

Mentoring LGBTQ+ Youth: Implementing the LGBTQ+ Supplement

October 21, 2021



**COLLABORATIVE
MENTORING** 

WEBINAR SERIES

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Mentoring LGBTQ Youth

How to create safe and affirming services using the **LGBTQ Supplement to the *Elements of Effective Practice***
TM

Dr. Christian Rummell, Mentorist Consulting
Nia Clark, MSW, Independent Consultant

Introduction

Agenda

- Importance of Creating Safe and Affirming Services
- Overview of the LGBTQ Supplement
- Process for Change: How to Implement Guidance from the Supplement

Stories from the Minnesota Pilot (2021)

- Kids n' Kinship
- Bolder Options
- Queer Space Collective





We Make the Difference: Supporting versus Rejecting Climates

Nearly 2/3 of LGBTQ youth report hearing a family member say something negative about LGBTQ people (Human Rights Campaign, 2018)

LGBTQ youth who have experienced family rejection are: 8.4 times more likely to report attempting suicide, 5.9 times more likely to report high levels of depression, and 3.4 times more likely to report illegal drug use. (SAMSHA, 2014)

Family acceptance is associated with greater self-esteem, social support, general health, less depression, less substance use, and suicidal ideation among LGBTQ youth (Rlessyan et al., 2010)



Home

LGBTQ youth had a 120 percent higher risk of reporting homelessness than straight and cisgender peers (Human Rights Campaign, 2018); LGBTQ Youth are disproportionately involved in child welfare systems (Wilson et. al, 2014)

Family rejection can lead to long-term challenges including increased psychological distress, housing instability, and systems involvement

LGBTQ Youth Often Experience Hostile School Climates:

- Nearly 60 percent of LGBTQ youth report feeling unsafe in schools
- Nearly 2/3rds have experienced verbal harassment from peers (GLSEN, 2017)

LGBTQ Youth are more likely to be disciplined (and receive harsher punishment) in schools than their straight and cisgender peers (Himmelstein & Bruckner, 2011)

Among LGB youth, report of attempting suicide was 20% greater in unsupportive environments vs. supportive environments (defined by the presence of gay-straight alliances, proportion of same sex couples, schools with anti-bullying policies). (Hatzenbeuhler, 2011)



School

An estimated 13-15 percent of youth in the juvenile justice system are LGBTQ (Irvine, 2010)

Negative school experiences—especially for LGBTQ youth of color—often lead into juvenile justice system involvement (GSA Network)

Bias reflected in policy:

- 6 states have “don’t say gay” laws in schools;
- Approximately 30 states currently allow conversion therapy (MAP, 2019).
Republican Party Platform 2016/2020 Supports Conversion Therapy
- Mississippi HB1523 allows for denial of services to LGBT people



Community

- 73% of LGBT youth have experienced verbal threats due to their actual or perceived LGBTQ identity (HRC, 2018)
- Nearly 700,000 LGBT people have been through conversion therapy (Williams Institute, 2019)

Mental & physical health disparities due to chronic stressors and ongoing stigmatization (Meyer, 2003; Russell, 2016)

