



LGBTQ 101

Understanding LGBTQ Youth, Effective Allyship,
and Considerations for Justice Workers

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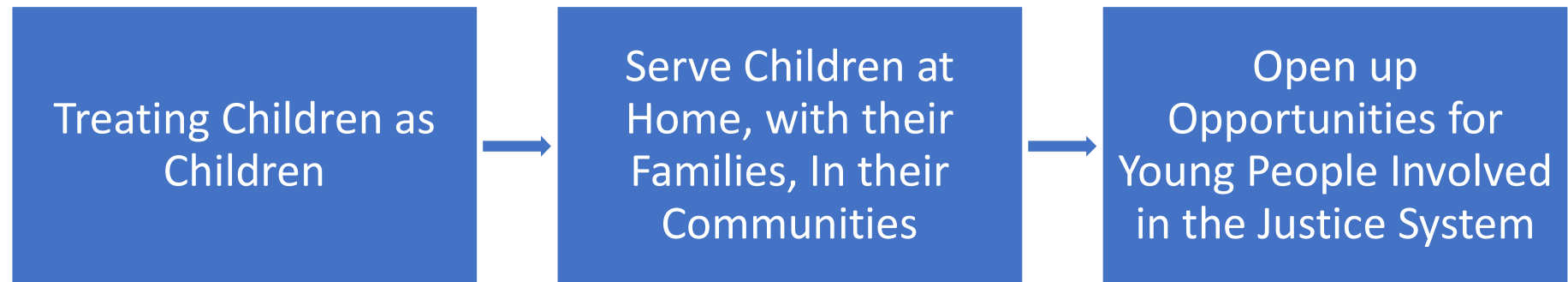


DISCLAIMER

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PRIORITIES

Office of Juvenile Justice and Delinquency Prevention (OJJDP),
Office of Justice Programs, U.S. Department of Justice

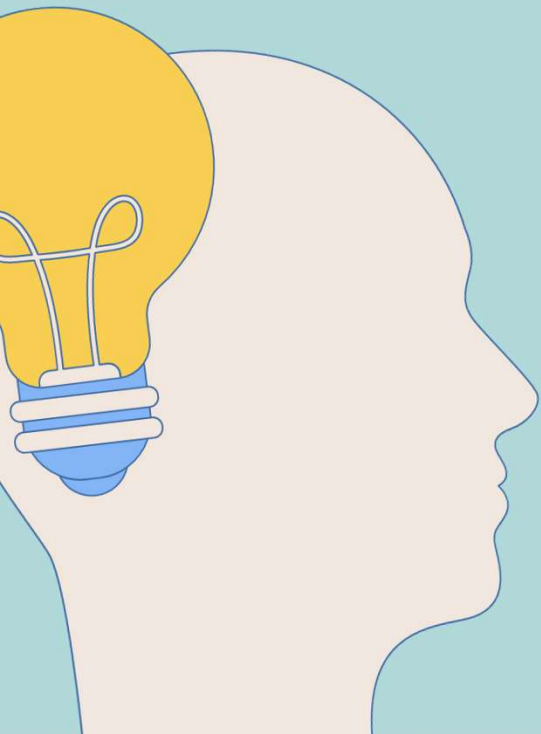


AGENDA

1. Understand the differences and relationships between Sexual Orientation, Gender Identity, and Gender Expressions.
2. Learn allyship strategies and the impact of inherent bias.
3. Considerations for youth-justice worker relations.
4. Community resources.
5. Questions

