

## **BBI Webinar for MI Residential Stakeholders: *Basic Program Practices and Staff Skills to Engage Youth with Diverse Sexual Orientation, Gender Identity & Gender Expression (SOGIE)***

### **Webinar Faculty**

#### **Facilitator**

- Julie Collins - BBI Consultant

#### **The National SOGIE Center Partner**

- Vida Khavar— Family Builders (CA)
- Elliott Hinkle —Principal & Founder, Unicorn Solutions LLC, (OR), and Former Youth in Care

#### **Vista Maria (MI)**

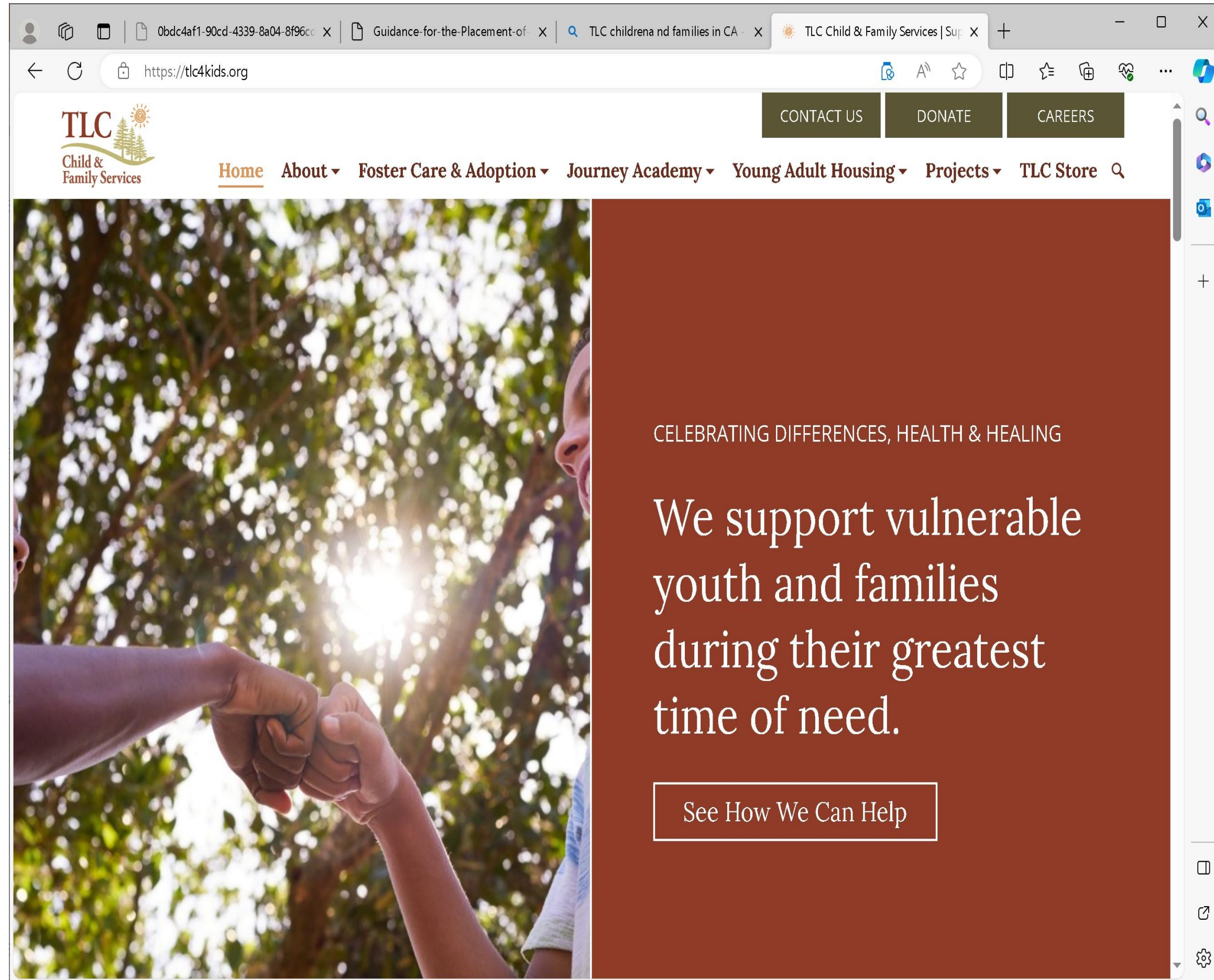
- Kelly Small, (Former) President, Vista Affordable Housing

