

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 – *VP Practice Excellence, CWLA and BBI Consultant*

The National SOGIE Center Partner

- Vida Khavar – *Youth Acceptance Project Director, Family Builders (CA)*
- Elliott Hinkle – *Principal & Founder, Unicorn Solutions LLC, (OR), and Former Youth in Care*

Vista Maria (MI)

- Kelly Small, *President, Vista Affordable Housing*

TLC Child and Family Services (CA)

- Anna Richmond, *Clinical Training & Competency Specialist*



Introduction of Panelists for this Webinar



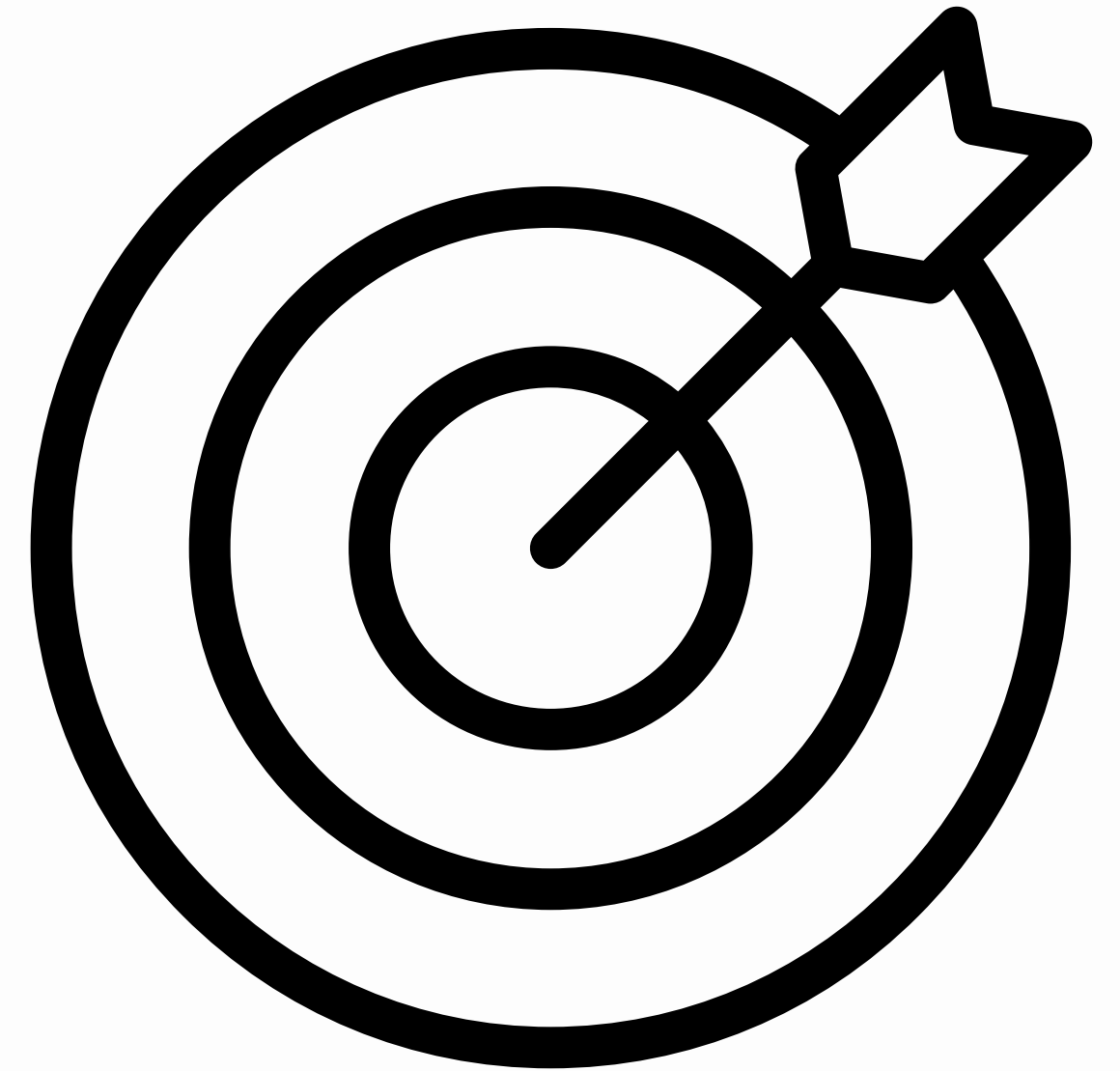
Vida Khavar, *Youth Acceptance
Project Director*, Family Builders



