Supporting Youth Who Identify as Members of LGBTQ+ Communities

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NIFA/USDA VULNERABLE POPULATIONS PROGRAM

NIFA LGBTQ Champions Committee

- Organized in 2015

- Conducted needs assessment

- Developed a series of goals around creating and disseminating resources to youth serving professionals

Team LGBTQ

Katherine Soule, University of California- Chair

Kimberly Allen, North Carolina State University- Past Chair

Katrina Akanda, Auburn University

Debbie Cox, North Carolina State University

Nadine Fogt, Ohio State University

Heather Gottke , Ohio State University

Stacey Horn, University of Illinois- Chicago

Jeff Myers, Retired University of Maryland

Ramona Oswald, University of Illinois- Chicago

Stephen Russell, University of Texas

Russell Toomey, University of Arizona

Jeff Howard, University of Maryland

Michelle Krehbiel, University of Nebraska

Mark Mains, University of Kentucky

Advisors to the group
◦ Albert Smith, NIH
◦ Brent Elrod, USDA
◦ Bonita Williams, USDA

What is the climate toward LGBT people where you live?

Supportive	17%
Tolerant	31%
Hostile	10%
I don't know	25%
Ignores the issue	17%

N= 178; 31 States Represented

Based on survey results and experiences of champions, we will be developing resources and a training to be launched in **2017-2018**

LGBTQ youth have unique needs for youth programming and inclusion.

- Adults that serve youth need training on LGBTQ issues.

- While all youth need inclusive environments, the issues that LGBTQ youth face are unique.

Allen, Roper, & Lewis, 2013

GLSEN

Gay, Lesbian & Straight Education Network

- Create Inclusive Policies & Procedures

- Train Adults on how to intervene in homophobic incidents

- Support or create LGBTQ groups or clubs (GSAs)

- Include LGBTQ role models

https://www.glsen.org/educate/professional-development/
toolkits

Russell, Kosciw, Horn and Saewyc (2010)

Creating {inclusive} communities

We can *teach respectful behavior* toward other people and make it clear that it is

wrong to tease or reject a person because of his or her, sexual orientation

(or religion, social class appearance, heritage, or any other differences).

LANGUAGE MATTERS!

When creating LGBTQ inclusive programs…

- Be intentional with words
- Use LGBTQ role models
- Control for bias (yours and others)

https://www.glsen.org/sites/default/files/LGBT%20inclus%20curriculum%202014_0.pdf

Set a good *{example}* by:

- Treating others with respect.
- Avoiding stereotypes
- Making it clear that prejudice is wrong.
- Forbidding bigoted comments by others to go unchallenged.

Where do you stand?

- All children deserve a safe place to learn & grow.

- I have spent time thinking about and planning how to make our organization safe for LGBTQ youth.

- I have taken action steps to building a safe and inclusive environment for LGBTQ.

Resources

GLSEN: seeks to develop school climates where difference is valued for the positive contribution it makes to create a more vibrant and diverse community.

Welcoming Schools: for administrators, educators, and parents/guardians who want to strengthen their approach to family diversity

*It Gets Better Project*: suicide prevention for LGBTQ youth

Matthew Shepard Foundation: educational, outreach, and advocacy efforts

Trevor Project: crisis intervention and suicide prevention services for LGBTQ youth

Kids Included Together (KIT): best practices for inclusion trainings for youth organizations