#### **TLC Child and Family Services (CA)**

- Anna Richmond, Clinical Training & Competency Specialist







Anna Richmond, Psy.D.

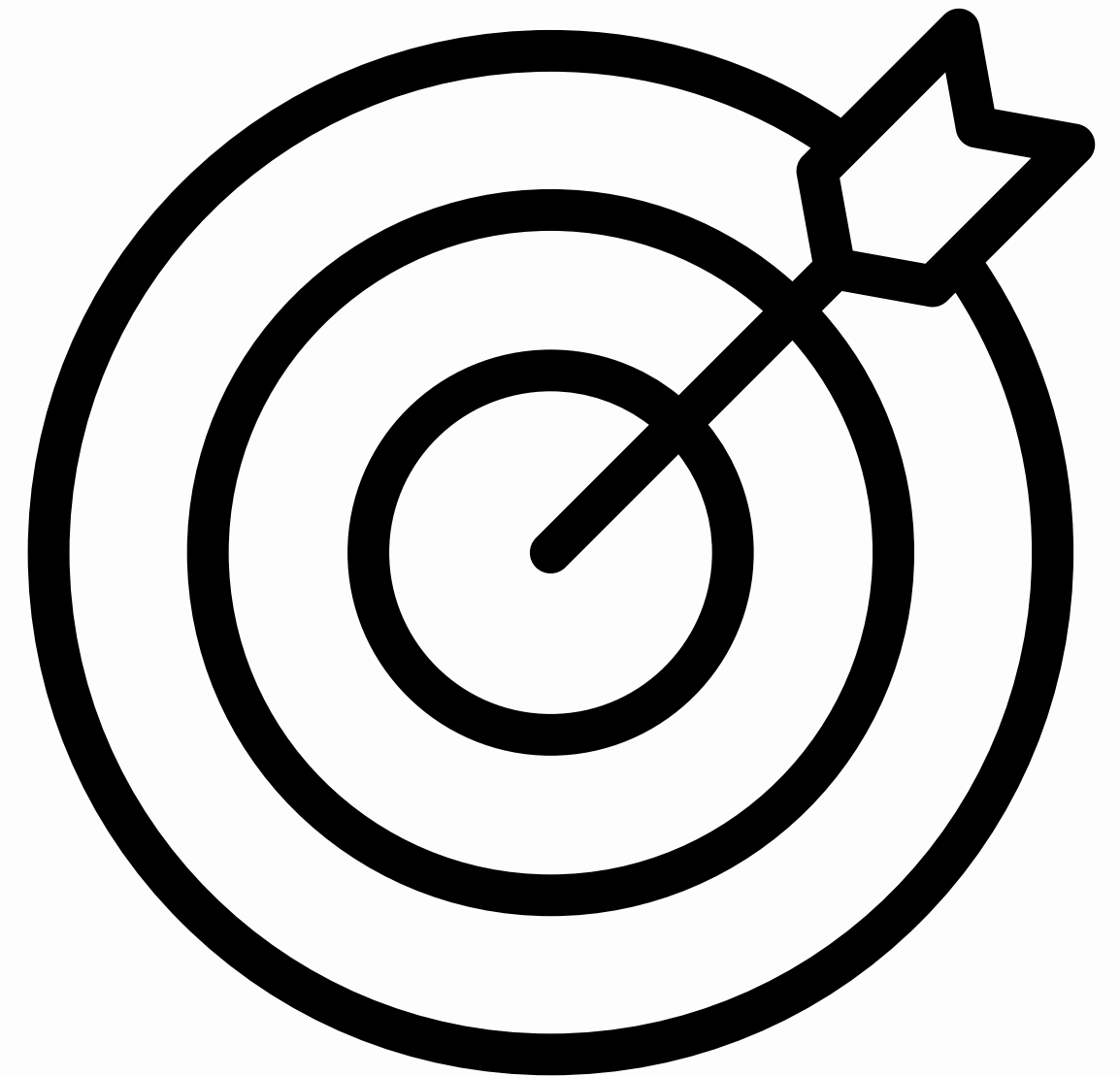
Clinical Training & Competency  
Specialist



