



Creating Competent Care Practices in Working with **LGBTQ+** Youth

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THE HOME
FOR LITTLE
WANDERERS
ME
BETTER, BRIGHTER FUTURES FOR KIDS

Waltham House

The Home for Little Wanderers

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Agenda

Introduction: The Pride Flag

Terminology Review

Data from The Trevor Project

Creating an Affirming Environment

Medical & Non-Medical Affirmation

Role of Providers

Allyship in Action

Successful Outcomes

The Pride Flag

Red: Life

Orange: Healing

Yellow: New Ideas

Green: Prosperity

Blue: Serenity

Violet: Spirit

Black/Brown: People of Color

White/Blue/Pink: Trans Community



Terminology Review

Glossary of Terms: Sexuality

- **Sexual Orientation**
- **Asexual**
- **Bisexual**
- **Demisexual**
- **Gay**
- **Lesbian**
- **Pansexual/Omnisexual**
- **And more!**



Terminology Review

Glossary of Terms: Gender

- **Gender Identity**
- **Gender Binary**
- **Cisgender**
- **Transgender**
- **Nonbinary**
- **Intersex**
- **Gender Queer**
- **Pronouns**



GLSEN

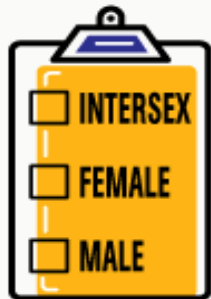
GENDER

TERMINOLOGY



GENDER ATTRIBUTION

HOW YOUR GENDER IS PERCEIVED BY OTHERS



SEX ASSIGNED AT BIRTH

WHAT THE MEDICAL COMMUNITY LABELS YOU



GENDER IDENTITY

HOW YOU IDENTIFY (SEE YOURSELF)



GENDER EXPRESSION

HOW YOU WANT TO DISPLAY YOUR GENDER

The Trevor Project: National Survey on LGBTQ Youth Mental Health 2022

- **45% of LGBTQ+ youth seriously considered attempting suicide in the past year**
- **Fewer than 1 in 3 transgender and nonbinary youth found their home to be gender-affirming**
- **60% of LGBTQ youth who wanted mental health care in the past year were not able to get it**
 - **“I was afraid to talk about my concerns with someone else”**
 - **“I didn’t want to have to get my parent’s permission”**
 - **“I was afraid I wouldn’t be taken seriously”**

The Trevor Project: National Survey on LGBTQ Youth Mental Health 2022

- **LGBTQ+ youth who felt high social support from their family reported attempting suicide at less than half the rate of those who felt low or moderate social support.**
- **LGBTQ+ youth who found their school to be LGBTQ-affirming reported lower rates of attempting suicide.**
- **LGBTQ+ youth who live in a community that is accepting of LGBTQ+ people reported significantly lower rates of attempting suicide than those who do not.**



Creating an Affirming Milieu

Environmental considerations:

- **Signals of support**
- **LGBTQ art, literature, film**
- **Inclusive language**
- **Restorative practices**



Creating an Affirming Milieu

Staff considerations:

- **Reflecting the population**
- **Competency as a journey**
- **Consistent training**
- **Supporting LGBTQ+ employees**



Creating an Affirming Milieu

Youth considerations:

- **Respecting the process**
- **Supporting social transition for transgender and gender non-conforming (TGNC) youth**
 - Hair color/style, wigs
 - Clothing, jewelry, makeup, nails
 - Scented body items (soaps, deodorants, colognes/perfumes)
 - Gender-affirming products

Medical & Non-Medical Affirmation

Non-Medical

- Speech therapy
- Binding
- Tucking
- Gaff Use
- Padding
- Prosthetic use (STP vs. Packer)



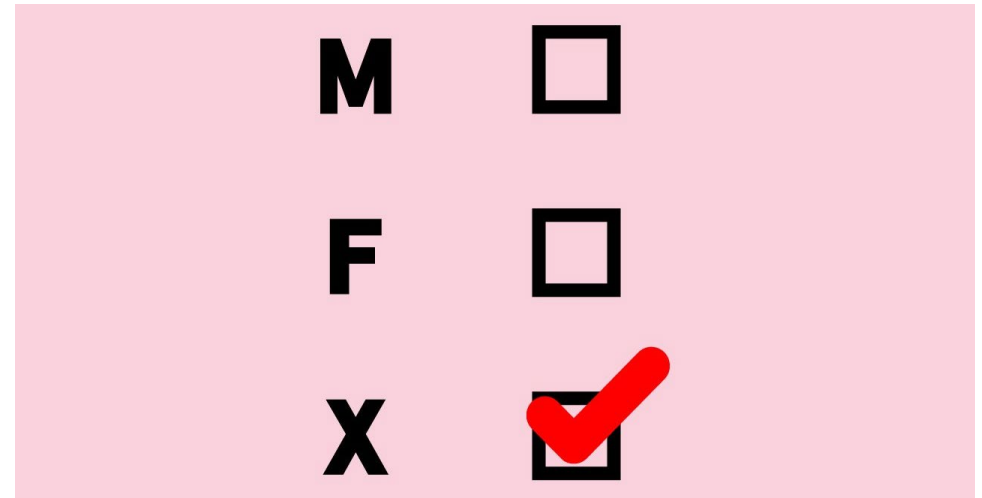
Medical & Non-Medical Affirmation

Legal transition

- Name change
- Gender marker

Medical transition

- Fully reversible – puberty blockers
- Partially reversible – some effects of hormone therapy
- Permanent – hair removal, surgeries



How Can Individual Providers Help?

Medical & mental health considerations

- **Do you know what medical providers offer competent care in your area?**
- **Are you familiar with your state legislation?***
- **Do you know what care insurance companies will cover?**
 - **Age considerations**
- **Can you speak accurately about common myths perpetuated by misinformation?**



Allyship in Action

Awareness of LGBTQ+ legislation/policies in your state

Awareness of LGBTQ+ specific resources

Amplifying & centering LGBTQ+ voices in your agency

Managing mistakes

Allyship is an ongoing process (continue learning)

Successful Outcomes

Data from The Trevor Project's National Survey on LGBTQ Youth Mental Health 2022

Affirming gender identity among transgender and nonbinary young people is consistently associated with lower rates of attempting suicide

LGBTQ+ young people who had access to affirming homes, schools, community events, and online spaces reported lower rates of attempting suicide compared to those who did not

Transgender & nonbinary young people who reported that all the people they live with respect their pronouns reported attempting suicide less than those who lived with others who did not respect their pronouns

Conclusion

As providers, we shape the way that our programs and services welcome, affirm, and provide for the specific needs of LGBTQ+ young people.

We provide training, supervision, consultation, and create & enforce policies that can be life-changing and life-saving for young LGBTQ+ youth. It is our responsibility to create safe, affirming, and competent policies and treatment environments that support the unique needs of LGBTQ+ clients, and to educate ourselves and others on what competent and affirming care looks like.

Allyship is an ongoing process that calls on us to keep learning, advocating, and lifting the voices of those with lived experiences with the goal of providing the best care possible to LGBTQ+ youth.

Consultation, Training, & Supervision

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Questions & Answers

Thank you!



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