Current Trends and Affirming Settings for LGBTQ+ Youth

Nancy Mullen, MSW
Executive Director
I, State Your Name...

Nancy Mullen

Executive Director of Youth Outlook

Or as I would say at a drop-in center,

“Hi, I’m Nancy. I work for Youth Outlook and I use pronouns interchangeably.”

Who are you? What pronouns do you use?
Objectives

* Become competent in affirming language and terminology
* Understand the challenges LGBT young people face at home, school and in their communities
* Discuss observations from the Youth Outlook Drop In Centers + trends in the field
* Explore some options for creating affirming space for LGBTQ+ young people for services and employment

www.youth-outlook.org
What is this alleged Youth Outlook?
What is Youth Outlook?

* Not-for-profit agency providing supportive, social, educational and recreational services to lesbian, gay, bisexual and transgender (LGBT) youth since 1998 in DuPage, Kane, Whiteside, DeKalb, LaSalle and suburban Cook Counties

* Youth Outlook is the first not-for-profit that is dedicated solely to LGBT youth in Illinois

www.youth-outlook.org
What does this alleged Youth Outlook do?

Direct service to LGBT youth:
  Drop-in Centers
  Youth Leadership

Indirect service to LGBT youth:
  Parent Support
  Community Education and Professional Development

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What happens at these groups?

* Anything.
* Everything.
* We might be very serious.
* Sometimes we laugh until we cry.
* Sometimes we just cry.
* Sometimes we get angry.
* We always try to love each other and be kind.

You have to know your STIs. We’ll ask!

Youth Outlook is my safe space where I can be Me!
It gets a little silly sometimes.
As we grow...

Folks are trying hard to get out in front of this topic.
LGBT and non-binary people have existed throughout history in all cultures

We are more visible now than we have been in generations

Family and friends are more likely to be involved in LGBT issues or to be aware of challenges than ever before
We’re kinda hard to count

* In the 1990 census survey, long-term same sex couples (married) were edited by the receiving office to reflect one of them as an opposite sex partner.
* In 2000, long-term same sex couples were edited by the receiving office to reflect them as an unmarried couple (roommates)
* In 2010, same sex couples were estimated by some special tabulation assigned to only that population

~US Census Data
Everybody’s got one!

Sexual Orientation Vs. Gender Identity
They’re not the same

Orientation

Identity

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Let’s all use the same words

- Lesbian
- Gay
- Bisexual
- Transgender
- Questioning
- Queer
- Intersex
- Allies
- Asexual
- 2-S

Now you know why we add the “+” sign to LGBT!
Or the short version

LGBT
A person who is female-identified and is physically, romantically, emotionally and/or spiritually attracted to SOME other female identified people
A male identified person who is physically, romantically, emotionally and/or spiritually attracted to SOME people who are also male identified
Bisexual

A person who has the potential to experience sexual, romantic, physical and/or spiritual attraction for two or more genders
Pansexual

A person who has the potential to experience sexual, romantic, physical and/or spiritual attraction for members of all gender identities/expressions

This term is used frequently by our current youth attending Youth Outlook

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A person who generally has a lack or low level of sexual attraction to others

We are seeing more youth in the drop in centers identifying as asexual or “ace”. There are many different variations of asexuality and it exists on a spectrum.
The Asexual Spectrum

Many asexuals identify with two orientations: a romantic and a sexual one. According to the Asexual Visibility and Education Network (AVEN), an asexual’s romantic orientation determines “which gender(s), if any, they are inclined to form romantic relationships with.” There are also individuals in the asexual community who identify in the gray area between asexuality and sexuality.*

![Diagram of asexual spectrum]

*Note that this infographic is a limited and not definitive model of the asexual spectrum. Not all asexuals will identify or agree with the definitions in this graphic.

