All Children—All Families
Improving Practice For and With LGBTQ+ Youth and 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

Placement Disruptions
Likelihood of Congregate Care Placement

Benchmarks of LGBTQ+ Inclusion

- Non-Discrimination
- Staff Training
- Rolling Out the Welcome Mat
- Parent/CASA/Exchange Best Practices
- Youth Best Practices
- Sustainability & Capacity Building
- Leadership & Innovation
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.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Recruitment</td>
<td>Recruitment</td>
<td>Staff guidance on SOGIE-related disclosures</td>
</tr>
<tr>
<td>Training &amp; Support</td>
<td>Training &amp; Support</td>
<td>LGBTQ+ related advocacy</td>
</tr>
<tr>
<td>Assessment</td>
<td>Assessment</td>
<td>LGBTQ+ inclusive ongoing support and education</td>
</tr>
<tr>
<td>Referrals</td>
<td>Referrals</td>
<td>LGBTQ+ public education / resource sharing</td>
</tr>
<tr>
<td>Data Collection</td>
<td>Data Collection</td>
<td></td>
</tr>
</tbody>
</table>
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.

<table>
<thead>
<tr>
<th>Leadership Buy-In/Team-Based Effort</th>
</tr>
</thead>
<tbody>
<tr>
<td>LGBTQ+ Staff Advocate</td>
</tr>
<tr>
<td>Local LGBTQ+ expertise</td>
</tr>
<tr>
<td>Survey of Staff and/or LGBTQ+ Clients</td>
</tr>
<tr>
<td>Formalized SOGIE Data Collection &amp; Analysis</td>
</tr>
<tr>
<td>Developing internal staff trainers</td>
</tr>
<tr>
<td>LGBTQ+ Inclusion in the Workplace</td>
</tr>
</tbody>
</table>
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
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.

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, congregations and other providers better meet the needs of the sexual and gender minority youth they serve.

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.
Program Resources

Most Downloaded Resources:

Pronouns 101
This resource explains why pronouns matter for LGBTQ+ inclusion, covers key strategies and tips, and gives real-life examples of how to use pronouns to affirm colleagues and clients.

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.

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.

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

- Supporting LGBTQ+ Youth: A Guide for Foster Parents
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