

# CLOSING THE EQUITY GAP FOR LGBTQ YOUTH:



Blueprints for Change



# Agenda

- Introductions & Welcome
- Overview:
  - Research: Changing Trajectories and Becoming Allies
  - BBBS LGBTQ Youth Mentoring Enhancement Initiative
- Panel Discussion: Blueprints for Change
  - Promising practices, insights, and learned lessons
- Making a Difference for LGBTQ Youth in Your Community: Activity
- Next Steps & Reflection



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Big Brothers Big Sisters of the  
Triangle (Raleigh, NC)  
Pronouns: she/her/hers



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**Dr. Christian Rummell**  
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# INTRODUCTIONS

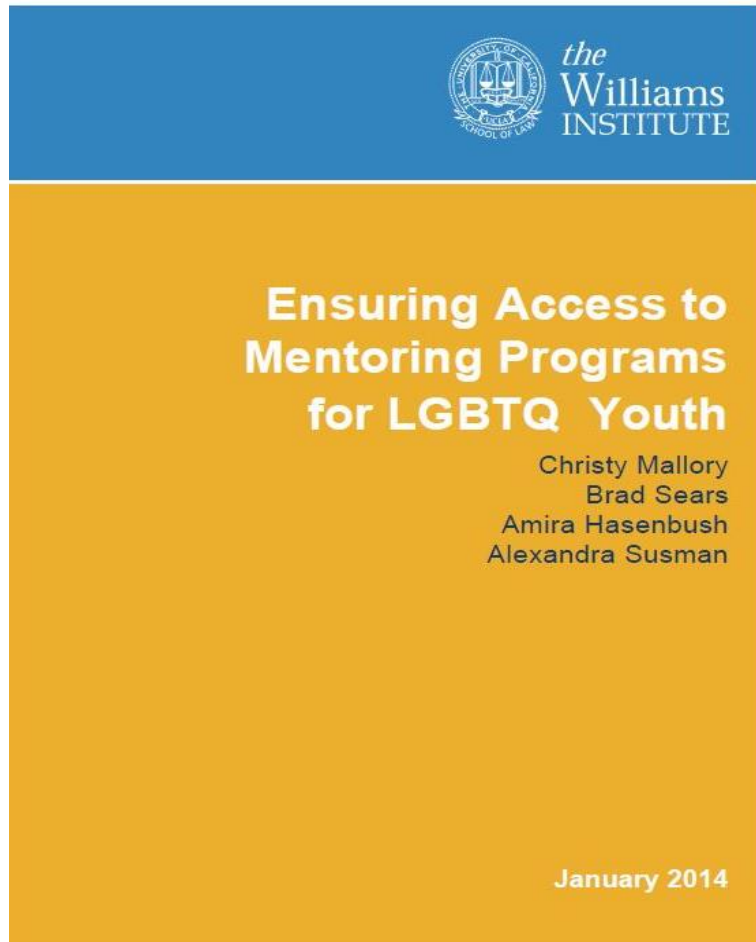


# BBBS LGBTQ YOUTH MENTORING ENHANCEMENT INITIATIVE:



**A Snapshot of Change**

# LGBTQ Youth Demographics



- 3.2 million LGBTQ youth
  - 7% of all young people (8-18)
- 61% girls, 39% boys
- Majority are youth of color (52%)
- At-risk LGBTQ youth: 1.66 million (1/2 of all LGBTQ youth)
  - 37% of these youth never had a mentor
  - 89% never had a formal mentor

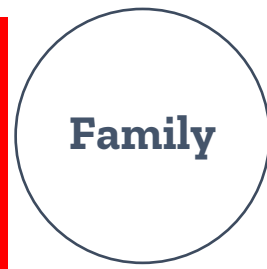
Source: <http://williamsinstitute.law.ucla.edu/wp-content/uploads/Access-to-Youth-Mentoring-Programs.pdf>



# Ally

- What does research say about the lived experiences of LGBTQ youth?
- What intentional actions can you and your organization take to promote resilience in LGBTQ youth?

