



Creating Safer Spaces for LGBTQIA+ Children and Families

- Examine biases
- Examine intake processes
 - Names, pronouns, considerations, space preparation, potentially utilizing survey for youth
 - Follow up conversation with youth survey
- Understand youth may prefer using different names or gender markers in different spaces
- Public and private resources in spaces
- Normalize pronoun use in programming
- Honor chosen names
- Inclusive language
- Establish agreements in shared spaces
- Youth advisory board/focus groups
 - Ask the youth what they need
- Gender inclusive restrooms and other facilities
- Vet external referrals
 - Make sure we are not referring children to conversion therapy
 - Comfort level and humility of practitioners
- Advocacy resources
 - Local and national resources
 - GSA not an option for all youth
 - What resources do they have access to?
- Understanding polyvictimization and environmental factors
- Clarifying what will be shared with caregivers or family members and what will not
- Be honest
- Understand alternative hypotheses for behavior
- Harm reduction
- Foster respectful and affirmative relationships with youth
- Be authentic



Working with Caregivers that are Non-Supportive of the Child's Identities

- Tap in allies
- Active listening and understanding the motive behind the reluctance/reaction
 - There can be different motivations
 - Are they afraid their child is going to be bullied/stigmatized vs. religious/cultural lens, etc.
 - Religious/cultural considerations
 - Connecting with cultural or religious leaders that understand their worldview or perspective
 - Make these connections in the community
- Fall back on policies and expected conduct within in space
- Educational resources
- Pop culture examples
- Be prepared to respond to myths and misconceptions