

Creating Equitable Services for LGBTIQ Youth

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Visual Cues

Creating a safe and affirming environment does not just happen incidentally; it is done intentionally.

Consider:

- Physical Space
- Online Space
- Client lead creation
- Facilities & access

Programming

Programming at an organization should be reflective of all youth receiving services.

Consider:

- Queer movie nights
- Know your rights trainings
- LGBTIQ specific discussion groups
- Inclusive sexual health workshops



Policies

Formal policies protect staff and young people alike.

“Recognizing that prejudice, discrimination, and stereotyping are prevalent throughout society, and dedicated to the creation of a safe, secure space for those seeking services with us, it shall be the policy of [Org] to maintain and promote a facility that provides the highest quality of services to youth regardless of their actual or perceived sexual orientation or gender identity. LGBTQ-identified youth receiving services at [Org] shall receive fair and equal treatment, without bias, and shall be treated in a professional manner”



Develop policies around...

Non-discrimination

**Clothing &
Appearance**

**Language: Pronouns,
Names, Paperwork**

Referrals

**Housing &
Facilities**

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Staff Training

The culture of an organization is defined from the top down.



Staff Hiring & Training

Hiring Statements & Questions

- [Org] is actively engaged in creating affirming environments for all youth. This is a safe space for LGBTIQ youth to be their authentic selves.
- If a young person disclosed to you that they were questioning their gender identity, what would be your next steps?
- How would you respond to a young person changing their pronouns or name?
- What are your thoughts on housing young people based on gender rather than sex assigned at birth?

Job Descriptions

- “Point Source Youth is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status. Candidates with lived experience of homelessness will be prioritized”



Intake

Language is constantly evolving and forms should be revisited periodically to ensure they best meet the needs of young people you serve.

Consider:

- Community coordination
- Timing
- Privacy & Grace
- Nuances of identity



Intake

What is being asked
and why?

Gender identity: _____

Do you identify as transgender?: _____

Sex assigned at birth: _____

Legal sex: _____

Have you been diagnosed with an intersex condition?

- Yes
- No
- Unsure

Legal Name*: _____

Name You Use: _____

*Although we will only ever refer to you using the name you use, we are required for insurance purposes to collect your legal name.

Gender identity (the sense of gender that every person feels inside): _____

Do you identify as transgender (as someone who identifies with a different gender than the one assigned to you at birth)?: _____

What gender pronouns do you use?: _____

Tell me what words you use to describe your race _____

Youth Action

Whenever decisions are being made that impact young people, it's important that youth are at the table.

- Establish Youth Action Board
- Undo “Adultism”
- Ensure decision-making responsibilities
- Pay young people for their expertise!



National Youth Forum on Homelessness