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



**Nearly 60 percent of LGBTQ youth report feeling unsafe in schools**



**Nearly 2/3rds have experienced verbal harassment from peers (GLSEN, 2017)**



**More than 30 states currently allow conversion therapy (MAP, 2019)**

**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)**

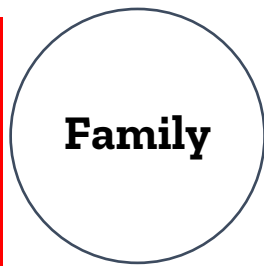


**Negative school experiences—especially for LGBTQ youth of color—often lead into juvenile justice system involvement (GSA Network)**

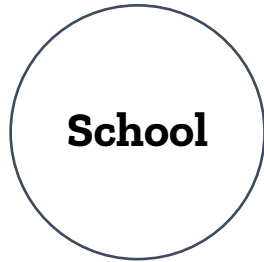
**Over a lifetime, nearly 30% of trans people reported living in poverty (James et al. 2016); LGBT people are also more likely to be food insecure, be uninsured, and be unemployed than non-LGBT people (LGBT Demographic Data Interactive, 2019)**



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



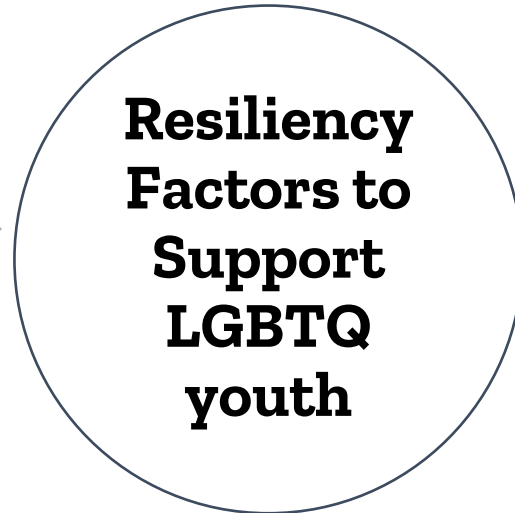
Nearly 60 percent of LGBTQ youth report feeling unsafe in schools



Nearly 2/3rds have experienced verbal harassment from peers (GLSEN, 2017)



More than 30 states currently allow conversion therapy (MAP, 2019)



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

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)

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

# OVERVIEW | HIGHLIGHTS



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# Youth Served by BBBS

- Nearly 2 million children served in the past decade
- 25% 11-12 years old
- 21% 13-14 years old
- 18% 9 – 10 years old
- Many LGBTQ youth we serve across our network may be questioning or in early phases of identity development
- Critical importance in creating safe and affirming climates AND examining ways to provide more targeted services to older youth or youth who are openly LGBT



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# Innovator Sites

- **BBBS Puget Sound (Seattle, WA)**
- **BBBS Independence (Philadelphia, PA)**
- **BBBS Services (Richmond, VA)**
- **BBBS Middle Tennessee (Nashville)**
- **BBBS Metropolitan Chicago**
- BBBS Tampa Bay
- BBBS Kentuckiana (Louisville, KY)
- BBBS National Capital Area (DC)
- **BBBS Triangle (Raleigh, NC)**
- BBBS Delaware
- **BBBS Santa Cruz (CA)**
- BBBS Broward County (FL)
- BBBS Lone Star (TX)
- BBBS Colorado
- BBBS Tri-State (WV)
- BBBS Midlands (Omaha, NE)
- BBBS Central Indiana (Indianapolis)
- BBBS Central Arizona (Phoenix)
- BBBS Orange County (Santa Ana, CA)
- BBBS Mississippi
- BBBS NYC
- BBBS Gr Birmingham, AL
- BBBS NW Arkansas
- BBBS Metro Atlanta
- BBBS SW Louisiana
- BBBS Central NM
- BBBS Gr Cincinnati



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# 2019 - 2021: WHAT WE'VE BEEN DOING



## Partnerships

- PFLAG – local, regional, national collaborations (conferences, webinars, hub collaboratives)
- GLSEN – local, national collaborations (BBBSA's Evaluation Toolkit, monthly group call speaker)
- Trevor Project – group call speaker
- HRC's [Project THRIVE](#) – free monthly webinars
- GSA's

## Conferences & Presentations

- Bridging the Gap, A Texas Mentoring Conference (Sept 2019)
- Out & Equal (Oct 2019)
- PFLAG's Annual National Conference – Key-Note speaker, Kansas City, MO (Nov 2019)
- MENTOR's National Mentoring Summit: *Community Collaboratives* (Jan 2020 & 2021)
- MENTOR's Summit: *Campfire Conversation*, facilitator: Dr. Christian Rummell, Richmond's Big & Little panelists (Jan 2020)
- BBBSA's Annual National Conference Virtual (June 2020)

