

DIGITAL DIALOGUE



All Children—All Families

Improving Practice For and With LGBTQ+ Youth and Families



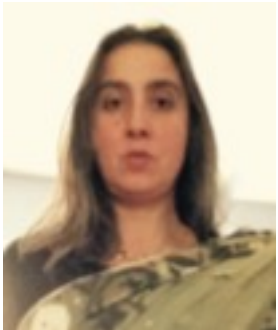
**all children
all families**

INTRODUCING OUR PRESENTERS



Ellen Kahn

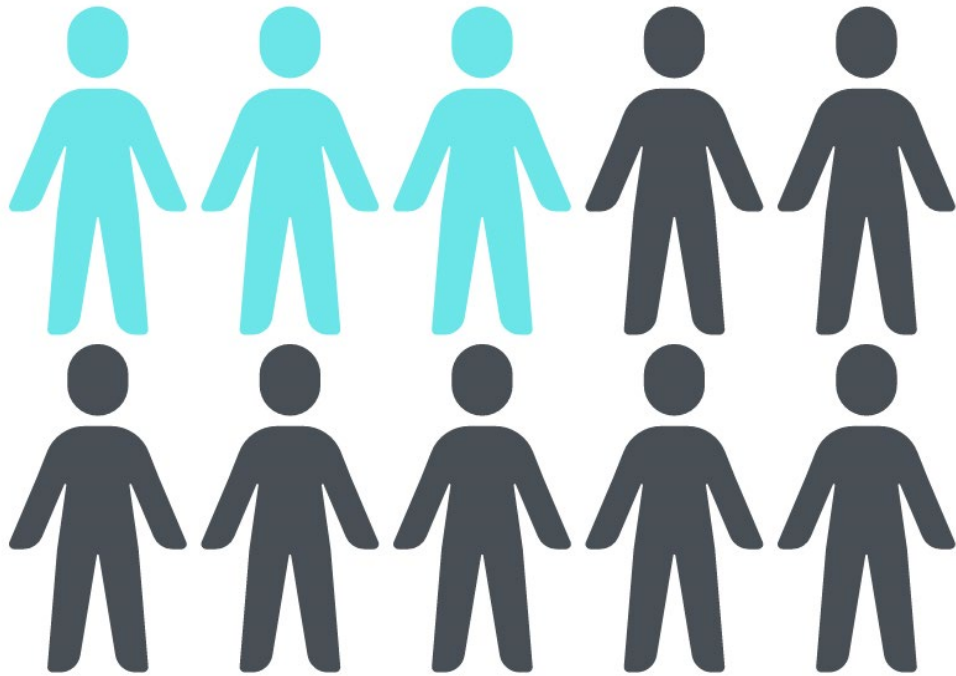
Senior Director, Programs and Partnerships
Human Rights Campaign



Nilofer Ahsan

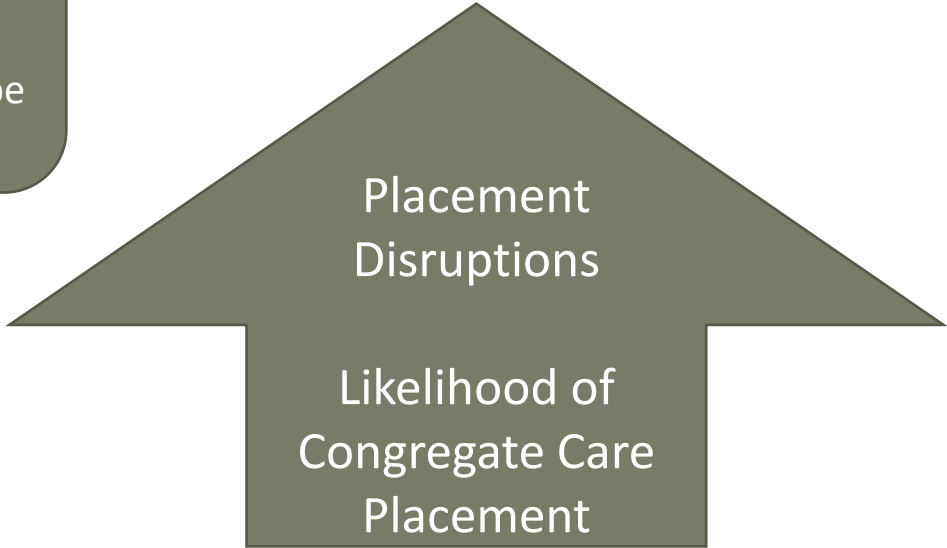
Lead, Knowledge and Partnerships
Children's Bureau Learning and
Coordination Center

