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Building Organizational Capacity for LGBTQ+ Inclusive Practice in Residential Care



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Presenters



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Learning Objectives

- Discuss key concepts related to LGBTQ+ inclusion, including sexual orientation, gender identity, and gender expression
- Identify common barriers faced by LGBTQ+ youth in child welfare
- Identify common barriers faced by LGBTQ+ parents and caregivers in child welfare
- Identify ways to create a LGBTQ+ inclusive agency environment through policy and practice change



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Our marginalized 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%

Sources: Baams, L., Wilson, B.D.M., Russell, S.T. (2019), Mitchum, P. & Moodie-Mills, A. (2014); Durso, L. & Gates, G (2012); Wilson, B.D.M., Cooper, K., Kastanis, A., & Nezhad, S. (2014)



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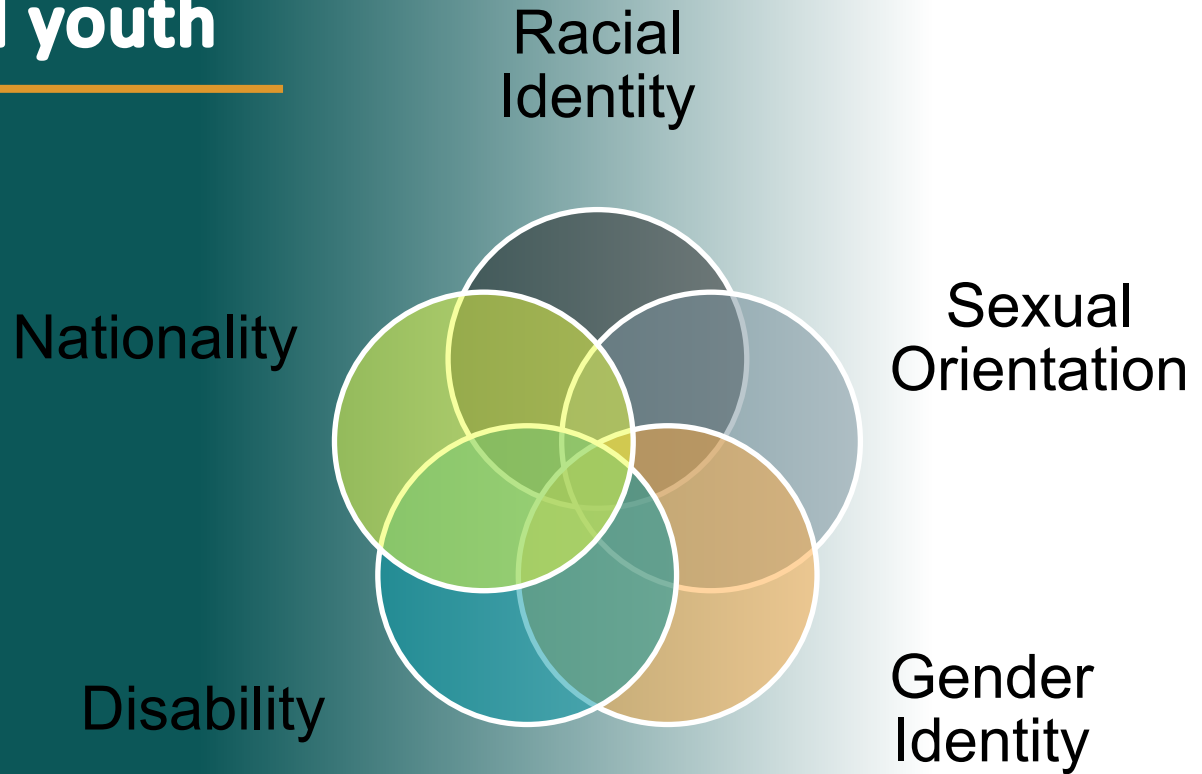
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Our marginalized youth