Source: AVENwiki (asexuality.org/wiki/)

THE HUFFINGTON POST
Transgender

Describes a person whose gender identity differs from the sex they were assigned at birth

* Transgender is an adjective, not a verb or noun
* We don’t say transgenders or transgenderism
* TransgenderED is no longer commonly used
Cisgender

An adjective for people whose gender identity aligns with the sex they were assigned at birth

Often called “Cis”
Kids shorthand to “cis-het”
There are intersecting identities

- Latinx (removes the masculine/feminine implication of o/a)
- Two Spirit people

Terms that include both a racial or ethnic identity and an orientation or gender identity component
That Pesky Binary

Are you a good witch or a bad witch?
Gender Expansive

Refers to a wider, more flexible range of gender identities or expressions than those typically associated with the binary gender system

Sometimes called Gender Nonconforming

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An umbrella term that reflects gender identities that don’t fit the accepted binary of male and female. Individuals feel they are both genders, neither or some mixture thereof.

Terms under this umbrella: genderqueer, gender fluid, agender (lacking gender), bigender (moving between/among genders based on situation), etc.

Non-binary folks may use they/them/theirs pronouns or others such as xe, ze, ey, hir, fae, hu
Historically, this was a derogatory slang term used to identify LGBTQ+ people.

A term that has been embraced and reclaimed by the LGBTQ+ community as a symbol of pride, representing individuals who may fall out of “norms” for gender and sexuality.

Generally, this term can only be used within the community.
Someone whose combination of chromosomes, hormones, internal sex organs and genitals differs from the two expected patterns of male or female.

Previously called hermaphrodite, which is no longer an accepted term.
Someone who advocates and supports a community other than their own
The process through which transgender people begin to live as the gender which they identify, rather than the one typically associated with their sex assigned at birth.
Social transition

- Name change
- Pronoun change
- Clothing and/or hairstyle changes
Legal Change

* Drivers License
* Birth Certificate gender markers
* Passport
Medical Transition

- Hormone use
- Affirming surgeries
- Affirming care without surgeries or hormone use
People can and do:

- Make social changes but not legal or medical
- Make social changes and legal changes but not medical
- Make social and medical changes but not legal
- Make social and legal and medical changes

* THERE’S NO SINGLE WAY TO TRANSITION!

www.youth-outlook.org
Normalize asking folks what pronouns they use:

- She/her/hers
- He/him/his
- They/Them/Theirs
- Other examples: xe, ze, ey, hir, fae, hu
- None or just use their name

www.youth-outlook.org
And they are not the same things!

* Sexual identity (biology)
* Gender identity (the identity you experience in your thinking/feeling/relating to the world)
* Sexual orientation (relational—about those other people)
* Gender expression/presentation (how you choose to show yourself to the world, based on your gender identity)
Biological Sex/Sex Assigned at Birth
- The physical anatomy and gender hormones one is born with, generally described as male, female or intersex; usually determined by a physical exam at birth

Gender Identity
- The internal perception of an individual’s gender and how they label themselves (male, female, neither, both, etc.)

Sexual Orientation
- The type of sexual, romantic, physical and/or spiritual attraction one feels for others, often labeled based on the gender relationship between the person and the people they are attracted to (gay, lesbian, bisexual, pansexual, heterosexual, etc.)

Gender Expression/Presentation
- External characteristics and behaviors a person expresses that are socially defined as masculine, feminine and/or neutral
The Genderbread Person v3.3

Gender is one of those things everyone thinks they understand, but most people don’t. Like Inception. Gender isn’t binary. It’s not either/or. In many cases it’s both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for gender understanding. It’s okay if you’re hungry for more. In fact, that’s the idea.

For a bigger bite, read more at http://bit.ly/genderbread

www.youth-outlook.org
It’s a personal journey

- What messages do you remember from childhood about your gender? How old were you? What was said or not said?

- What messages do you remember from childhood about your sexual orientation?