LGBTQ+ Youth in Foster Care



30% of all youth in care

2X
More likely to be harassed



Sources: Mitchum, P. & Moodie-Mills, A. (2014); Durso, L. & Gates, G (2012); Wilson, B.D.M., Cooper, K., Kastanis, A., & Nezhad, S. (2014)

Benchmarks of LGBTQ+ Inclusion



Protecting LGBTQ+ clients and employees from discrimination through key policies.

Client Non-Discrimination

Employment Non-Discrimination

Organizational Partnerships and Non-Discrimination

Building staff's competency & humility in working with LGBTQ+ community.

Leadership Training

New Hire Training

Ongoing Training for All Roles

Source: Tervelon and Garcia, 1998, p.117

Assessing agency's environment, forms and communications to remove barriers.



Agency Forms



Visual Cues within Agency



External Communications

Ensuring services are LGBTQ+ inclusive.

Parent Best Practices	CASA Best Practices	Adoption Exchange Best Practices
Recruitment	Recruitment	Staff guidance on SOGIE-related disclosures
Training & Support	Training & Support	LGBTQ+ related advocacy
Assessment	Assessment	LGBTQ+ inclusive ongoing support and education
Referrals	Referrals	LGBTQ+ public education / resource sharing
Data Collection	Data Collection	

Ensuring services are LGBTQ+ inclusive.

Nearly **40 years of social science research** tell us that children raised by LGBTQ parents are doing just fine.

Every major professional association dedicated to the health and well-being of children and families supports LGBTQ parenting.

3.8 million LGBTQ millennials are considering expanding their families in the coming years.⁵

84% of LGBTQ adults surveyed would **consider adoption or foster care** in the future.⁶

70% of LGBTQ adults surveyed were **concerned or unsure** about their ability to find a welcoming agency.

55% feared being turned away because of their LGBTQ identity.

Only 14% know of an **LGBTQ-inclusive agency** in their community.

8% of respondents who have applied for adoption or foster care **were denied** due to their actual or perceived sexual orientation or gender identity.

Ensuring services are LGBTQ+ inclusive.

Youth Rights

Affirming placements

Safety plan for LGBTQ+ youth

Referrals

Discussing and assessing SOGIE with young people

Inclusive policies (e.g., dress code)

Working toward long-term, sustainable change.

Leadership Buy-In/Team-Based Effort

LGBTQ+ Staff Advocate

Local LGBTQ+ expertise

Survey of Staff and/or LGBTQ+ Clients

Formalized SOGIE Data Collection & Analysis

Developing internal staff trainers

LGBTQ+ Inclusion in the Workplace

Leading the field in LGBTQ+ inclusion & advocacy.

Community / organizational partnership engagement

Public education & outreach

Policy advocacy

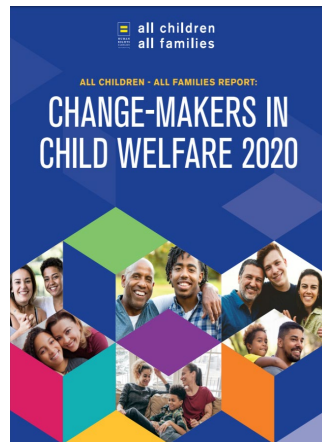
All Children—All Families Program

National Recognition Program

- Policy & practice assessment
- Technical Assistance
- Webinars

Training Program (now Online)

- Full-day, half-day and 90-minute offerings
- Training of Facilitators
 - Train cohort of facilitators
 - Ongoing coaching & support



National Recognition

All Children—All Families participating agencies are recognized at three different levels of LGBTQ+ inclusion, depending on the extent to which they have implemented LGBTQ+ inclusive policies and affirming practices.

