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**

LEARNING OBJECTIVES

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"

BE RESPECTFUL TO ALL

GROUP AGREEMENTS

KEEP AN OPEN MIND

IF YOU ARE SHARING, AVOID OUTING!

EDUCATE, NOT DEBATE

STAY ENGAGED - USE THE MICROPHONE, CHAT OR REACTIONS

COMMIT TO LANGUAGE CHANGE & RECOGNIZE THAT LANGUAGE IS ALWAYS EVOLVING

CULTURAL HUMILITY

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)
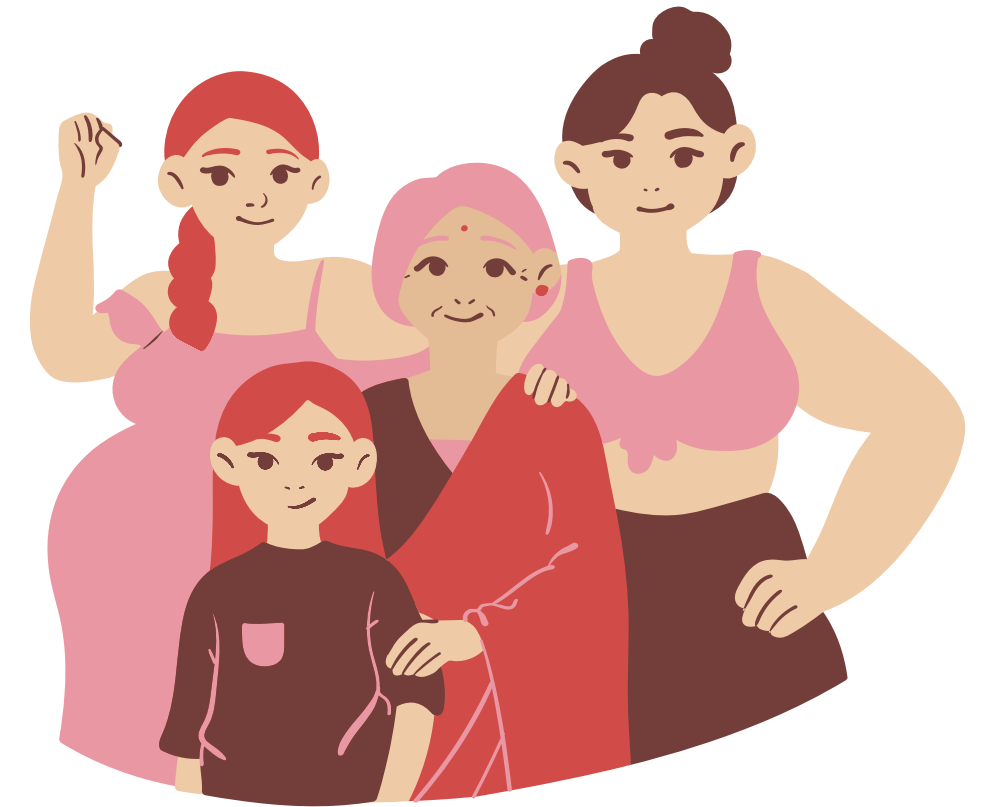
FOR TEENS

Family support

Caring adults

Safe schools

Health Care

For Prevention Professionals:
Building the LGBTQIA+ Community into the SPF

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

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

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

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

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

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

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

STEPS FOR EDUCATORS & YOUTH-SERVING PROFESSIONALS

Creat an LGBTQIA+ affirming environment
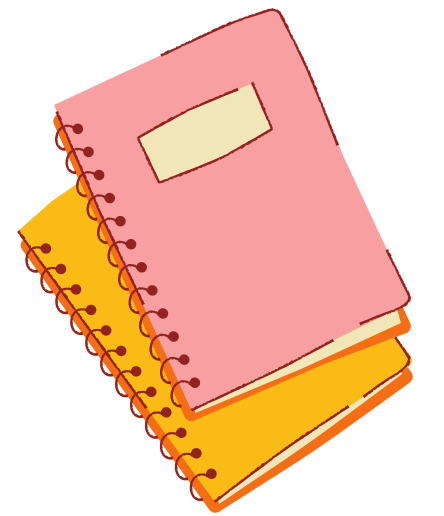
Prevent & address bias & bullying

