RISE PROGRAM

RECOGNIZE INTERVENE SUPPORT EMPOWER

Pathways to Permanency: Dismantling Systems of Care Pipelines

Ariel Bustamante, Training & Coaching Manager

LOS ANGELES LGBT CENTER®
RISE
FORWARD FOR 50

Intros

Name

Pronouns

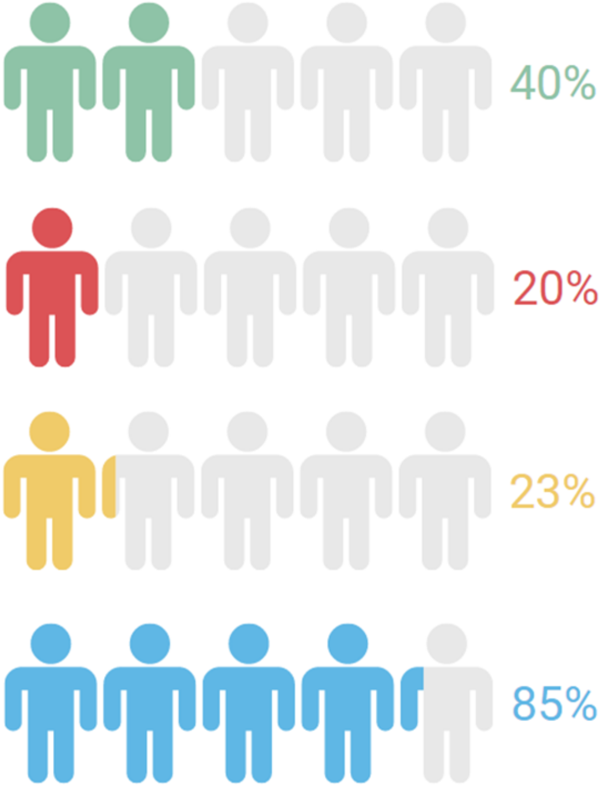
Role (i.e. Parent, Advocate, Social Worker, etc.)

Recognize, Intervene, Support, & Empower

- Reduce LGBTQ+ youth in systems of care.
- Increase permanency options.
- Decrease bias and discrimination in care through education and coaching.

Permanency Disruptions

Permanency



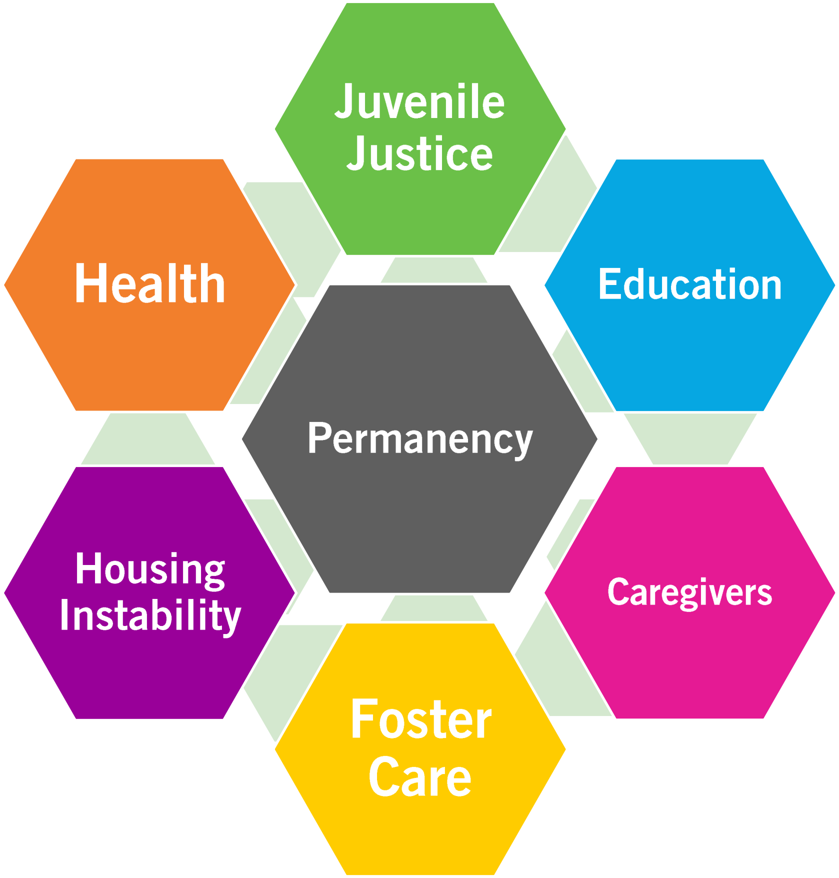
● Experiencing Homelessness ● Juvenile Justice ● Child Welfare ● SOGIE-Based Bullying or Harassment

Williams Institute, NCLR, Irvine et al, GLSEN

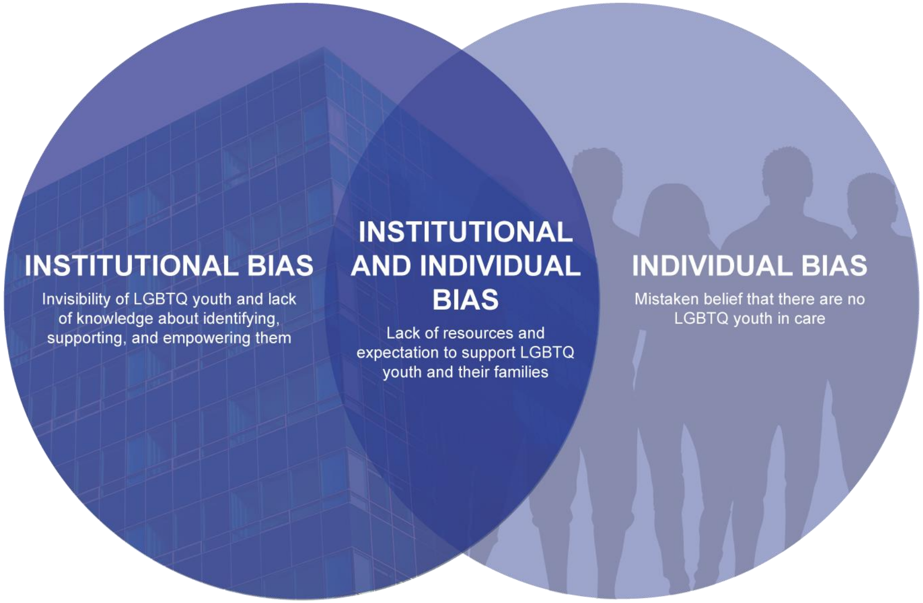
In the Life Media:
Our Bodies, Our Rights

Lilly's Story

Understanding the Cycle + Context


Juvenile Justice
Health
Education
Permanency
Housing Instability
Caregivers
Foster Care

