



Best Practices in Serving LGBTQ (Lesbian, Gay, Bisexual, Transgender, and Queer) Folks

Child Welfare Training System

7/27/18

Minnesota Department of Human Services | mn.gov/dhs

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

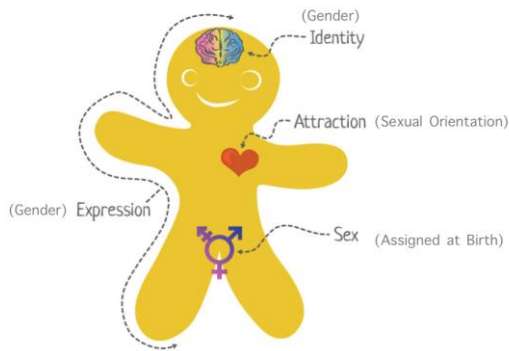


Learning Objectives

Towards a Foundational Understanding

- Define and distinguish
 - Sex
 - Gender identity
 - Gender expression
 - Sexual orientation
- Best practices in working with LGBTQ folks

Terms and Definition



Other Terms:

- ❖ Gender binary
- ❖ Cisgender
- ❖ Privilege
- ❖ Intersectionality

- Sex assigned at birth
 - Male, Female (in the U.S.)
- Gender identity
- Gender expression
 - Intersex
 - Transgender
 - Gender nonconforming
 - Two Spirit
 - Queer
 - Non binary
- Sexual orientation
 - 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

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/>
 Child Welfare League of America – <http://www.cwla.org>

Research, Reports, and Toolkits

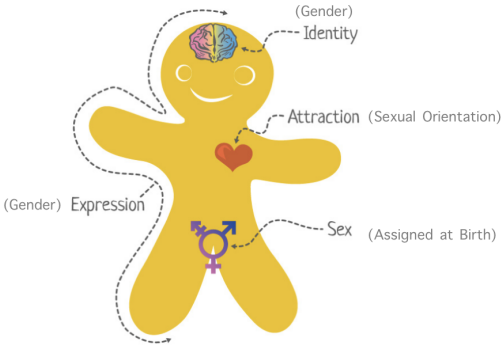
Family Acceptance Project – <http://familyproject.sfsu.edu/>
 Lambda Legal - <http://www.lambdalegal.org/>
 National Gay and Lesbian Task Force - <http://www.thetaskforce.org/>
 National Center for Transgender Equality - <http://transequality.org/>

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