## Resources & TA Tools

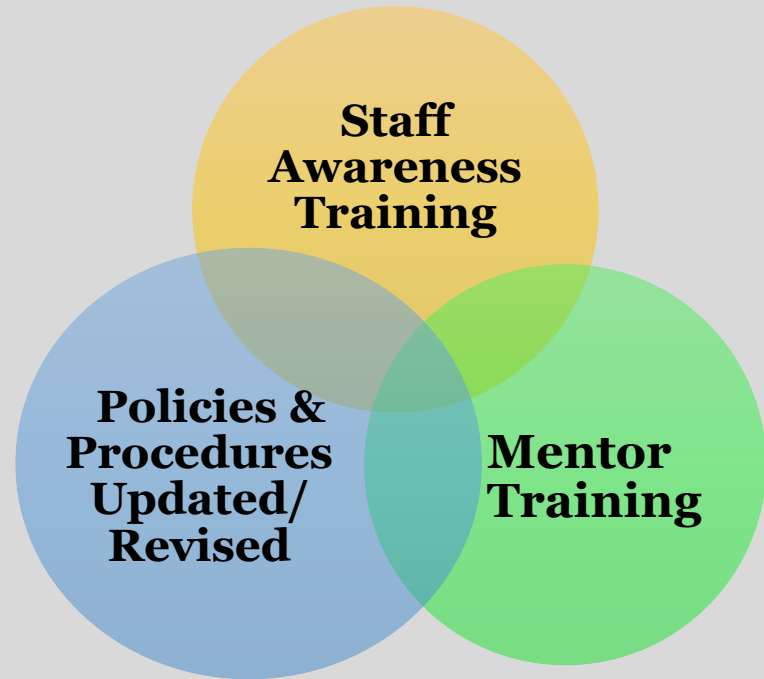
- **Evaluation Toolkit**
- LGBTQ Mentoring Enhancement Program Report 2019
- Compendium of Resources – regular updates
- Annual LGBTQ Climate Survey
- Monthly group calls | Individual TA sessions (all sites)
- Service Delivery Model (SDM) – updates & revisions

## BBBSA LGBTQ National Advisory Council

- Human Rights Campaign Foundation; Gender & Sexualities Alliance Network
- The Point Foundation; Gender Spectrum; Reimagine Gender
- Youth Mentoring Action Network; GLSEN; PFLAG
- Trans Youth Project (Dr. Kristina Olson); Consultants; selected BBBS agencies