- What are your thoughts on those messages now?
Understanding the Trends for LGBTQ+ Young People
Identity Formation

* **Gender Identity**
  * Thought to be established by age 3

* **Sexual Orientation**
  * Thought to be established between the ages of 5 to 7
  * “I’m different”

* Coming out age has dropped significantly in the past decade
  * Studies report the average coming out age for LGB youth is 13 years, 3 months
  * Limited studies on trans youth

* The **Family Acceptance Project** recommends that we create inclusive homes and services before we know who our children will become

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Trends We’re Seeing with Elementary/Middle School Youth

- Decreased coming out age—Youth Outlook has now served children as young as 6
- Limited research available on how these earlier advances are impacting cognitive development
  - What are the risks?
  - What happens to general development with fewer resources?
  - What happens if child is forced to conform?
- Increased parental support allowing for access to resources sooner and children socially transitioning between K and G1
- Limited education and support for faculty at middle and elementary school levels
- Need more focus on this for mental health and health care practitioners as they go through training

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Health Challenges

- Limited access to culturally sensitive health care providers
- Higher rates of tobacco use
- Reproductive health
  - Lack of comprehensive sex education in schools
- Steroid or hormone use
- Affective disorders
  - Double the rates of their straight peers
- Anecdotally, we’re seeing high rates of bipolar diagnoses and self-injury
- Suicidal Ideation
- Suicide Attempts
  - The Trevor Project reports LGB youth are 4 times more likely to attempt
  - This statistic doubles with family rejection
  - Attempts are nearly 2 times higher among Black and Hispanic youth
- Completed Suicides

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Among adult LGBT people, we are now seeing:

- Smoking related deaths
- Melanoma, particularly among gay men
- Breast cancer, among lesbians

* 50% of trans adults have had to educate their health care providers about gender identity issues
21% were living in poverty

35% reported serious psychological distress in previous month

28% reported limiting hydration to avoid bathrooms

56% would feel uncomfortable seeking help from police

33% reported at least one negative experience with a health care provider in past year

24% avoid seeing doctors

28% reported insurance coverage denial
Chilling information

On a national level, 40% of transgender people have attempted suicide in their lifetime

- That’s 9 times the average rate

7% have attempted in the past year

- That’s 12 times the average rate

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Intimate Partner Violence

- More than half (54%) of respondents in the national survey reported some form of intimate partner violence
- 24% rated their experience with IPV as severe (compared to 18%)
- Almost half (47%) have been physically assaulted
HRC study - Supporting and Caring for Our Gender Expansive Youth

- Only 4 percent of GE youth reported being “very happy” compared to 27% of their cisgender peers
- Nearly half of GE youth agreed that they had experimented with drugs and alcohol, which is double the rate of their straight, cisgender peers
- Less than half of GE youth reported having an adult in their family they could turn to if they felt worried or sad
- 59% reported having an adult outside of the family that they could talk to
- 30% of GE youth reported “definitely not fitting in” with their peers

**ACCEPTANCE**

Less than one-third (30 percent) of gender-expansive youth reported “strongly agreeing” that most of their peers do not have a problem with their identity as an LGBT person. This is the smallest percentage across all respondents.
Challenges at Home

* The 40 to None Project reports that half of all teens get a negative reaction from their parents when they come out
* Family conflict is the most common cause of all youth homelessness
* More than 1 in 4 are thrown out of their homes

* 40% of homeless youth identify as LGBTQ
  * This is highly disproportionate as they only make up around 4-7% of the general population
* Gay and transgender youth also face significant challenges in foster care and the juvenile justice system

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UP TO 40% HOMELESS YOUTH POPULATION

UP TO 7% GENERAL YOUTH POPULATION

LGBT  NOT LGBT

TRUECOLORSFUND
Homeless LGBTQ youth face more vulnerability on the streets:
* Great risk for: victimization, unsafe sexual practices and mental health issues than straight homeless young people
* 60% have been sexually victimized on the streets, compared to 33% of straight homeless youth
* Gay and transgender homeless youth are 7 times more likely to experience acts of sexual violence

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School Challenges

* 85% were verbally harassed in the past year for sexual orientation, 55% because of their gender expression
* Higher rates of physical assault
* Students experiencing harassment are 3 times more likely to miss school
* 57.6% of LGB youth surveyed reported feeling unsafe at school because of their orientation
* 43.3% feel unsafe because of their gender expression

GLSEN 2015 National School Climate Survey

www.youth-outlook.org
* 27% of LGBT students were physically harassed (pushed or shoved)
* 13% of LGBT students were physically assaulted (punched, kicked, injured with a weapon)
* 49% LGBT students experienced cyberbullying

* 60% of LGBT students were sexually harassed (unwanted touching, comments)

www.youth-outlook.org
* 58% of LGBT students who were harassed or assaulted did not report the incident
  Why?