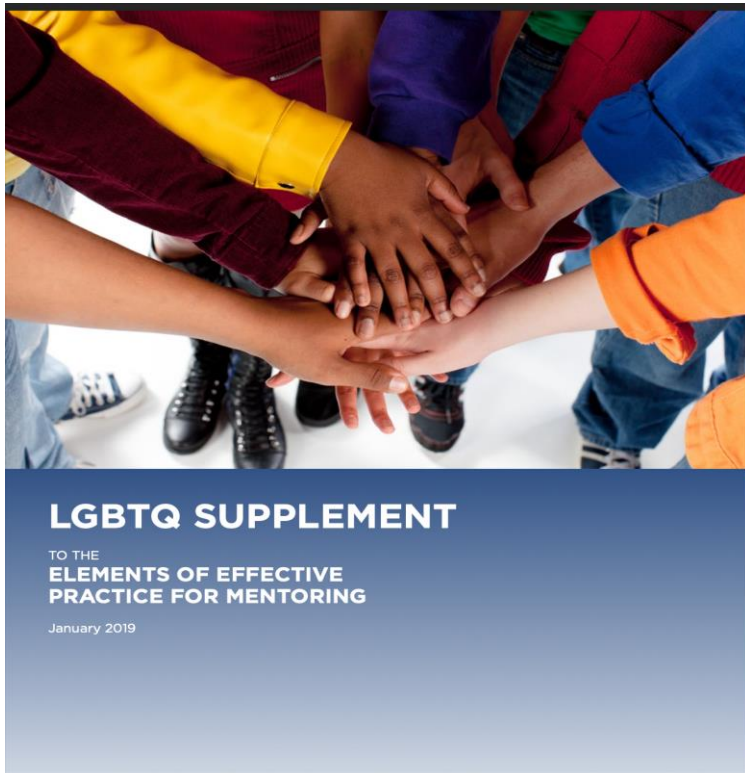
**Inclusive laws appear to promote more positive health outcomes for LGBT people and others.
(Hatzenbuehler, 2014)**

Over a lifetime, nearly 30% of trans people reported living in poverty (James et al. 2016); LGBT people are also more likely to be food insecure, be uninsured, and be unemployed than non-LGBT people (LGBT Demographic Data Interactive, 2019)

What

Understanding the role of your mentoring program in disrupting existing patterns and barriers

LGBTQ Supplement



Partnership between BBBSA and MENTOR,
with sponsorship from Altria



LGBTQ Supplement

**Common Ground
Consulting**

Nia Clark

**Human Rights
Campaign**

**JP Morgan
Chase**

**Gender
Spectrum**

True Colors

**University of
Connecticut**

**Youth
Mentoring
Action Network**

GSA Network

LGBTQ Supplement



Full Supplement (definitions, resources, justifications) and Checklist (list of policies and practices)

Guidance and Justification

Inclusive recruitment language and cues

Screening out transphobic, biphobic, homophobic volunteers

Matching trans and nonbinary youth and volunteers

Training volunteers on handling critical moments (e.g., coming out)

Creating referral relationships with LGBTQ partners

Intentional program design



Creating Change: How to Update Your Services

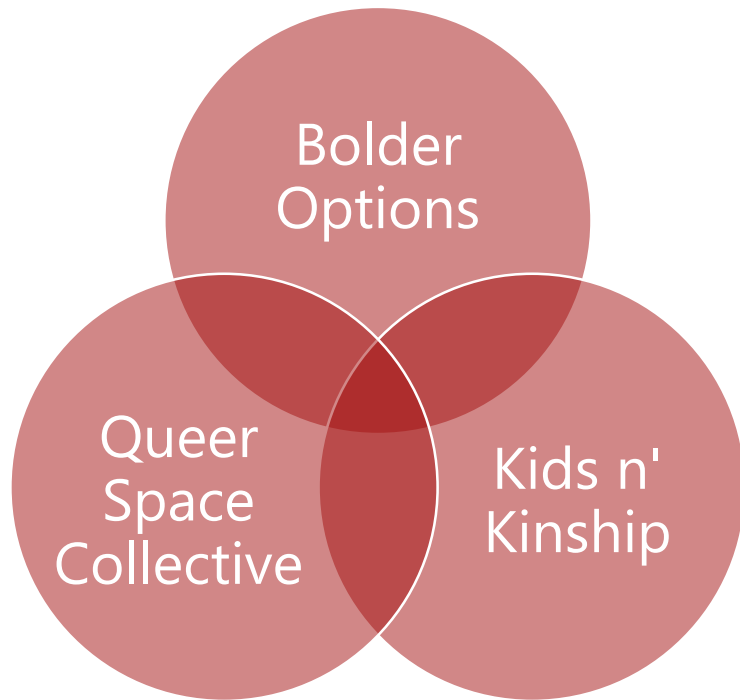
Strategies to implement guidance from the
LGBTQ Supplement to the Elements of Effective Practice

