

MAKING PROGRAMS INCLUSIVE AND AFFIRMING FOR LGBT+ YOUTH

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PGP: She/Her

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THE HETRICK-MARTIN INSTITUTE

HMI is the nation's oldest and largest organization dedicated to serving lesbian, gay, bi-sexual, transgender and queer/questioning (LGBTQ) youth and their allies, between the ages of 13 and 24 in a safe and supportive environment.



TOPICS COVERED

- **LGBT+ Competencies**
- **LGBT+ Terminology**
- **Creating Inclusive Environments for LGBT+ Youth in Programming**





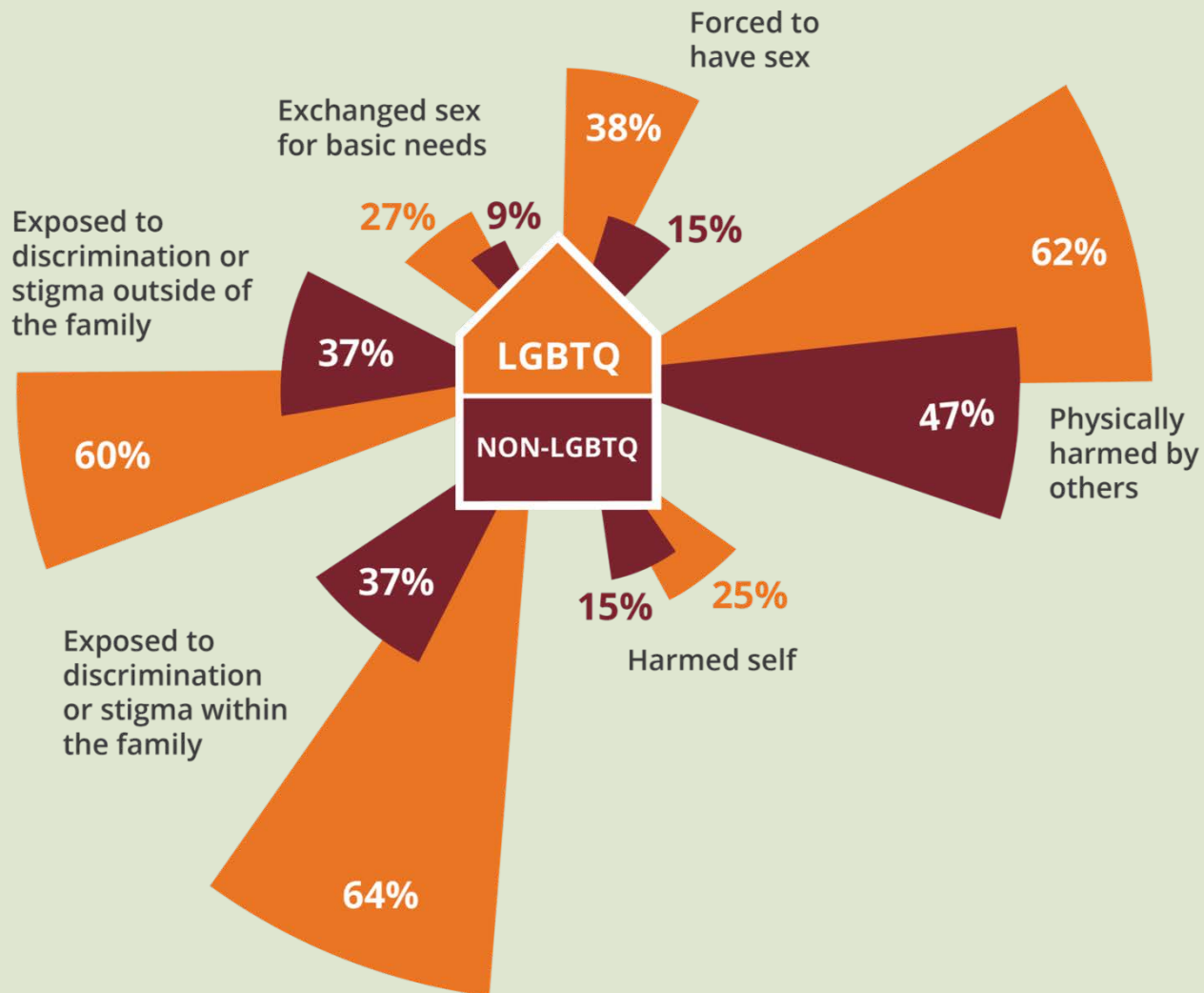
WHY IS THIS WORK IMPORTANT?