- Building Foundation for Inclusion
- Solid Foundation for Inclusion
- Innovative Inclusion



Program Resources

- Agency Self-Assessment
- Webinars
- Group T/A
- Best Practice Guidance
- Online Training Offerings
- Training of Facilitators Program


☰

TABLE OF CONTENTS

Introduction

- ✓ Welcome
- ✓ Contributors
- ✓ Agency Information
- Non-Discrimination
- Staff Training
- Rolling Out the Welcome Mat
- Sustainability & Capacity Building**
- Sustainability: Solid
- Sustainability: Innovative
- Leadership & Innovation
- Survey Finalization**
- Section Review
- Submission Form

AGENCY SELF-ASSESSMENT:



Non-Discrimination
☰

This section asks you to review three key policy areas related to [LGBTQ non-discrimination protections](#): client non-discrimination, employment non-discrimination and contract language with organizational partners. Before completing this section, you'll want to have electronic copies of these policies available for your review and upload here.

Tiers: Each question indicates the lowest tier for which it is required.

[Register for Group Technical Assistance sessions on Non-Discrimination.](#)

1. Which of the following terms are included in your client non-discrimination policy?

BUILDING

[Sample Policies](#) | [State Law & Policy Map \(Lambda Legal\)](#) | All three terms are required for credit.

Program Resources

Most Popular Webinars in 2021:

#1

Traditionally Religious AND LGBTQ+ Affirming: How Social Workers Can Help Families Be Both

For some families, their religious beliefs seem directly in conflict with affirming their child's LGBTQ+ identity. Social workers, clinicians and other providers can help families negotiate the journey in ways that support their values and their children.

[View Here >](#)

#2

LGBTQ+ Youth Advocate Panel: Nothing For Us, Without Us!

A diverse panel of LGBTQ+ youth with lived experience in child welfare, will share their experiences, expertise, and strategies to help social workers, foster parents, congregate care and other providers better meet the needs of the sexual and gender minority youth they serve.

[View Here >](#)

