



**TRANS\* & GENDER EXPANSIVE YOUTH  
OVERALL WELL BEING &  
CONSIDERATIONS FOR CHILD WELFARE**

# Connecting with Others

On your piece of paper:

- ▷ The three most important people in your life
- ▷ The three most important events that have occurred in your life
- ▷ The three things you enjoy doing the most in your free time

# What did We Learn

- ▷ What did you learn about this person?
- ▷ What kind of person does the person you just met seem?
- ▷ What kind of relationship do you think you could create?
- ▷ How much energy and conscious attention did it take to talk about yourself without mentioning the items on your piece of paper?
- ▷ What was it like to do this exercise?

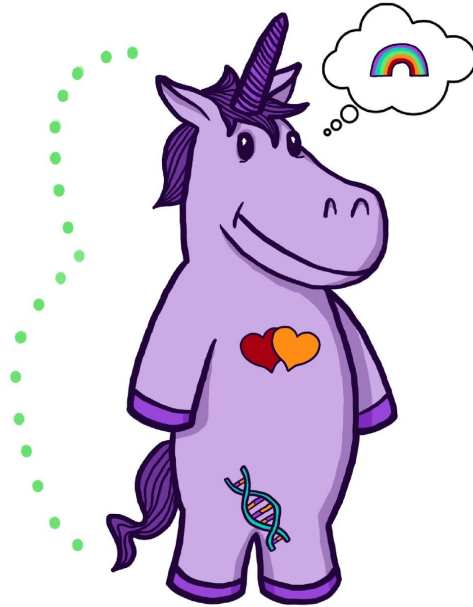
# EXPLORING GENDER

Understanding gender within our own lives & the  
intersection of our identities

# Deconstructing the Binary

# The Gender Unicorn

Graphic by:  
**TSER**  
Trans Student Educational Resources



Created by: Trans Student Educational Resources

To learn more, go to:  
[www.transstudent.org/gender](http://www.transstudent.org/gender)

Design by Landyn Pan and Anna Moore

# Fluidity of Identity

- ▷ Where do you feel comfortable on the spectrums?
- ▷ How do you envision your:
  - Gender identity
  - Gender expression
  - Sex assigned at birth
  - Physical attraction
  - Emotional attraction
- ▷ What are you thinking about in terms of your own coming out process?
- ▷ What do you feel safe enough to share with someone else?

# Intersex Individuals

- ▷ Who is an intersex person?
- ▷ Why do you think that intersex identity is not talked about as often?



# Intersectionality

## Aspects of Identity

Age  
Class  
Cognitive Ability  
Education  
Ethnicity  
Faith / Spirituality  
Gender Expression  
Gender Identity  
Geography  
Language  
Physical Ability  
Race  
Relationship Status  
Sex  
Sexual Orientation

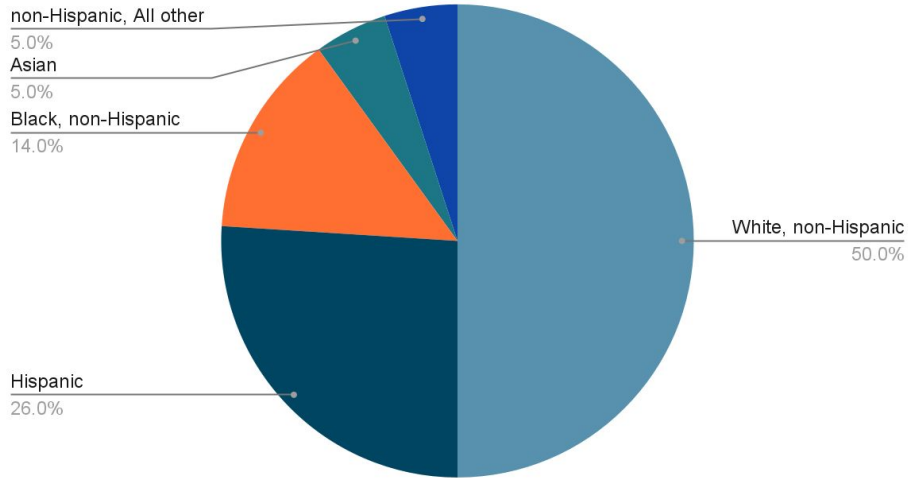
## Systems of Oppression

Ableism  
Adultism  
Ageism  
Anti-semitism  
Cissexism  
Classism  
Colorism  
Ethnocentrism  
Islamophobia  
Nativism  
Sexism  
Sizeism  
Racism