Support LGBTQIA+ youth directly

Teach about mental health & substance misuse

STEPS FOR POLICYMAKERS & ADVOCATES

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 indiviuals to appropriate help/support

- Use inclusive & affirming language and respect pronouns

- Not asking questions based in curiousity

- 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
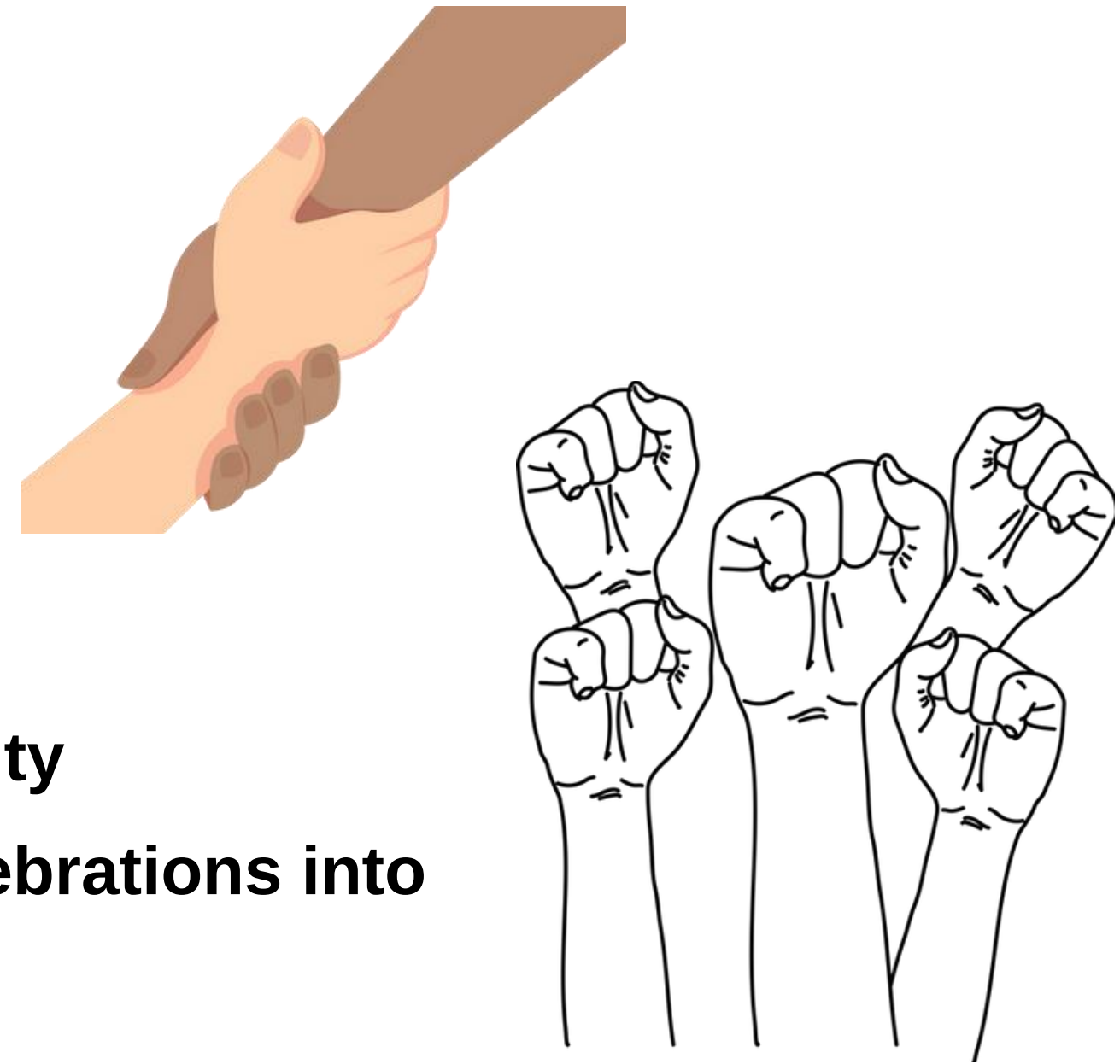
THE ALLY CONTINUUM