Recognizing the Barriers to Permanency



INSTITUTIONAL BIAS

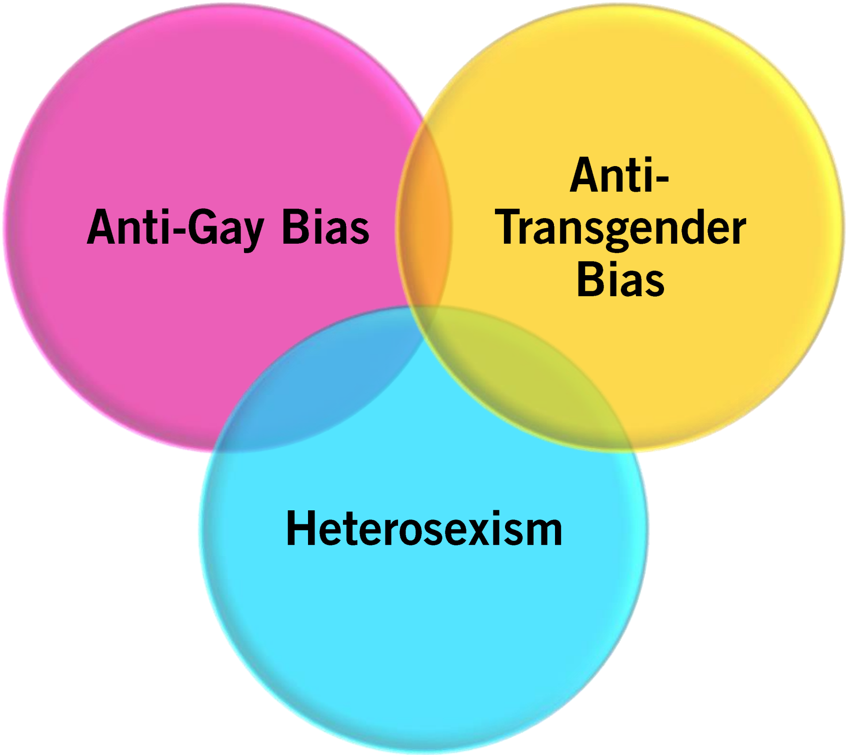
Invisibility of LGBTQ youth and lack of knowledge about identifying, supporting, and empowering them

INSTITUTIONAL AND INDIVIDUAL BIAS

Lack of resources and expectation to support LGBTQ youth and their families

INDIVIDUAL BIAS

Mistaken belief that there are no LGBTQ youth in care



Anti-Gay Bias

Anti-Transgender Bias

Heterosexism

SOGIE Principles

A. **Distinct and Separate:** Sex assigned at birth, gender identity, gender expression, sexual orientation, and sexual behavior are each distinct from one another.

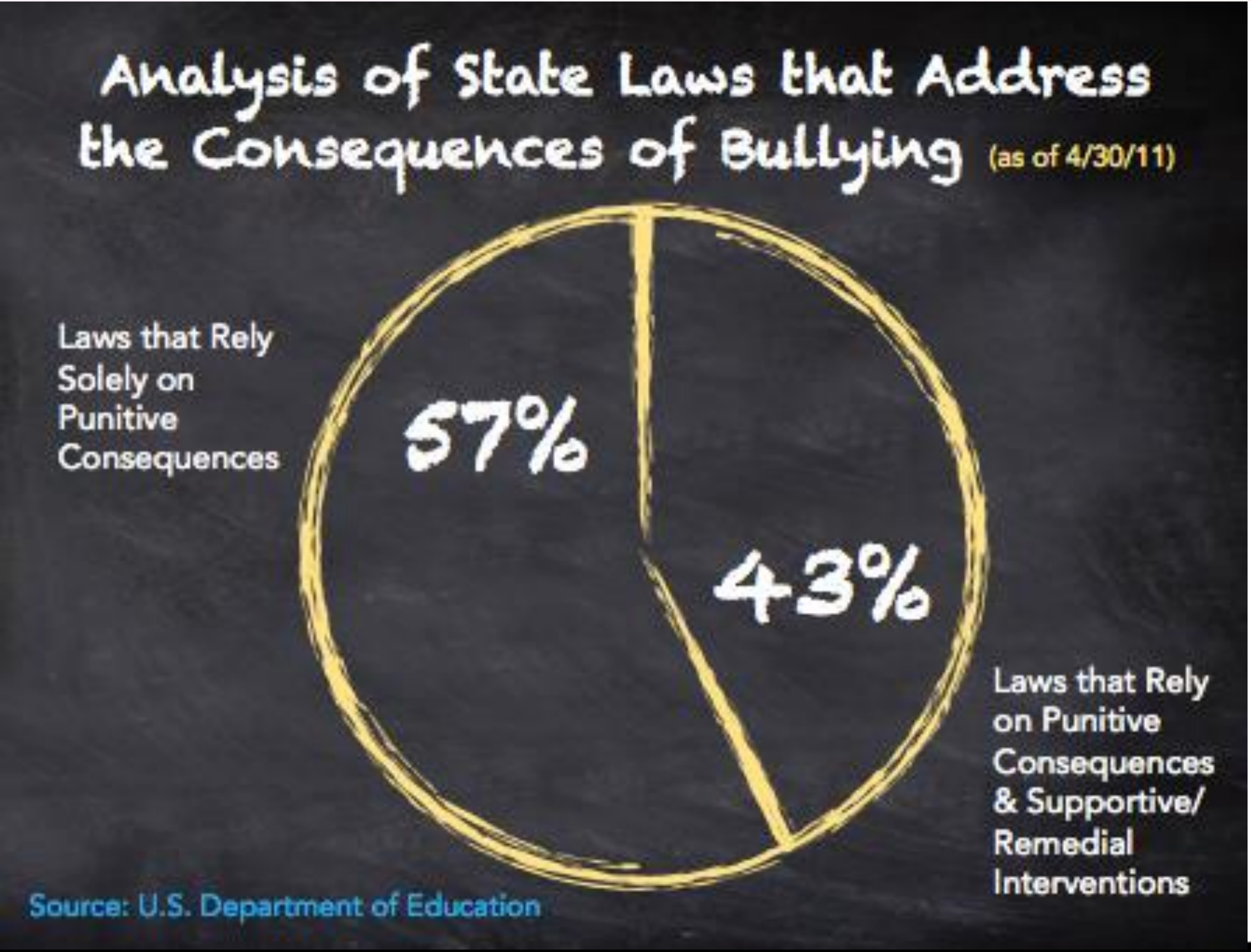
B. **Exists on Spectrums:** SOGIEs exist on spectrums, language to describe identities on these spectrums varies by the individuals that use that language.

C. **Intersectional:** SOGIE identities intersect with other identities like race, class, and ability to create life experiences.