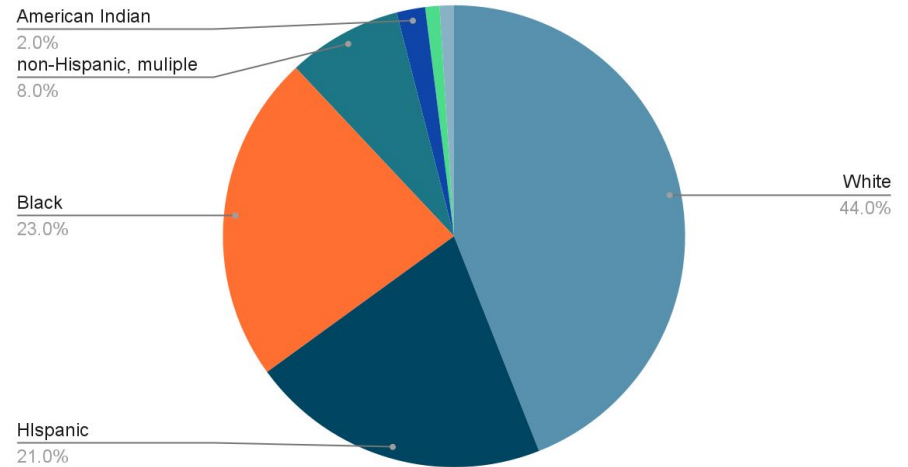


# Intersection of Race within child welfare

Race - General Population 2020

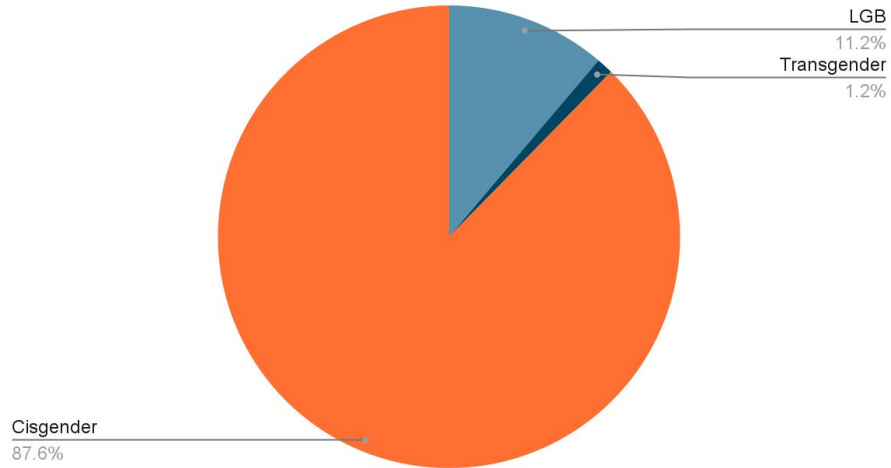


Race - Child Welfare 2018

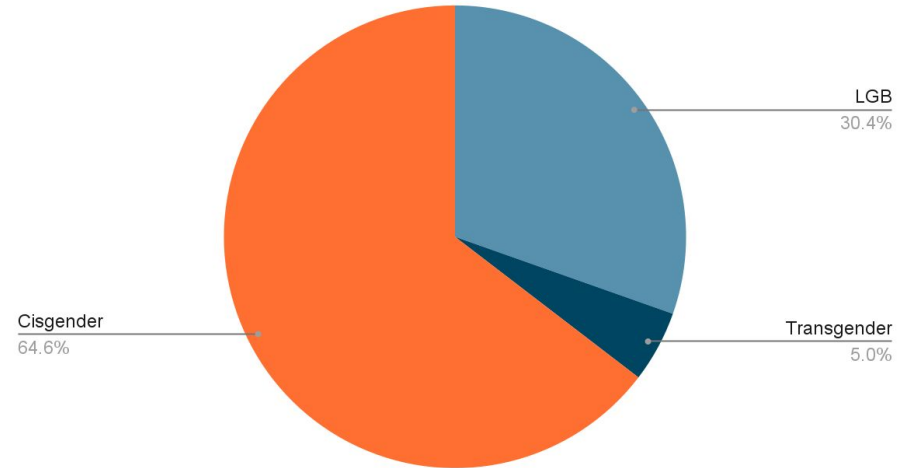


# Intersection of SOGIE within child welfare

LGBTQ+ Youth - General Population



LGBTQ+ Youth - Child Welfare 2019



# SIGNIFICANCE OF LANGUAGE

**Fostering relationships through  
communication and connection**

# Pronouns

- ▷ He Him His
- ▷ She Her Hers
- ▷ They Them Theirs
- ▷ Ze Hir Hirs
- ▷ Xe Xem Xyrs

## Why Pronouns Matter!



# Terminology

- ▷ Honors and affirms a person's identity
- ▷ Any questions about terms you have heard?
- ▷ What can you do:
  - Acknowledge, apologize and move on
  - Introduce yourself using your pronouns

# Screener for the Intersection of Trauma and Sexual Orientation & Gender Identity

- ▶ Key Considerations
- ▶ The Screener

## Identifying the Intersection of Trauma and Sexual Orientation and Gender Identity:

### Part II: The Screener

This screener, intended for use with children and youth ages 7-18 and their caregiver(s), seeks to highlight common risk factors and the critical importance of screening for trauma exposure, post-traumatic stress disorder (PTSD), and post-traumatic stress symptoms. The screener includes questions about gender identity intended for children ages 7-18 and questions about sexual orientation and behaviors intended for children ages 12-18. Using this screener with all youth in this age range helps you, as a provider, avoid assumptions or stigmatization and affirms that sexual orientation and gender identity are important parts of everyone's identities.