LGBTQ+ Language

LGBTQ+ is an acronym

L G B
Sexualities

T+
Genders
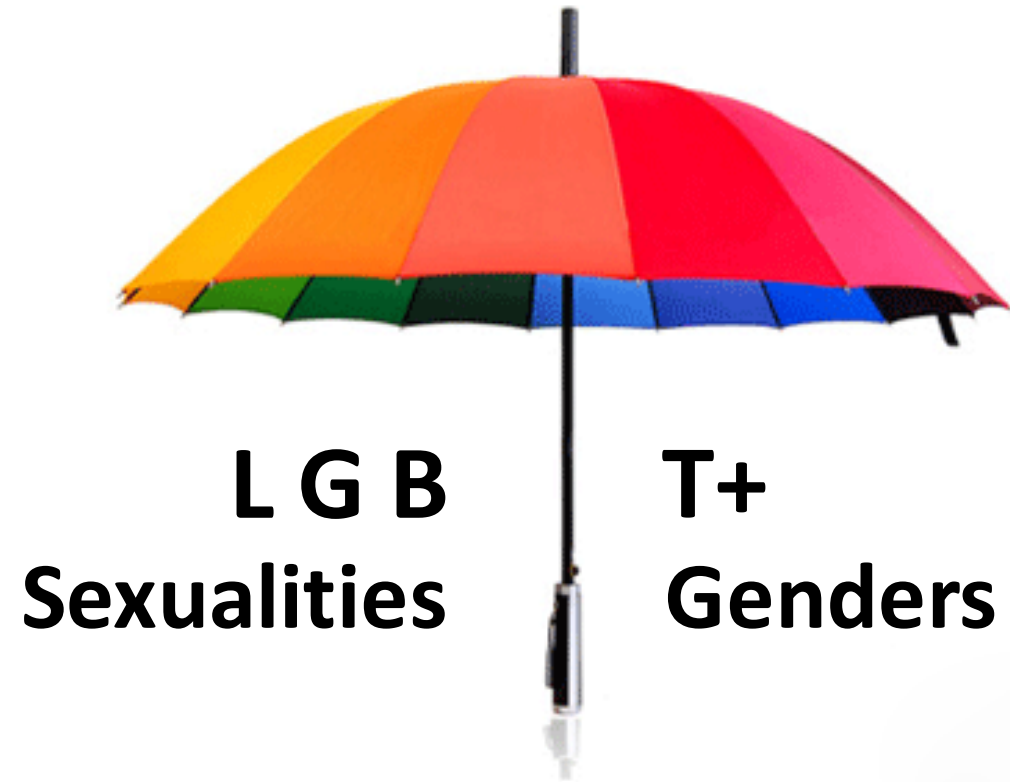
Questions: Please Type Your Response

- What does the term "**cisgender**" mean?

- What is "**gender expression**"?

- What does the term "**ally**" mean?

- To whom does the abbreviated term "**ace**" refer?

Sexual Orientation ≠ Gender Identity

Sex

Medical term indicating a certain combination of gonads, chromosomes, secondary sexual characteristics and hormonal balances.

Gender

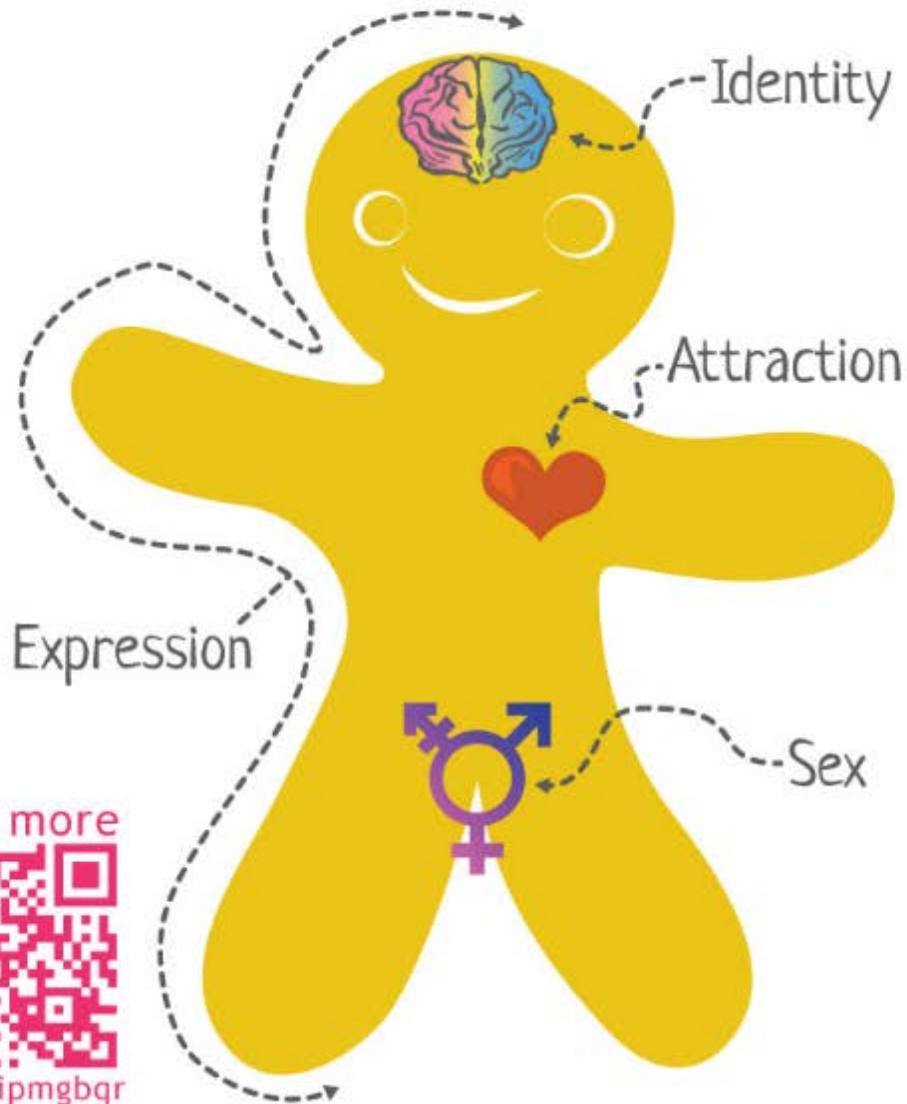How a person understands themselves to be male, female, none, or other.