# SOGIE WEBINAR GOALS

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- ✓ To provide viewers with basic understanding and important strategies that will increase their knowledge about supporting youth with diverse SOGIE and improve their program practices and staff skills to support these youth, and their families.
- ✓ To leave viewers with enthusiasm to increase their focus on and improve their program practices and staff skills for serving and supporting youth with diverse SOGIE.



# Examples of strategies different MI residential leaders shared that they have successfully implemented in working with youth with diverse SOGIE

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- Training and Consultation from the Michigan-based Ruth Ellis Center ([www.ruthelliscenter.org](http://www.ruthelliscenter.org))
- Focus on inclusive environment, activities, festivals, decorations, etc.
- Strong EDI focus and inclusive culture
- Staff reflective of diverse population served
- Person-centered planning that includes Diverse SOGIE
- Encourage exploration of identities including wearing preferred clothing, referring to youth with their preferred name and pronouns, teaching about different sexual orientation and genders.
- Encourage engagement in GSA at school and other LGBTQ groups in the area.
- Clinician training in this area and ensures up to date on appropriate language in the LGBTQ community
- Accepting and open to all youth
- Welcome youth with diverse backgrounds



# QUESTION 1: - How did you start addressing program practice improvements in serving youth with diverse SOGIE?

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**TLC Child and Family Services –  
Anna Richmond/Trainer**



## QUESTION 2: - What were the key challenges you faced and what successful strategies did you use to address these?

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**TLC Child and Family Services –  
Anna Richmond/Trainer**

[www.buildingbridges4youth.org](http://www.buildingbridges4youth.org)





# QUESTION 3: - What top strategies did you use to educate and support *staff* in gaining skills for working with youth with diverse SOGIE?

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**TLC Child and Family Services –  
Anna Richmond/Trainer**



## QUESTION 4: - How did you educate and support families?

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**TLC Child and Family Services –  
Anna Richmond/Trainer**



# QUESTION 5: - What are several program practices you recommend program leaders implement to successfully serve and support youth with diverse SOGIE?

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**TLC Child and Family Services –  
Anna Richmond/Trainer**





# QUESTION 6: - What are some practices to support their families?

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**TLC Child and Family Services –  
Anna Richmond/Trainer**





# **QUESTION 7:** - Please share the top lessons learned that you think residential program leaders wanting to improve their program practices and staff skills for youth with diverse SOGIE and their families should know about?

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**TLC Child and Family Services –  
Anna Richmond/Trainer**



# Key takeaway:

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*"Being part of Project Flare really helped me put who I am into words that I had struggled to find." - Portia*

*"Your ability to truly see our son changed his life and ours. TLC has been life-changing for our family." - Alan*

*"We would love to be considered as "Peer Parents"....*

*TLC saved our family so we would do anything we could to help others." - Shelley & Willie*



