TTASC Series:
LGBTQIA+ Youth & Prevention
Part 2: Allyship & Lived Experience
OUR PURPOSE

- Inform & educate our state in what is happening in the LGBTQIA+ community & how we can help
- Affirm & support the lives of the LGBTQIA+ individuals
- Create brave spaces for all individuals
- Create inclusivity where we can - in our spaces, paperwork, policies, language and more
- To inform and empower advocates & allies
- To create movement in supporting "at risk" populations
Participants will:

- Learn the fundamentals of allyship
- Review strategies for building inclusive environments
- Implementing practical strategies and best practices
- Share in the lived experience of our speakers
WHAT IS SHARED HERE, STAYS HERE

WHAT IS LEARNED HERE, LEAVES WITH US

IT'S OKAY TO SAY "I DON'T KNOW"

KEEP AN OPEN MIND

EDUCATE, NOT DEBATE

COMMIT TO LANGUAGE CHANGE & RECOGNIZE THAT LANGUAGE IS ALWAYS EVOLVING

BE RESPECTFUL TO ALL

IF YOU ARE SHARING, AVOID OUTING!

STAY ENGAGED - USE THE MICROPHONE, CHAT OR REACTIONS
Cultural humility is a lifelong process that requires self-examination, critique, and refinement. A person who is culturally humble recognizes that they will always be changing and so will culture.

Tenants of Cultural Humility:
- A lifelong commitment to self-evaluation and critique.
- Understanding life is a learning process.
- Redress (make right) the power imbalances in the provider-client dynamic.
- Develop mutually beneficial, non-paternalistic partnerships with communities on behalf of individuals and defined populations.
- Providers remain open to learning.
- Understanding and accept we can never be truly “competent” in another’s culture.
- Challenge yourself in identifying your own values as not the “norm.”

(Tervalon & Murray-Garcia, 1998)
FOR ALL YOUTH

Discussing expectations

Monitoring

Positive reinforcement
FOR TEENS

Family support
Caring adults
Safe schools
Health Care
For Prevention Professionals: Building the LGBTQIA+ Community into the SPF
**Evaluation: Is our plan succeeding?**
- Assess short term and long-term changes to your goals
- Document and Present Successes and Challenges
- Use Evaluation Data to Guide Future Programming
- Use both Qualitative and Quantitative Methods of Evaluation

**Build Coalition Capacity: What do you have to work with?**
- Build Inclusive Coalition Membership
- Develop Coalition Structures to Support
- Cultivate Coalition/Community Awareness
- Identify Resources and Readiness

**Planning: What should you do and how?**
- Create a Vision and Mission
- Identify Objectives to Meet Local Needs
- Plan Strategies and Activities inclusive of population voice
- Develop Action Plans for each strategy

**Assessment: What is the problem?**
- Identify Community Needs.
- Collect Comprehensive/Inclusive Data
- Identify Priority Topics/Substances.
- Create Logic Model

**Sustainability**
- Create a Sustainability Plan
- Engage Stakeholders
- Select “Best Fit” Strategies
- Identify Human and Fiscal Resources
- Evolve plans as priorities change

**Cultural Competence**
- Include members of the target population in planning
- Acknowledge and address disparities
- Ensure broad community representation
- Evaluate Impact

**Implementation: How to we put our plan into action?**
- Prioritize Strategies and Action Plan Timelines
- Utilize Coalition/Sector Resources to Deliver Programming
- Ensure Implementation Fidelity
- Share Messaging with Sectors Partners and the Community
STEPS FOR EDUCATORS & YOUTH-SERVING PROFESSIONALS

- Creat an LGBTQIA+ affirming environment
- Prevent & address bias & bullying
- Support LGBTQIA+ youth directly
- Teach about mental health & substance misuse
Oppose zero-tolerance policies

Expand services addressing LGBTQIA+ youth homelessness

Fund prevention-oriented research

Know your policies & procedures (in your state, town and work)
ALLYSHIP

ALLY:

AN INDIVIDUAL WHO WORKS TO END OPPRESSION PERSONALLY & PROFESSIONALLY THROUGH SUPPORT, ADVOCACY, AND INCLUSION OF AN OPPRESSED POPULATION