Elliott Hinkle, *Principal & Founder*,
Unicorn Solutions LLC and
Former Youth in Care

SOGIE WEBINAR GOALS

- ✓ 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.

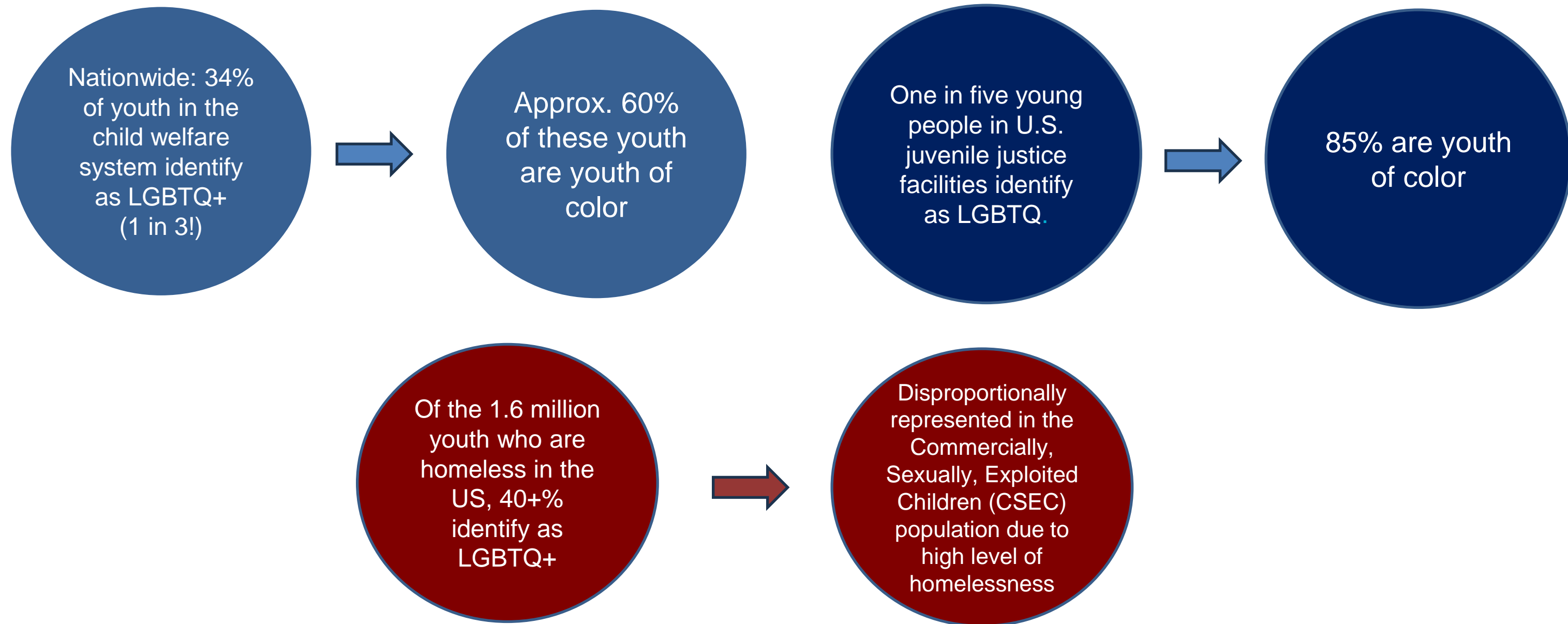


Examples of strategies different MI residential leaders shared that they have successfully implemented in working with youth with diverse SOGIE

- Training and Consultation from the Michigan-based Ruth Ellis Center (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 identified 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



Caring for Youth With Diverse SOGIE: Why it Matters that We Get it Right?