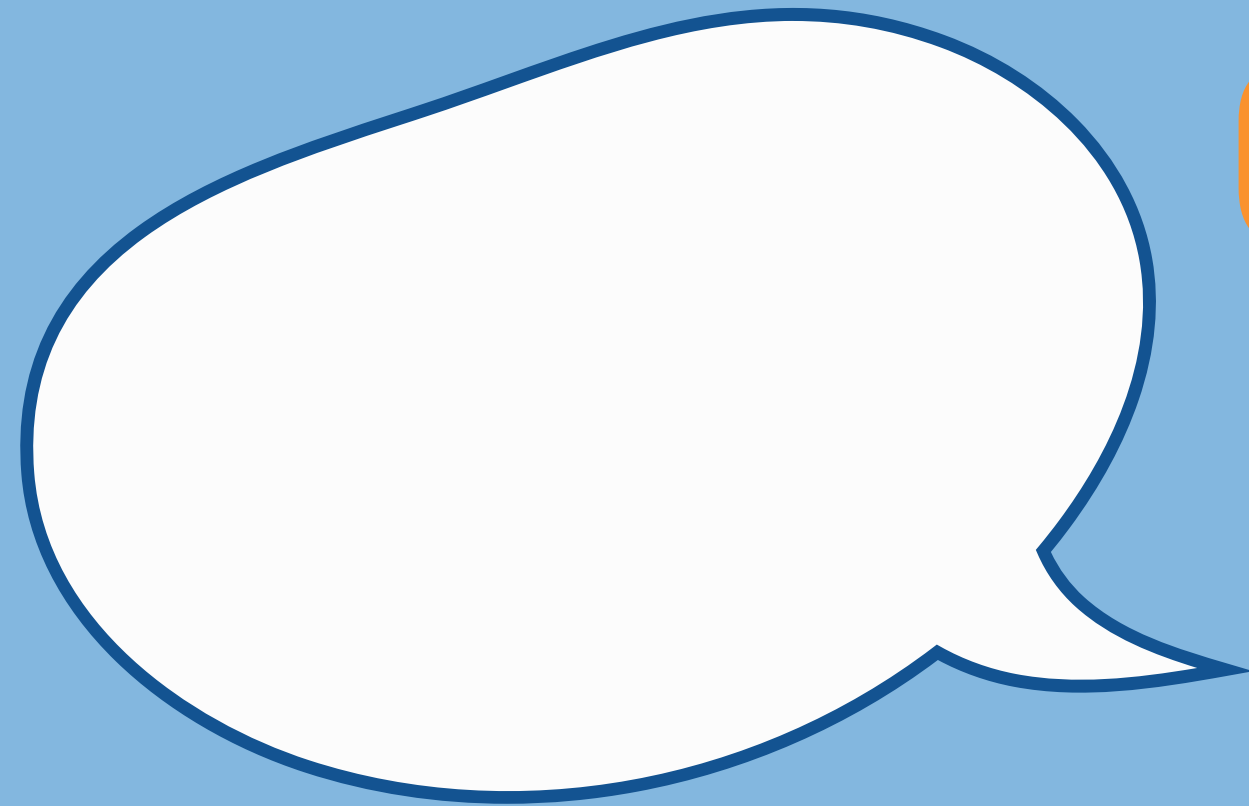
Photo by [Alexander Grey](#) on [Unsplash](#)

# TLC Key Identified Resources

- Link to the podcast regarding suicide in the queer community. [QUEST Podcast: Embrace Your Shadows \(Part 2\) w/Anna Richmond](#)
- Project Flare- [Project Flare](#) and TLC Child & Family Services- [www.tlc4kids.org](http://www.tlc4kids.org)
  - Project Flare You Tube Link- [Project Flare You Tube](#)
- Family Builders: Youth Acceptance Project <https://familybuilders.org/programs-services/youth-acceptance-project/>
  - <https://www.sogiecenter.org/youth-family-and-caregiver-programing/yap/>
- Gender Health Training Institute <https://www.genderhealthtraining.com/>
- Human Rights Campaign <https://www.hrc.org/resources/parenting>
- Family Acceptance Project - <https://lgbtqfamilyacceptance.org/>
- Gender Spectrum - <https://genderspectrum.org/>
- Supporting LGBTQ+ Youth: A Guide For Foster Parents - <https://www.childwelfare.gov/pubPDFs/lgbtqyouth.pdf>
- Spanish Speaking Resources: Somos Familia - <https://www.somosfamiliabay.org>