Before administering this screener, please read usage recommendations in the accompanying guidance document, *Identifying the Intersection of Trauma and Sexual Orientation and Gender Identity Part I: Key Considerations*. While time to administer will vary depending on youth's experiences, each part of the screener (youth and caregiver) will take approximately 20 minutes to administer.

#### Please remember the following:

- Ask these questions with youth and caregiver(s) separately from each other in order to promote honesty, openness, and safety.
- Be transparent and honest with youth about confidentiality and mandatory reporting to help them make informed decisions about what to share.
- Consider the youth's age and cognitive development, as well as cultural considerations, when asking the questions. Use language that the youth understands and concepts that are relatable. Language, words, and concepts might vary across ethnicities, cultures, religions, and geographical context.
- Help youth define their treatment goals and whether their LGBTQ+ identities are part of what they want to address in treatment. Understand that this may change over the course of treatment. Assuming that youth's LGBTQ+ identities are their primary reason for seeking treatment may be inaccurate and may cause you to overlook other critical needs.

#### CITATION

Barbo, A., Mooney, M., Giovanni, K., Clarke, M., Grady, J.B., and Cohen, J. A. *Identifying the Intersection of Trauma and Sexual Orientation and Gender Identity Part II: The Screener*. Los Angeles, CA, and Durham, NC: National Center for Child Traumatic Stress.

# Key Considerations

- ▷ Defines purpose of the screener
- ▷ Data on the prevalence of trauma and trauma types among LGBTQ+ youth
- ▷ Recommended preparation steps for screener implementation
  - Organizational policies & practices
  - Clinical practice
- ▷ Post screener processes
- ▷ Recommended resources

# The Screener

Partner up!