- All youth deserve a supportive and safe environment, regardless of sexual identity, in which to achieve their full potential
- Today's youth are more likely to identify as LGBT+
- LGBT+ youth have a disproportionate risk for experiencing homelessness, violence, self-injurious behaviors, substance abuse, bullying and unsafe sexual practices compared to heterosexual youth





WHY IS THIS WORK IMPORTANT?

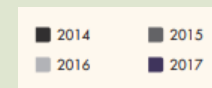
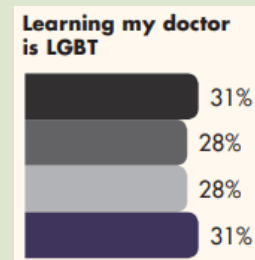
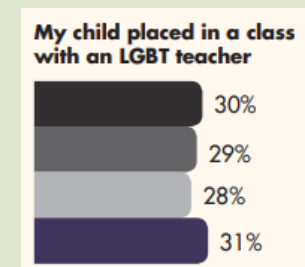
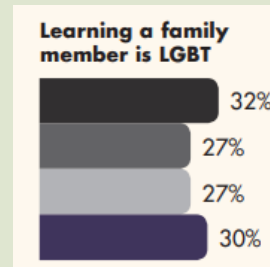


(Source: VoYC In-Depth Interviews)



GLAAD'S ACCELERATING ACCEPTANCE SURVEY 2018

- The survey reflects a decline with people's comfort year-over-year in every LGBTQ situation.
- “Three of the most personal interaction scenarios experienced significant declines with more people reporting discomfort.”

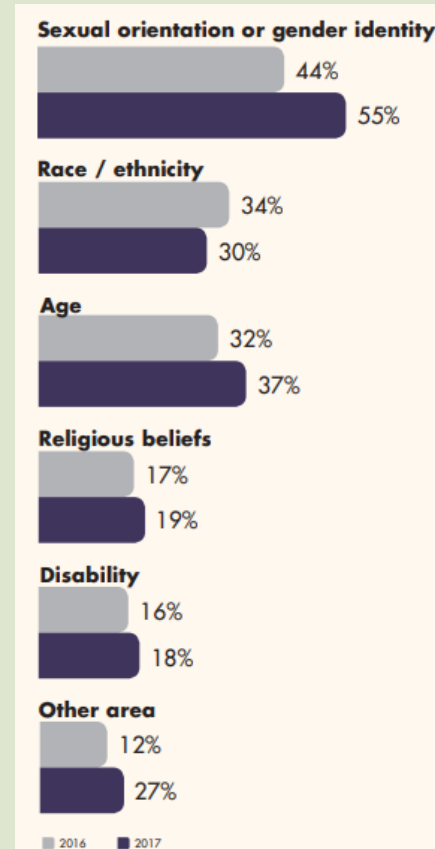




GLAAD'S ACCELERATING ACCEPTANCE SURVEY 2018

- The survey reflects a significant increase in the percent of LGBTQ community members who reported having experienced discrimination based on gender identity or sexual orientation.

