Cultivating LGBTQ+ Affirming Spaces within 4-H

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Agenda

★ Welcome

★ Why is this work important?

★ LGBTQ+ Youth Overview

★ Best Practices

★ Case Scenarios

★ Q&A

The terms *lesbian*, *gay*, and *bisexual* refer to sexual or affectional orientation while *transgender* relates to gender identity and expression.

Transgender or **trans*** describes an individual who identifies with a gender different from the one assigned to them at birth and/or whose gender expression falls outside the male/female gender binary.

Queer is a term that has been re-appropriated by those whose identities challenge gender and sexuality norms

Questioning refers to an individual who is in the process of exploring their sexual orientation or gender identity.

Singh & Gonzalez, 2014

Why is learning about fostering inclusivity & belonging for and with LGBTQ+ youth important?

Professional Statements of Obligation

★ *4-H Council*

★ *Cooperative Extension*

★ *National Council on Family Relations*

★ *American School Counselor Association*

★ *National Association of School Psychologists*

★ *School Social Workers of America*

★ *National Association of School Boards*

★ *National Education Association*

"N.C. Cooperative Extension (NCCE) and our respective partner institutions are committed to diversity, equal opportunity and non-discrimination. This commitment extends to all faculty and staff employment decisions as well as providing **open and inclusive access to every North Carolinian seeking to participate in our programs and activities.**

….**we do not tolerate discrimination**, **harassment, or retaliation** on the basis of race, color, national origin, religion, sex, age, veteran status, **gender identity, sexual orientation**, genetic information, or disability in employment or our programs and activities."

"Together, Cooperative Extension and National 4-H Council affirm our **shared values of inclusion for all youth in 4-H programs**...Cooperative Extension institutions have been **unwavering in their commitment to serving all youth, including LGBTQ+ young people**. 4-H programs in every state and county in America are governed by state laws regarding non-discrimination in public education as well as land grant university policies regarding diversity and inclusiveness in its many forms."

- Jennifer Sirangelo, President & CEO, National 4-H Council

GLSEN, 2017

ALL youth want to feel:

- Liked
- Respected
- Supported
- Included
- Understood

GLSEN, 2013
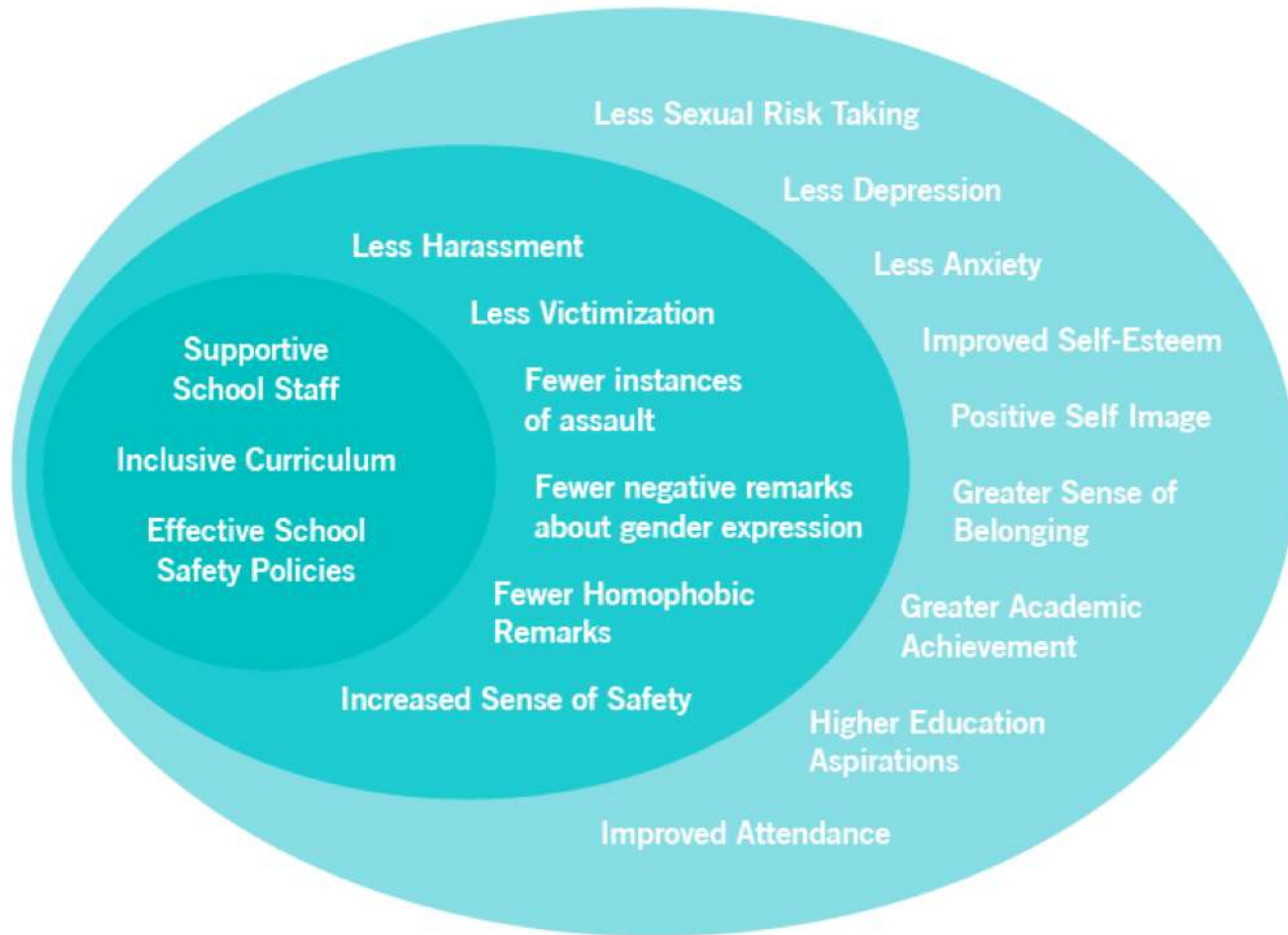
THE 5 C'S OF POSITIVE YOUTH DEVELOPMENT