• Commits to the lifelong process of active & action-based self-reflection and continuing education
• Recognizes the power of the voices of the LGBTQIA+ community that should be amplified and uplifted
• Commits to supporting the LGBTQIA+ community, personally & professionally
• Advocates for LGBTQIA+ rights and recognition
CHARACTERISTICS OF AN ALLY

- Non-judgemental and affirming
- Keeps confidentiality
- Challenges derogatory remarks or binary thinking
- Maintains clear and ethical boundaries
- Refers individuals to appropriate help/support
- Use inclusive & affirming language and respect pronouns
- Not asking questions based in curiosity
- No assumptions on one's sexual orientation or gender identity
- Explore ways to include LGBTQIA+ issues, education or celebrations into your work
- Be a visible ally
INCLUSIVITY IN OUR SPACES

FOR ALL - OUR COMMUNITIES

- Translate affirming & inclusive languages into documents/notes when possible (gender markers)
- Avoid sharing someone''s deadname, previous pronouns
- Be mindful in who may hear when discussing sensitive information

- Identify & address barriers
- Create opportunities for feedback
- Learn your LGBTQIA+ history
INCLUSIVITY IN OUR SPACES

FOR ALL - OUR COMMUNITIES

- Have a team of Allies to create Brave spaces
- Use or create opportunities for trainings or education
- Gender neutral restrooms & locker rooms
- Recognize systemic oppression & power dynamics
- Decor - be visible
- Offer pronouns before asking
INCLUSIVITY IN OUR SPACES

FOR SCHOOLS

- Student-centered support
- GSA's, clubs, initiatives in schools
- Inclusive curriculum
- Mental health & substance use education for all
- Staff development & trainings (including how to address bullying, policies, etc.)

Guidance on Civil Rights Protections and Supports for Transgender Students

Guidance on Civil Rights Protections and Supports for Transgender Students - FAQ
INCLUSIVITY IN OUR SPACES

FOR TREATMENT SETTINGS

- Understand current medical disparities, interventions
- Client-centered care
- Avoid sharing someone's prior name/pronouns in medical history (unless clinically relevant)

- No assumptions! (not in medical history, sexual orientation, relationship, patient in the wrong place)
- Utilize supervision and continuing education
  • Read your client's info/chart before meeting with them
INCLUSIVITY IN OUR SPACES

DATA COLLECTION

- To assist with identifying gaps, trends, strengths, etc. & provide services, funding and resources
- We need more representation & accuracy in data collection (avoid oversampling)
- Include LGBTQIA+ questions & identifiers
- Include questions with meaningful purpose
- Remain effective & ethical
- Involve LGBTQIA+ people in the development, testing and evaluation process
- Ensure appropriate terminology and multiple options of identity (also include an opt out "Unsure" or "Prefer not to answer" or a write in option). Avoid "other"
- Follow inclusive & person-first language
- When sharing/promoting surveys, avoid outing at all costs!
CONTINUUM OF COMING OUT

PERSONAL

PUBLIC

INTERPERSONAL

SOCIAL
OUTING

Being forced by someone else to be out as LGBTQIA+

- Being "outed" can be a traumatizing, violent & disrespectful experience
- Someone else (a friend, family member, doctor, teacher, counselor or even ex-partners) make a decision without the consent or knowledge of the individual
• Instead of "Identifies as..." Use "Is a...."
• Instead of "Preferred Name" Use "Name, Pronouns"
• Instead of "Homosexual" Use "Gay, Lesbian, etc."
• Instead of "Transexual" Use "Transgender"
• Person first. Instead of "Transgenders" Use "Individuals who are transgender..."
• Instead of "lifestyle" Use "lives, identities, community etc."
• Instead of "Chooses/Choices" Use "Coming out, accessing medical care"
• Instead of "Fully Transition" Use "Has had/Has not had gender affirming surgery/hormones"
• Instead of "Sex Change" Use "Gender affirming surgery"
• Instead of "Biological Male/Female" Use "AFAB, AMAB"

*Note: Language changes constantly
*Note: It's okay to make mistakes. Hold yourself accountable, learn and keep trying
*Note: A person within a community can identify however they want - it is their power