Introductions

Introduce yourself to your neighbor

- Name and pronoun
- What experience you have with this topic
- What you hope to learn today
Alex Jackson Nelson, MSW, LGSW (he/him/his)

Minnesota Department of Human Services
• Child Safety and Permanency Training Unit Supervisor
Youth worker
Consultant and trainer
School Social Worker
Therapist
Community organizer
Sign language interpreter

Learning Objectives

Towards a Foundational Understanding
• Define and distinguish
  • Sex
  • Gender identity
  • Gender expression
  • Sexual orientation
• Best practices in working with LGBTQ folks
Terms and Definition

- Sex assigned at birth
- Gender identity
- Gender expression
- Sexual orientation

Other Terms:
- Gender binary
- Cisgender
- Privilege
- Intersectionality

- Male, Female (in the U.S.)
- Intersex
- Transgender
- Gender nonconforming
- Two Spirit
- Queer
- Non binary
- Gay, lesbian, same gender loving
- Bisexual
- Pansexual
- Queer
- Two Spirit
- Asexual (Ace)

LGBTQ Youth Risk Data

Half of a sampling of gay and lesbian young people in out-of-home care reported having been homeless at some point in the past.

63.5% of LGBTQ students reported feeling unsafe at school because of their sexual orientation, while 43.9% felt unsafe because of their gender expression.

Lesbian, gay and bisexual youth are 190% more likely to use drugs and alcohol than their non-LGB counterparts.

45% of 18-24 year old transgender and gender nonconforming people attempted suicide.
- Rates increased for multiracial (54%) and American Indian (56%) respondents

(Getting Down to Basics: Tools for Supporting LGBTQ Youth in Care, 2012) (National Transgender Discrimination Survey, 2014)
Best Practices to Support LGBTQ Folks

• Use language that does not convey assumptions
• Respond affirmatively and supportively
• Explore and identify the person’s needs
• Anticipate and address concerns about confidentiality
• Anticipate and address feelings of vulnerability
• Address any housing/shelter concerns (reference resources)

Best Practices to Support LGBTQ Folks

• Provide information regarding what professional medical and mental health associations say about the topic
• Provide information about resources, such as groups, web sites, books and movies
• Develop a plan of action with the person to address the issue (if needed)
• Provide other referrals
DHS’s Resource Guide

Reports and Resources

Legal and Advocacy Organizations

Lambda Legal - http://www.lambdalegal.org/
American Civil Liberties Union, Lesbian and Gay Rights Project - http://www.aclu.org/
Family Pride Coalition - http://www.familypride.org/
Parents, Families, and Friends of Lesbians and Gays -http://community.pflag.org/
Children of Lesbians and Gays Everywhere - http://www.colage.org/

Research, Reports, and Toolkits

Family Acceptance Project – http://familyproject.sfsu.edu/
Lambda Legal - http://www.lambdalegal.org/
National Center for Transgender Equality - http://transequality.org/
Questions and Comments

Contact information: alex.nelson@state.mn.us
Best Practices in Serving LGBTQ Folks

Write definitions here.

Notes:
Best Practices in Serving LGBTQ Folks

Things I can do to best serve LGBTQ Folks:

Resources - Google this:
- Transitioning our Shelters: A Guide to Making Homeless Shelters Safe to Transgender People
- State of MN Working with Lesbian, Gay, Bisexual, Transgender and Questioning/Queer Youth
- Any Ally's Guide to Issues Facing the LGBTQ Community
- National Coalition for the Homeless LGBT Homelessness
- U of M: Pronouns and gender identity one stop student services