D. **Universal:** Everyone has a SOGIE, and identity development is a natural, ongoing part of the human experience.

E. **Self-Defined:** How one understands, articulates, and shares their SOGIE is self-determined.

Education

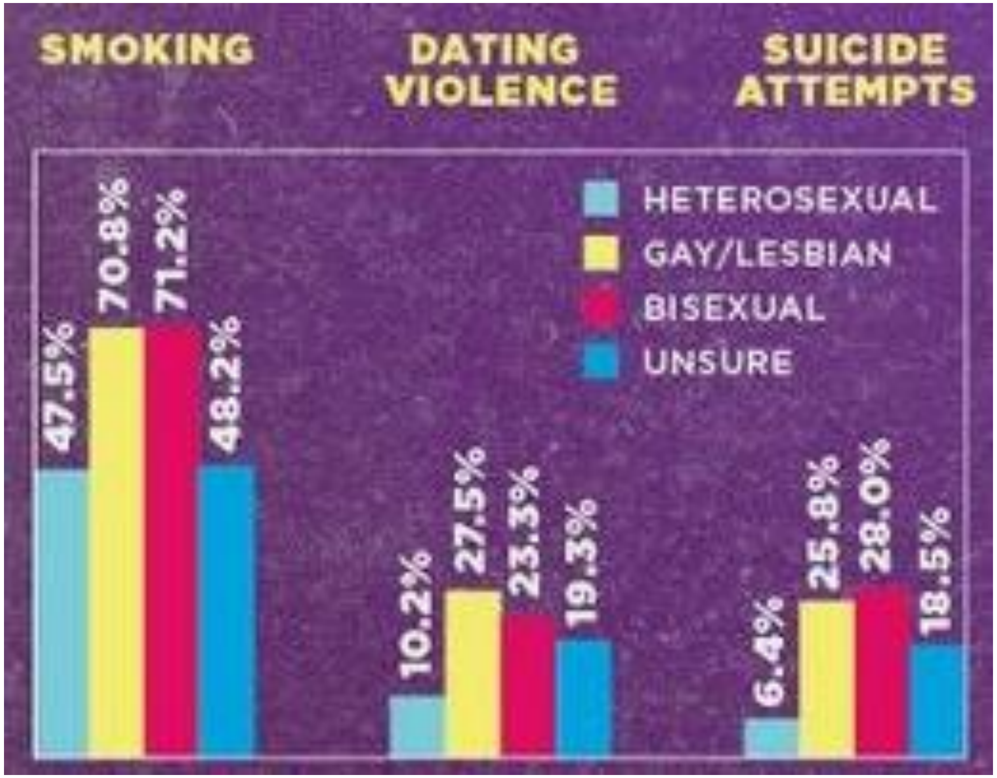


- Non-affirming school climate
- Punitive Discipline
- Truancy

GSA Network

Access to Healthcare

- Access to knowledgeable providers
- Access to gender-affirming care
- HIV/AIDS & STI Status Stigma



