

## **I Need Help! Working with LGBTQ+ Youth & Advocating for LGBTQ+ Youth with Colleagues Conversation Notes**

Say it Out Loud Conference

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### Advocating for LGBTQ+ Youth With Colleagues

#### Challenges:

- Relative caregiver refused to provide safer and more affirming care, accused worker of pushing “agenda” and child’s attorney forbid providing resources
- Co-workers refused to use name and shrugged it off when confronted about it.
- Child support office used as a weapon against transitioning parent - relinquish parental rights or pay.
- Providers feeling like we are pushing an agenda when affirming care training is required by contract.
- Co-workers showing microaggression to non-binary co-worker and the way they dressed.
- Working with people with developmental disabilities and not taking their sexuality seriously.
- Lack of education & resources and lack of support for LGBTQ+ community.

#### Advice:

- Interview Panel or training or real-life experiences by LGBTQ+ community member
- Sensitivity training specifically focused addressing fatality rates & suicide rates for transgender youth - showing that these microaggressions contribute to early death
- Tough questions & conversation to try and understand bias or underlying beliefs.
- I am pushing an agenda - safe and affirming care for all children!
- Team up with supportive colleagues to challenge superiors/authorities who have the power to change the situation
- Motivational interviewing with clients, parents, colleagues
- Ask the right questions to facilitate learning
- Use numbers and statistics to convey information to higher-ups
- Bring trauma-informed trainings to higher-ups - communication/education

#### Resources:

- SOGIE data collection
- DCYF policies (legal obligation)

## Working with LGBTQ+ Youth

### Advice:

- Using word of mouth to share opportunities
- Affirming and acknowledging intersecting identities
  - “See them how they want to be seen”
- Finding Support groups
  - Finding “fun” way to connect with youth interests (examples: speakers, “big gay news”, resource sharing)
  - Eliciting youth input and leadership for as many decisions as possible
- Asking the question about their SOGIE, interests, etc.
- Youth-centered goals, action plans - asking explicitly
- Incorporating more youth than adults in youth-led decisions
  - Meaningful decision-making, not just a recommendation for consideration by others
- Seeing who is working on their behalf
  - Offering opportunities to do perspective-taking
- Recognizing readiness for leadership and decision-making

### Resources:

- Q-Center (Bremerton)
- QSA/GSAs in schools
- Youth Action Boards (through Anchor Community Initiative and other organizations)
- WiSE services
- Kids Mental Health Washington
- Family Systems Youth Partner Roundtable
- Kitsap Mental Health - Evergreen Brightstart (housing, 18-24)
- SPACE (Yakima)
- Gender Clinic (Yakima)
- Lynchpin (neurodiversity/gender identity)
- Queer Peers (Corvallis)
- ABA for skill-building
- BRIDGE

### Action:

- Finding ways to streamline services
  - Working with schools, shelters and other youth “hubs”
- Balancing youth learning & youth voice
- Giving space for anger to exist
  - And then how to channel it backwards into actionable steps
- Looking at legislation (bills) from a youth analysis
  - Looking for impact down the line
- When doing group work - sending action items with assignments for accountability.