Intersectionality



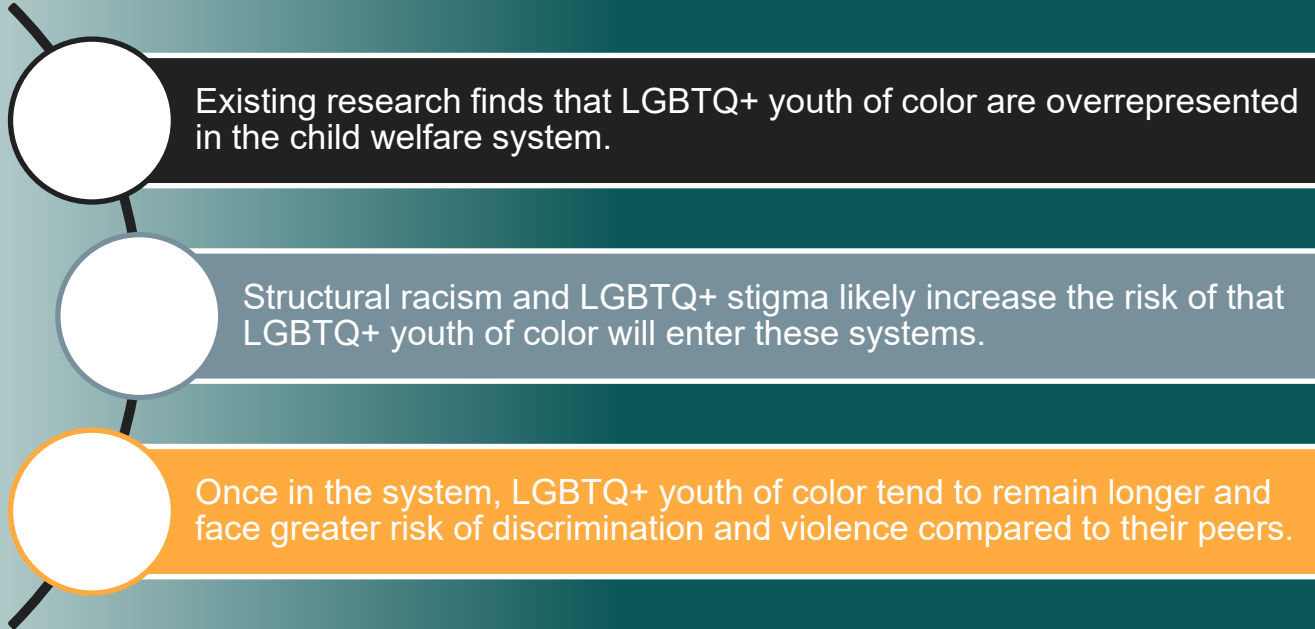
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LGBTQ+ Youth of Color in Child Welfare



Sources: Baams, L, Wilson, B.D.M., Russell, S.T. (2019), Mitchum, P. & Moodie-Mills, A. (2014); Durso, L & Gates, G (2012); Wilson, B.D.M., Cooper, K, Kastanis, A, & Nezhad, S. (2014)



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Our marginalized youth

“12.9% of LGBTQ youth report being treated poorly by the foster care system compared to 5.8% of non-LGBTQ youth.”

The Williams Institute- Executive Summary of the Los Angeles Foster Youth Study Final Report, August 2014.



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Barriers faced by the LGBTQ+ Community

- Stereotypes and assumptions
- Implicit bias
- Access to affirming care and services
- Safety
- Permanency
- Impact of discrimination and rejection on mental and physical health
- Resources



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LGBTQ+ Inclusion in Child Welfare Matters

2022 Guidance for Title IV-B and IV-E Agencies When Serving LGBTQ+I+ Children and Youth

The Children's Bureau recognizes that a safe and appropriate placement setting is one in which a child or youth's LGBTQ+I+ identity is supported and affirmed, and their individualized needs are considered and addressed, including those related to being LGBTQ+I+.



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Our Journey to LGBTQ+ Inclusion



About All Children-All Families

HRC's All Children – All Families, a project of the Human Rights Campaign Foundation, promotes LGBTQ+ inclusive policies and affirming practices among child welfare agencies and formally recognizes those agencies that are leading the field with innovative approaches to inclusion.



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About HRC ACAF

Supporting LGBTQ+ Youth & Parents in Child Welfare



Learn more: www.hrc.org/acaf



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Why Participate?