Fenway Health

Caregivers

8x

More likely to attempt suicide

6x

More likely to report high levels of depression

3x

More likely to be at high risk for contracting HIV & STIs

3x

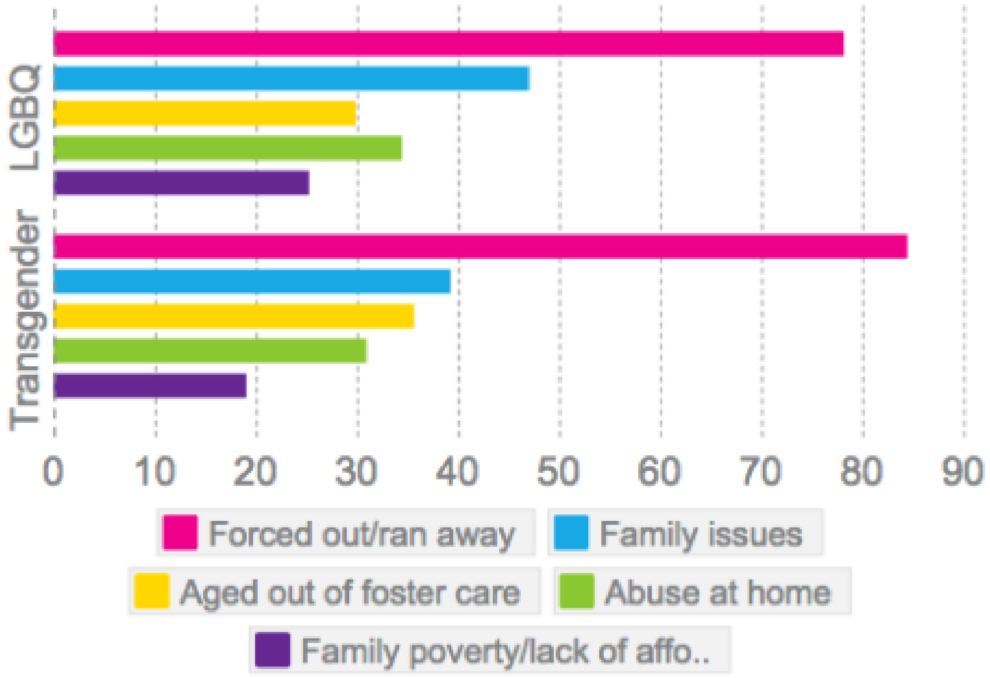
More likely to use illegal drugs

- Misinformation
- Lack of resources
- Unique developmental needs & milestones

Family Acceptance Project

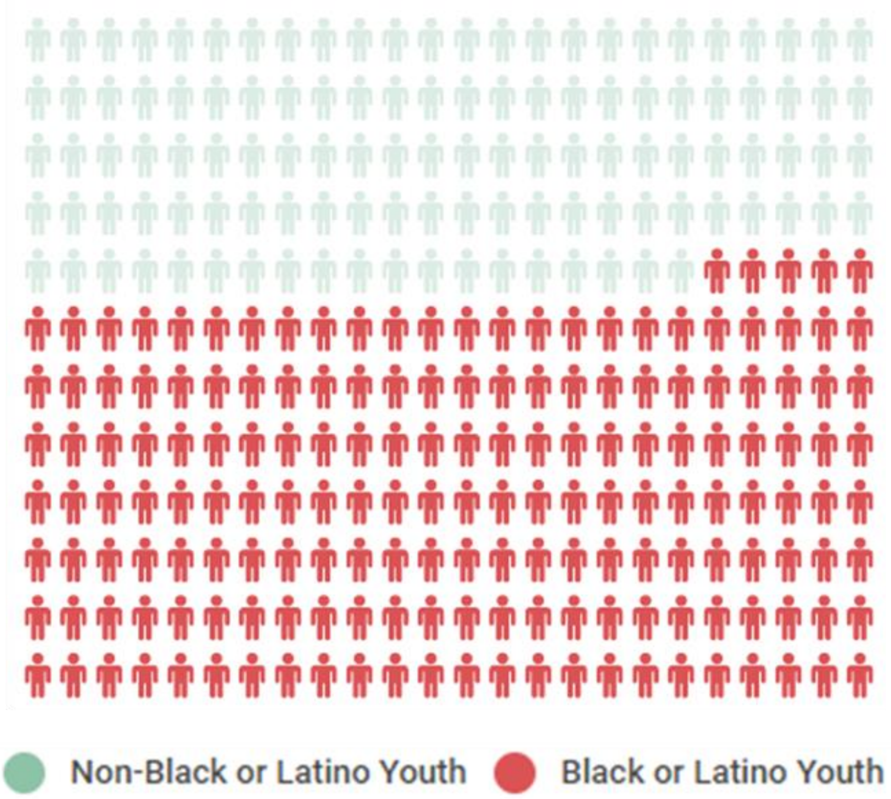
Experiencing Homelessness

- Survival Crimes & "Quality of Life" Offenses
- Lack of identification (i.e. couch surfing youth)



True Colors United

Juvenile Justice System

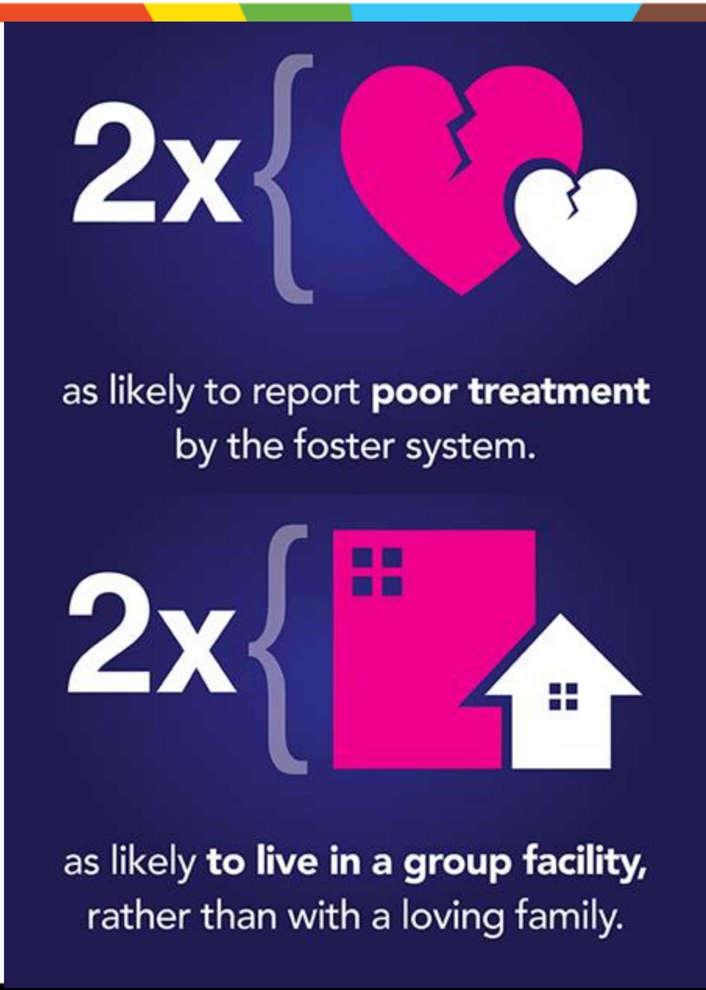


Irvine

- Overcriminalization
- Incorrect placement and/or solitary
- Abuse

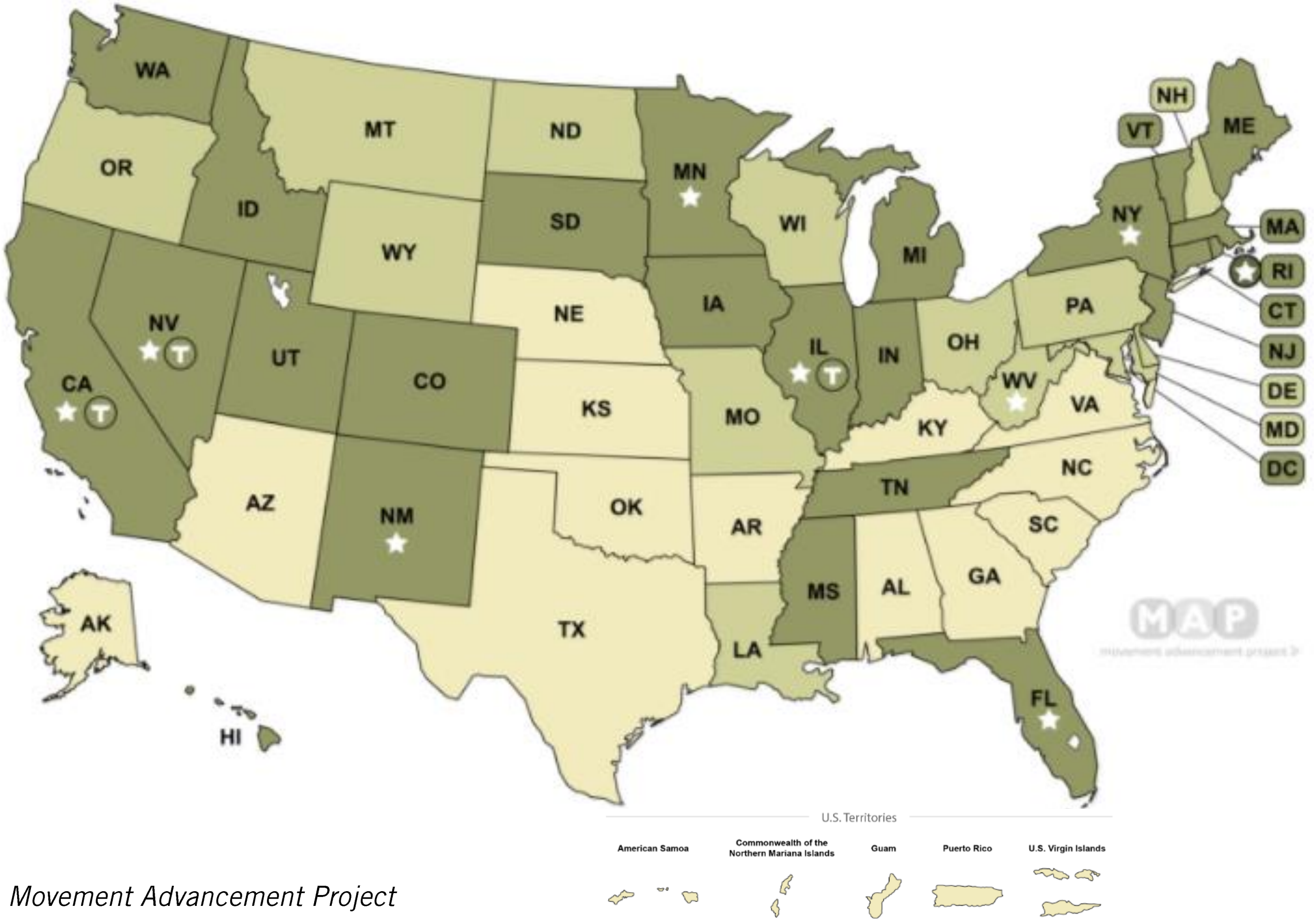
Child Welfare System

- Bias from: social workers, court, attorneys, caregivers, etc.
- Confidentiality and Outing
- Lack of legal framework and/or implementation
- Disaffirming and unsafe placements


2x as likely to report **poor treatment** by the foster system.