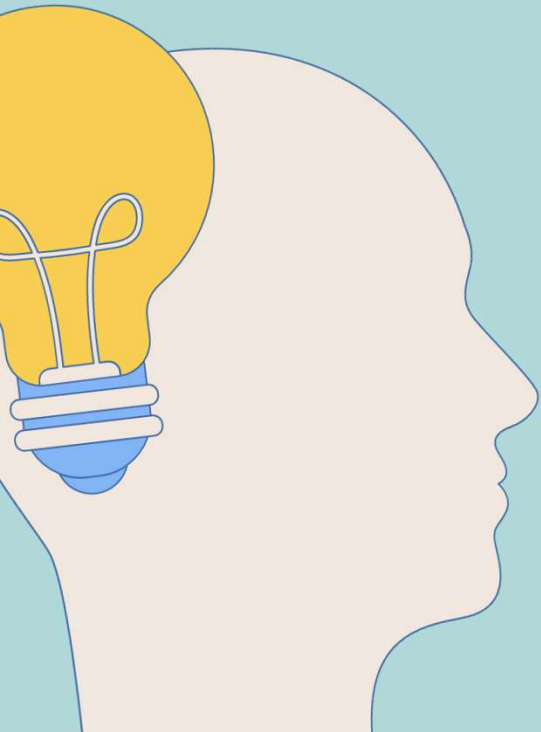
Remember

You don't have to agree with or fully understand someone to support and care about them.



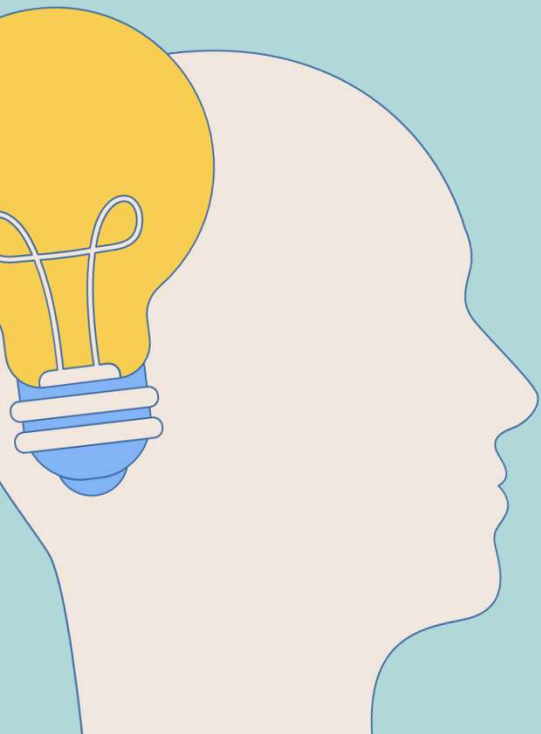
Remember

You have the ability to
make an impact
with every youth
in every interaction.



Remember

Take a moment to become present.
Go into this with an open mind and heart.
We all have good intentions and
care about protecting and serving youth.



Understanding LGBTQ Youth

TERMS + CONCEPTS



A SPECTRUM BEYOND THE BINARY

A TRADITIONAL SOCIAL LENS TELLS US THAT WE LIVE IN A BINARY WORLD; HOWEVER, THIS VIEW FAILS TO SEE THE COMPLEXITY AND NUANCE OF OUR COMMON, LIVED EXPERIENCES.

BINARY - CONSISTING OF TWO PARTS

MAN VS WOMAN

MASCULINE VS FEMININE

HETEROSEXUAL VS HOMOSEXUAL

GENDER IDENTITY

GENDER EXPRESSION

SEXUAL ORIENTATION

SPECTRUM - A CONTINUOUS SEQUENCE OR RANGE

MAN

WOMAN

MASCULINE

FEMININE

HETEROSEXUAL

HOMOSEXUAL

Terms Matter

BIOLOGICAL SEX

BIOLOGICAL SEX, OR “ASSIGNED SEX”, REFERS TO THE LABEL GIVEN AT BIRTH BASED ON GENITALIA AND OTHER FACTORS LIKE HORMONES AND CHROMOSOMES

BIOLOGICAL SEX

AFAB

AMAB



GENDER IDENTITY

TRADITIONAL VIEW OF BIOLOGICAL SEX
ERASES INDIVIDUALS WHO ARE BORN...