Vida Khavar – The National SOGIE Center
Partner/Trainer



Caring for Youth With Diverse SOGIE: Why it Matters that We Get it Right?

- The 2022 and 2023 Trevor Project's National Survey on LGBTQ Youth Mental Health represents experiences of more than 28,524 LGBTQ youth across the U.S. Ages 13 to 24. The following data was taken directly from the survey:

14% of LGBTQ respondents attempted suicide in the past twelve months, including more than 1 in 5 transgender and nonbinary youth.

46% of LGBTQ youth report having seriously considered attempting suicide in the past 12 months.

28% of LGBTQ youth who experienced housing instability reported a suicide attempt in the past year.

Nearly 56% of transgender and nonbinary youth did not receive wanted mental health care due to concerns related to the lack of LGBTQ competence of providers.

LGBTQ+ youth in foster care are 3x more likely to attempt suicide.

Nearly **1 in 4 Black LGBTQ+** youth in foster care reported a suicide attempt in the past year.

Vida Khavar – The National SOGIE Center
Partner/ Trainer



Caring for Youth With Diverse SOGIE: Why it Matters that We Get it Right?

In Contrast:

- Transgender and nonbinary youth who report having their pronouns respected by all or most of the people in their lives attempted suicide at half the rate of those who did not have their pronouns respected.
- Transgender and nonbinary youth with access to gender-affirming clothing, grooming products etc. reported lower rates of attempting suicide in the past year compared to transgender and nonbinary youth without access (14% compared to 26%).
- Teens who perceived parental support regarding gender identity were **93%** less likely to attempt suicide than youth who did not perceive parents as supportive.

Vida Khavar – The National SOGIE Center
Partner/Trainer



Caring for Youth With Diverse SOGIE*: Why it Matters that We Get it Right?

Key Factors to Consider

Variations of sexual orientation, gender identity, gender expression are part of the normal spectrum of human diversity.

The increased risks faced by LGBTQ+ youth are not inherent to their identities, but stem from the stresses of prejudice, discrimination, rejection and mistreatment.

Like all children, LGBTQ+ children thrive and succeed when their families, schools and communities support and nurture their evolving identities.
(It's not about understanding, it's about **compassion**)

Efforts to change a young person's sexual orientation or gender identity are ineffective, unnecessary and harmful.

A young person's SOGIE* cannot be understood separately from their race, ethnicity, class, ability or immigration status, which together confer a mix of disadvantage and privilege that impacts their experiences, opportunities and health status.

Regardless of their personal beliefs, the employees and contractors of public systems of care are ethically required to treat LGBTQ2S+ young people equitably and respectfully.
(The **"do no harm" principle**)

Vida Khavar – The National SOGIE Center
Partner/Trainer



*SOGIE: Sexual Orientation, Gender identity & Expression

QUESTION 1: -

Can you share one or two experiences you had with a residential program that were helpful to you specific to your identity?



**Elliott Hinkle -
Former Youth in Care**

QUESTION 2: -

Would you feel comfortable sharing some of the myths/misunderstandings that have happened when working with youth with diverse SOGIE?



**Elliott Hinkle -
Former Youth in Care**

QUESTION 3: -

Can you share experiences you have had, or other young people have had in a residential program, that were hurtful or harmful based on their identity?

What could the program have done differently to avoid this hurt/harm?