2x as likely **to live in a group facility,** rather than with a loving family.

State of the Union: Child-Welfare Non-Discrimination Laws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MAP
movement advancement project
U.S. Territories
American Samoa
Commonwealth of the Northern Mariana Islands
Guam
Puerto Rico
U.S. Virgin Islands

Movement Advancement Project

■ Prohibits discrimination based on sexual orientation and gender identity (24 states + D.C.)

▨ Prohibits discrimination based only on sexual orientation (13 states)

□ No statute on discrimination based on sexual orientation and gender identity(13 states)

T Explicit guidance requiring that trans youth be assigned to housing in accordance with their gender identity (3 states)

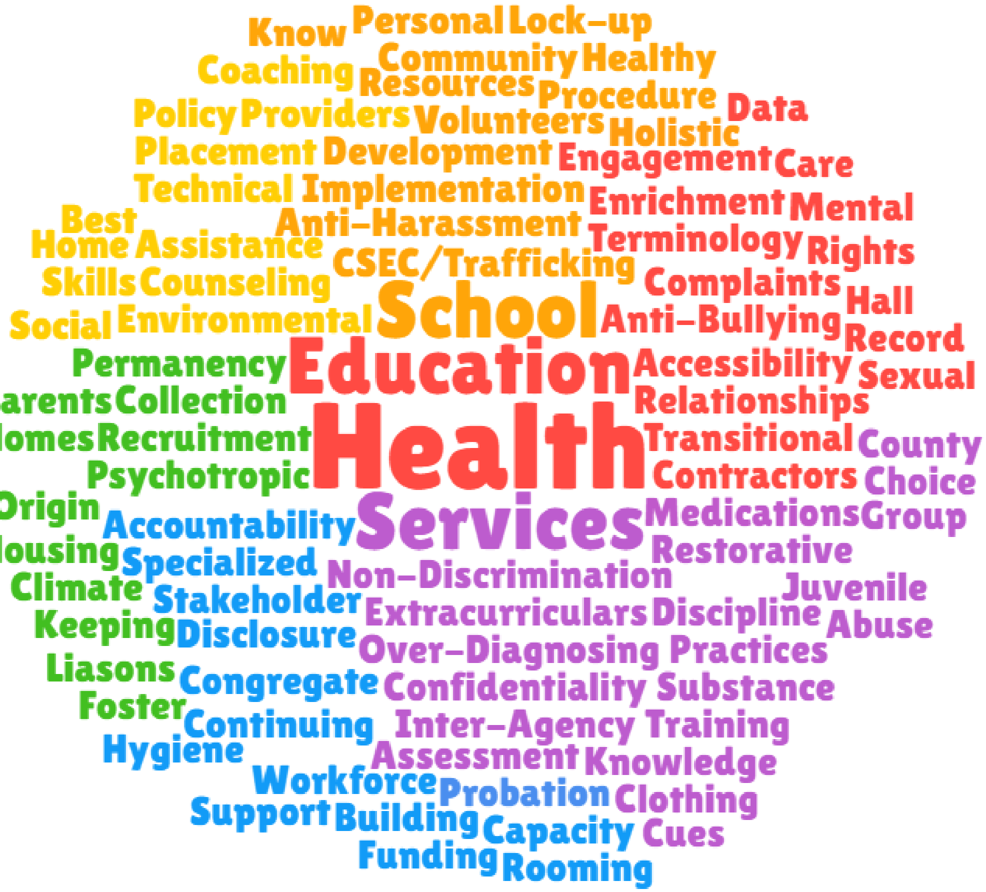
★ Requires LGBT-inclusive training for staff and/or foster parents (9 states)

Brainstorm

What elements would you want to see to know that a system of out-of-home care was safe and affirming of LGBTQ+ youth, especially TGNC youth?

(i.e. Training for staff, specific policies, visibility, data collection, etc.)