# TRANS CARE

Supporting youth & families beyond the binary

# Health Disparities in LGBTQ+ Youth

## Prevalence of Trauma

- ▷ Familial dysfunction
- ▷ Poverty
- ▷ Physical abuse
- ▷ Sexual abuse
- ▷ Violence
- ▷ Substance abuse
- ▷ Neglect

## Victimization of LGBTQ+ Identity

- ▷ Emotional/psychological abuse
- ▷ Financial abuse
- ▷ Bullying and harassment in school/community
- ▷ Dating violence and unhealthy relationships
- ▷ Assault or hate crimes

Cannot equate past trauma/abuse with sexual orientation and gender identity

# Adverse Factors Facing Trans\* & Gender Expansive Youth

- ▷ Discrimination and physical harm
- ▷ School based
- ▷ Suicide and mental health
- ▷ Justice system
- ▷ HIV & STIs
- ▷ Housing instability
- ▷ CSEC & DMST
- ▷ Employment and income

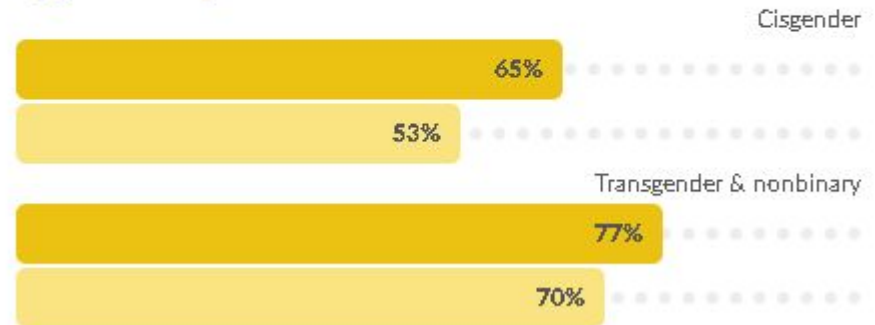
# Mental Health & SOGIE

- ▶ 72% of LGBTQ youth reported symptoms of generalized anxiety disorder in the past two weeks, including more than 3 in 4 transgender and nonbinary youth.
- ▶ 62% of LGBTQ youth reported symptoms of major depressive disorder in the past two weeks, including more than 2 in 3 transgender and nonbinary youth.

LGBTQ youth who experienced symptoms of:

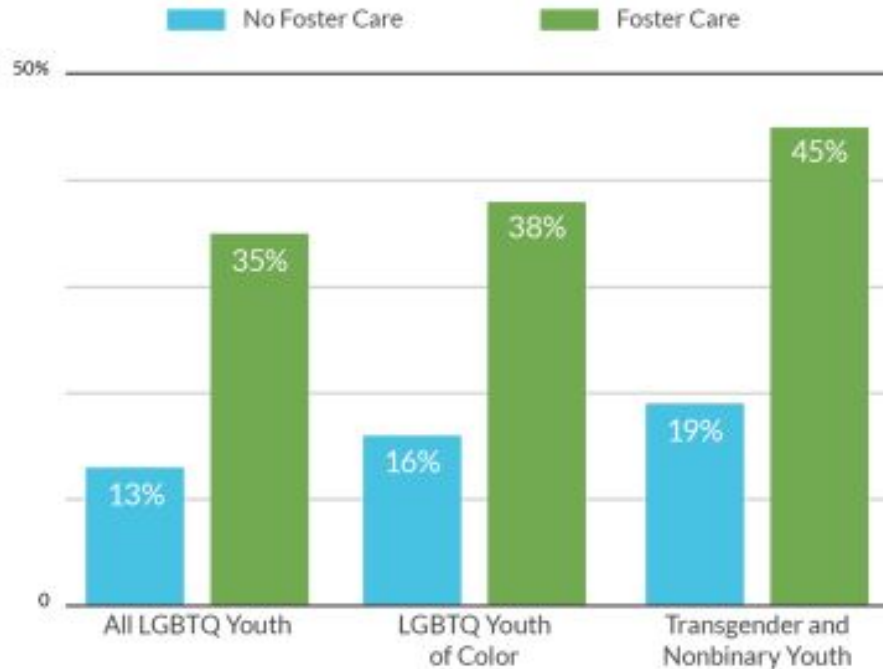
- Generalized anxiety disorder
- Major depressive disorder

By gender identity



# Suicidality within Foster Care

Association between Being in Foster Care and Attempting Suicide in the Past Year



# Suicidality & Marginalized Identities

**42%** of LGBTQ youth seriously considered attempting suicide in the past year, including more than half of transgender and nonbinary youth.

**12%** of white youth attempted suicide compared to **31%** of Native/Indigenous youth, **21%** of Black youth, **21%** of multiracial youth, 18% of Latinx youth, and **12%** of Asian/Pacific Islander youth.