CONNECTION
A feeling of safety, structure, and belonging; positive bonds with people and social institutions

CONFIDENCE
A sense of self-worth and mastery; having a belief in one's capacity to succeed

COMPETENCE
The ability to act effectively in school, in social situations, and at work

CHARACTER
Taking responsibility; a sense of independence and individuality; connection to principles and values

CONTRIBUTION
Active participation and leadership in a variety of settings; making a difference

CARING*
Sympathy and empathy for others; commitment to social justice

Effective youth engagement is not just about "fixing" behavior problems. It's about building and nurturing "all the beliefs, behaviors, knowledge, attributes and skills that result in a healthy and productive adolescence and adulthood.[1]" This approach from Karen Pittman is supported by resiliency research as well as the emergence of 40 Developmental Assets identified by the Search Institute. The 5 C's is a framework for understanding positive youth development outcomes[2].

* In his 2007 book "The Good Teen," Richard M. Lerner included this additional outcome

Lerner, et al., 2005
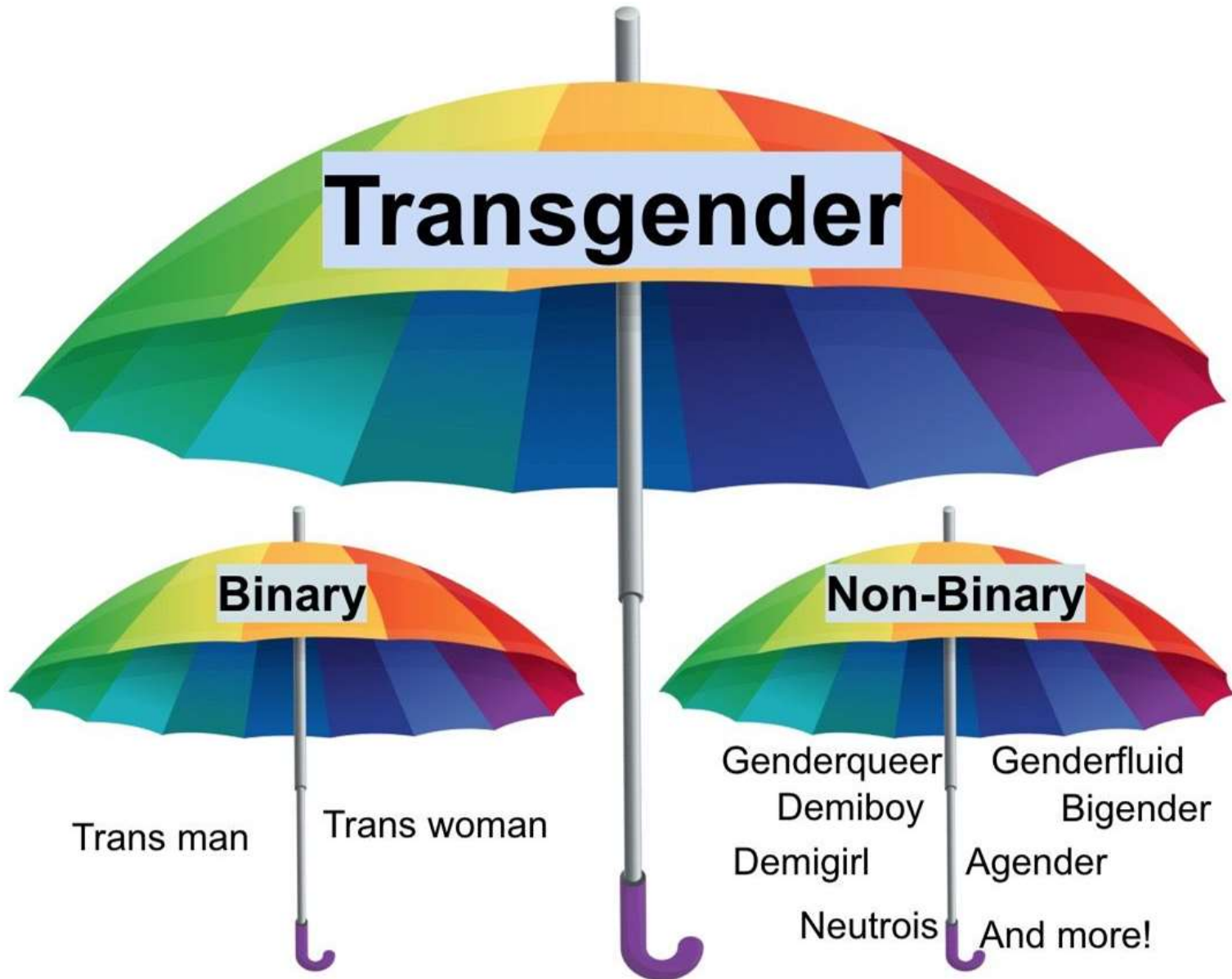
LGBTQ+ Youth Overview