- Keep up with latest best practices in LGBTQ+ inclusion.
- Learn evidence-based strategies for innovation.
- Ensure your agency staff members receive LGBTQ+ training content annually.
- Leverage HRC's reach into the LGBTQ+ community – 3 million members and supporters!
- Connect with and learn from agencies and professionals like you.



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National Recognition

- Every year, All Children - All Families participating agencies are recognized at three different levels of LGBTQ+ inclusion, depending on the extent to which they have implemented LGBTQ+ inclusive policies and affirming practices.
- Building Foundations for Inclusion
- Solid Foundation for Inclusion
- Innovative Inclusion



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Requirements by Tier

BENCHMARK REQUIREMENTS BY TIER OF RECOGNITION		
BUILDING FOUNDATION FOR INCLUSION	SOLID FOUNDATION FOR INCLUSION	INNOVATIVE INCLUSION
To achieve this level of recognition, core policy and practice areas must be in place for categories 1-3.	To achieve this level of recognition, all policy and practice areas must be in place for categories 1-6.	To achieve this level of recognition, all policy and practice areas must be in place in categories 1-6. In addition, agencies must demonstrate at least one example of innovation in practice areas 2-7.
1. Non-Discrimination	1. Non-Discrimination	1. Non-Discrimination
2. Staff Training	2. Staff Training	2. Staff Training
3. Rolling Out the Welcome Mat	3. Rolling Out the Welcome Mat	3. Rolling Out the Welcome Mat
	4. Parent Best Practices	4. Parent Best Practices
	5. Youth Best Practices	5. Youth Best Practices
	6. Sustainability & Capacity Building	6. Sustainability & Capacity Building
		7. Leadership & Innovation