Creating a Standard

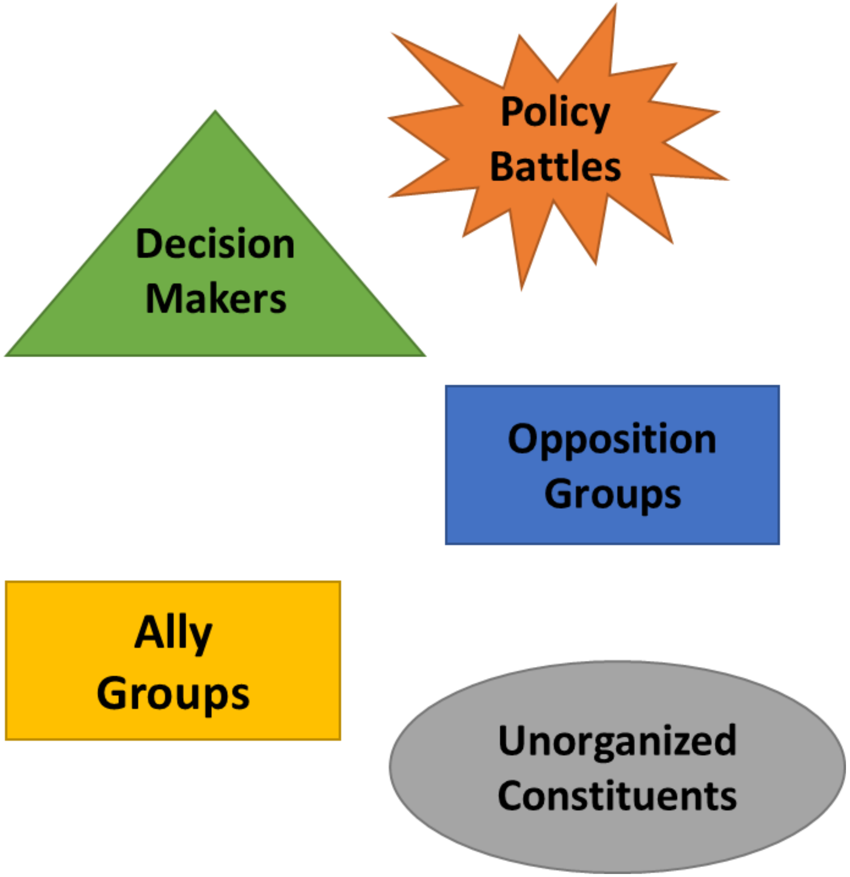

Know
Personal
Lock-up
Coaching
Community
Healthy
Resources
Procedure
Data
Policy
Providers
Volunteers
Holistic
Placement
Development
Engagement
Care
Technical
Implementation
Enrichment
Mental
Best
Anti-Harassment
Home
Assistance
Terminology
Rights
CSEC/Trafficking
Skills
Counseling
Complaints
Hall
Social
Environmental
School
Anti-Bullying
Record
Permanency
Education
Accessibility
Sexual
Parents
Collection
Relationships
Homes
Recruitment
Health
Transitional
County
Psychotropic
Contractors
Choice
Origin
Accountability
Services
Medications
Group
Housing
Specialized
Restorative
Non-Discrimination
Juvenile
Climate
Stakeholder
Keeping
Extracurriculars
Discipline
Abuse
Disclosure
Over-Diagnosing
Practices
Liasons
Congregate
Confidentiality
Substance
Foster
Continuing
Inter-Agency
Training
Hygiene
Assessment
Knowledge
Workforce
Probation
Clothing
Support
Building
Capacity
Cues
Funding
Rooming

Key Recommendation Domains

1. Policies & Implementation
    - A. Non-discrimination
    - B. Privacy & Disclosure
2. Dedicated Programming & Services
3. Training & Ongoing Support
4. Funding

Power Analysis

1. Define the problem
2. Name the competing agendas
3. Sketch major issue/policy battles
4. Sketch Decision-makers
5. Sketch organized Opposition Groups
6. Sketch organized Ally Groups
7. Sketch unorganized constituents


Policy Battles
Decision Makers
Opposition Groups
Ally Groups
Unorganized Constituents