INTERSEX

“INTERSEX” IS A GENERAL TERM USED FOR A VARIETY OF CONDITIONS IN WHICH A PERSON IS BORN WITH A REPRODUCTIVE OR SEXUAL ANATOMY THAT DOESN’T SEEM TO FIT THE TYPICAL DEFINITIONS OF FEMALE OR MALE.



Terms Matter

GENDER IDENTITY

TERMS HELP SHAPE IDENTITY AND UNDERSTANDING. AS WE EVOLVE OUR UNDERSTANDINGS OF OURSELVES AND OUR IDENTITY, IT'S IMPORTANT THAT OUR LANGUAGE EVOLVES TOO

SINCE GENDER IDENTITY REFERS TO AN INDIVIDUAL'S SENSE OF THEIR GENDER, WE USE DIFFERENT TERMS TO REFLECT THOSE GENDER IDENTITIES.

FOR EXAMPLE...

CIS- VS TRANS-

CIS- AND TRANS- ARE LATIN PREFIXES THAT HAVE A LONG HISTORY OF USE IN SCIENTIFIC SPACES.

“CISGENDER”

GENDER IDENTITY CORRESPONDS
WITH SEX ASSIGNED AT BIRTH

“TRANSGENDER”

GENDER IDENTITY DIFFERS
FROM SEX ASSIGNED AT BIRTH





Terms Matter

GENDER IDENTITY

“WELL WHAT ABOUT....?”

NON-BINARY

GENDERFLUID

NON-BINARY AND GENDERFLUID IDENTITIES REFLECT AN INDIVIDUAL'S GENDER IDENTITY THAT DOES NOT CONFORM TO TRADITIONAL BINARY BELIEFS ABOUT GENDER OR AS HAVING A SINGLE UNCHANGING GENDER

TERMS LIKE THIS HAVE EXISTED IN VARIOUS INDIGENOUS CULTURES ACROSS THE WORLD.

TWO-SPIRIT

HIJRA



Terms Matter

SEXUAL ORIENTATION

SEXUAL ORIENTATION REFERS TO WHO YOU ARE ATTRACTED TO PHYSICALLY OR ROMANTICALLY.

AN INDIVIDUAL MAY EXHIBIT ATTRACTION TO ONE OR MULTIPLE GENDERS. THIS ATTRACTION MAY BE PURELY PHYSICAL, PURELY ROMANTIC, A MIXTURE OF BOTH, OR NONE AT ALL.

STRAIGHT

LESBIAN

GAY

PANSEXUAL

ASEXUAL

BISEXUAL

AROMANTIC

Terms Matter

GENDER EXPRESSION

GENDER EXPRESSION REFERS TO THE WAY A PERSON PHYSICALLY COMMUNICATES THEIR GENDER IDENTITY.

THIS COULD BE THROUGH THEIR APPEARANCE, DRESS, AND BEHAVIORS. AN INDIVIDUAL MAY EMBRACE A RANGE OF MASCULINE AND FEMININE GENDER EXPRESSIONS.



Where do you find yourself on these spectrums?

GENDER
IDENTITY

MAN

WOMAN



GENDER
EXPRESSION

MASCULINE

FEMININE



SEXUAL
ORIENTATION

HETEROSEXUAL

HOMOSEXUAL



IF THE PRIORITY IS TO
SERVE LGBTQ+ YOUTH AS
YOUTH, THEN COMING FROM
A PLACE OF MUTUAL
UNDERSTANDING IS KEY.

UNDERSTANDING AND
RECOGNIZING WHERE YOU
FIND YOURSELF ON THESE
SPECTRUMS CAN LEAD YOU
INTO BETTER ALLYSHIP.