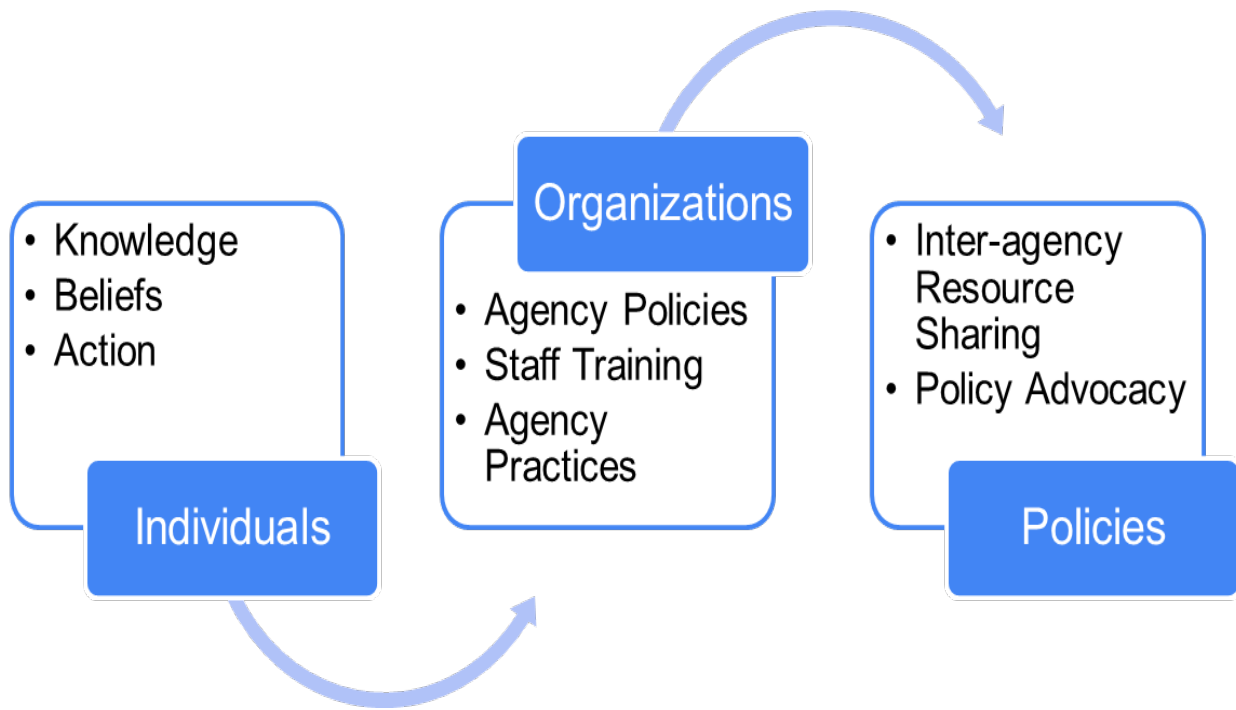


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Levels of Change



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Program Resources

- Agency Self-Assessment
- Online learning offerings
- Opportunities to participate in group-based & individual technical assistance
- Comprehensive best practice guidance
- Training Curriculum & Training of Facilitators Program



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Organizational Policies

- Dress code
- Room assignments
- Access to friends, dating, events and activities
- Bullying and stance on discrimination



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Organizational Practices

- Documents
- Privacy and confidentiality
- Inclusion
- Affirming and competent health care
- Affirming and competent mental health services and linkage
- Community connection



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Law

- All foster youth in California have fair and equal access to services, placements, treatment and benefits. (AB458, The CA Foster Care Non-Discrimination Act).
- Requires that training for foster youth caregivers include info related to cultural competency and basic practice for serving LGBTQ youth (AB 1856, Foster Youth: LGBT Cultural Competency).
- Prohibits mental health professionals from using “conversion therapy” to attempt to change a minor client’s sexual orientation. (SB 1172, Protecting LGBT Youth from Psychological Abuse).



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Personal Rights Check-In

Discussed with a County Social Worker

67% 53% 53%

FY 20-21 Q4 (n=12) FY 21-22 Q1 (n=15) FY 21-22 Q2 (n=15)

Met a social worker in last 30 days

67% 60% 60%

FY 20-21 Q4 (n=12) FY 21-22 Q1 (n=15) FY 21-22 Q2 (n=15)

Culture respected

80% 80% 67%

FY 20-21 Q4 (n=12) FY 21-22 Q1 (n=15) FY 21-22 Q2 (n=15)

There are things to do during free time

67% 73% 73%

FY 20-21 Q4 (n=12) FY 21-22 Q1 (n=15) FY 21-22 Q2 (n=15)

Have contact with my friends or family

92% 60% 87%

FY 20-21 Q4 (n=12) FY 21-22 Q1 (n=15) FY 21-22 Q2 (n=15)

Staff involved in activities with me

67% 67% 80%

FY 20-21 Q4 (n=12) FY 21-22 Q1 (n=15) FY 21-22 Q2 (n=15)

Source: Survey Monkey

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Critical Success Factors

- Advancement in the Field & Effective Outcomes
- Workforce Enhancement
- Reputation



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Lessons Learned

- Staff education
- Values/beliefs
- Repetition
- Hear their stories



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Break out groups

- What is your process to assess your environment/agency culture?
- What are some of the foundational concepts discussed or others that can help support LGBTQ+ youth?
- What are some solutions to address barriers and gaps in your program/agency?



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Free Webinar Offerings

- Core All Children – All Families Offerings
 - Introduction to LGBTQ+ Competency
 - Best Practices with LGBTQ+ Adults/Parents
 - Best Practices with LGBTQ+ Youth
 - Executive Briefings
- Beginner & Advanced Topical Offerings for:
 - General/Non-Program Staff
 - Program Staff Serving Youth
 - Program Staff Serving Parents
 - Agency Leaders

**1.5 CEs
from
NASW for
Core
Webinars**

- Register for live offerings:
hrc.im/acaf-webinars
- Watch on-demand:
hrc.im/acaf-webinar-archive



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Training of Facilitators Program

- The goal is to build organization's **internal LGBTQ+ training capacity**.
- **Organization staff members** re chosen to participate in the program.
- These facilitators spend a total of **8 days with ACAF** to learn the Foundation Day curriculum and receive ongoing coaching and support from ACAF.
- Moving forward they will be prepared to **train all new hires** and provide ongoing training to staff.