* 64% of the students who did report it said that school staff did nothing in response or told the students to ignore it
THE SCHOOL TO PRISON PIPELINE: and the pathways for LGBT youth

SCHOOL

DISCIPLINE:
Zero Tolerance = Automatic Punishment
Schools also notify parents of disciplinary action

SAFETY:
LGBT and gender non-conforming youth face ongoing harassment and violence in schools

ACHIEVEMENT:
The lack of safety in schools for LGBT youth can lead to lower academic achievement

FAMILY REJECTION:
Reporting a school disciplinary action to students' families may "out" LGBT students, increasing risk of family rejection or violence. Many LGBT students run away from or are forced to leave their homes once their families find out about their sexual orientation or gender identity. Many end up homeless or in family social services

LGBT STUDENTS DITCH SCHOOL FOR SAFETY:
- A high percentage of LGBT students reported that they had missed school in the past month because they felt unsafe
- Nearly 1/3 of LGBT students who drop out of high school do so to escape harassment

FAMILY & SOCIAL SERVICES:
Students in foster care are 3 times more likely to be suspended or expelled than students in the care of a guardian

HOMELESSNESS:
LGBT youth are disproportionately represented in the homeless youth population, making up between 20 and 40 percent of all homeless youth

DROPOUT:
- A student with 3+ suspensions by sophomore year is 5 times as likely to drop out
- Studies estimate nearly one-third of LGBT students drop out to escape violence & harassment

PUSH OUT:
Denies young people their right to education and makes it more likely they will end up in prison

PRISON / JUVENILE JUSTICE SYSTEM:
- Young people who do not graduate are 8 times more likely to go to prison than students who graduate
- Emerging research indicates that approximately 13% of youth in detention facilities across the country are LGBT
- Many juvenile detention facilities do not have the training, awareness or education to meet the needs of LGBT youth

SOURCES:

Created for Gay-Straight Alliance Network 2011
How does your facility manage?

* Bathroom use
* Gender activities
* Group assignments
* Working with a young person who is not out or not supported by their family

* 71% of LGBT students reported that their schools engaged in some form of gendered school activities

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As employers...

- What is on your application for gender designation?
- How do you handle any dress codes that your company uses?
- How do you handle harassment of LGBT employees?
- Do you recognize and make statements about LGBT specific dates/days in the calendar?
- Have you thought through how to support an employee going through transition?
- Does your company model respect for the diversity of LGBT people at all levels of decision making?
- Do you actively recruit LGBT people?
- Are there representations of LGBT people on your ads and social media content?
Challenges T/GE Young Folks Face

- Incorrect and disrespectful use of names and pronouns
- Lack of access to appropriate restroom facilities
- Limited or no recognition on forms/documents
- Rigid or gendered dress codes

- Confidentiality
- Lack of role models, lack of information
- Varying support from family
- Safety in unsupervised spaces
- Most schools in our area do not have a policy in place for supporting T/GE students

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LET’S PRACTICE:

IF A CLIENT IDENTIFIES AS TRANSMASCULINE, WHAT DOES THAT MEAN?

ASSIGNED _______ AT BIRTH AND IDENTIFIES AS A _________

IF A PARENT SAYS I HAVE A TRANSGENDER DAUGHTER, WHAT DOES THAT MEAN?

THEIR CHILD WAS ASSIGNED _______ AT BIRTH AND IDENTIFIES AS A _________

IF A STUDENT SAYS I AM A CIS-BOY, WHAT DOES THAT MEAN?

ASSIGNED _______ AT BIRTH AND IDENTIFIES AS A _____________

IF AN EMPLOYEE IDENTIFIES AS FTM, WHAT DOES THAT MEAN?