Effective Allyship

BIAS + ACTION



Identifying Inherent Bias

WE ALL HAVE BIASES. THESE ARE ASSUMPTIONS THAT WE MAKE ABOUT PEOPLE OR GROUPS BASED ON FACTORS SUCH AS AGE, SOCIOECONOMIC STATUS, WEIGHT, RACE, GENDER, OR SEXUAL ORIENTATION

THESE BIASES AREN'T ALWAYS NEGATIVE, BUT THEY ARE SHAPED BY AN INSTINCT THAT CAUSES US TO ASSOCIATE WITH PEOPLE WE PERCEIVE TO BE SIMILAR TO US BECAUSE IT FEELS SAFE.

TO BECOME AWARE OF YOUR OWN BIAS, START BY PAYING ATTENTION TO YOUR THOUGHTS AND EXAMINING YOUR OWN BELIEFS.

THINK ABOUT THE STATEMENT...

YOUTH ARE TOO YOUNG TO
KNOW WHAT THEY ARE
TALKING ABOUT.

Identifying Inherent Bias

YOUTH ARE TOO YOUNG TO
KNOW WHAT THEY ARE
TALKING ABOUT.

WELL, WHAT ABOUT?



POLITICS RELATIONSHIPS MOVIES DEPRESSION/
ANXIETY BODY IMAGE DISCRIMINATION SUICIDE
GENDER MUSIC SEXUALITY BULLYING/
IDENTITY HARASSMENT

Identifying Inherent Bias

YOUTH ARE TOO YOUNG TO
KNOW WHAT THEY ARE
TALKING ABOUT.

IMPLIES WE KNOW MORE ABOUT THEIR EXPERIENCE AND INNER SELF THAN THEY DO.
BY DENYING A YOUTH'S LIVED EXPERIENCE, WE ALIENATE,
ISOLATE, AND INHIBIT POSITIVE GROWTH.

SO, WHERE DO WE GO FROM HERE?

1



2



3

IF A YOUTH'S LIVED EXPERIENCE
BRINGS UP A CONFLICT WITHIN
YOU, ASK YOURSELF "WHY?"

NOTICE IF YOUR BIAS IMPACTS
THE SUPPORT YOU CAN
PROVIDE FOR THE YOUTH.

SET YOUR BIAS ASIDE
AND STEP INTO
ALLYSHIP.

Ways to Be an Ally

PRONOUN USAGE

CORRECT PRONOUN USAGE IS ONE OF THE SINGLE
BEST WAYS FOR ADULTS TO SHOW ALLYSHIP.

IN THEIR 2023 NATIONAL SURVEY ON LGBTQ YOUTH, THE TREVOR PROJECT REPORTED THAT TRANSGENDER AND NONBINARY YOUNG PEOPLE WHO REPORTED THAT ALL OF THE PEOPLE THEY LIVE WITH RESPECT THEIR PRONOUNS REPORTED ATTEMPTING SUICIDE LESS THAN THOSE WHO LIVED WITH OTHERS WHO DID NOT RESPECT THEIR PRONOUNS.

CORRECT PRONOUN USAGE CAN FEEL LIKE A DAUNTING TASK, BUT YOU ALREADY KNOW HOW TO USE THEM. ALL THAT'S NEEDED IS ACTIVE LISTENING AND AN AVOIDANCE OF ASSUMPTIONS.

IF A YOUTH SHARES THEIR PREFERRED PRONOUNS WITH YOU, THAT IS HOW YOU SHOULD REFER TO THEM. THIS IS SAME WHEN SOMEONE SHARES THEIR PREFERRED NAME.

FOR EXAMPLE...

“HI, MY NAME IS JUJU AND
I USE HE/HIM PRONOUNS.”

Ways to Be an Ally

PRONOUN USAGE

STRATEGIES WHEN INTERACTING WITH YOUTH

1

AVOID MAKING ASSUMPTIONS ABOUT A YOUTH'S IDENTITY.

2

WHEN GENDER IS UNKNOWN, DEFAULT TO THEY/THEM PRONOUNS. THESE ARE GENDER NEUTRAL PRONOUN TERMS.

3

WHEN YOU MAKE A MISTAKE, ACKNOWLEDGE IT, APOLOGIZE, MOVE ON.