Insights from Pilot at MENTOR Minnesota

Creating Change: Process

Online training	Online Assessment	Assemble Ally Group	Individual Coaching	Review and Update Policies	Sharing
2- hour sessions	Virtual	Virtual	1 hour session	Ongoing	Quarterly/Virtual
Awareness, Allyship, Creating an Affirming Program	Adherence to practices from LGBTQ Supplement	Invite staff from all levels of org to be part of LGBTQ ally committee	Review baseline findings with Ally committee, identify quick wins and next steps	Ongoing internal meetings to review policies, change programming	Meet with pilot cohort to share updates, Upload policies into learning hub
1-2 staff per pilot	All staff at site, including board	Selected board and staff	Selected board and staff	Selected board and staff	1-2 staff
February		March		April May-- December	

Pilot Experiences





KIDS 'N KINSHIP

Kids 'n Kinship provides community and school-based mentoring to children and youth ages 5-16 who are in need of an additional supportive relationship with an adult. In addition to individuals, we invite couples and families to sign up as mentors.

Who we serve

- Youth aged 5 – 16, who live in Dakota county (southeast of Twin Cities).
- Current demographics of youth served:
 - 34% are Caucasian, 28% Multi-racial/Other, 26% African American, 9% Hispanic, 2% Asian 1% Native American. 49% of the children in our program have experienced or witnessed abuse or neglect, have emotional/ behavioral disturbances, mental health issues or special needs.
 - For matched and waiting youth in the program enrolling parents or referral party indicated that: 59% report having family related issues, and 9% of enrolled youth have educational issues. 32% report emotional problems.
 - 11% of youth in our program are from dual parent households where there are social, emotional, family issues that warrant a need for a mentor. 89%, are being raised by single parent mothers or fathers. From the dual and single parent homes 4% are raised by either foster parents or adoptive parents, and 7% are being raised by grandparents or other.

Key Takeaways from LGBTQ Pilot Work

- Expanded awareness and recognition of the relevance and prevalence with LGBTQ+ youth/volunteers
- United effort and understanding by agency (board, staff, working toward community partnerships)
- Resources provided to us have been great and good to share with mentors / parents / staff / board
- HUB and cohort have been an amazing resource to the work our agency has taken on
- Although SOGIE issues/conflicts have been rare in our program, during this pilot program we've encountered several occurrences. Reminder of how timely what we are doing really matters to how and what we do to serve those in our program.
- Getting to network and build a very supportive and accepting cohort – struggling together, offering space to vocalize struggles and seek support.
- Lots of updates! Policies, forms, approach to all steps of the application, screening, and ongoing case management and match support
- Christian & Nia have been amazing, supportive, informative!!!

Wins & Challenges

◦ **Wins:**

- Becoming more educated and raised awareness
- Enthusiasm for increased inclusiveness in our program
- Staff and board members being cognizant of the need to be more inclusive and deliberate in our way of thinking.
- Revisions we have begun to make to forms, policies and processes have been big wins.
 - anti-bullying and confidentiality policies, updated fields on application forms, intake interview questions revisions, etc. Pronouns on staff signature emails.

◦ **Challenges**

- Time to dedicate to it in the face of so many competing needs
- Wanting to do it "right" and fear of being insensitive due to lack of experience with this topic
- Thinking through all the situations that might occur and how do we prepare for those situations. The wording of things is key!
- Deciding on how to translate our ideas and desires into the correct words on the page --we've had some good discussions. Figuring out where to start. It can be overwhelming and I think the important thing is to keep those we are serving first and foremost

Tips & Resources

- Get started and give it adequate time. Get feedback from your board, staff, participants!
- Share what the Ally team is learning with Board of Directors – Be transparent
- Ask other programs, observe, copy / imitate other respected programs as long as it is a fit for your program. Find a network or community to tap into while you work on any changes, policies, etc
- Educate staff and participants on topics like the high level of isolation / suicide with this population and the need to support them and be open
- I think it's worth it if you are willing to open and inclusive to all. It's been eye-opening and challenging to hear perspective on this work particular in the youth development field.
- I think having a community member with lived experience parenting someone within the LGBTQ community has been helpful. She brings the parent and community-at-large perspective to the conversation.
- Don't think you need to do it all at once. Ask others who have done something similar – people love to share! Baby steps are better than nothing. Also – you will never be "done" as it is always a work in progress to keep up with our changing world.
- Be open minded to learning new things; ask questions and don't be afraid you'll offend someone by asking a question – that is how we learn! Asking questions to better understand shows support. It's not about you and how you feel – it's about them and how to support them.