Advocacy Campaign: LGBTQ+ Foster Youth

Goal

- Provide LGBTQ+ specific programs, services, and funding

Targets

- Los Angeles County Board of Supervisors

Power Analysis

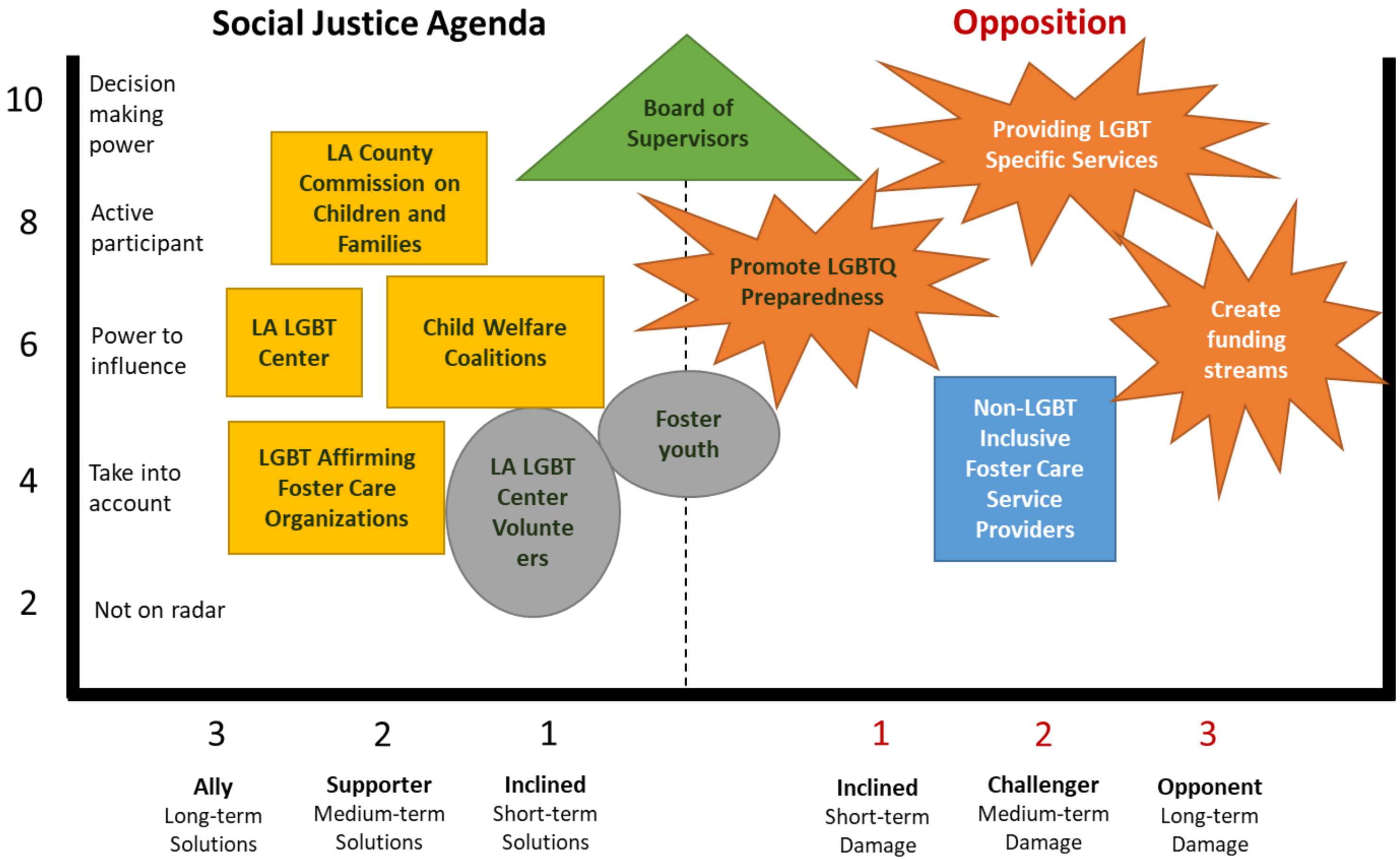
Tactics

- Letter writing
- Phone calls
- In-person lobbying & listening sessions

Stories

- Impacted community members

Power Analysis



Social Justice Agenda

Opposition

10 Decision making power

8 Active participant

6 Power to influence

4 Take into account

2 Not on radar

LA County Commission on Children and Families

Board of Supervisors

Providing LGBT Specific Services

Promote LGBTQ Preparedness

LA LGBT Center

Child Welfare Coalitions

Create funding streams

Foster youth

Non-LGBT Inclusive Foster Care Service Providers

LGBT Affirming Foster Care Organizations

LA LGBT Center Voluntee rs

3 **Ally** Long-term Solutions

2 **Supporter** Medium-term Solutions

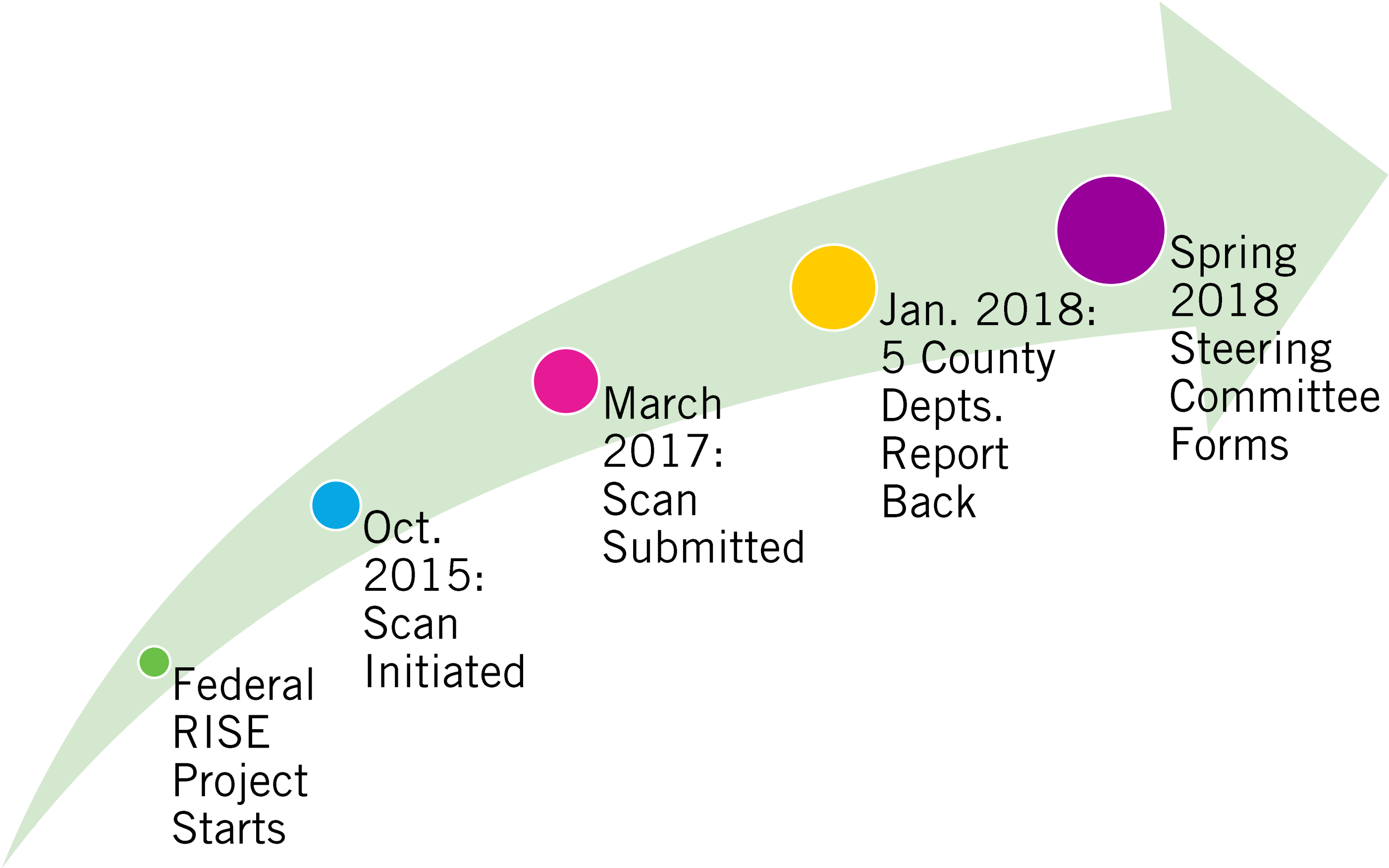
1 **Inclined** Short-term Solutions

1 **Inclined** Short-term Damage

2 **Challenger** Medium-term Damage

3 **Opponent** Long-term Damage

Timeline



Federal RISE Project Starts

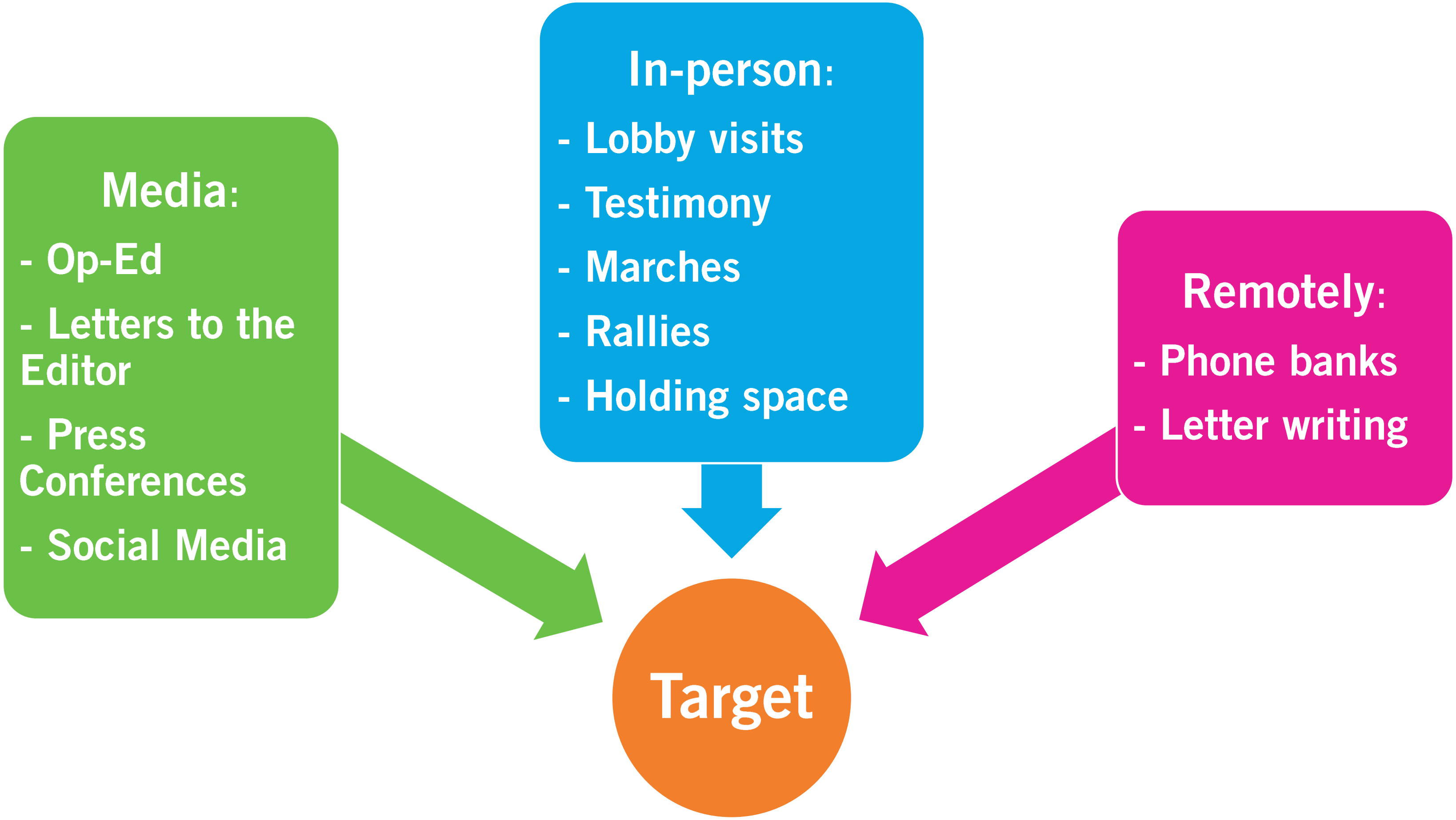
Oct. 2015: Scan Initiated

March 2017: Scan Submitted

Jan. 2018: 5 County Depts. Report Back

Spring 2018 Steering Committee Forms

Tactics



Media:

- Op-Ed
- Letters to the Editor
- Press Conferences