**Questions or Comments  
about this Webinar?**

**Send questions or comments to Sarah Edwards  
([sedwards@togetherthevoice.org](mailto:sedwards@togetherthevoice.org)).**

**Sarah will forward to appropriate faculty.**

# Ideas for Follow-Up to this Webinar:

1. Consider having all staff view this webinar.
2. Hold discussion groups with staff who have viewed, use your own or the draft framework below for guiding the discussions:
  - What are your thoughts about the answers the faculty provided to the questions asked?
  - Is there anything that you heard that is confusing and we should discuss to clarify?
  - Did you hear anything on the recording that made you think of ways that our program could improve? Please share.
  - Do you have additional suggestions for how we can improve our focus, program practices and staff skills specific to working with youth with diverse SOGIE and their families?





# Opportunity for MI residential programs to request a coaching call for their organization's executives/leaders and residential program team members with webinar faculty.

**MDHHS is sponsoring four webinars for Michigan residential stakeholders in early 2024.**

- *Youth-guided Care: Strategies for Improving Program Practices and Staff Skills*
- *Family-driven Care: Strategies for Improving Program Practices and Staff Skills*
- *Belonging Matters: Setting the Culture for and Removing Barriers to Permanency*
- *Basic Program Practices and Staff Skills to Engage Youth with Diverse Sexual Orientation, Gender Identity & Gender Expression (SOGIE)*

**Eight MDHHS Licensed Residential Programs** will be chosen to have a coaching call with the faculty of one specific webinar and their team members. The focus of each coaching call will be to have program teams ask faculty questions, inquire about solutions to challenges faced, and 'dive deeper' into program practice and/or staff skill improvement needs in the specific topic area they have requested a coaching call.

**First come/first served:** After viewing a webinar, email Sarah Edwards ([sedwards@togetherthevoice.org](mailto:sedwards@togetherthevoice.org)) if you would like your team to have a coaching call with faculty for that webinar's specific topic area. The first two (2) requests for each webinar will be awarded this individual program educational and support opportunity.





## National SOGIE Center Resources

- SOGIE Glossary of terms - <https://lgbtquequity.org/wp-content/uploads/2023/04/SOGIE-Glossary-4.23.pdf>
- Video: Supporting LGBTQ Youth Starts at Home - <https://www.youtube.com/watch?v=fyXRwX3aeOU>
- Live/recorded webinars that include the following essential foundational webinars - <https://lgbtquequity.org/learn/>
  - ☐ Learning About SOGIE
  - ☐ Sexual Orientation & Behavioral Health 101
  - ☐ Gender Identity, Expression & Behavioral Health 101
- Building Safety for Youth with Diverse Sexual Orientation, Gender Identity & Expression & their Caregivers in Child Welfare: A Training Implementation Guide - <https://sogiecenter.org/wp-content/uploads/2023/07/Building-Safety-Guide-508.pdf>

<https://sogiecenter.org/>



## National SOGIE Center Resources

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- Tool for Child Welfare Staff: Federal Funding for Gender Affirming Materials for Transgender & Nonbinary Youth in Foster Care - <https://sogiecenter.org/wp-content/uploads/2023/04/Federal-Funding-for-Gender-Affirming-Materials-Tool.pdf>
- GUIDANCE FOR THE PLACEMENT OF TRANSGENDER, NON-BINARY, AND GENDER EXPANSIVE YOUTH IN CONGREGATE CARE - <https://hrc-prod-requests.s3-us-west-2.amazonaws.com/Guidance-for-the-Placement-of-Transgender-Youth.pdf>
- Tip Sheet Working With Families of LGBTQ+ Youth - <https://sogiecenter.org/wp-content/uploads/2023/01/TIPSHEET-Families-NonVirtual-508.pdf>

# BBI SOGIE Webinar Faculty Contacts

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# BBI Contacts

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# Link to Evaluation Survey -

<https://www.surveymonkey.com/r/BBISOGIE1>







Thank you!