



fostering hope, transforming lives, securing futures

TIC TALK: Bringing Trauma Informed Care to Trauma-Exposed LGBTQ Youth



Goals

- Develop a basic understanding of Trauma Informed Care
- Learn the LGBTQ-specific and related traumas many LGBTQ youth face
- Learn how to better support and advocate with LGBTQ youth and educate others

Trauma Informed Care

“Trauma Informed Care is a strengths-based framework that is grounded in an understanding of and responsiveness to the impact of trauma, that emphasizes physical, psychological, and emotional safety for both providers and survivors, and that creates opportunities for survivors to rebuild a sense of control and empowerment.”

(Hopper et al., 2010)

Trauma Informed Care

- Understanding how trauma affects the life of an individual
- Goal of TIC: understand trauma survivors so that services and programs avoid re-traumatization

What Does LGBTQ Mean?

- LGBTQ: includes all individuals and communities who identify as lesbian, gay, bisexual, or transgender or those who are questioning their sexual orientation and/or gender identity
- Other acronyms: GLBTQ, LGBTQQIA

LGBTQ-Specific and Risk Factors and Trauma Experiences

- Bullied/Harassed/Intimidated/Assaulted
- Verbal and physical abuse in homes and communities
- Religious and spiritual rejection
- Homelessness
- Suicide and unique mental health issues
- Substance use and abuse
- Sexual abuse and exploitation

Did you know...

- 80% of LGBT students experience harassment
- 71.1% of LGBT students feel unsafe at school
- LGBT students are 3X more likely to miss school because of safety concerns

(GLSEN, National School Climate Survey, 2011)



Did you know...

- 25-40% of homeless youth are LGBT (The National Gay and Lesbian Task Force, 2006)
- LGBT youth from a rejecting home are nearly 9X more likely to attempt suicide than their LGBT peers from supporting homes; for Latino/as increased to 11X (Ryan, 2009)
- LGB youth are 4 times more likely, and questioning youth are 3 times more likely, to attempt suicide as their straight peers. (2011, CDC, “Sexual Identity, Sex of Sexual Contacts, and Health-Risk Behaviors Among Students in Grades 9-12: Youth Risk Behavior Surveillance”)



Did you know...

- The odds of substance abuse are 190% higher for LGB youth than for their heterosexual peers, with bisexual youth and lesbians being at an even higher risk—340% and 400% respectively (Marshal MP, Friedman MS, et al, 2008)
- Compared with their heterosexual peers, youth reporting any minority sexual orientation report having initiated alcohol use at younger ages. (Corliss HL, Rosario M, et al, 2008)



What LGBTQ Youth are Saying...

“Society looks down on us so much, at times I feel dehumanized”

–Jays 16 y/o bisexual girl from Los Angeles, CA

“I always have these nightmares about being some kind of animal, you know, like an animal you take to slaughter. I tend to have nightmares about the type of animal that you take to slaughter, like a cow or a pig. And I dream about running and having people tie me down and grab my legs and stuff. In any case, I always feel like people are treating me a lot like an animal because they look at me for the body and the meat.”

–17 y/o transgender person from New Mexico

(Source: “Queer Youth Advice for Educators” by Abe L. Young and Youth Contributors, 2011)

State Hate Crime Laws



STATE HATE CRIMES LAWS



Updated June 4, 2013

All but five states (Arkansas, Georgia, Indiana, South Carolina and Wyoming) have laws addressing the scourge of hate crimes, but there is variation in the list of protected classes. The laws that address hate or bias crimes against LGBT people are as follows.

States that have a law that addresses hate or bias crimes based on sexual orientation and gender identity (14 states and D.C.): California (1999), Colorado (2005), Connecticut (2004), District of Columbia (1989), Hawaii (2003), Maryland (2005), Massachusetts (2002/2011), Minnesota (1993), Missouri (2001), Nevada (2001/2013), New Jersey (2002/2008), New Mexico (2003), Oregon (2001/2008), Washington (1993/2009) and Vermont (2001).

States that have a law that addresses hate or bias crimes based on sexual orientation only (16 states): Arizona (2003), Delaware (2001), Florida (2001), Illinois (2001), Iowa (2002), Kansas (2002), Kentucky (2001), Louisiana (2002), Maine (2001), Nebraska (2002), New Hampshire (2002), New York (2002), Rhode Island (2012), Tennessee (2001), Texas (2002) and Wisconsin (2002).