# BLUEPRINTS for ORGANIZATIONAL & CULTURAL CHANGE

## INTERNAL Capacity Building



## EXTERNAL Collaborations



# INSIGHTS & TRENDS



## Annual LGBTQ Climate Survey



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108

2020 LGBTQ climate survey respondents

88%

Serve out youth

79%

Little's have come out after entering the program

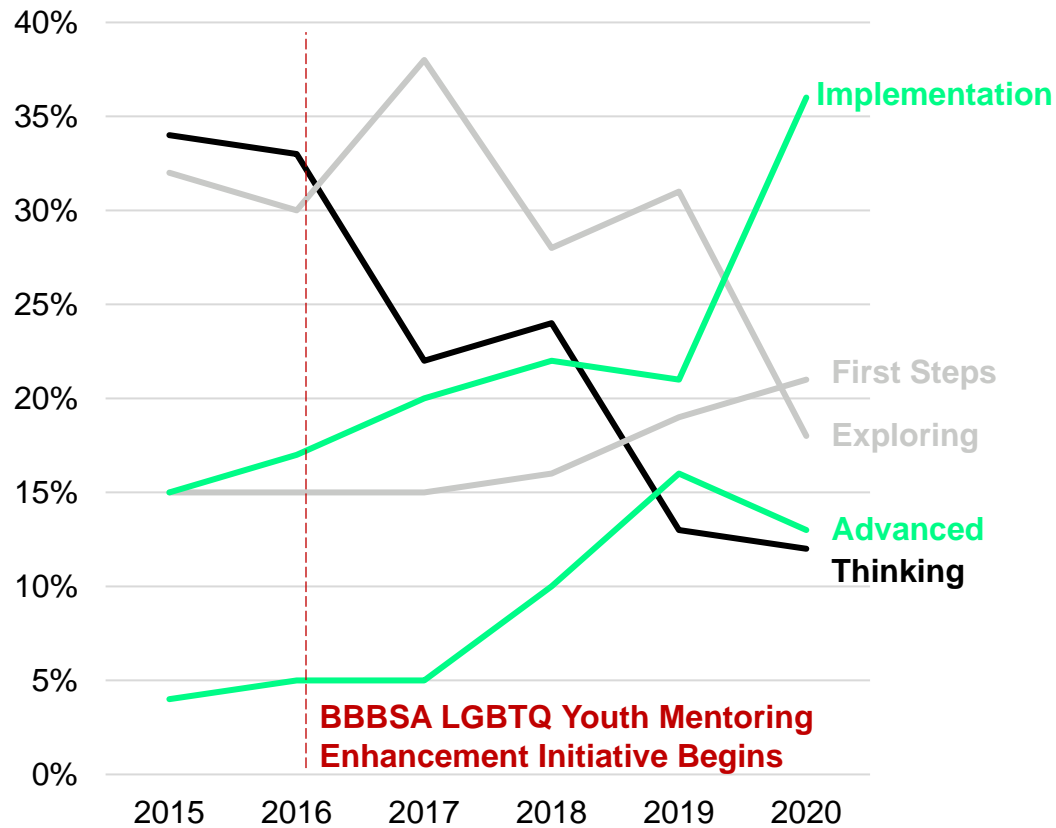
50%

Came out to Big or staff (and not to parent/guardian)





## BBBS Agency Stage of Creating an Inclusive Environment for Youth



## Climate Changes and Trends for Youth

- Overall, majority of respondents have moved from the initial stages of “thinking” to stages with actionable steps.
- In 2020, over 47% of respondents are implementing or advanced compared to about 18% in 2015.

# STATS



10,689

Bigs trained



2,600

Staff trained  
across network



808

2020 LBGTQ  
youth served  
(vs. 440 in 2019)



165

Partnerships



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# LGBTQ YOUTH MENTORING COLLABORATIVE HUBS



# Goals

- Close mentoring gap
- Change risk trajectories
- Create inclusive programs
- Form networks of support
- Better serve LGBTQ youth



# Partners



# BBBS AGENCIES: BLUEPRINTS FOR CHANGE



- BBBS of the Triangle (North Carolina)
- BBBS of Santa Cruz County (California)
  - BBBS Puget Sound (Washington)

# BIG BROTHERS BIG SISTERS OF THE TRIANGLE (RALEIGH, NC)



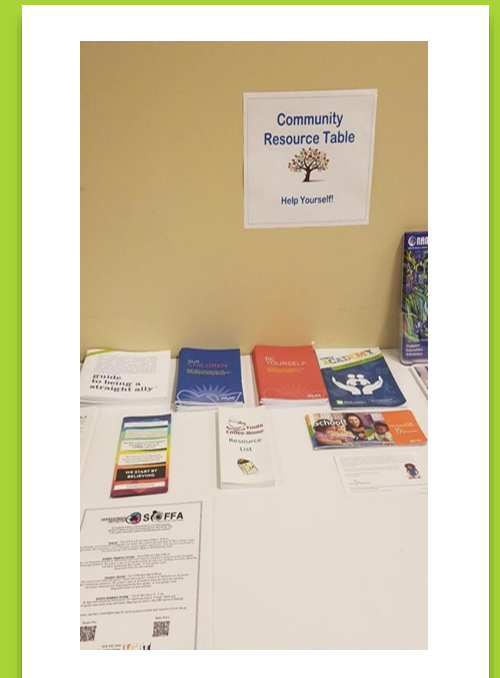
# CHANGING THE NARRATIVE

FROM 'BUSINESS AS USUAL' TO INTENTIONALITY



# INTERNAL CULTURE

- Staff Commitment & Engagement
- Ally/Advocacy (collective stance)
- Branding & Marketing (presentation of your advocacy & telling your story)



# INTERNAL OPERATIONS

- Aligning with experts
- Auditing Internal systems & policies
- Training/Growth Opportunities

# COMMUNITY PRESENCE

- Partnership & Network development
- Collaborative Opportunities
- Agency presence & accountability within the LGBTQ Community



# **BIG BROTHERS BIG SISTERS SANTA CRUZ COUNTY (CAPITOLA, CA)**



# BBBS Santa Cruz County

- 2013-14 Community need
- 2015 Board buy in
- Trainings – all staff and Board
- Roundtables
- Outreach, Outreach, Outreach