ASSIGNED _______ AT BIRTH AND IDENTIFIES AS A _________
**WHAT IS GENDERED LANGUAGE??**

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<thead>
<tr>
<th>GENDER SPECIFIC LANGUAGE</th>
<th>GENDER NEUTRAL LANGUAGE</th>
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<tbody>
<tr>
<td>Mom/Dad</td>
<td>Parents</td>
</tr>
<tr>
<td>Sister/Brother</td>
<td>Siblings</td>
</tr>
<tr>
<td>Grandma/Grandpa</td>
<td>Grandparents</td>
</tr>
<tr>
<td>Aunt/Uncle</td>
<td>??</td>
</tr>
<tr>
<td>Niece/Nephew</td>
<td>Niblets/Nibs</td>
</tr>
<tr>
<td>Boyfriend/Girlfriend</td>
<td>Boo, Date, Partner, etc.</td>
</tr>
<tr>
<td>Husband/Wife</td>
<td>Spouse</td>
</tr>
<tr>
<td>Sir/Ma’am</td>
<td>??</td>
</tr>
<tr>
<td>Ladies/Gentlemen</td>
<td>Everyone, Y’all</td>
</tr>
<tr>
<td>Miss/Ms./Mrs./Mr.</td>
<td>Mx.</td>
</tr>
</tbody>
</table>
Being transgender is not an illness

Trans people have been historically pathologized in the US

Currently, the Diagnostic and Statistical Manual of Mental Disorders (DSM 5) lists the condition “Gender Dysphoria”

Gender Dysphoria and its treatment in children, adolescents and adults has an international standard of care created by the World Professional Association of Transgender Health and is not considered a disorder
To be diagnosed with Gender Dysphoria today, one must exhibit a strong and persistent cross-gender identification (not merely a desire for any perceived cultural advantages of being the other sex). In children, the disturbance is manifested by six (or more) of the following for at least a 6-month duration:

- Repeatedly stating desire to be or instance that they are the other sex
- In boys, preference for cross-dressing or simulating female attire; in girls, insistence on wearing only stereotypical masculine clothing
- Strong and persistent preferences for cross-sex roles in make-believe play or persistent fantasies of being the other sex
- A strong rejection of typical toys/games typically played by one’s sex assigned at birth
- Intense desire to participate in the stereotypical games and pastimes of the other sex
- Strong preference for playmates of the other sex
- A strong dislike of one’s sexual anatomy
- A strong desire for the primary (e.g., penis, vagina) or secondary (e.g., menstruation) sex characteristics of the other gender
**Impact of a GSA**

- Students who had a GSA in their school:
  - Were less likely to hear “gay” used in a negative way
  - Were less likely to hear negative remarks about gender expression
  - Were more likely to report that school personnel intervened when hearing homophobic remarks
  - Experienced lower levels of victimization related to SO/GI
  - Felt more connected to their school community

GLSEN 2015 National School Climate Survey
Suggestions for advocates

- Be visible—books in your office, posters, stickers, buttons
- Be vocal
- Advocate for gender affirming practices related to record keeping and facility use
- Include LGBT language
- Know what the community resources are
- Learn from the youth
- Understand the LGBT community is changing rapidly

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Conversion Therapy Ban

* **HB0217** Signed into law by Governor Rauner on 8/20/15 states that “Under no circumstances shall a mental health provider engage in sexual orientation change efforts with a person under the age of 18.”
* "**Sexual orientation change efforts**" or "conversion therapy" means any practices or treatments that seek to change an individual's sexual orientation, as defined by subsection (o-1) of Section 1-103 of the Illinois Human Rights Act, including efforts to change behaviors or gender expressions or to eliminate or reduce sexual or romantic attractions or feelings towards individuals of the same sex.
* "**Mental health provider**" includes licensed clinical psychologists, psychiatrist, clinical social worker, marriage and family therapists, professional counselor, students, interns, volunteers or other persons assisting or acting under the direction or guidance of any of these licensed professionals

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Additional Organizations with Affirming Transgender Policy Statements