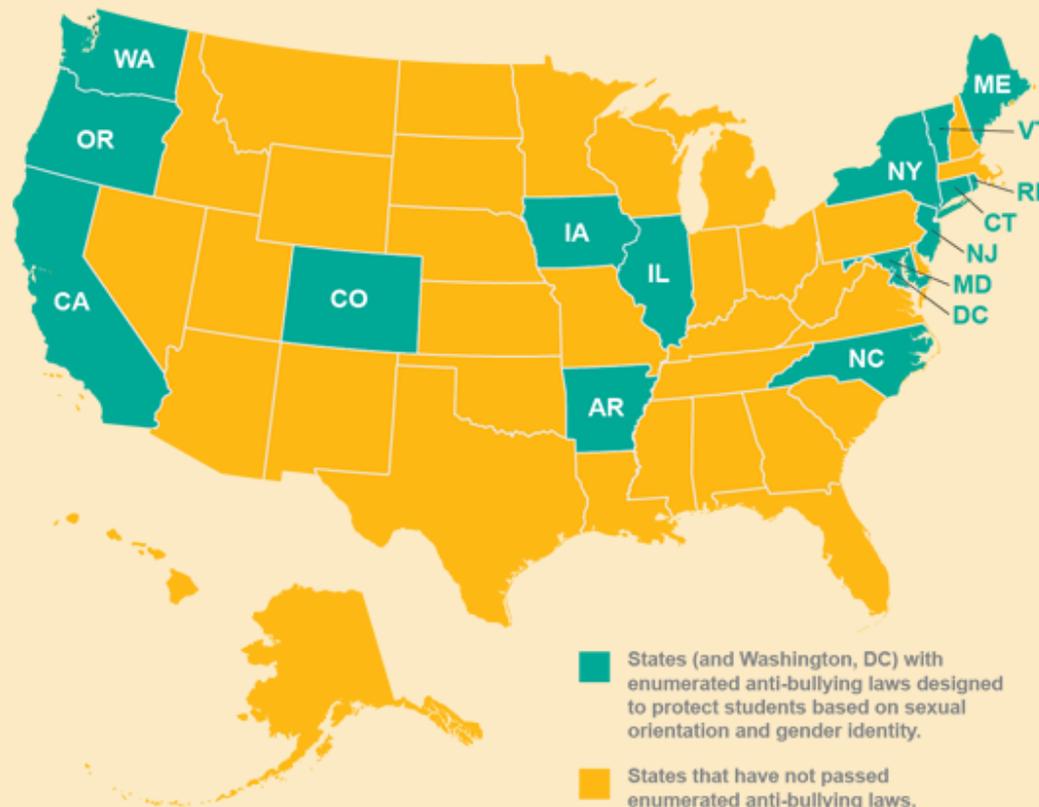
*** Laws lacking LGBT inclusion:** States that have a law that addresses hate or bias crimes based, but do not address sexual orientation or gender identity (14 states): Alabama, Alaska, Idaho, Mississippi, Montana, North Carolina, North Dakota, Ohio, Oklahoma, Pennsylvania, South Dakota, Utah (no categories listed), Virginia and West Virginia.

**** Data Collection Only:** Michigan (sexual orientation), Rhode Island (gender identity)

Human Rights Campaign | 1640 Rhode Island Ave., N.W., Washington, D.C. 20036 | www.hrc.org/statelaws