# Political Climate in the U.S.

- ▶ 2021 worst year for anti-LGBTQ legislation
  - 17 anti-LGBTQ bills were enacted into law
  - Additional 11 anti-LGBTQ bills awaiting Governor signature or veto
- ▶ More than 250 anti-LGBTQ bills were introduced in state legislatures
- ▶ 94% of LGBTQ youth reported that recent politics negatively impacted their mental health

# Identifying a Supportive Provider

- ▷ Importance in determining if a provider is a trans or gender expansive affirming?
  - Providers can call the office and speak to the receptionist
- ▷ Knowledge of local support groups
- ▷ Assisting with referrals and cold call scheduling



# Identifying a Supportive Provider

- ▷ Do you serve trans and gender expansive individuals?
- ▷ How long have you been serving trans clients?
- ▷ Are any of your providers/doctors more highly trained or specialized in working with trans clients?
- ▷ Can you conduct and read lab work on site or do you refer out?
- ▷ Do you refer to endocrinologist or other speciality referrals?
- ▷ What type of training do the front desk staff receive?

# Supporting Trans Children & Youth

- ▷ Families support self-expression, allowing fluidity of identity
- ▷ Community engagement
- ▷ Data on gender identity
- ▷ Understanding of emotional and physical development

# Family Acceptance Project

- ▶ Helps ethnically, racially and religiously diverse families to decrease rejection and increase support to prevent risk and promote their LGBTQ children's well-being
- ▶ Negative outcomes for many LGBT youth can be prevented or reduced if parents, families, and caregivers can turn to a knowledgeable source for guidance, accurate information, and support.
- ▶ Research shows that high, moderate, and low rejection are related to dramatically varying levels of risk.

# Family Acceptance Project

LGBT young adults who reported high levels of family rejection during adolescence were:

- ▶ 8.4 times more likely to report having attempted suicide
- ▶ 5.9 times more likely to report high levels of depression
- ▶ 3.4 times more likely to use illegal drugs
- ▶ 3.4 times more likely to report having engaged in unprotected sexual intercourse –

...compared with peers from families that reported no or low levels of family rejection

# Family Acceptance Project

- ▷ Give families respectful language to talk about sexual orientation and gender identity
- ▷ Let parents and caregivers tell their story
- ▷ Educate families on how family rejecting behaviors affect their LGBT child
- ▷ Educate families on how supportive and accepting behaviors affect their LGBT child

# Accepting Behaviors

- ▷ Talk with your child or foster child about their identity
- ▷ Express affection when your child tells you or when you learn that your child is gay or transgender
- ▷ Support your child's LGBT identity and gender expression even if you feel uncomfortable
- ▷ Advocate for your child when he or she is mistreated
- ▷ Require that other family members respect your LGBT child
- ▷ Bring your child to LGBT organizations or events
- ▷ Talk with clergy and help your faith community to support LGBT people
- ▷ Connect your child with an LGBT adult role model to show them options for the future
- ▷ Welcome your child's LGBT friends & partners to your home
- ▷ Believe your child can have a happy future as an LGBT adult

# Rejecting Behaviors

- ▷ Hitting, slapping or physically hurting your child
- ▷ Verbal harassment or name-calling
- ▷ Excluding LGBT youth from family and family activities
- ▷ Blocking access to LGBT friends, events & resources
- ▷ Blaming your child when they are discriminated against
- ▷ Pressuring your child to be more (or less) masculine or feminine
- ▷ Telling your child that God will punish them
- ▷ Telling your child that you are ashamed of them or that how they look or act will shame the family
- ▷ Making your child keep their LGBT identity a secret in the family and not letting them talk about it

# Creating a Safe Space

Steps to creating an inclusive and affirming agency



# Sharing in trans\* & gender expansive joy

- ▶ Knowledge of queer role models
  - Historical figures
  - [Current icons](#)
- ▶ Create safe online spaces for youth
  - Counteract physical and emotional isolation
- ▶ Awareness of current events
- ▶ Allow and engage youth in creative outlets

