HRC webinar questions and answers

1. Is this survey of youth in foster care, or all youth?
	1. HRC’s Youth Survey is not specific to youth in foster care. You can find additional information on the survey [here](https://www.hrc.org/resources/lgbtq-youth-report).
2. How would you recommend working with parents/caretakers who do not want to listen to this or change/be empathetic "their ways"... I run into this a lot while working with families. I work hard at meeting families where they are at but this is always a topic that is difficult to get some people to listen or try and understand.
	1. This can be one of the most challenging aspects of this work. We recommend checking out [The Family Acceptance Project](https://familyproject.sfsu.edu/), they have resources to help families who are struggling to be affirming. One key recommendation from this resource is shifting away from morals and beliefs, to focus on the ways a caretaker is exhibiting rejecting behaviors. All Children – All Families also has trainings designed for caregivers to help them learn how to be affirming of an LGBTQ+ young person. You can find those in our [Webinar Archive](https://www.thehrcfoundation.org/professional-resources/all-children-all-families-online-learning-archive#for-caregivers). Lastly, HRC’s [National Training Program](https://www.thehrcfoundation.org/professional-resources/all-children-all-families-online-learning-archive#for-caregivers) also can train your caregivers on “Building Safety & Trust” with LGBTQ+ youth.
3. What questions should we be asking therapists to determine how LGBTQ competent they are? I don't want to rely solely on their self report. They may feel they are more competent than they are.
	1. HRC developed [this resource](https://assets2.hrc.org/files/assets/resources/BIPOC_Inclusive_Therapist_Questions_073020.pdf) in collaboration with Mental Health America that includes questions that can be utilized to help determine how inclusive a therapist may be. If you have additional questions after reviewing this resource, please reach out to acaf@hrc.org for additional guidance.
4. How do we educate the families that may have an old school mindset or that have a hard time understanding this?
	1. This can be one of the most challenging aspects of this work. We recommend checking out [The Family Acceptance Project](https://familyproject.sfsu.edu/), they have resources to help families who are struggling to be affirming. One key recommendation from this resource is shifting away from morals and beliefs, to focus on the ways a caretaker is exhibiting rejecting behaviors. All Children – All Families also has trainings designed for caregivers to help them learn how to be affirming of an LGBTQ+ young person. You can find those in our [Webinar Archive](https://www.thehrcfoundation.org/professional-resources/all-children-all-families-online-learning-archive#for-caregivers). Lastly, HRC’s [National Training Program](https://www.thehrcfoundation.org/professional-resources/all-children-all-families-online-learning-archive#for-caregivers) also can train your caregivers on “Building Safety & Trust” with LGBTQ+ youth.
5. How do we ask about pronouns without coming off as offensive?
	1. All Children – All Families has [this resource](https://assets2.hrc.org/files/assets/resources/HRC_ACAF_Pronouns_101_%281%29.pdf) that includes best practices for pronoun usage. We encourage folks to ask someone’s pronouns directly by saying things like, “what are your pronouns”? It can be helpful to introduce yourself with your pronouns as well prior to asking that. If someone takes offense, you can share that your agency asks all clients about this info as it is an important part of being a welcoming and inclusive agency.
6. Do you have any suggestions for working with people that are not as open to receiving this information?
	1. When working with colleagues who are not as open to receiving information about LGBTQ+ inclusion, it’s important to remind them why this matters to their work. For example, 30% of youth in foster care identify as LGBTQ+, and the Administration for Children & Families as well as leading child welfare organizations like National Association of Social Workers, have all confirmed that LGBTQ+ inclusion is an important part of the role child welfare professional’s role.
7. Do you have any suggestions for managing situations where people repeatedly make pronoun mistakes, despite stated intentions to use the requested ones and multiple reminders? I struggle with this with older family members, who are theoretically on board, but who very rarely actually use the correct pronouns for kiddos.
	1. Some of the steps we would recommend exploring are:
		1. Sharing the documented impact, it has on the well-being of young people when incorrect pronouns are used
			1. If you can get the individual to agree that, they want the young person to be healthy and happy, then sometimes explaining how research shows their actions will be counter to those goals, can help them understand the importance of changing their behavior.
		2. Explaining that not using the correct pronouns for someone consistently is an act of rejection and can be considered a form of hostility.
			1. If your agency has policies in place that explicitly protect youth in care from hostile behavior, then perhaps it is a matter that could be escalated via your agency’s existing procedures.

|  |
| --- |
| 1. Do you have suggestions about how to seek an affirming placement for transgender minors who prefer to keep their SOGIE confidential?
	* 1. One of the best practices in LGBTQ+ inclusion is assessing all resource parents for their capacity to provide an affirming placement. If that is in place at your agency, it is likely that you could keep the young person’s SOGIE confidential, while ensuring they are placed with caregivers that have already been assessed for capacity to be welcoming to an LGBTQ+ young person. If your agency does not have such a policy, we recommend reaching out to acaf@hrc.org to discuss alternative solutions.
2. Is there a list of states that still permit conversion therapy?
	1. Yes, you can find that information [here](https://www.lgbtmap.org/equality-maps/conversion_therapy).
3. What would you say to help someone who is dealing with the fear of transgender rights being taken away with the pending election? I have been struggling with coming up with a good response that can take away some of that fear when that does come up.
	1. That’s a difficult question to answer without additional context. However, what we can say is that reinforcing for the young person the support that they will have in place if their rights are impacted by legislation, may be a helpful starting place. Reminding them that they will be loved and that those who care for them will fight for them to the best of their ability. If you’d like to share additional information (acaf@hrc.org), we can provide a more in-depth response.
4. Any guidance on how to support youth who may have to be placed in settings that go against their gender expression? Such as a transgender youth assigned female at birth, but who identifies as male that has to be housed in a residential group home/facility for females?
* It sounds like you’re referring to gender identity rather than gender expression. Has the young person indicated that this is their preference? Generally, the best practice is that trans youth are placed based on gender identity and not sex assigned at birth. All Children – All Families has [this guidance](https://www.dropbox.com/scl/fi/wx9mlx9xh68t91wbwvnhb/Guidance-for-the-Placement-of-Transgender-Youth.pdf?rlkey=k7a3zc1t2vqzwls88hu83zdr5&dl=0) for promising practices on placing trans youth in congregate care settings. If you’re open to it, please reach out to acaf@hrc.org to discuss this further. We’d like to get a better understanding of the context of the situation, so that we can provide further guidance.
1. How do we empower the youth to stand on their own and be proud of who they are? There are a lot of how we need to change ourselves to support and include this group.
	1. Our suggestion is to start by focusing on implementing inclusive policies and practices, and training staff on then best practices for serving LGBTQ+ youth. Ideally, the more we can do that, the more our youth can be empowered. Beyond that, connecting LGBTQ+ youth with affirming resources or groups can be helpful in fostering a sense of pride. Research your local area to find out what may be available. If nothing is being offered, see what virtual opportunities may exist. It’s important for LGBTQ+ youth to also be connected to LGBTQ+ adults who can confirm that it is possible to grow up to be a happy and healthy adult.
 |
|  |
|  |