BOLDER OPTIONS

MENTOR MN

Mentoring LGBTQ+ Youth



OUR

MISSION

Bolder Options' mission is to **teach youth to succeed in all of life's races.**

Our goal is to ensure that the promise of youth in our community is realized, regardless of their life circumstances.





TRANSFORMATIONAL MENTORING OF AT-PROMISE YOUTH

- One-on-one mentoring
- Meet weekly for 1 year
- Healthy, active living
- Set and pursue goals
- Career development

OUR PILLARS



Healthy
Living



Lifelong
Learning



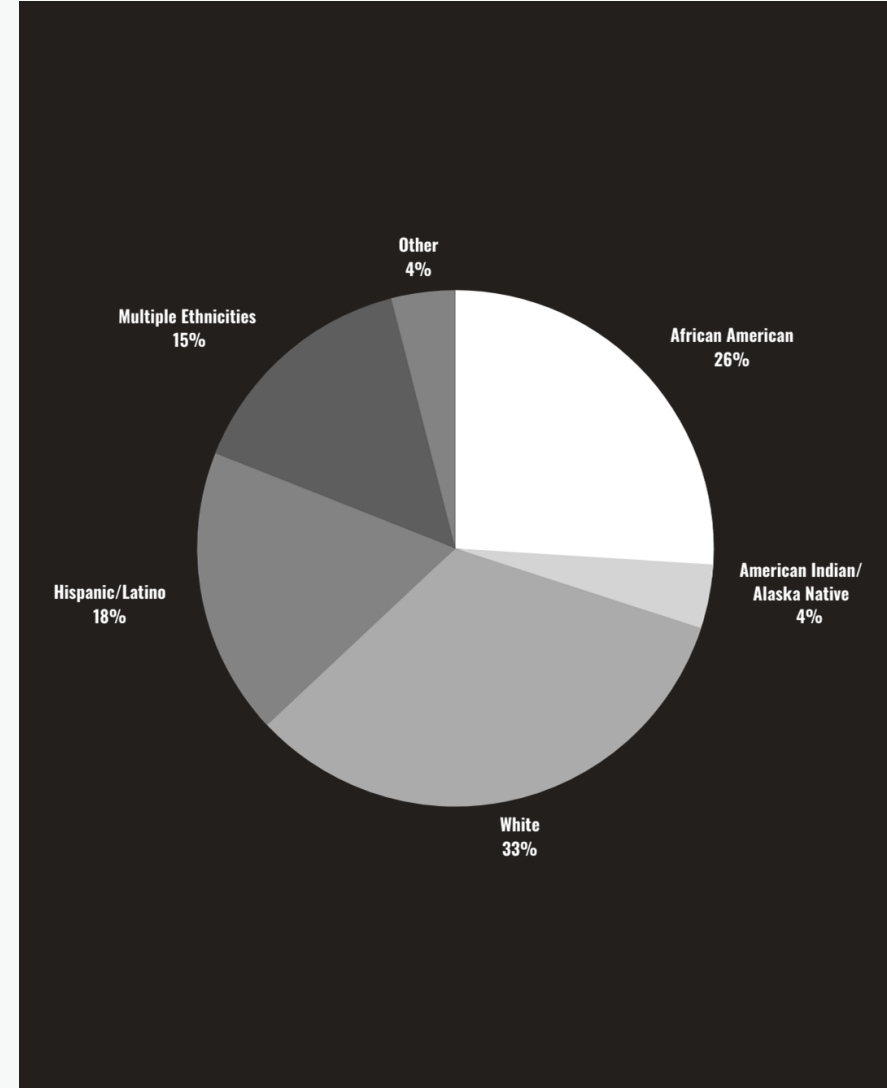
Social/Emotional
Development



Community
Connectivity

OUR YOUTH

- Middle school - age 10 to 14
- Alumni Program - ages 11 and older
- Mpls/St. Paul & Rochester
- Referred by professionals
- 86% Single-parent households