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Training Offerings

hrc.im/acaf-trainings

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TRAINING

About the Training Series

The All Children – All Families Training Series consists of two levels of content that is important for all staff members to receive. Level II covers advanced research and program and direct service staff members who work with LGBTQ children, youth, and families.

LEVEL I
Setting the Foundation: LGBTQ Competency in Child Welfare
6 credit hours via NASW

This critical first session in the All Children – All Families training series equips child welfare professionals with a comprehensive foundation of knowledge on LGBTQ youth and families and their experiences within the child welfare system. Participants will explore key concepts and terminology, research on LGBTQ families and experiences of LGBTQ youth in foster care, as well as the steps every child welfare professional can take to welcome and affirm LGBTQ youth and families within the walls of their agencies and beyond.

LEVEL II
Best Practices for Serving LGBTQ Parents
6 credit hours via NASW
Prerequisite: *Setting the Foundation or equivalent*


This session in the All Children – All Families training series explores the essential agency policies and practices that are welcoming to LGBTQ prospective parents. Trainers will explore specific, practical strategies for recruiting families from the LGBTQ community, conducting non-biased, LGBTQ-competent home assessments, confidently engaging in discussions with children about being placed in LGBTQ-headed families, and navigating challenges and pitfalls in the process of matching LGBTQ parents with waiting children.

Best Practices for Serving LGBTQ Youth in Foster Care
6 credit hours via NASW
Prerequisite: *Setting the Foundation or equivalent*

This session in the All Children – All Families training series provides child welfare professionals with a deeper understanding of LGBTQ youth today, emphasizing the three pillars of child welfare: safety, permanency, and well-being. Participants practice the skills necessary to discuss and assess sexual orientation, gender identity, and gender expression with young people, advocate for the educational and health care needs of LGBTQ youth, and ensure affirming placements for LGBTQ youth.

The Human Rights Campaign Foundation's All Children – All Families project has guided child welfare agencies across the U.S. in transforming practice with LGBTQ youth and parents for more than a decade. To take advantage of the program's innovative resources and practice improvement model on behalf of your agency, visit hrc.org/acaf.

Learn more at hrc.im/acaf-training.

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TRAINING OF FACILITATORS

The Human Rights Campaign Foundation's All Children – All Families (ACAF) Training of Facilitators program is designed for public and private child welfare agencies seeking to build their internal capacity to deliver LGBTQ competency training. Using foundation-level content from the All Children – All Families Training Series, ACAF Master Trainers provide intensive instruction and coaching on delivering LGBTQ competency training material. Agency leaders are encouraged to carefully choose prospective facilitators based on their proficiency in training delivery and LGBTQ competency. Facilitators' performances are evaluated during and after training to ensure ongoing fidelity to the ACAF training material.

About the Training

"Setting the Foundation: LGBTQ Competency for Child Welfare Professionals"

Training delivery time: 6 hours

Module 1: Key Terms & Concepts & the Impact of Language
Improve participants' knowledge of and comfort with terminology and concepts related to sexual orientation, gender identity, and gender expression (SOGIE).

Module 2: Exploring Early Messages & Unconscious Bias
Acknowledge the connection between the messages participants have received about LGBTQ people and unconscious biases that can impact their ability to perform their professional roles and responsibilities.

Module 3: Facilitating and Responding to Disclosures of SOGIE
Build empathy for the LGBTQ community and learn guidelines, strategies and skills for responding to disclosures of SOGIE.

Module 4: Experiences of LGBTQ Youth & Parents in Child Welfare
Provide accurate information about the diversity of LGBTQ youth today, identify barriers LGBTQ youth face in out-of-home care, and explore ways to effectively respond to common misconceptions about LGBTQ youth. Learn the facts about LGBTQ parenting in the U.S., identify main challenges faced by LGBTQ parents in child welfare systems, and explore ways to effectively respond to common misconceptions about LGBTQ parents.

Module 5: Rolling Out the Welcome Mat to LGBTQ Youth & Parents
Identify language and behaviors to avoid in order to create a welcoming environment for LGBTQ youth and parents, and provide concrete next steps for being an "active ally" to the LGBTQ community.

Learn more at hrc.im/acaf-training.



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Q & A



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