Enumerated Anti-Bullying Laws

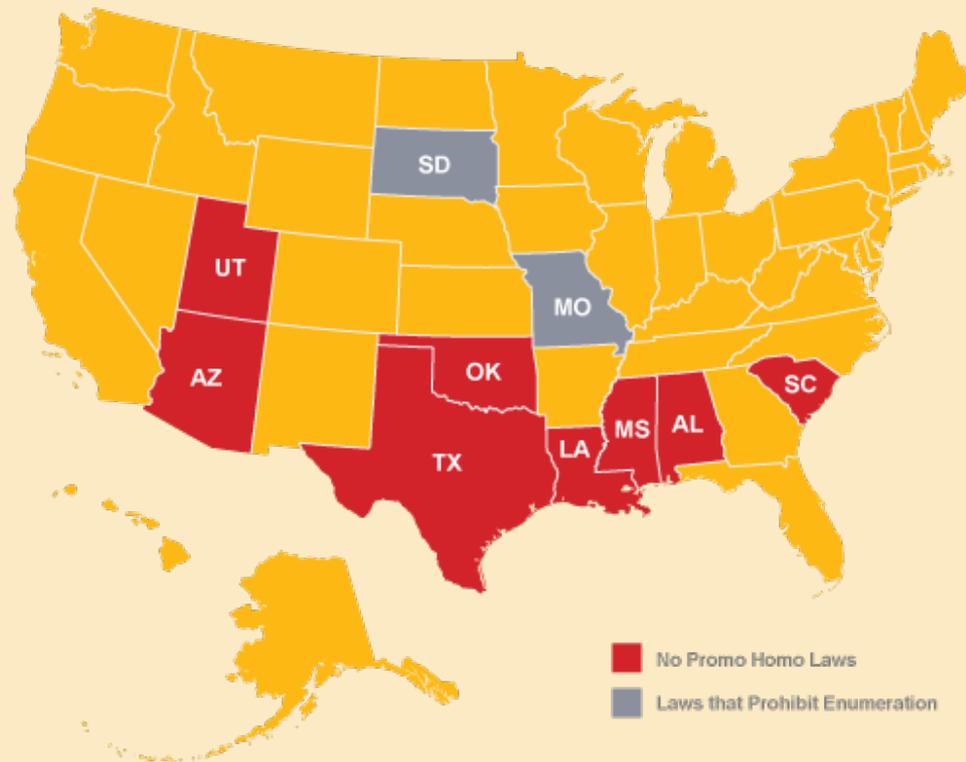
ENUMERATED ANTI-BULLYING LAWS BY STATE



Source: GLSEN

No Promo-Homo Laws

NO PROMO HOMO LAWS & LAWS THAT PROHIBIT ENUMERATION



Source: GLSEN

Trauma Informed Space: Building a Safe Space

- Know the Issues
- Support
- Educate
- Advocate



Know the Issues

- What are my own beliefs and values?
- What are my own experiences that impact my ability to be accepting or supportive?
- Did you see anti-LGBT bias at your workplace?
- How did it affect you?

What is an Ally?

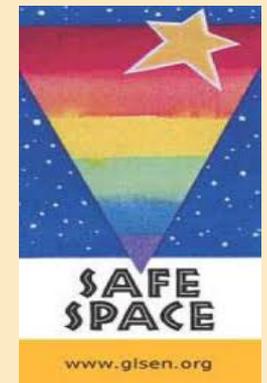
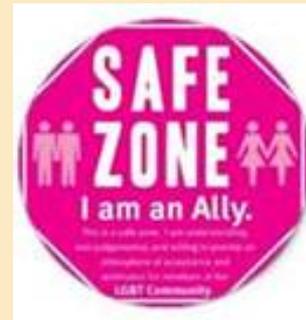


Support-Being a Visible Ally



CHANGE ATTITUDES.
CHANGE BEHAVIORS.
CHANGE DIRECTIONS.
CHANGE LIVES.
CHANGE POLICIES.
CHANGE VOICES.
BE AN ALLY.
BE THE CHANGE.

- Display LGBTQ supportive materials
- Wear a visible marker
- Ally Week
- LGBTQ History Month, LGBTQ Pride Month



Screening for Safety with LGBTQ Youth

- **H**ome
- **E**ducation
- **A**ctivities
- **D**rugs/Depression/Diets
- **S**afety/Sexuality



Source: Fenway Guide to LGBT Health

Responding to Anti-LGBTQ Language

- How would you respond if a client says to you, “That’s So Gay?”
- How would you respond to slurs such as “faggot,” “dyke,” or “tranny?”
- How would you respond to “No homo?”

Possible Responses

- What do you mean by that?
- Do you say that as a compliment?
- How do you think a gay person might feel?
- Do you know what “gay” means?
- Do you know it’s hurtful?

Resource

www.welcomingschools.org

Support

- Let your actions speak for you
 - Use inclusive language
 - Make no assumptions
 - Respond to anti-LGBTQ language and behavior every time
 - Understand and respect heightened concerns about confidentiality
- Be there when a youth comes out to you
 - Listen, listen, listen
 - Unconditional positive regard



Support

- Know the resources in your community
 - TVFS-LGBTQ Resource Guide (English & Spanish)
www.thevillagefs.org/publications-and-resources
 - GLBT Near Me <http://www.glbtnearme.org/>



- Make sure they are trauma informed
- TIC is a priority for CBOs

Educate

- Teach Respect
- Include other staff
- What can clients/students do to advocate for change within their schools?



