) 	
	 Somos Familia Educational Videos [videos, in Spanish] (n.d., Somos Familia) 	
	 Supporting Your LGBTQ Youth: A Guide for Foster Parents (2013, Children's Bureau Child Welfare Information Gateway) 	
Youth	 I Think I Might Be Bisexual, Now What Do I Do? [also available in Amharic, Chinese, French, Spanish, and Vietnamese] (n.d., Advocates for Youth) 	
	I Think I Might Be Gay, Now What Do I Do? [also available in Amharic, Chinese, French, Spanish, and Vietnamese] (n.d., Advocates for Youth)	
	I Think I Might Be Lesbian, Now What Do I Do? [also available in Amharic, Chinese, French, Spanish, and Vietnamese] (n.d., Advocates for Youth)	
	It's Your Life. Opening Doors: Improving the Legal System's Approach to LGBTQ Youth in Care (2010, American Bar Association)	
	Know Your Rights: A Guide for Trans and Gender Nonconforming Students (2012, American Civil Liberties Union, GLSEN)	