#3

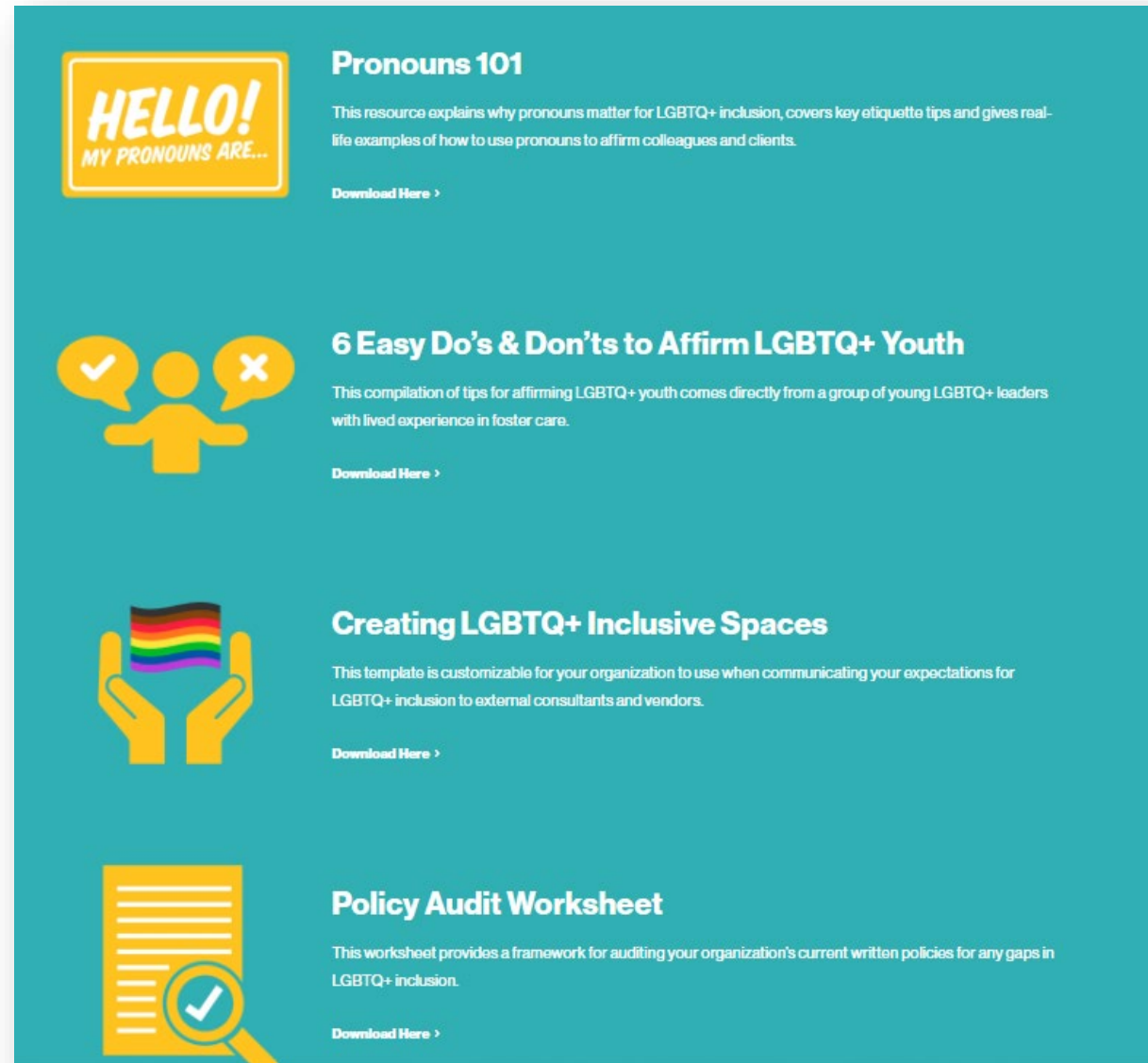
Putting Intersectionality Into Practice


This webinar will introduce participants to intersectionality — a theory that calls on us to recognize that oppressions are linked and cannot be resolved alone — and how it informs our efforts to achieve safety, permanency and well-being for all young people.

[View Here >](#)


Program Resources

Most Downloaded Resources:




- **Pronouns 101**


This resource explains why pronouns matter for LGBTQ+ inclusion, covers key etiquette tips and gives real-life examples of how to use pronouns to affirm colleagues and clients.

[Download Here >](#)
- **6 Easy Do's & Don'ts to Affirm LGBTQ+ Youth**

This compilation of tips for affirming LGBTQ+ youth comes directly from a group of young LGBTQ+ leaders with lived experience in foster care.

[Download Here >](#)
- **Creating LGBTQ+ Inclusive Spaces**

This template is customizable for your organization to use when communicating your expectations for LGBTQ+ inclusion to external consultants and vendors.

[Download Here >](#)
- **Policy Audit Worksheet**

This worksheet provides a framework for auditing your organization's current written policies for any gaps in LGBTQ+ inclusion.

[Download Here >](#)

Participants in Their Own Words

“

What I've seen change at our organization is the ability to systematically look at inclusion practices, replicate them across the organization, and ensure our employees provide the most welcoming and supportive environment possible.

”

– DR. YOLANDA GRAHAM
Devereux's Senior Vice President &
Chief Clinical/Medical Officer

“

It's been incredible. I was so grateful to go through the ACAF process and see it as a set of guideposts. It really made my influence within our child welfare program even stronger than it could possibly be. ”

– GALIA GODEL
LGBTQ Initiative Program Manager at JFCS

“

Having ACAF resources has helped us make sure that our staff is really competent to work with the entire LGBTQ community and not just cisgender gay and lesbian folks. ”

– TREY RABUN
Foster Care Supervisor at Amara

“

Completing the Agency Self-Assessment and working toward the benchmarks has been a great exercise for our organization. We're already planning enhancements for next year. ”

– RENEE LEHOCKY, LCSW
Director of Strategic Initiatives at
Lawrence Hall - Chicago, IL



Resources

- All Children—All Families:
 - Website: <https://www.thehrcfoundation.org/professional-resources/all-children-all-families-about-the-project>
 - Webinar Series: <https://www.thehrcfoundation.org/professional-resources/all-children-all-families-online-learning-archive>
 - Change Maker’s Report: <https://reports.hrc.org/2021-change-makers-report>
- Supporting LGBTQ+ Youth: A Guide for Foster Parents
 - <https://www.childwelfare.gov/pubPDFs/lgbtqyouth.pdf>



Discussion

Please type your questions into the chat box.

Thank You!

Ellen Kahn

Webinar Series: hrc.org/acaf-webinars

Monthly E-Newsletter: hrc.im/field-forward

Project Email: acaf@hrc.org

Web: www.hrc.org/acaf



cblcc.acf.hhs.gov