# Creating a Affirming Office

- ▷ Posters and signage
- ▷ Literature and affirming books and zines
- ▷ Flags
- ▷ Pins and stickers
- ▷ Music
- ▷ Religious connotations
- ▷ Greetings & signatures



# Inclusivity in Practice

- ▷ All Children, All Families  
Tiers of inclusion
- ▷ Building, Solid, and  
Innovative levels of  
inclusion
- ▷ Building collaborative  
partnerships



# AGENCY ACTIONS

Steps to creating an inclusive and affirming agency

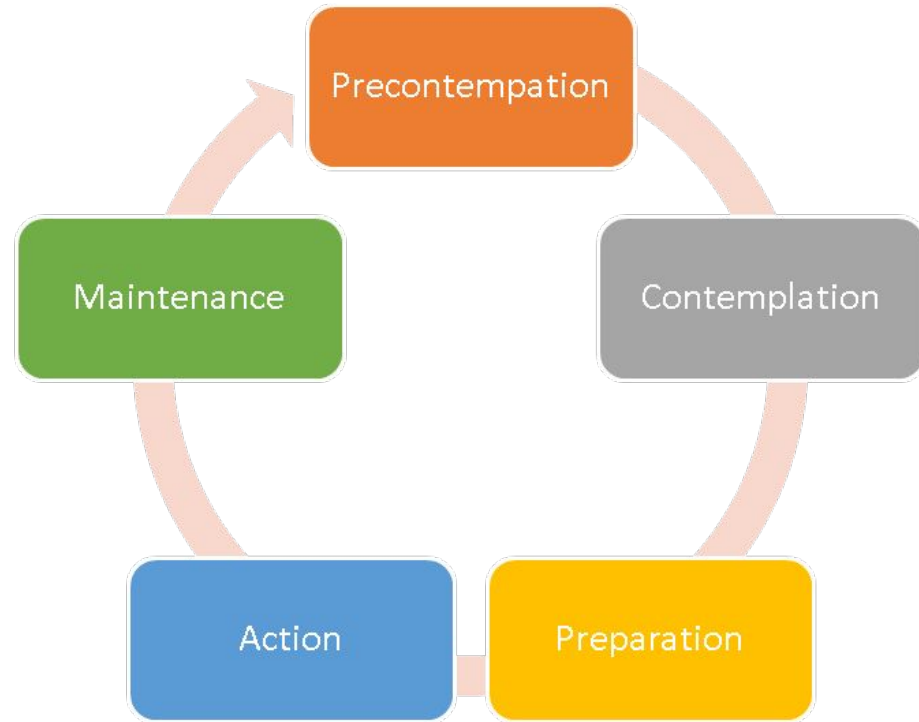
# Agency Self-Assessment

- ▶ Offer agencies the opportunity to assess themselves
  - Explore different opportunities for affirming practices
  - What steps could the agency take to improve

[Organizational Assessment: LGBTQ+ Youth Accountability Survey](#)

# Stages of Change Within Organizations

- ▷ Explore why an agency does not support LGBTQ+ youth
- ▷ Concrete steps to identify and implement affirming policies and procedures



# Affirming Policies & Procedures

- ▷ Non-discrimination policy
- ▷ Hiring
- ▷ Intake & admissions processes and forms
- ▷ Placement criteria is specific and clear
- ▷ Electronic Medical Records
- ▷ Training requirements
- ▷ Staff and board representation
- ▷ Leadership buy-in & investment
- ▷ Ongoing agency self-assessment

# Barriers to Affirming Care

- ▶ Regulations for youth placed in single-sex homes or facilities
  - Restrictive policies
- ▶ Access to clothing or programming that is sex or gender specific
- ▶ Competency of staff
- ▶ Electronic medical records & systems
- ▶ Insurance limitations
  - Specialist referrals
- ▶ Religious based placements



# Case Manager Action Steps

- ▶ Pursue training and continuing education
- ▶ Take all reports of LGBTQ+ discrimination or maltreatment seriously
- ▶ Advocate for trans\* and gender expansive youth in care team meetings
- ▶ Support trans\* and gender expansive youth who want to change legal documents
- ▶ Support trans\* and gender expansive youth who desire to seek HRT or surgical transition

