

Emerging Practices for Supporting LGBTQI+ Young People Across Human Services Programs

Thursday, September 7, 2023

U.S. Department of Health and Human Services



Disclaimer

The findings and conclusions in this presentation are those of the author(s) and do not necessarily represent the official position of the U.S. Department of Health and Human Services.

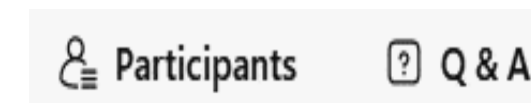
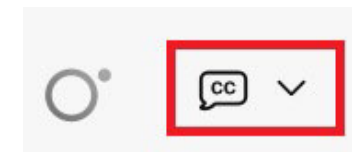
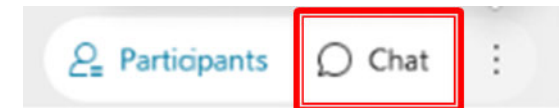


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Technology logistics

Feature	Instructions
Chat panel	For technical issues, message the host (private)
Closed captioning	Closed captioning is available by clicking the cc logo in the lower left-hand corner of the console
Q&A panel	Put your questions for panelists in the Q&A chat



Agenda

- Opening remarks
- Project overview
- Panel discussion and Q&A
- Closing remarks



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Opening remarks



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Project overview



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Project overview

- Purpose
 - The Emerging Practices for Supporting LGBTQI+ Young People Across Human Services Programs project identified practices that human services agencies, programs, and providers use to support LGBTQI+ young people and their families
 - The project examined barriers, practices to address barriers, intersectional approaches to working with LGBTQI+ young people, and how to prevent their need for human services programs
- Methods
 - The research was guided by a steering committee of five LGBTQI+ young adults with experience navigating human services programs
 - The project team conducted an environmental scan of 15 programs that serve LGBTQI+ young people
 - The project team conducted key informant interviews with (1) LGBTQI+ young people, (2) parents and caregivers of LGBTQI+ youth, (3) program staff, and (4) federal staff and leadership



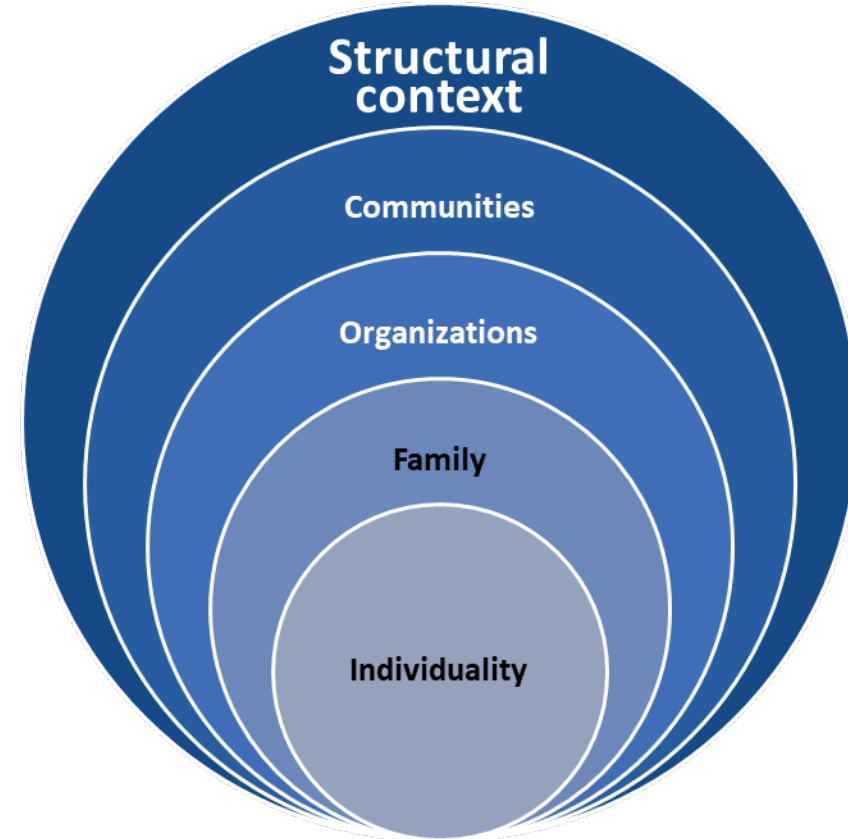
Key terms

- **Intersectionality.** A framework to describe how multiple facets of a person's identity (for example, race, gender, sexuality, ability status), along with their associated systems of biases and oppression (for example, heterosexism and racism) shape life experiences, health, and well-being
- **Positive youth development.** An approach that engages young people within their communities, schools, organizations, peer groups, and families in a manner that is productive and constructive
- **Prevention.** Efforts to reduce risk factors and promote protective factors to ensure the well-being of children and families and prevent the need for system involvement or further harm



Emerging practices for supporting LGBTQI+ young people in human services programs

- Young people's development is influenced by a variety of factors
- Human services providers play a key role in supporting positive youth development at different levels



Examples of emerging practices for human services programs (1)

Level	Example emerging practices
Community	<ul style="list-style-type: none">• Raise awareness and address stigma through community outreach• Connect LGBTQI+ young people to affirming resources in the community
Organization	<ul style="list-style-type: none">• Create safer, affirming environments• Offer a range of services to meet social, emotional, health, and professional needs• Hire and support staff who reflect the communities they serve• Build a community of supportive peers



Examples of emerging practices for human services programs (2)

Level	Example emerging practices
Family	<ul style="list-style-type: none">• Use a relationship-based approach to understand stage of family's acceptance of their child• Share resources and offer affirming services• Connect with a network of supportive caregivers and allies
Young person	<ul style="list-style-type: none">• Use a relationship-based approach to assessment and service delivery• Tailor services and supports to individual circumstances and preferences• Use a harm-reduction approach



The collaborative research process

- The Young Adult Steering Committee was involved in all aspects of the research
 - Provided input on research protocols
 - Reviewed data from the environmental scan and key informant interviews
 - Collaborated to make sense of data and identify key themes
 - Used lived experience to contextualize data and ask probing questions



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The benefits of collaborative research

- For researchers:
 - Develop deeper insights into diverse and intersectional experiences
 - Highlight key priorities for communities impacted by the topic
 - Improve research rigor
 - Ensure findings are relevant to the communities being researched
- For lived experience experts:
 - Develop research skills for future research on the topic
 - Learn to work in a diverse research team
 - Contribute to research that has the potential to drive change
 - Create a sense of community and solidarity



Considerations for conducting collaborative research

- Devote time to orientation and relationship-building
- Seek to understand each person's needs and preferences so they can contribute most fully to the project and meet their own goals
- Use tools and facilitation strategies that allow everyone to share thoughts in a structured and organized way
- Build trust by listening and by being compassionate, kind, and understanding
- Send clear written instructions and feedback early and often



Emerging practices panel



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Emerging practices panel

- Amanda Cruce (she/her), University of Pittsburgh, National Foster Parent Association
- Cass Phanord (they/them), Young Adult Steering Committee
- Alex Roque (he/him), executive director, Ali Forney Center, NYC
- Sarah Rosso (they/she), executive director, Hugh Lane Wellness, PA
- Ethan Westby (he/him), Young Adult Steering Committee



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Project resources *(to be published soon)*

- Issue brief
- Infographic
- Slides and recording from today's webinar



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Thank you!

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