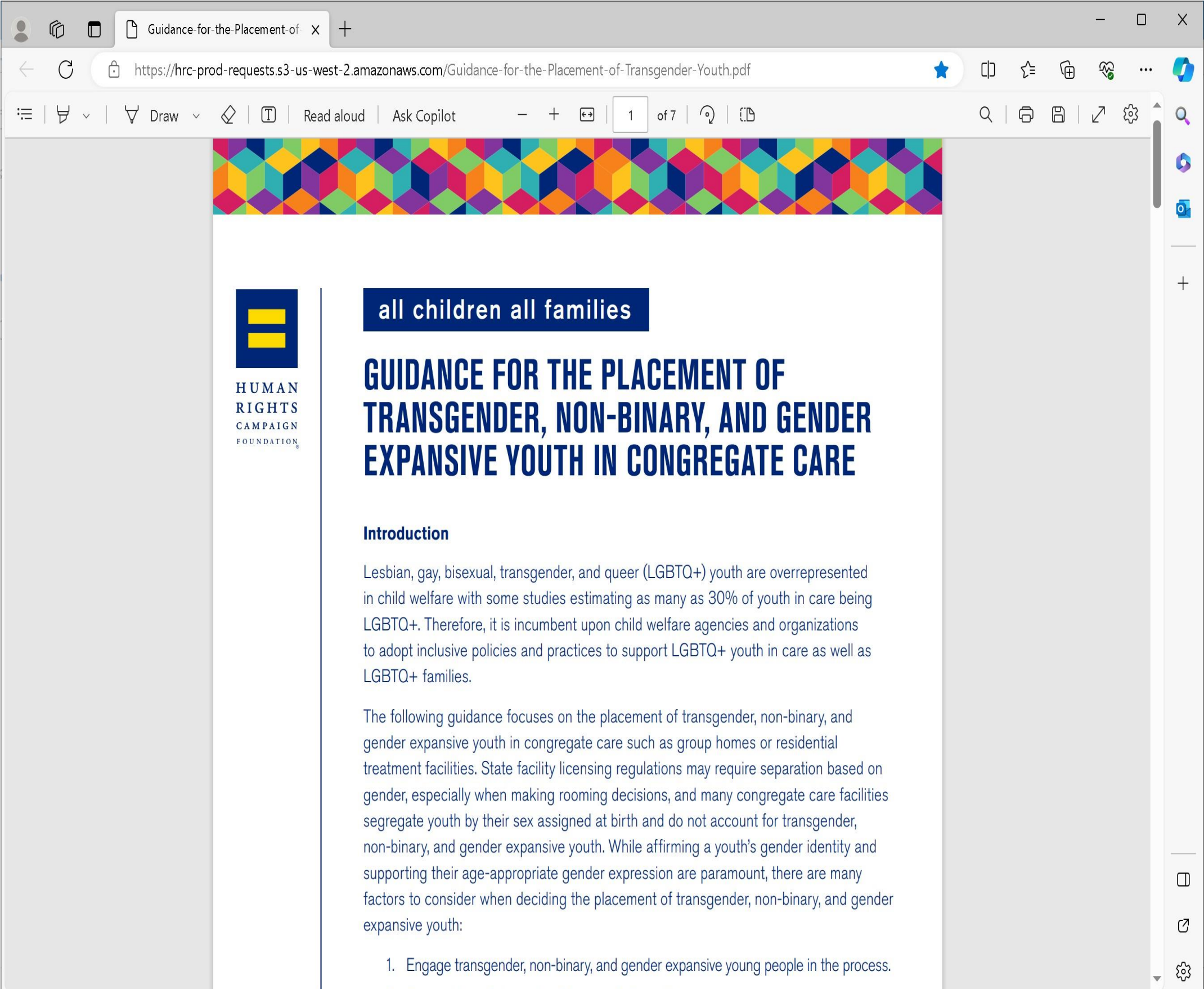


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**Elliott Hinkle -
Former Youth in Care**



QUESTION 4: - Tell us about how you created the Tips document and your hopes for how program leaders use this document.