- Resource: NoNameCallingWeek.org

Advocate

- Assess for safety
- Implement anti-bullying, harassment and non-discrimination policies in the workplace inclusive of sexual orientation, sex, gender, gender identity and gender expression

Resource: Lambda Legal

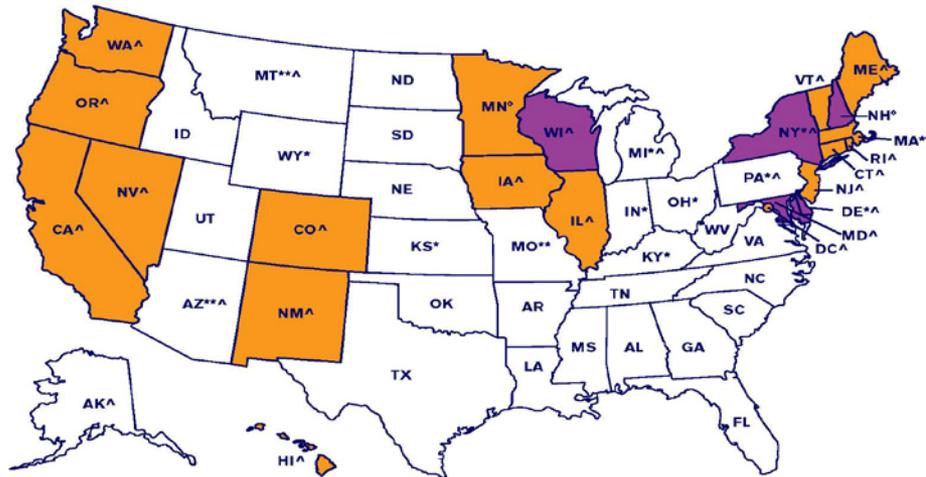
<http://data.lambdalegal.org/pdf/300.pdf>

Toolkits: “Moving the Margins” & “Out of the Margins”

Employment Laws and Policies



STATEWIDE EMPLOYMENT LAWS AND POLICIES



Updated June 4, 2013

States that prohibit discrimination based on sexual orientation and gender identity (16 states and D.C.): California (1992, 2003), Colorado (2007), Connecticut (1991/2011), District of Columbia (1977, 2006), Hawaii (2011), Illinois (2006), Iowa (2007), Massachusetts (1989, 2012), Maine (2005), Minnesota (1993), New Jersey (1992, 2007), New Mexico (2003), Nevada (1999, 2011), Oregon (2008), Rhode Island (1995, 2001), Vermont (1991, 2007) and Washington (2006).

- State courts, commissions, agencies, or attorney general have interpreted the existing law to include some protection against discrimination against transgender individuals in Florida and New York.
- The Federal Equal Employment Opportunity Commission is now accepting complaints of gender identity discrimination in employment based on Title VII's prohibition against sex discrimination.

States that prohibit discrimination based on sexual orientation only (5 states): Delaware (2009), Maryland (2001), New Hampshire (1996), New York (2003) and Wisconsin (1982).

LAWS AND POLICIES COVERING PUBLIC EMPLOYEES ONLY:

The laws referenced above apply to public and private employers (with some limitations) in the respective states. Additionally, there are 9 states (*) that have an executive order, administrative order or personnel regulation prohibiting discrimination against public employees based on sexual orientation and gender identity, and 3 states (**) prohibit discrimination against public employees based on sexual orientation only (Missouri order only covers executive branch employees). In 23 states and the District of Columbia (^) state employees are provided with domestic partner benefits. In 3 states (*) state employees are provided with benefits based on marriage, and same-sex spouses are eligible for benefits.

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There is hope...

- In 2011, there was a significant decrease in harassment and assault based on sexual orientation compared to findings released from previous years

(GLSEN, 2011)

- *Harassment and assault on the basis of sexual orientation and gender expression continue to be a major issue, despite this heartening statistic*

Healing the Healers

c'mon, inner peace.
I don't have all day.



Trauma Informed Care
is moving from
“What’s wrong with you?”
to
“What was your experience?”

Any Questions or Comments?

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