% LGBT People Reporting Discrimination





LGBT+ TERMINOLOGY

- **What are some stereotypes that you have encountered for straight youth, and LGBT+ youth?**
 - **Personal/Cultural Experiences**
 - **Social Interactions**
 - **Among Adolescents/Youth**
 - **In the Environment**



DEBUNKING GENDER STEREOTYPE VIDEOS

“Imagine A World Where Being ‘Gay’ is The Norm and Being ‘Straight’ Would Be the Minority”

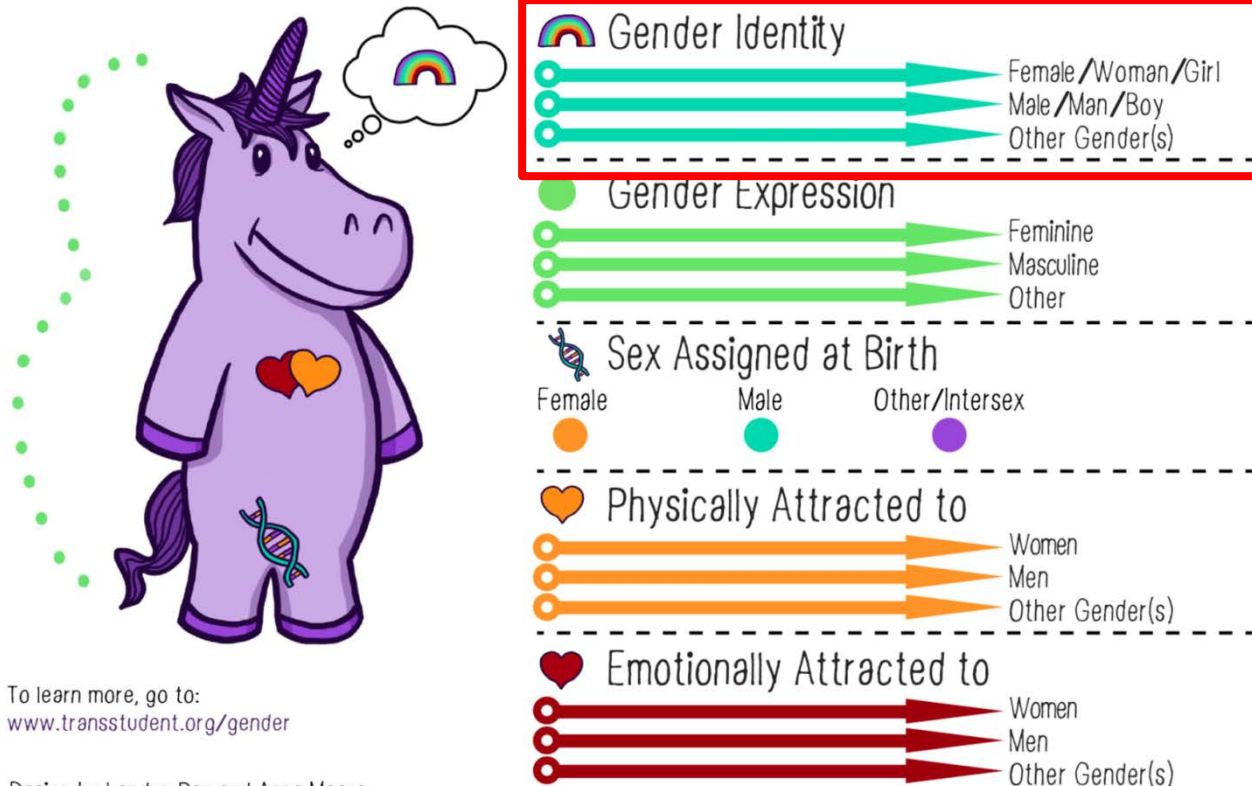


<https://www.youtube.com/watch?v=CnOJgDW0gPI>



GENDER IDENTITY

It is one's own experience of one's own gender, which may or may not match one's sex assigned at birth.