* American Psychological Association
* National Association of Social Workers
* American Academy of Child and Adolescent Psychiatry
* The American College of Nurse-Midwives
* The Pediatric Endocrinology Nursing Society
* National Association of Pediatric Nurse Practitioners
* The National Association of School Psychologists
* Association of Title IX Administrators
* National Council of Teachers of English
* Veterans For Peace
* The Canadian Psychiatric Association
* American College of Physicians
* American School Counselor Association
* American Geriatrics Society
* National Association of School Nurses
* Ann & Robert H. Lurie Children’s Hospital of Chicago

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Best Practice Suggestions

* Allow individuals to access facilities based on their affirmed identity
* Trust that the client is the expert of their experience
* Never force someone to come out or not come out
* Do your best to remove barriers clients may face
* As clinicians, we need to take steps to understand the changing area of the law and help provide psychoeducation for making choices, accessing services
* Think of transitioning like a buffet. There is no one way and there are a lot of options
* Be as transparent as you can about the limits of the systems that you are working with
* Become comfortable with gray area

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Inclusive Practices

* How do you honor someone’s preferred name/pronouns?
* How do you document appropriately?
* How do you train your staff?
* How do you keep data about LGBTQ people?
Community Resources
360 Youth Services

* 360 Youth Services “provides life changing services through prevention education, counseling and shelter”

* Transitional Housing Programs serve homeless young people ages 18-24 by providing assistance with education, employment and interpersonal skills with the goal of independent living

* Opened the first LGBTQ-specific transitional housing program in June 2014
  * Serve 8 residents, ages 18-21 years old for up to 18 months
  * In Naperville

* 360youthservices.org

www.youth-outlook.org
Youth Outlook

* Only not-for-profit agency that is dedicated solely to the LGBTQ youth in the western suburbs
* Provide supportive, social, educational and recreational services to LGBTQ youth in DuPage, Kane, DeKalb, Lee, Ogle, Whiteside and suburban Cook counties
* Direct service through:
  * Drop-in Centers
  * Youth Leadership
  * THRIVE Parent Group
* Indirect service to LGBTQ youth through Community Education

* Drop In Centers operate 6:30-9p one night per week in each location
  * Mondays: DeKalb
  * Tuesdays: Naperville, Ottawa
  * Wednesdays: Transcend (Naperville and Palatine)
  * Thursdays: Geneva, Sterling

* THRIVE Parent Group meets the 1st and 3rd Wednesdays from 6:30-8:30p
* Youth Outlook 2 for 21-25 year olds meets the 1st and 3rd Thursdays in Naperville

www.youth-outlook.org
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<tr>
<th>Resources</th>
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<td><strong>Local:</strong></td>
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</table>
| • Youth Outlook  
  • Drop-in Centers for LGBTQ youth ages 12-25  
  • Parent Support Group  
  • Meet in Naperville, Aurora, DeKalb, Dixon and Sterling  
  • Transcend program on Wednesday nights is specifically for trans and non-binary folks  
  • 360 Youth Services  
  • Housing for homeless LGBTQ youth ages 18-21  
  • Open Door Clinic  
  • PFLAG DuPage  
  • Naperville Community Network: Professionals Supporting LGBTQ youth  
  • Email for therapist referrals |
| **State:** |
| • The Illinois Safe Schools Alliance  
  • PFLAG (Parents, Families, Friends of Lesbians and Gays)  
  • Pinwheels  
  • Gender Expansive Youth Network  
  • Gender and Sex Development Program and Lurie Children’s  
  • Howard Brown Health Center  
  • TransLife Center at Chicago House  
  • Transformative Justice Law Project  
  • The Crib (Night Ministry)  
  • The Center on Halsted  
  • Neon Street Dorms, El Rescate  
  • Angles Pride Youth Program  
  • Equality Illinois  
  • Broadway Youth Center  
  • Live Oak Chicago |

www.youth-outlook.org
Resources continued

National:
* Trans Student Educational Resources (transstudent.org)
* The Trevor Project
* TransLife Line
* Trans Youth Family Allies
* WPATH (World Professional Association for Transgender Health)
* Forty to None Project
* Human Rights Campaign
* Philadelphia Trans Health Conference
* Inter/Act Youth