Sexual Orientation

romantic, emotional, and/or sexual attraction/desire

Language Choices

No Longer Used

Transexual, transvestite, hermaphrodite, transgender**ed**

Currently Used

Trans or transgender *(as adjective)*

FAAB – female assigned at birth

MAAB – male assigned at birth

Pronouns and Names

The easiest thing to do is ask! Let the individual guide you in how they would like to be identified.

When in doubt, use the Name (noun) and not pronoun. You can also use the singular they.

What Research Tells Us

National Studies

GLSEN 2015 National School Climate Survey (online)
- 10,528 youth
- 13-21 ages
- 49.2% gay/lesbian

Human Rights Campaign "Growing up LGBT in America" (2012)
- Over 10,000 youth participated in survey
- 13-17 ages

CDC Youth Risk Behavior Survey (2015)
- 15,000 youth
- Grade 9-12
- LGB youth

Institute of Medicine Committee on LGBT Health Issues (2011)

LGBT Youth

How many youth?

- In U.S. 3.5% of the adult population identify as LGBT (Green, et.al., 2014)
- 1.3 million LGB youth (CDC, 2016)

Youth Disclosure

- 56% of LGBT youth they are out to their immediate family (HRC, 2012)
- 61% of LGBT youth are out to at school (HRC, 2012)
- 91% of LGBT out to close friends (HRC, 2012)

School

- More than **10% LGB youth** report missing school during the past 30 days due to safety concern (CDC, 2016)

- **31.8% LGBTQ youth** missed at least one day of school in the past month because they felt unsafe or uncomfortable (GLSEN, 2016)

- **85% LGBTQ youth** experienced verbal harassment (GLSEN, 2016)

- **27% of LGBTQ youth** were physically harassed (GLSEN, 2016)

- **48.6% LGBTQ youth** experienced electronic harassment in the past year (GLSEN, 2016)

- **57.6% of LGBTQ youth** who were harassed or assaulted in school did not report the incident to school staff (GLSEN, 2016)

School

- LGBTQ youth attending schools in the northeast United States and West reported less anti-LGBT remarks than youth in the South and Midwest (GLSEN, 2016)

- LGBTQ youth in middle school were more likely that youth in high school to hear homophobic language (GLSEN, 2016)

Health

2015 YRBS- CDC

- Being physically forced to have sex (18% LGB vs. 5% heterosexual)

- Experiencing dating violence (23% LGB vs. 9% heterosexual)

- Experiencing physical dating violence (18% LGB vs. 8% heterosexual)