INCLUSITIVITY 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

INCLUSITIVITY 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

INTERPERSONAL

SOCIAL

PUBLIC

CONTINUUM OF COMING OUT
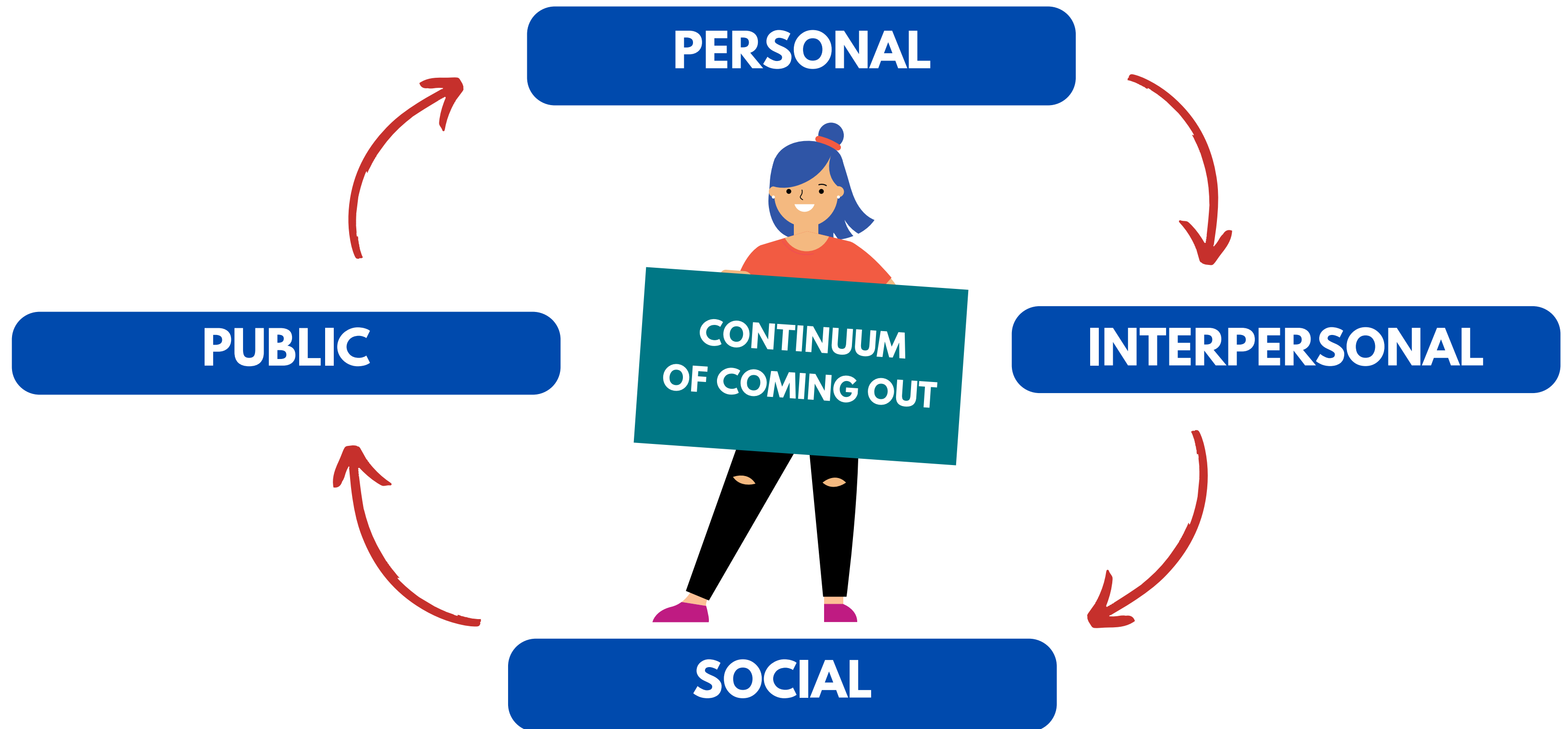
OUTING

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

LANGUAGE

- **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