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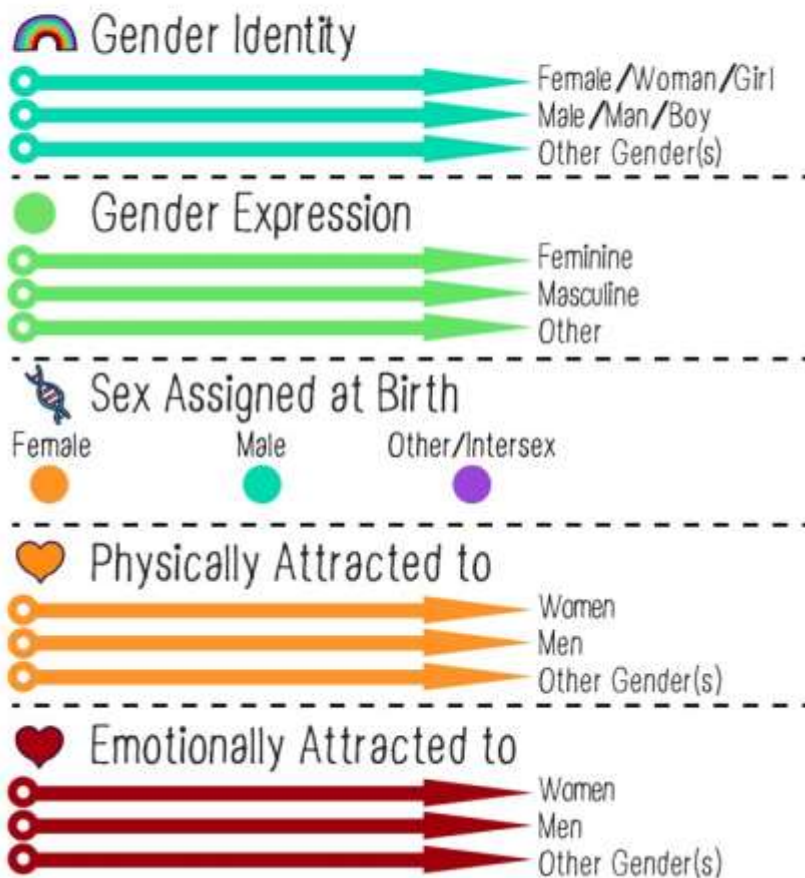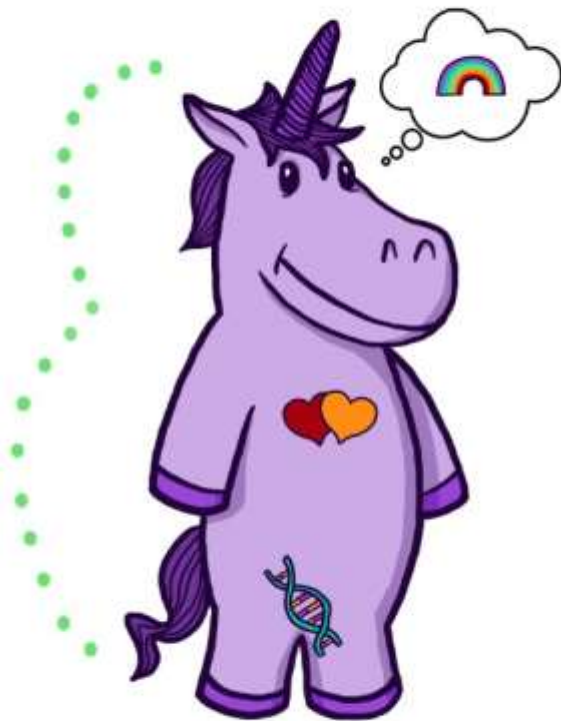
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Singh & Gonzalez, 2014

Transgender is an Adjective

★ Use: *transgender people; a transgender person*

★ Avoid: *transgenders; transgendered*

Gender-Affirming Language

★ Refer to trans and gender nonconforming youth by their chosen name.

★ Use pronouns that affirm youth's gender identity.

★ Model the use of pronouns

★ Ensure paperwork is inclusive of all genders

★ Do not make assumptions about a young person's gender and/or sexual orientation.

★ Refrain from using terms such as *tranny* and *transvestite* unless the student self-identifies as such.

Using a transgender youth's chosen name at work, at school, with friends, and at home:

reduces depression symptoms by **71%**

reduces thoughts of suicide by **34%**

reduces suicide attempts by **65%**

Russell, S., Pollitt, A., Li, G., & Grossman, A. (2018). Chosen name use is linked to reduced depressive symptoms, suicidal ideation, and suicidal behavior among transgender youth. Journal of Adolescent Health, 63(4), 503-505. doi:10.1016/j.jadohealth.2018.02.003
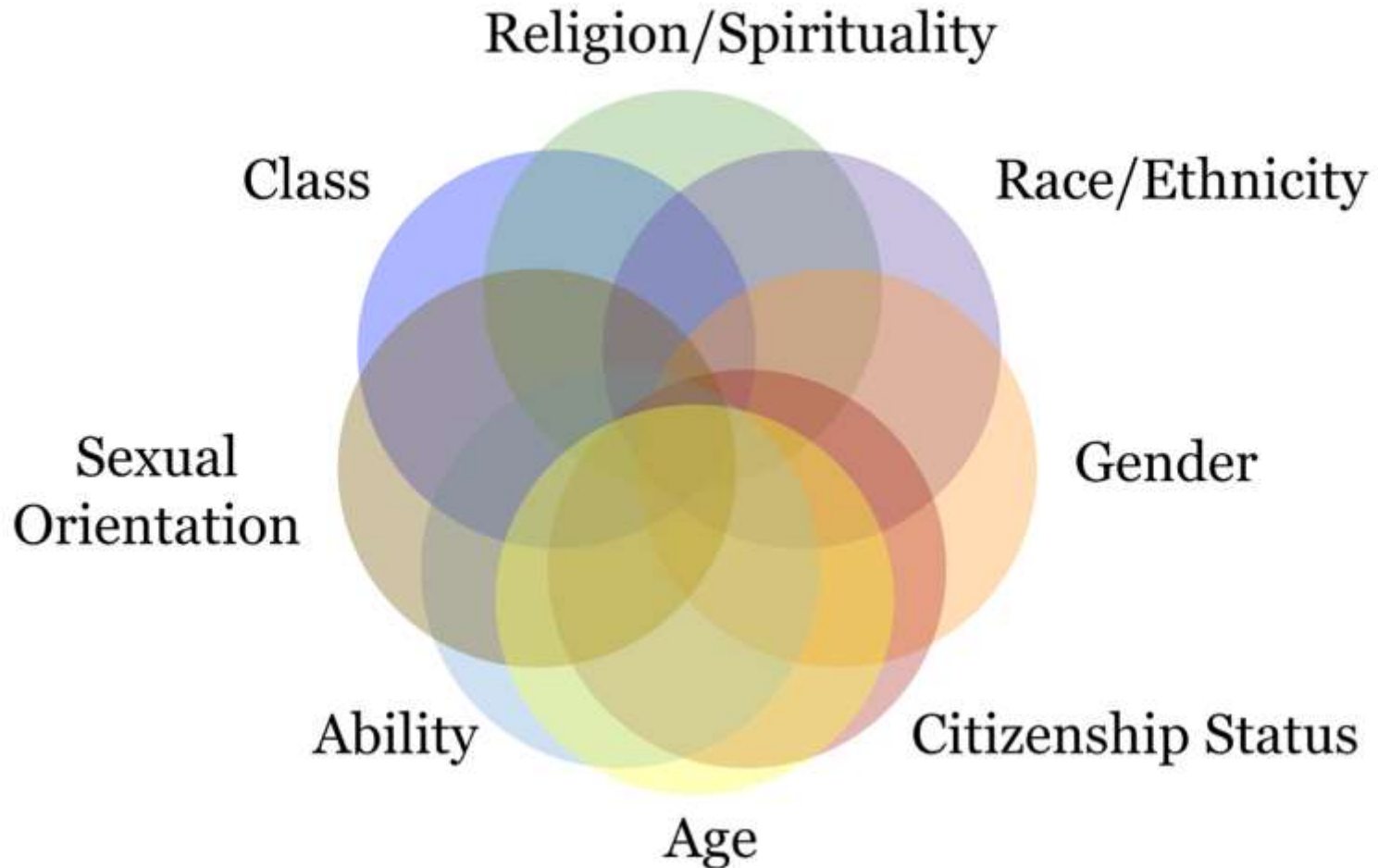
Best Practices for Supporting LGBTQ+ Youth

Assess Your Biases

★ Take stock of your personal biases

★ Seek opportunities for personal and professional development
   ○ Uphold ethical standards related to privacy & confidentiality