INCLUSIVE IMPLEMENTATION

- Administer Inclusivity Assessment with All Program Staff
- Assemble Allies and Advocates Representing Cross-Section of Program
- Review Assessment Findings
- Identify Priority Areas for Change
- Review Practices and Policies
- Quick Wins
- Update Policies Using Guidance from LGBTQ Supplement
- Establish Partnerships with LGBTQ Community
- Engage in Visible and “Out” Services to LGBTQ Youth and the Community

TIPS AND TOOLS

- Stakeholders education
- Vocabulary
- Policies and procedures
- Innovative programming and flexibility
- Youth voice
- Community Connectivity



THANK YOU!

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LGBTQ+ Pilot Learnings

October 2021



Our Mission and Vision

QUEERSPACE collective creates space for LGBTQ+ youth to feel safe and empowered to be their true selves.

Our vision is for all LGBTQ+ youth to have a supportive community in their life to help them develop a strong sense of pride in who they are, where they come from and where they want to go.

QUEERSPACE collective works with LGBTQ+ youth, the broader LGBTQ+ community and local organizations to create a strengthened LGBTQ+ support network and reduce LGBTQ+ youth isolation, suicide and homelessness.



Introducing QUEERSPACE hangouts

QUEERSPACE hangouts is a youth-centric intergenerational mentorship program creating safe, inclusive spaces for LGBTQ+ youth and LGBTQ+ adults to connect as their authentic selves. Through hangouts, LGBTQ+ youth will develop increased self-esteem and a greater sense of belonging, cultural identity, and pride.

Events

Through monthly events like community art, nature outings, queer history, volunteering or virtual hangouts, mentors and mentees will build relationships, a broader sense of community and feelings of inclusivity.

1:1 Mentoring

LGBTQ+ mentors are matched with LGBTQ+ youth based on youth voice, youth choice and shared interests. Mentors and mentees connect weekly to hangout, set and accomplish goals and build resilience through meaningful engagement.

Key Learnings from LGBTQ+ Pilot

- **Identity and Orientation in preliminary questionnaires**
 - **Identity:** Male, Female, Trans male, Trans female, Non-binary/Gender Fluid/Non-Conforming, Questioning, I prefer not to say, I prefer to identify as....
 - **Orientation:** Lesbian, Gay, Bisexual, Pansexual, Queer, Questioning, I prefer not to say, I prefer to identify as....
 - **What we are seeing:** People often choose more than one
- **Training**
 - Asking mentors to complete **LGBT Homelessness 101** online. Pronouns, trans challenges, systems of oppression. Great foundation. And **Trans Gender 101** with Mason Persons during Orientation.
- **Reducing barriers for youth to participate**
 - **Youth can express interest** through a separate interest form
 - Community members and parents can also refer youth (in addition agencies, etc)
- **How do we evaluate “feeling safe and empowered”?**
 - Evaluating **feelings around identity and orientation** in addition to school success, etc.
 - Not a lot of research in this space – want to use this as a platform to contribute to the field.



Join us

through **contributions** and **support** to create a safe community where LGBTQ+ youth can thrive!

Subscribe @ queerspacecollective.org
to stay updated on QUEERSPACE happenings.