# BBBS Santa Cruz County

## Community

- Approached by community to start a mentoring program
  - Idea conceptualized by Stuart Rosenstein (Queer Youth Task Force) and Ben Geilhufe (Health/Medical community)
- Assisted by Heidi Koronkowski (local mom & founder of TransFamily Support Group of Santa Cruz County)
- Launched [TransMentoring Program](#) matching trans-Littles with trans-Bigs
- Rallied to update volunteer training with gender inclusive language and practices



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# BBBS Santa Cruz County

## Sustainability

### Champions

- Designated staff to continue and advance LGBTQ+ efforts

### Trainings

- Ongoing and annual trainings provided by other local LGBTQ+ organizations

### Staff Onboarding

- New staff/board members must take LGBTQ+ training

### Language

- Inclusive language in all aspects of agency including conversations (pronouns emails signatures, etc)

### Practice

- Job descriptions, personnel policies, workplace culture



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# BBBS Santa Cruz County

- **TransMentoring Program:**
  - Includes updated training for board, volunteers, and staff
  - Helps those involved with BBBS understand and talk openly and sensitively about gender identity and fluidity



Volunteering is Rewarding!





# BBBS Santa Cruz County

## Impact

- ❖ **Awareness Spreads (most important)** - Amongst the community BBBS SC is truly open to ALL youth and adults
- ❖ **Intentional Outreach - Conduct and engage more trans children and mentors**
  - ❖ One Little identified as female upon entering program; came out to case manager as trans; knew he'd be supported
  - ❖ Marched & attended Pride parades every year
- ❖ **Brave Little's Disclosure - Confidence to tell** case manager she was trans. She saw blue, pink & white trans flag mounted on BBBS SC front desk
  - ❖ She is now matched with trans mentor
- ❖ **Long Lasting Match Length** – Sustained through an **international move**
  - ❖ Despite thousands of miles, Mom, Big Sister, Little Sister stay in touch regularly through Skype
  - ❖ Relationship maintained because Mom realized daughter needed caring adult who was living her experience



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PUGET SOUND (SEATTLE, WA)**



# BBBSPS

- Buy in from all leadership through-out entire agency, in every part of the agency
  - Reviewed all job descriptions, enrollment paperwork, website, and stories for recruitment
  - Considered this as part of DEI as a whole-ensuring diversity, equity, and inclusion in all aspects
  - Reviewed our Pre-Match Training
  - Established a team of LGBTQ Champions to focus on initiatives for the agency-currently reviewing employee handbook
  - Maintain partnerships with other agencies to continue our learning and allyship
  - Share our success, challenges, and learning with other BBBS agencies
  - Listen to our youth and families



| Supporting LGBTQ Youth |

# COMMITMENT TO INCLUSION



**From Personal Actions to Community Change**

# Small Group Discussion

In your group, please discuss the following:

- 1) What ideas, insights, or strategies did you learn about from the panel today that you could see replicating in your own community?
  - 1a) What are the first action steps you plan to take?
- 2) What do you see as the largest barrier preventing you from creating more inclusive and affirming services for LGBTQ youth in your program?
- 3) What additional resources or support do you think will be necessary for you to create more intentional programming for LGBTQ youth in your community?



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# RESOURCES FOR INCLUSION



# BBBS Tips for Getting Started

- ✓ **Start With Awareness** 
- ✓ **Assemble Program Champions** 
- ✓ **Examine and Update Policies** 
- ✓ **Find Partners** 
- ✓ **Benchmark Progress** 
- ✓ **Follow Your Mission & Values** 

Your **mission and values** should help to guide and support your work, allowing your program to better **serve ALL young people** in your community.



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# LGBTQ

# Supplement to the Elements of Effective Practice for Mentoring™



## LGBTQ SUPPLEMENT

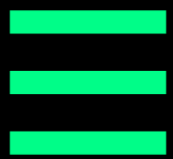
TO THE  
ELEMENTS OF EFFECTIVE  
PRACTICE FOR MENTORING

January 2019



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Questions &  
Answers



Thank You!

Welcoming  
Inclusive  
Love Protection SOGIE  
Listen Coming-Out Impact  
Policies Intentional Climate  
Embrace Inviting-In Empathy  
LGBTQ Disclosure Risks  
Affirming  
Resilient  
Practice



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