Consider Intersecting Identities

Know Your Audience

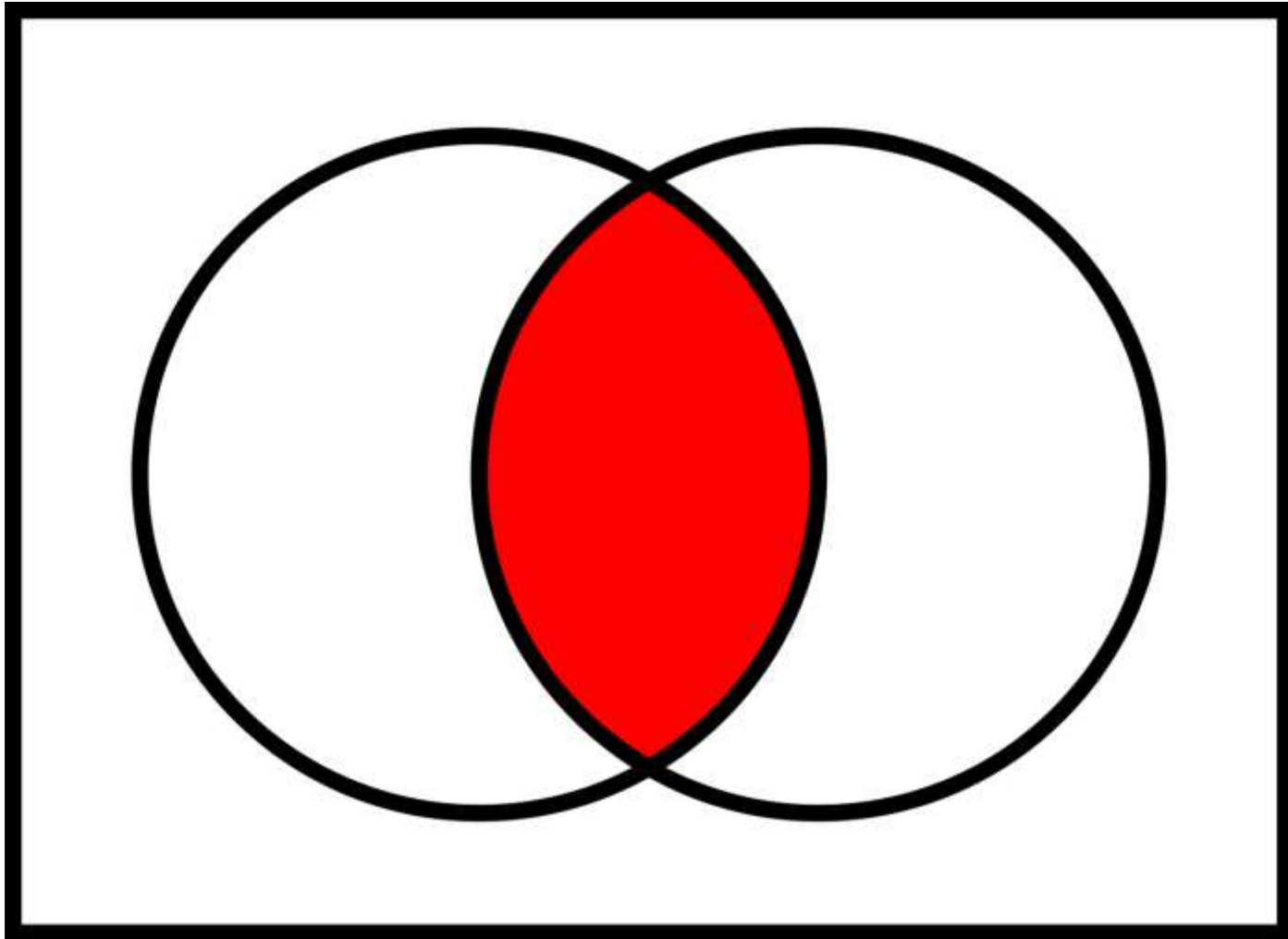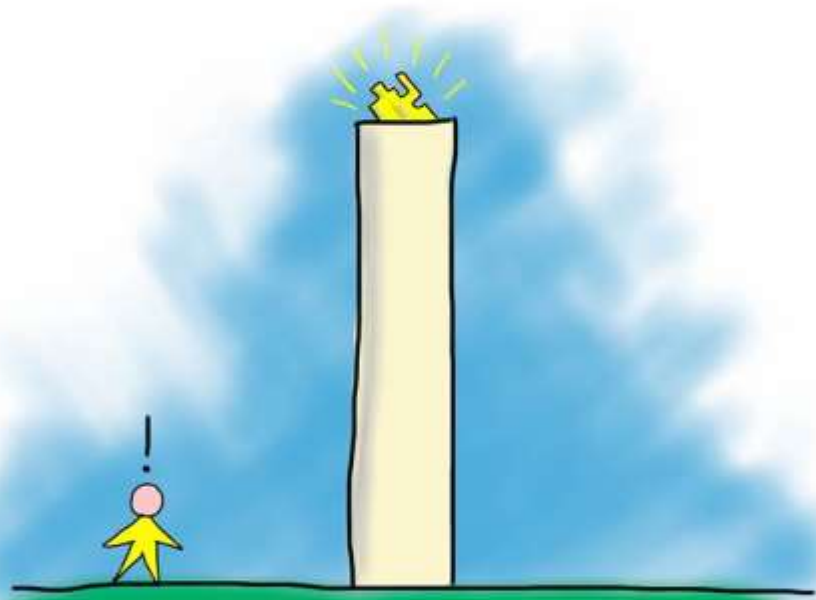# Georgia school district reverses transgender-friendly bathroom policy after death threats