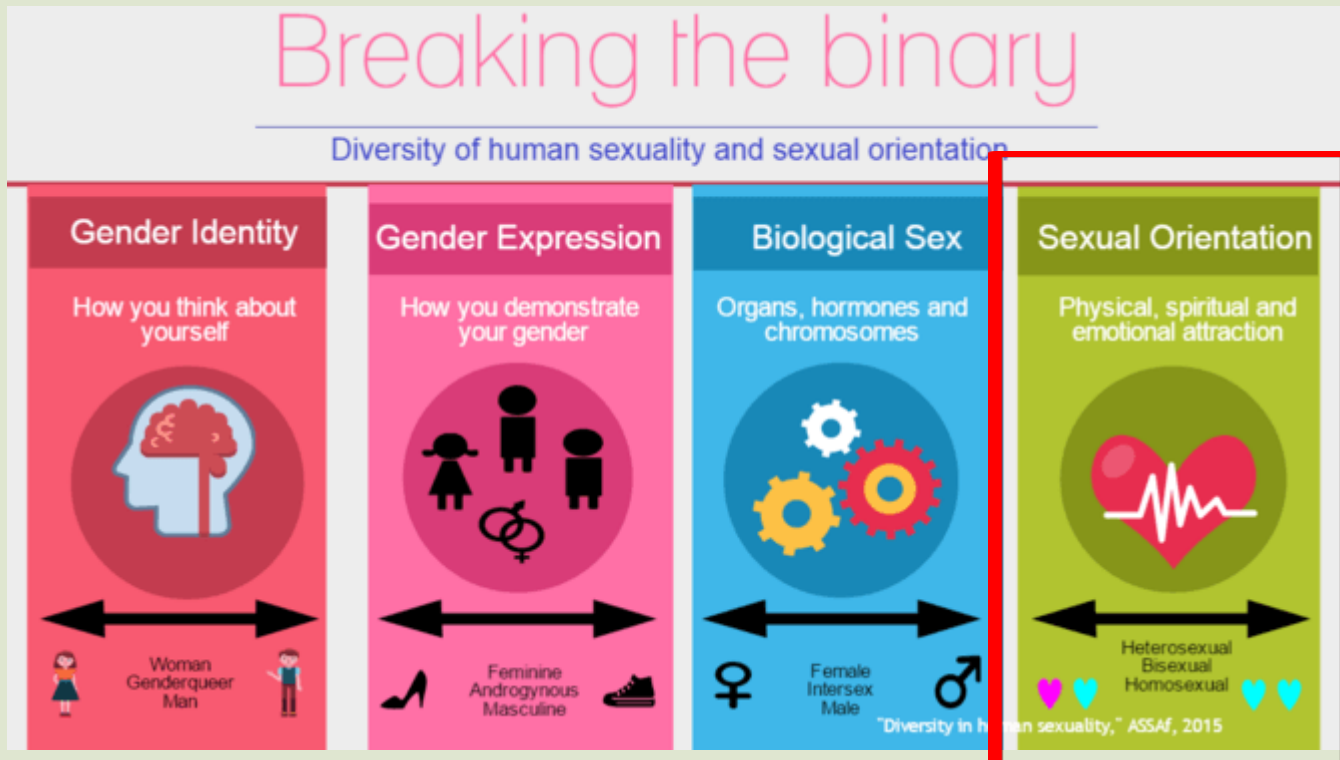
To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore



SEXUAL ORIENTATION

It is one's emotional, physical, and sexual attraction towards a person or people.





LGBT+ TERMINOLOGY

■ Gender Identity

- Transgender
- Cisgender
- Genderqueer/Non-binary
- Agender
- Gender Fluid

■ Sexual Orientation

- Lesbian
- Gay
- Bisexual
- Asexual
- Pansexual

TRANSGENDER

A gender identity that does not match the sex assigned to that person at birth.

CISGENDER

A gender identity that matches the sex assigned to that person at birth.

GENDERQUEER/NON-BINARY

A gender identity that falls outside of the binary choices of male and female. They may feel like **BOTH** male and female, **NEITHER** male nor female, or a **THIRD** gender.

AGENDER

A person who identifies as having no gender or being without a gender.

GENDER FLUID

A person who may feel like a mix of the two traditional genders, or may identify more masculine some days and identify more feminine other days.

LESBIAN

A sexual orientation of a person who identifies as a woman who is emotionally, erotically, and/or physically attracted to other women.

GAY

A sexual orientation of a person who identifies as a man who is emotionally, erotically, and/or physically attracted to other men.

BISEXUAL

A sexual orientation of a person who is emotionally, erotically, and/or physically attracted to people who identify as male or female.