- Young gay and bisexual men higher rates of HIV, syphilis, and other STDs

- Adolescent lesbian and bisexual females are more likely to have ever been pregnant than heterosexual peers

- Disproportionate number of LGB youth are homeless (Institute of Medicine, 2011)

Mental Health

- ***40% of LGB youth*** seriously considered suicide (CDC, 2016)

- **29% reported** having attempted suicide during the past 12 months (CDC, 2016)

- ***60% LGB youth*** reported have been so sad or hopeless they stopped doing some of their usual activities (CDC, 2016)

- **LGB youth are 5x** more likely than heterosexual to report using illegal drugs (CDC, 2016)

- **LGBT youth are 2X more than likely to** used alcohol and drugs compared to non- LGBT youth (HRC, 2012)

- Sexual minority youth report increased substance use and initiation of use at younger ages (Institute of Medicine, 2011)

Role of Adults

- **49% of LGBT youth** say that they have an adult in their family they could turn to for help if they felt worried or sad compared to 79% of non-LGBT youth (HRC, 2012).

- Family acceptance during adolescence predicated increased self-esteem, social support and general health status, and protected against depression, substance abuse, and suicidal ideation and behaviors among LGB youth adults (Institute of Medicine, 2011)

Positive School Climates

- Having a GSA (Gay-Straight Alliance) is associated with positive health outcomes for youth (Green, et.al., 2014)

- 97% of LGBQT youth could identify at least one staff member supportive of LGBTQ students at their school (GLSEN, 2016)

- Youth who had seen a safe space sticker or poster here more likely to feel comfortable talking with school staff about LGBTQ issues (GLSEN, 2016)

Good News

- **LGBTQ youth in 2015** reported a decrease in homophobic reported compared to prior years (GLSEN, 2016)

- In **2015 incidences** of verbal and physical harassment and physical assault regarding sexual orientation **was lower than prior years** (GLSEN, 2016)

- **77% of LGBT youth** say they know things will get better (HRC, 2012)

- **75% of LGBT youth** say that most of their peers **do not** have a problem with their identity as LGBT (HRC, 2012)

References

- Centers for Disease Control and Prevention (2016, August). *Health risks among sexual minority youth.* Retrieved from: https://www.cdc.gov/healthyyouth/disparities/smy.htm

- GLSEN (2016). *The 2015 national school climate survey: Executive summary GLSEN.* Retrieved from: https://www.glsen.org/sites/default/files/GLSEN%202015%20National%20School%20Climate%20Survey%20%28NSCS%29%20-%20Executive%20Summary.pdf

- Green, A.A., Rojas, A., Oster, M., Hickma, S., Gooze, R.A., & Brown, E., (2014, September). *5 things to know about LGBTQ youth*. Retrieved from: https://www.childtrends.org/child-trends-5/5-things-to-know-about-lgbtq-youth/

- *Growing up LGBT in America: HRC Youth Survey Report, Key Findings* (2012, June). Retrieved from: http://assets.hrc.org//files/assets/resources/Growing-Up-LGBT-in-America_Report.pdf?_ga=1.58318442.111941129.1491514503

- Institute of Medicine (U.S.) Committee on Lesbian, Gay, Bisexual, and Transgender Health Issue and Research Gaps and Opportunities. (2011). *The health of lesbian, gay, bisexual, and transgender people: Building a foundation for better understanding.* Washington, DC. National Academies Press.

Practical Guidance for Inclusion

Check Your Assumptions

Image Credit: https://sites.psu.edu/deconstruction/2015/09/15/assumptions/

Use Inclusive Language

Use Inclusive Examples

Image Credit: https://ucalearningandteaching.wordpress.com/developing-your-teaching/inclusive-teaching/

Respond to Behaviors

Image Credit: https://www.hrc.co.nz/enquiries-and-complaints/faqs/bullying-school/

Consider Physical Spaces

Image Credit: http://www.adasigndepot.com/restroom-braille-sign.html

Other Considerations

Image Credit: http://epic-sol.com/social-media-marketing

Chat Question

What are two steps you can begin taking immediately to be more inclusive?