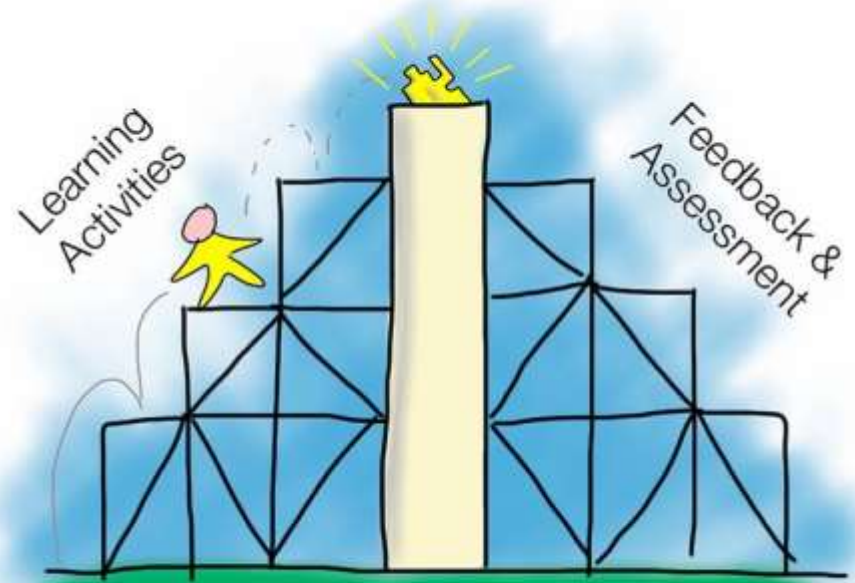By **Madeline Holcombe**, CNN
Updated 3:06 AM ET, Thu October 17, 2019

The school board voted to go back to having transgender students use single-stall gender neutral bathrooms.

Learning Outcome

Learning Activities

Feedback & Assessment

Representation Matters

★ What messages are your spaces sending around norms of gender, sexual orientation and families?

★ What could they say?