# Care Considerations for Clients

- ▷ Informed consent and confidentiality
- ▷ Establish communication pathways for sharing information
- ▷ Care coordination with other treatment providers and collaterals
- ▷ Creating access to gender affirming treatment and medically accurate sexual health information
- ▷ Advocating for and with youth in school settings
- ▷ Engaging families and promoting accepting behaviors
- ▷ Empowering youth to identify needed supports and services

# Common Mistakes

- ▶ Tokenize a single or a few staff or clients as the voice and expertise on all LGBTQ+ experiences
- ▶ Compare or create a competitive culture among LGBTQ+ youth
- ▶ Expect LGBTQ+ youth to be a representative of the LGBTQ+ community at all times
- ▶ Capitalizing on client trauma without teaching lifeskills

# Access to Restrooms

- ▷ Gendered bathrooms do not allow a client the opportunity to remain neutral about their gender
- ▷ US Trans Survey Results
- ▷ [Refuge Restrooms](#)



# Creating Support Groups

- ▶ Assigned competent trainers
  - Co-train with an LGBTQ+ foster parent
- ▶ Increased and ongoing training
- ▶ Access to [curriculum](#)
- ▶ Internal or external consultation

# Recruitment

- ▷ Website, flyers, community events
- ▷ Partnership with LGBTQ+ organizations & engagement in the community
- ▷ Word of mouth!!!
- ▷ Matching youth population served with foster / adoptive parent placement preferences

# Unsupportive Parents

- ▷ Determine reasoning parents are not interested in caring for LGBTQ+ youth
- ▷ Weigh risk of re-traumatizing LGBTQ+ youth
- ▷ Explore a foster parents' ability to accept and support youth
  - Affirm fluidity of identity
  - Advocate in challenging situations

# TFTC: Module V

Incorporating sexuality and gender identity



# Incorporating SOGIE into TFTC

- ▷ Let's take a look at Session 5
- ▷ Explore content briefly and come back after five minutes with insights to following prompts...

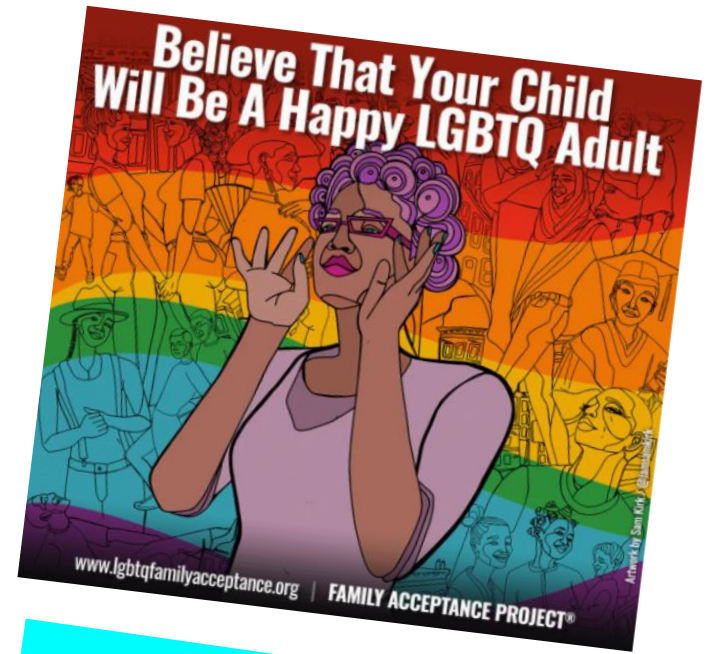
# Incorporating SOGIE into TFTC

- ▷ Modifying objectives
- ▷ Intent to broaden scope to all aspects of identity or to increase awareness of SOGIE
- ▷ What are they hoping TFTC trained agency staff will get and retain from the training?
- ▷ Based on what we have discussed thus far, where would you see SOGIE and other aspects of identity fitting in?

# RESOURCES

**National groups dedicated to supporting LGBTQ\* Youth**

# Access to Resources



# Reflection Space

- ▷ What was one thing you learned today that you didn't know before?
- ▷ What is one thing you will be incorporating into your practice or work?
- ▷ What are you still curious about?

# AFFIRMATIONS



# Thanks!

## Any questions?

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