

The ins &outs of supporting LGBTQ Youth

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Introductions

- * Your name
- * Where you work and what you do
- * Your pronoun
- * What you are hoping to get out of today's session

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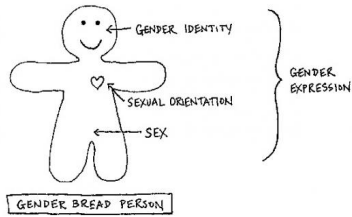
Goals & Guidelines

- * Goals
 - * Increase understanding, comfort, and knowledge regarding transgender youth in out-of-home care
 - * Understand medical best practices for transgender children and youth
 - * Understand the options available for social, legal and medical transition

- * Guidelines
 - * Ouch/Oops
 - * ELMO
 - * WAIT
 - * Others?

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The Basics*

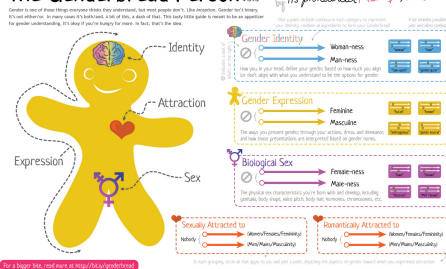


* From Kate Bornstein, "Gender Outlaw"

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Identity Exists on a Continuum

The Genderbread Person v3.3



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The Impact of Being Gendered

- Impacts virtually every part of our lives, throughout our lives, even though most people are 'typically' gendered
- Constrains choice (especially for male bodied people)
- 'Transgression' can result in an escalating set of sanctions from name-calling to harassment to murder
- Higher risk factors across the life span for family rejection; school and community harassment or violence; substance abuse, suicidality, homelessness, job discrimination,

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CASE STUDY

- * Get into groups of 3 or 4
- * Read your case study
- * Determine what role you, as the school nurse, could or should play in supporting the youth highlighted in the case

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What's a Nurse to do?

- * Organize into small groups by grade level
- * Brainstorm ideas for ways that you can:
 - * Do more of what you are already doing
 - * Implement new ideas or strategies for inclusion and support
- * If time permits, consider first what you can do personally and then what you might recommend for your school to do.

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Social Transition Options

- * Legal vs Chosen Name
 - * LINK
 - * School and State Records
 - * Attendance lists
 - * Transcripts
- * Gender expression
- * Gender Markers
 - * DMV
 - * Passports
 - * Social Security
 - * Birth Certificate

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Medical Transition Options

- * Hormones (blockers and/or cross-gender)
- * Body modification
 - * Chest reconstruction/breast augmentation
 - * Facial reconstruction; Adam's apple; Electrolysis
 - * Sex Realignment surgery (also called bottom surgery)

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Barriers

- * Personal Barriers
 - * Money, education, awareness of options, fear
- * Systemic Barriers
 - * Lack of Information and understanding of the need for services
 - * Few Written Policies or procedures are in place
 - * Lack of consistency within and across agencies

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Cultural Competency Benchmarks

- Inclusive Nondiscrimination Policy
- Grievance procedure for clients and staff to report discrimination, harassment or abuse by personnel, participants or contractors
- Require and ensure that all agency staff receive initial comprehensive LGBT cultural competency training and develop a mechanism for ongoing training
- Create an inclusive physical environment by displaying supportive images such as inclusive posters, rainbows or hate-free zones stickers

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True Colors, Inc

True Colors works to create a world where youth of all sexual orientations and gender identities are valued and affirmed. We challenge all forms of oppression through education, training, advocacy, youth leadership development, mentoring and direct services to youth and those responsible for their well-being. We can be reached at 888-563-5551 or on the web at www.OurTrueColors.org

Our Programs include:

- **Lesbian, Gay, Bisexual, Transgender, Intersex (LGBTI) Youth Mentoring:** True Colors provides CT's only mentoring program for sexual and gender minority youth.
- **Professional Consultation and Training:** True Colors provides values clarification and skill building training for more than 5,000 youth serving professionals annually.
- **Foster parent recruitment (especially for teenagers):** We recruit potential foster parents specifically to support the needs of teenagers in care.
- **The Safe Harbor Project:** This very active joint True Colors and DCF program focuses on policy and procedures for LGBTI youth in out of home care.
- **Youth Leadership Development:** These programs include high school and college Gay/Straight Alliance (GSA) summits and forums and other leadership opportunities for youth. In addition, we provide direct advocacy for youth dealing with harassment in school.
- **Annual LGBTIA Youth Issues Conference:** Every March, True Colors organizes and produces the largest and most comprehensive LGBTI and ally conference in the country, bringing thousands of youth and youth serving professionals from across the country together for cutting edge workshops, training, entertainment and activities.