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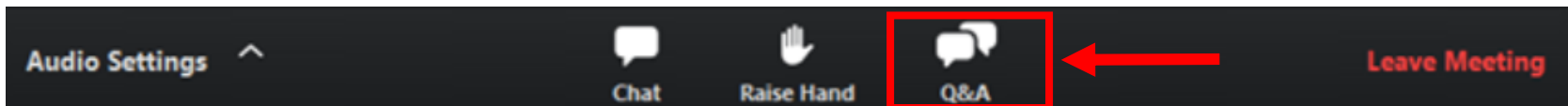
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Q&A

**Type your questions in
the Q&A panel**



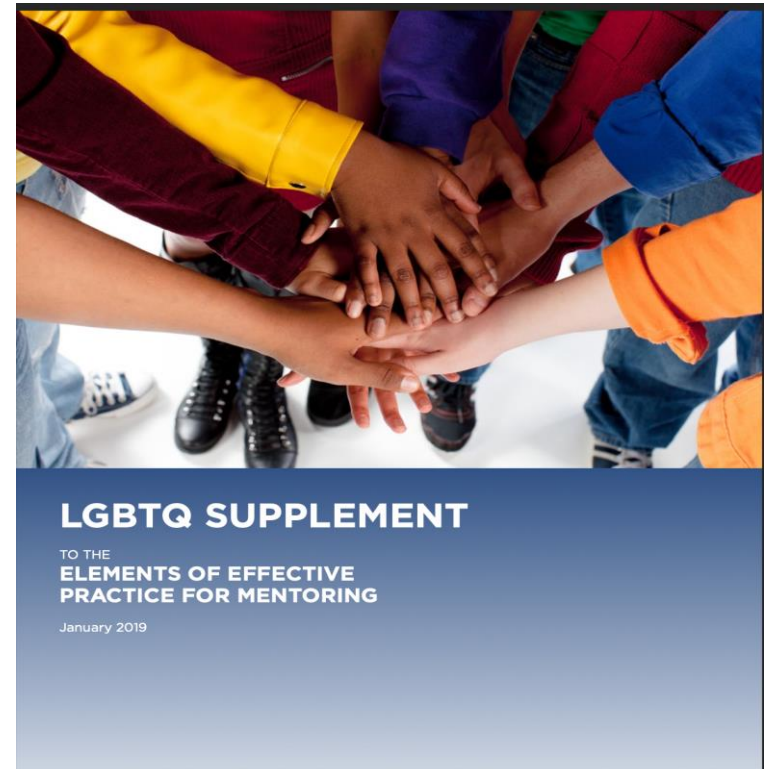
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Resources

LGBTQ Supplement to
the *Elements of Effective Practice
for Mentoring*[™]

<https://www.mentoring.org/resource/lgbtq-supplement-to-the-elements-of-effective-practice-for-mentoring/>



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Resources (shared in the Chat from the live webinar)

- [True Colors: LGBTQ One Hour Training](#)
- [Signage Examples](#)
- [Rainbow Community Center offers such trainings here in Contra Costa County](#)
- [Welcoming Schools has great resources and PD available!](#)
- [The HRC Foundation Online Learning Archive](#)
- [Human Rights Campaign National Coming Out Day](#)
- [PFLAG](#)
- [The Trevor Project](#)
- [GLAAD Spirit Day](#)
- [October is National Bullying Prevention Awareness Month](#)

Additional Resources

Affiliates

Affiliates serve as a clearinghouse for training, resources, public awareness and advocacy. Find your local affiliate here:

<http://www.mentoring.org/our-work/our-affiliates/>

Mentoring Connector

Recruit mentors by submitting your program to the Mentoring Connector

<https://connect.mentoring.org/admin>

National Mentoring Resource Center

Check out the [OJJDP National Mentoring Resource Center](#) to access evidence-based mentoring resources and to apply for no-cost training and technical assistance

Remember...

After the webinar:

- Please help us out by answering survey questions at the end of the webinar.
- Everyone will get an email with information on how to download the slides, recording, and resources on the CMWS webpage on the MENTOR website:

http://www.mentoring.org/program_resources/training_opportunities/collaborative_mentoring_webinar_series/

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Join Us Next Month!

Mentoring and the National Fight for Racial Justice
Thursday, November 18
1PM Eastern



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