ASEXUAL

A sexual orientation of a person who indicates no emotional, erotic, and/or physical attraction to people of any gender.

PANSEXUAL

A sexual orientation of a person who expresses emotional, erotic, and/or physical attraction to people of all genders.



CREATING INCLUSIVE LGBT+ ENVIRONMENTS

- What is an “Inclusive Environment”?

Supportive

Respectful

**Youth
feel
valued**

Affirming

Safe



CREATING INCLUSIVE LGBT+ ENVIRONMENTS

- What population does your organization predominately serve?
- How does your organization create “Inclusive Environments” for youth?
- Do these qualities foster inclusive environments for ALL youth?



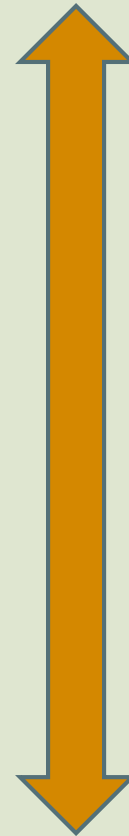
PROGRAMS FOR LGBT+ YOUTH

5%

Of LGBT+ youth had health classes that included positive representation of LGBT-related topics

12%

Of LGBT+ youth said their health education classes covered same-sex relationships



Youth reported absent or limited sexual health education in schools, and education was focused on heterosexual relationships between cisgender people,

PPFA 2015



HOW TO MAKE PROGRAMS INCLUSIVE FOR LGBT+ YOUTH

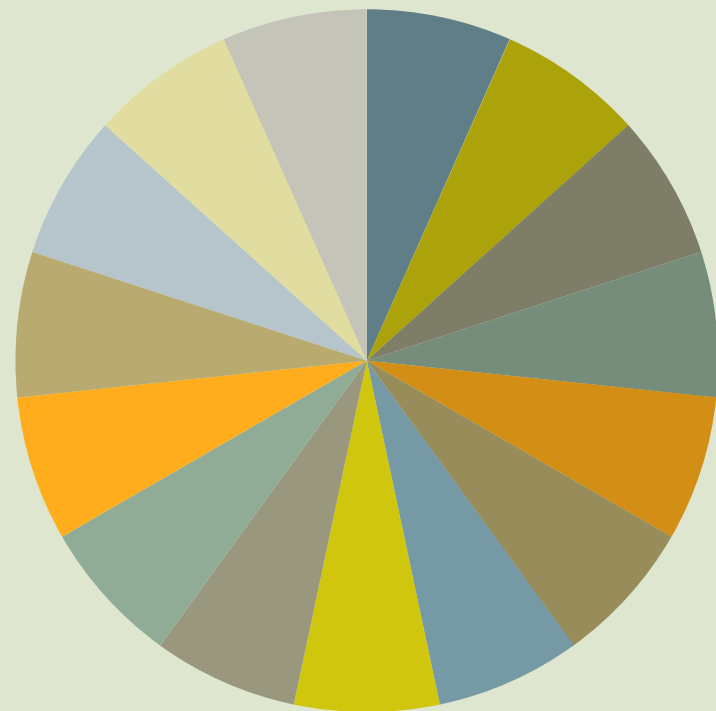
How can your organization make programs
inclusive for LGBT+ youth?





HOW TO MAKE PROGRAMS INCLUSIVE FOR LGBT+ YOUTH

- Gender Neutral Language
- Asking about PGP's
- Gender Neutral Bathrooms
- Representation in Staff
- Trauma Responsive Protocols
- Wheelchair Accessibility
- Multi-lingual Staff
- Pride Organizations
- Gender Inclusive Intake Forms
- Supportive Services
- Providing Community Resources
- Assumption-Free
- Flexibility
- Culturally Responsive Language
- Compartmentalizing Personal and Professional Attitudes





SOME TAKE AWAYS

- **Be Respectful**
- **Be Honest**
- **Be a Positive Role Model**
- **Use Gender Inclusive Language**
- **Recognize Youth Needs**
- **Avoid Assumptions**



QUESTIONS

Any
questions,
comments,
concerns,
or thoughts?

Thank You!

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