- Social Media

In-person:

- Lobby visits
- Testimony
- Marches
- Rallies
- Holding space

Remotely:

- Phone banks
- Letter writing

Target

Sharing your story...

Dayvon Williams, Youth Justice Coalition & Joshua Arguelle, NFYI

Start Small, Think BIG

What is one area relating to LGBTQ+, especially TGNC youth in systems of care that you would like to focus your local and/or state advocacy on?

Advocacy Campaign: ________________

Goal

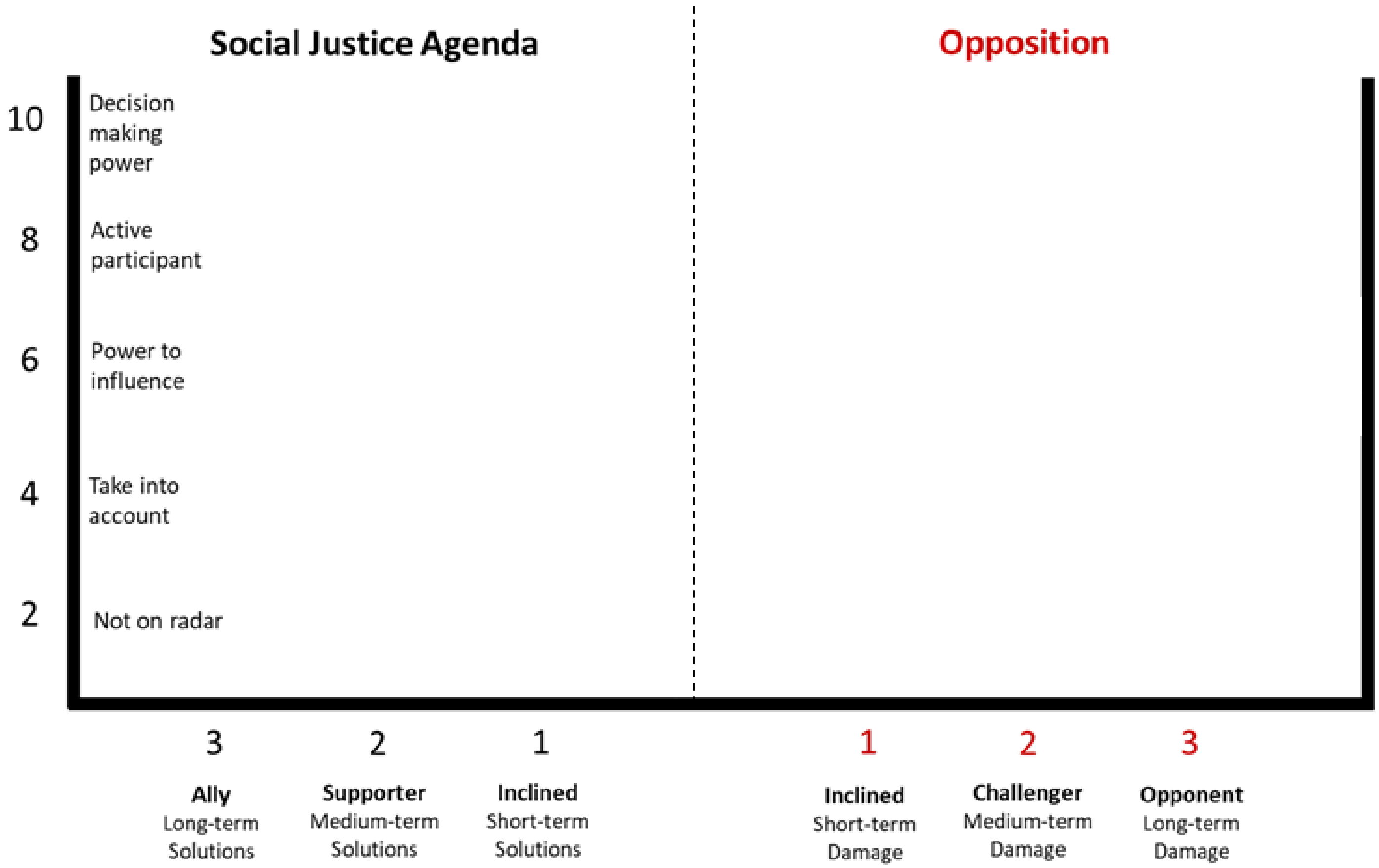
Targets

Power Analysis

Tactics

Stories

Power Analysis



Social Justice Agenda

Opposition

10 Decision making power

8 Active participant

6 Power to influence

4 Take into account

2 Not on radar

3	2	1	1	2	3
Ally Long-term Solutions	**Supporter** Medium-term Solutions	**Inclined** Short-term Solutions	**Inclined** Short-term Damage	**Challenger** Medium-term Damage	**Opponent** Long-term Damage

How Will You RISE Up For LGBTQ+ Youth?

Recognize that LGBTQ+ youth are in your care

Intervene to reduce barriers to permanency

Support the unique needs of LGBTQ+ youth

Empower yourself and your co-workers to utilize best practices

Wilber, S., Ryan, C., & Marksamer, J. (2006). CWLA Best practice guidelines: Serving LGBT youth in out-of-home care. Washington, DC: Child Welfare League of America.

Contact RISE

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