Unicorn Solutions

Elliott Hinkle - Founder, Unicorn Solutions and Former Youth in Care

Other Unicorn Solutions Resources:
<https://www.unicornsolutions.org/resources>

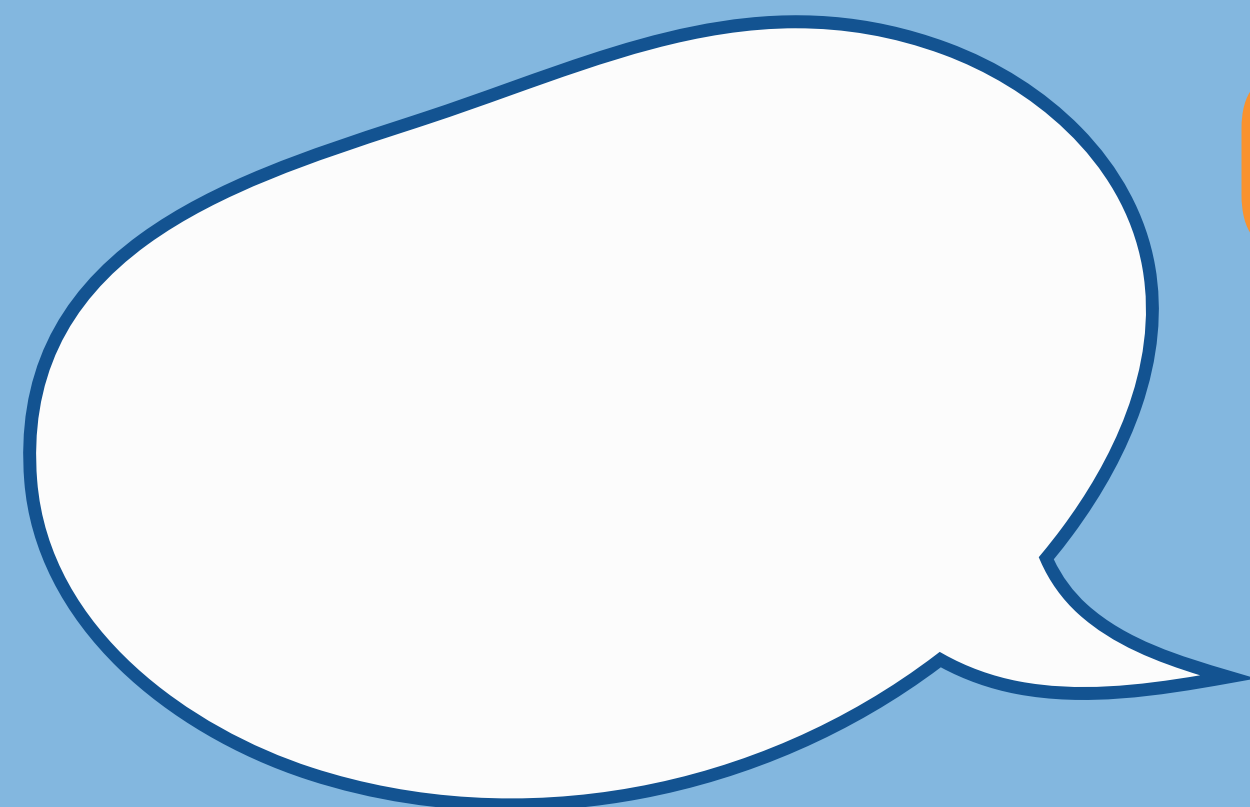
QUESTION 5: -

What are the 3 top recommendations you have for program leaders who are wanting to improve their program practices and staff skills in supporting youth with diverse SOGIE and their families?



**Elliott Hinkle,
Former Youth in Care**





Questions or Comments about this Webinar?

**Send questions or comments to Sarah Edwards
(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) 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://lgbtqequity.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://lgbtqequity.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

- **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 Contacts

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Link to Evaluation Survey -

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





Thank you!