* GLAAD
* National Center for Transgender Equality
* Gender Spectrum
* GLSEN
* We Happy Trans
* It’s Pronounced Metrosexual
* Family Acceptance Project
* Human Rights Watch
* It Gets Better Project

www.youth-outlook.org
The Trevor Project

* Helpline
  * 866.488.7386

* The ONLY national suicide prevention hotline for LGBT youth

* The Chat online messaging via
  * Trevorproject.org

* 7 days a week
* 3-10 pm

* TrevorText
* Text “Trevor” to
  * 1.202.304.1200
Recommended Reading:

* The Transgender Child - Brill & Pepper
* Beyond Magenta - Kulkin
* Gender Born, Gender Made - Ehrensaft
* Raising My Rainbow - Duron
* Transitions of the Heart - Pepper
* Trans Bodies, Trans Selves - Erickson-Schroth

Extensive list of LGBTQ books with reviews: http://www.leewind.org/


Picture Books: http://booksforkidsingayfamilies.blogspot.com/

http://booksforkidsingayfamilies.blogspot.com/
Bibliography and Useful Reports

* HRC’s Supporting and Caring For Our Gender Expansive Youth
  http://www.hrc.org/youth-report/supporting-and-caring-for-our-gender-expansive-youth#.VQiE1YF4ris

* National Center for Transgender Equality’s National Transgender Discrimination Report

* GLSEN’S 2015 National School Climate Survey

* IHSA Transgender Policy

* Additional Definitions
  http://transstudent.org/definitions

www.youth-outlook.org
And...

Since we JUST finished LGBT history month...
"98H009"
First youth leader
First youth board member
First youth board officer
First youth intern
Volunteer
“My claim to fame is that I’ve done every job at Youth Outlook except Nancy’s!”

www.youth-outlook.org
Audrey

At 16, challenged her school board to include sexual orientation in the district’s non-discrimination clause.
Just finished graduate school last week.
Mom of twins and a single-ton
Ann

LCSW
Creator of Kane County Network
Launched West Aurora High School support group
Youth Outlook Excellence in Staff 2013
Sometimes awesomeness happens...

You’ll remember Shane from a couple slides ago...

Aaaaand you’ll remember Ann...

Married, March 2016
Peter

Artist, Philanthropist,
Excellence in Staff Honoree
2016
Creator Rainbow of Impact
Kelly

Youth Outlook’s first community educator

Helped launch Safe Spot at CRMS

Mom

www.youth-outlook.org
Tony

Youth leader
First Program Manager
Getting his Master’s in Psychology
Michael

National Runner Up for GLSEN Youth Advocacy Award
Organized first Safe Space trainings in District 203
Inspired the Michael Fairbanks Youth Advocacy Award at Youth Outlook

(There’s Tony again!)
Sometimes, things happen and it changes everything.
Or as he is now known, Dr. David Walker, Resident of Neurology, Rush Medical Center
What’s fun about this photo?

Ann, 20

Tony, 19

Mat, 17

Audrey, 17

Shane took this photo
SORRY FOR THE INCONVENIENCE
WE ARE TRYING TO CHANGE THE WORLD
In his own words

Nancy - I wanted to take a moment to send a sincere thank you for the impact that not only you but QYC/Youth Outlook made on my life. As you may be aware, both Brian and I sit on the board of Come Out With Pride Orlando, Inc as 2 of their 7 board members and have been organizing their annual pride festival and parade for several years. This year is quite special - Orlando will be in the spotlight come October and it will be the largest event to date. I led a group of folks in the St. Pete Parade this past weekend to honor the victims of the Pulse tragedy and it took me back to my first Pride Parade with QYC. Thank you - from the bottom of my heart for making me feel welcomed, special, loved and cared for. I am so glad to have had the experiences I had and still hold those memories close to my heart. I hope all is well and if you ever need anything please let me know.  ~Mat

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Thank you from all of us!
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Or

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Thank you!

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