Ways to Be an Ally

FURTHER STRATEGIES

- INTRODUCE YOURSELF AND INCLUDE YOUR PRONOUNS.
- ASK AND USE PREFERRED NAME/PRONOUNS AS MUCH AS POSSIBLE. (LEGAL NAME MAY NOT MATCH PREFERRED NAME)
- FOLLOW THE SAME RULES FOR RESPECTFUL CONVERSATION AS YOU WOULD WITH ANYONE ELSE.
- BELIEVE YOUTH WHEN THEY SHARE THEIR IDENTITY WITH YOU.
- ENGAGE IN ACTIVE LISTENING, WITH AN OPEN MIND, FREE FROM JUDGEMENT OR ASSUMPTIONS.

Considerations

FOR JUSTICE WORKERS



Considerations

LGBTQ+ HISTORY

THERE IS A HISTORY OF MISTRUST AMONG THE LGBTQ+ COMMUNITY WITH LAW ENFORCEMENT. FOR MUCH OF THE 20TH CENTURY, THIS MISTRUST WAS FUELED BY PRESSURE TO ENFORCE MORALITY AND PUBLIC DECENCY LAWS TARGETED AGAINST THE LGBTQ+ COMMUNITY.

MANY SIGNIFICANT MOMENTS IN LGBTQ+ HISTORY INVOLVE PROTEST AGAINST LAW ENFORCEMENT, SUCH AS THE COMPTON CAFETERIA RIOTS IN SAN FRANCISCO IN 1966 AND THE STONEWALL UPRISING IN NEW YORK CITY IN 1969.

THIS HISTORY IMPACTS YOUTH TODAY AND INFORMS THEIR GENERAL ATTITUDE TOWARD LAW ENFORCEMENT. BECOMING AWARE AND LEARNING ABOUT THIS HISTORY, GIVES YOU AN OPPORTUNITY TO FURTHER UNDERSTAND LGBTQ+ YOUTH LIVED EXPERIENCES.

Considerations

TOOLS FOR SUCCESS

**IF THE PRIORITY IS TO TREAT YOUTH AS YOUTH, THEN
COMMON DECENCY, RESPECT, AND BEING FREE FROM
PERSONAL JUDGEMENT ARE ESSENTIAL TOOLS.**

**IF THE PRIORITY IS TO SERVE YOUTH AT HOME, WITH THEIR
FAMILIES, IN THEIR COMMUNITIES, THEN ADVOCATING AND
PROTECTING THE YOUTH'S BEST INTEREST ARE ESSENTIAL TOOLS.**

**IF THE PRIORITY IS OPEN UP OPPORTUNITIES FOR YOUTH INVOLVED
IN THE JUSTICE SYSTEM, THEN UNDERSTANDING YOU HAVE THE
ABILITY TO MAKE A POSITIVE IMPACT IS AN ESSENTIAL TOOL.**

Key Considerations

1. MANY LGBTQ+ YOUTH HAVE A DISTRUST TOWARDS LAW ENFORCEMENT. FOR RESPECT TO BE EARNED, IT NEEDS TO BE MODELED.
2. BE A ROLE MODEL; YOUR IMPACT CAN BE EXPONENTIAL. WHAT WOULD YOU LIKE IT TO BE?
3. USE HARM-REDUCTION AS A LENS FOR GUIDING EFFECTIVE POLICY AND PROCEDURE. DOES “X” SUPPORT THE YOUTH OR POTENTIALLY HARM THEM?
4. BE AN ALLY.

Resources & COMMUNITY PROGRAMS





^{the} Montrose
Center

MENTAL HEALTH SERVICES
SUBSTANCE ABUSE RECOVERY
HIV PREVENTION & WELLNESS
SENIOR LIVING
HOUSING & HOMELESSNESS



PEER SOCIAL SUPPORT GROUPS

HATCH JR (7-12)

HATCH (13-17)

HATCHED OUT (18-24)

Questions?