"When someone with the authority of a teacher describes the world and you are not in it, there is a moment of psychic disequilibrium, as if you looked into a mirror and saw nothing."
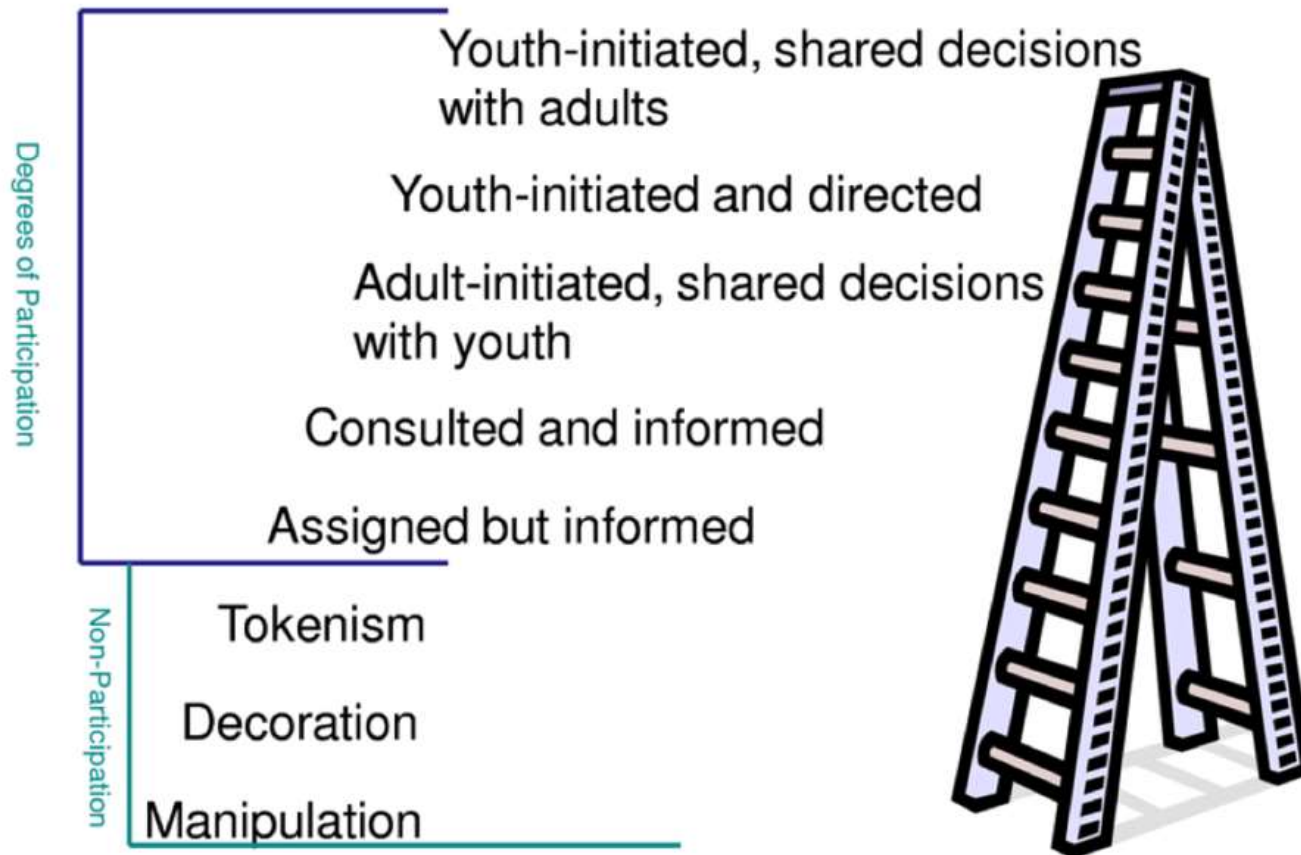
— ADRIENNE RICH, AMERICAN POET

Use Data!

I ♥ DATA

Value & Include Youth Voices

Ladder of Youth Participation

Youth-initiated, shared decisions with adults

Youth-initiated and directed

Adult-initiated, shared decisions with youth

Consulted and informed

Assigned but informed

Tokenism

Decoration

Manipulation

Degrees of Participation

Non-Participation

Adapted from Hart, R. (1992). *Children's Participation from Tokenism to Citizenship* Florence: UNICEF Innocenti Research Centre.

Out at Hillside

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Check out our latest #blogpost written by 10 year old activists Lily and Kaia, who created "Butterfly Effect" @EffectMigration to end child detention at the U.S. border. passthemicyouth.ces.ncsu.edu/2019/10/butter...

Butterfly E...
This blog p...
passthemic...

Oct 14, 2019

PassTheMicYouth
@PassTheMicYouth

In time for #ComingOutDay, #TrevorProject released a

Home » **LGBTQ+**

LGBTQ+

Unheard Voices

Unheard Voices is a collaboration among the Gay, Lesbian & Straight Education Network (GLSEN), the Anti-Defamation League (ADL), and StoryCorps. Geared toward students in grades 6-12, this project combines oral histories with curriculum to shine a spotlight on LGBTQ issues and experiences.

LGBT-Inclusive Curriculum, GLSEN

From identity, school climate, and allyship to gender diversity and LGBTQ history, GLSEN has LGBTQ-inclusive lessons plans for all grade levels.

Coming Out for Racial Justice, Basic Rights Education Fund

This comprehensive toolkit is equipped with lessons and activities for critically understanding the intersection between racism and heterosexism and transgender oppression. It can be used in the classroom, integrated into school club meetings, or within a youth-serving organization.

Think & Share

What steps can you take to make your programs more LGBTQ+ inclusive and affirming?

Case Scenario Activity

Case Scenario #1

You work in a conservative, rural community. The climate is somewhat hostile toward LGBTQ+ youth and while you want to foster a more affirming environment, you're not sure how. Your county director is supportive yet resistant to change for fear of backlash.

★ What do you do?
★ With whom do you collaborate?

Case Scenario #2

After a summer camp activity, you instruct youth to clean up after themselves. In response, you overhear a young person complain, "Ugh, that's so gay."